

## GENDER EQUITY

# 20th century debts, 21st century shame

### Gender and education

**References**

**CURRENT SITUATION**  
(latest available data)

- Better situation
- Above average
- Below average
- Worse situation
- Insufficient data

**EVOLUTION**  
(since 1990 or closest available year)

- ➔ Significant progress
- ➔ Slight progress
- || Stagnant
- ➔ Regression
- ➔ Major regression

Complete table at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	LITERACY RATIO GAP (women/men)	NET PRIMARY ENROLMENT RATIO GAP (women/men)	NET SECONDARY ENROLMENT RATIO GAP (women/men)	GROSS TERTIARY ENROLMENT RATIO GAP (women/men)
	Afghanistan (52)	—	0.29			0.28*
	Albania (94)	56	0.99	0.99*	0.97* ➔	1.60*
	Algeria (94)	52	0.76 ⬅	0.98* ➔	1.06*	1.28*
⬅	Andorra (—)	—		0.97* ⬅	1.10*	1.06*
	Angola (62)	53	0.65			0.66* ⬅
	Anguilla (—)	—		1.06*	0.96*	3.11*
	Argentina (98)	72	1.00	0.99*	1.09*	1.42*
	Armenia (96)	—	0.99	1.05*	1.03* ➔	1.22*
	Aruba (—)	—	1.00	1.01	1.10	1.56
	Australia (99)	76		1.01*	1.02*	1.25*
➔	Austria (—)	73		1.02*		1.21* ➔
	Azerbaijan (85)	62	0.99*	0.97	0.96 ⬅	0.94 ➔
	Bahamas (99)	80		1.03*	1.02*	
⬅	Bahrain (99)	46	0.94 ⬅	1.00*	1.06*	2.41*
➔	Bangladesh (57)	51	0.76	1.04*	1.04* ➔	0.53* ➔
	Barbados (99)	77		1.00*	1.01*	2.46*
	Belarus (99)	66	1.00*	0.97*	1.02*	1.36*
➔	Belgium (99)	73		1.00*	1.01*	1.23* ➔
	Belize (93)	64	1.00*	1.01	1.01*	2.43*
➔	Benin (68)	41	0.49	0.81* ➔	0.49* ➔	0.25* ➔
	Bermuda (—)	—				1.18*
	Bhutan (78)	—		1.00*	1.00*	0.53*
	Bolivia (80)	66	0.87 ⬅	1.01*	0.99* ➔	
	Bosnia and Herzegovina (—)	—	0.95			
	Botswana (92)	66	1.02	1.00*	1.09*	1.00* ➔
	Brazil (92)	69	1.00	1.01*	1.10*	1.32*
⬅	Brunei Darussalam (100)	63	0.95 ⬅	1.01*	1.05*	2.02*
	Bulgaria (99)	74	0.99	0.99*	0.98* ⬅	1.15*
➔	Burkina Faso (64)	52	0.53	0.80* ➔	0.71* ➔	0.46* ➔
	Burma/Myanmar (76)	—	0.92 ⬅	1.02* ➔	0.99*	1.77*
	Burundi (58)	62	0.78	0.91* ➔		0.38*
➔	Cambodia (66)	60	0.76 ⬅	0.99* ➔	0.84* ➔	0.47* ➔
	Cameroon (70)	49				0.66* ➔
	Canada (99)	76		1.00*		1.36*
	Cape Verde (93)	51	0.71* ⬅	0.98* ➔	1.09*	1.04* ➔
⬅	Cayman Islands (—)	—		0.90* ⬅	0.92* ⬅	3.01*
⬅	Central African Republic (65)	42	0.52 ⬅	0.70* ➔	0.33* ➔	0.19* ➔
	Chad (42)	41	0.31 ⬅	0.70* ➔		0.14*
	Chile (100)	62	1.00	0.98*		0.96* ➔
	China (90)	69	0.91 ⬅			0.98 ➔
	Colombia (90)	75	1.00	1.00	1.11	1.09
➔	Comoros (79)	—		0.85* ➔		0.77* ➔
	Congo, DR (69)	—	0.67 ⬅			

**NOTE:**  
(\*) Data refer to years or periods other than those specified in the indicator's definition.

**SOURCE:**  
UNESCO Website Database ([www.uis.unesco.org](http://www.uis.unesco.org)), 2008.

For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

Definition of indicators at the end of this table.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	LITERACY RATIO GAP (women/men)	NET PRIMARY ENROLMENT RATIO GAP (women/men)	NET SECONDARY ENROLMENT RATIO GAP (women/men)	GROSS TERTIARY ENROLMENT RATIO GAP (women/men)
	Congo, Rep. (79)	43		1.20*		0.19* ←
	Cook Islands (90)	—		0.99*	1.10*	*
	Costa Rica (94)	68	1.01			1.26*
→	Côte d'Ivoire (79)	37	0.63	0.80* →	0.57* →	0.36*
←	Croatia (99)	74	0.98 ←	0.99*	1.02*	1.19*
	Cuba (99)	70	1.00	1.01	1.03	2.59
←	Cyprus (99)	69	0.96 ←	1.00*	1.02*	1.13*
→	Czech Republic (99)	69		1.03*		1.16* →
	Denmark (98)	80		1.01*	1.02*	1.39*
	Djibouti (75)	46		0.81* →	0.66* →	0.73* ←
	Dominica (97)	—		1.02*	1.01*	*
	Dominican Republic (88)	66	1.00	1.03	1.22	1.59*
←	Ecuador (83)	71	0.97 ←	1.01*	1.02*	
←	Egypt (88)	40	0.71 ←	0.95* →	0.92*	
←	El Salvador (79)	67	0.92* ←	1.00*	1.04*	1.22*
	Equatorial Guinea (59)	45	0.86 ←	0.90* ←		0.43* →
←	Eritrea (67)	45		0.85* ←	0.66* ←	0.15*
	Estonia (99)	74	1.00	0.99*	1.02*	1.66*
→	Ethiopia (54)	52	0.51* ←	0.93 →	0.70 →	0.32* →
	Fiji (99)	—		0.99*	1.07*	1.20*
	Finland (100)	85		1.00*	1.01*	1.21*
	France (99)	73		1.01*	1.02*	1.27*
	Gabon (82)	53	0.82*	0.99*		0.54*
→	Gambia (70)	49		1.00* →	0.84* →	0.24* ←
	Georgia (89)	64		1.01*	1.02*	1.04*
	Ghana (66)	58	0.75 ←	1.01 →	0.91 →	0.53 →
←	Greece (100)	66	0.96 ←	1.00*	1.02*	1.14*
	Grenada (92)	—		0.98*	1.01*	*
	Guatemala (68)	49	0.84	0.95* →	0.93*	0.72*
→	Guinea (66)	51	0.43	0.84* →	0.54* →	0.24* →
→	Guinea-Bissau (61)	48		0.71* →	0.55*	0.18*
	Guyana (81)	61				2.09*
→	Honduras (78)	69	1.01	1.01*		1.41* →
→	Hong Kong (—)	72		0.95*	1.01* →	1.04* →
	Hungary (99)	71		0.98* ←	1.00*	1.46*
	Iceland (100)	78		0.97*	1.03*	1.91*
	India (71)	40	0.65 ←	0.96* →		0.71* →
	Indonesia (84)	52	0.92 ←	0.97*	0.99* →	0.79* →
→	Iran (91)	54	0.87 ←	1.10* →	0.94*	1.09* →
→	Iraq (83)	—	0.76	0.86*	0.70* →	0.59* →
	Ireland (100)	70		1.01*	1.06*	1.26* →
	Israel (100)	73		1.01*	1.01*	1.34*
→	Italy (99)	65	0.99	0.99*	1.01*	1.36* →
→	Jamaica (95)	61		1.00*	1.05*	2.29* →
→	Japan (99)	61		1.00*	1.01*	0.89* →
←	Jordan (97)	47	0.91 ←	1.01*	1.04*	1.05*
	Kazakhstan (98)	75	1.00*	1.00*	0.99*	1.43*
←	Kenya (71)	59	0.90 ←	1.01*	1.01*	0.60*
	Kiribati (88)	—		1.01*	1.10*	*
	Korea, Rep. (100)	54		0.93* ←	0.96	0.64 →
	Kuwait (98)	—	0.96 ←	0.99 →	1.04*	2.87*
	Kyrgyzstan (95)	71	0.99*	0.99	1.02	1.27
→	Lao, PDR (58)	—	0.79	0.94* →	0.85* →	0.71* →

NOTE:  
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Definition of indicators at the end of this table.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	LITERACY RATIO GAP (women/men)	NET PRIMARY ENROLMENT RATIO GAP (women/men)	NET SECONDARY ENROLMENT RATIO GAP (women/men)	GROSS TERTIARY ENROLMENT RATIO GAP (women/men)
	Latvia (99)	76	1.00	1.03*		1.79*
	Lebanon (95)	47		0.99	1.10	1.13*
	Lesotho (72)	64		1.06*	1.56*	1.27*
	Liberia (65)	—		0.78*	0.57*	0.76*
	Libya (98)	—				1.10* →
	Liechtenstein (—)	—		1.03*	1.11*	0.37*
	Lithuania (99)	77	1.00	1.00*	1.01*	1.56*
	Luxembourg (97)	61		1.01*	1.07*	1.17*
	Macao (—)	—	0.92 ←	0.96	1.05	0.81 →
	Macedonia (96)	68	0.96	1.00*	0.98*	1.38*
	Madagascar (61)	61	0.85 ←	1.00*	1.03*	0.89* →
→	Malawi (62)	48	0.72*	1.05 →	0.89* →	0.55* →
←	Malaysia (99)	58	0.93 ←	1.00*	1.12*	1.26*
	Maldives (86)	62	1.00	1.00*	1.10*	2.37*
	Mali (69)	50	0.44* ←	0.78* →		0.45* →
	Malta (100)	59	1.03*	0.95* ←	0.98*	1.35* →
	Marshall Islands (93)	—		0.99*	1.06*	1.30*
→	Mauritania (66)	49	0.73	1.05* →	0.89* →	0.34* →
	Mauritius (98)	60	0.91 ←	1.02*	1.02*	1.26* →
	Mexico (94)	60	0.97 ←	0.99*	0.99*	0.94* →
	Moldova (96)	74	0.99	1.00	1.03	1.39
	Mongolia (95)	70	1.00	1.02	1.13	1.57
	Montserrat (—)	—		0.96*	1.11*	*
→	Morocco (79)	43	0.60 ←	0.94* →	0.85* →	0.81* →
	Mozambique (66)	64	0.46* ←	0.91* →	0.78* →	0.49*
←	Namibia (85)	71	0.96 ←	1.06*	1.32*	0.88* ←
→	Nepal (65)	44	0.56	0.87*		0.40* →
	Netherlands (100)	78		0.99*	1.02*	1.07* →
	Netherlands Antilles (—)	—	1.00*		1.10	1.43*
	New Zealand (98)	78		1.00*	1.03*	1.49*
	Nicaragua (72)	52	1.00	0.98* ←	1.13*	1.08* →
	Niger (52)	47	0.35 ←	0.73* →	0.66* →	0.34* ←
	Nigeria (63)	43	0.65* ←	0.86*	0.84*	0.53*
	Niue (—)	—		1.00*	1.05*	*
	Norway (100)	84		1.00*	1.01*	1.53*
→	Oman (99)	48	0.85	1.02 →	0.99	1.09* →
→	Pakistan (64)	42	0.55	0.76*	0.74*	0.88* →
	Palau (99)	—		0.96*		2.15*
	Panama (91)	71	0.99	0.99*	1.09*	1.63*
	Papua New Guinea (68)	—	0.80 ←			0.55*
←	Paraguay (85)	67	0.96* ←	1.00*		1.34*
←	Peru (86)	69	0.88 ←	1.02*	0.99*	1.02*
	Philippines (77)	76	1.02	1.02	1.20*	1.23*
	Poland (100)	71		1.01*	1.01*	1.40*
←	Portugal (99)	72	0.92* ←	0.99*	1.11*	1.30*
	Qatar (96)	50	0.99	0.99*	1.00*	3.45*
	Romania (96)	72	0.98 ←	0.99*	1.03*	1.26* →
	Russian Federation (98)	76	1.00	1.01		1.37*
	Rwanda (53)	80	0.84 ←	1.04*		0.62* →
	Samoa (97)	50		1.01*	1.14*	0.93* ←
	Sao Tome and Principe (82)	47	0.85	0.98*	1.11*	*
→	Saudi Arabia (97)	47	0.87	1.00* →	1.03* →	1.50* →
	Senegal (71)	55	0.57 ←	0.96* →	0.75*	

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→	Seychelles (—)	51	1.01	1.01* →	1.06*	*
	Sierra Leone (61)	41	0.52			0.40*
	Singapore (91)	66	0.87* ←	1.00*	1.02*	
	Slovakia (97)	74		1.01*		1.29*
	Slovenia (99)	71	1.00*	1.00*	1.01*	1.43*
	Solomon Islands (82)	—		0.97*	0.87* →	*
	South Africa (89)	70	0.96* ←	1.00*	1.11*	1.21* →
←	Spain (99)	77	0.97* ←	1.00*	1.03*	1.22*
	Sri Lanka (98)	53	0.97 ←	1.01*		
	St Kitts and Nevis (95)	—		1.06*	0.99*	*
	St Lucia (98)	71		0.98	1.29	2.62
	St Vincent and Grenadines (93)	61		0.96*	1.23*	*
→	Sudan (76)	41	0.73	0.83* →		0.92* →
	Suriname (86)	56	0.95	1.04*	1.39*	1.62*
	Swaziland (77)	50	0.97 ←	1.01*	1.13*	1.06* →
	Sweden (100)	89		1.00*	1.00*	1.55*
	Switzerland (97)	63		0.99*	0.96*	0.87* →
→	Syria (94)	—	0.84	0.95* →	0.94* →	
←	Tajikistan (85)	52	1.00	0.96	0.85* ←	0.37 ←
	Tanzania (73)	58	0.80 ←	0.99		0.48* →
←	Thailand (96)	70	0.95 ←	0.99	1.11	1.07
	Timor-Leste (60)	55		0.96*		1.26*
→	Togo (71)	39	0.56 ←	0.86* →	0.48* →	0.20* →
←	Tonga (95)	—	1.00*	0.96* ←	1.23*	1.68*
→	Trinidad and Tobago (95)	70		1.00*	1.04*	1.28 →
	Tunisia (95)	49	0.78 ←	1.01* →	1.10*	1.40* →
	Turkey (92)	46	0.84 ←	0.95* →	0.85*	0.74* →
	Turkmenistan (—)	—	0.99*			
←	Turks and Caicos Islands (—)	—		1.07*	0.96* ←	*
	Uganda (59)	64	0.75 ←		0.90* →	0.62* →
	Ukraine (99)	74	0.99	1.00	1.01	1.23
	United Arab Emirates (99)	51		0.99*	1.02*	2.81*
→	United Kingdom (99)	75		1.00* →	1.03*	1.39* →
	Uruguay (96)	75	1.01*	1.00*		2.02*
	Uzbekistan (—)	57				0.80*
→	Vanuatu (87)	56		0.99*	0.87* →	0.59* →
	Venezuela (95)	68	0.99	1.00	1.15*	1.08*
←	Vietnam (90)	71	0.93* ←	0.94* →	0.96*	0.71* ←
→	Virgin Islands (UK) (—)	—		0.99*	1.16* →	2.28*
→	West Bank and Gaza (—)	46	0.91	1.00	1.06	1.04* →
	Yemen (61)	29	0.30* ←	0.73* →	0.46*	0.37* →
←	Zambia (73)	55	0.78* ←	1.02* →	0.80* ←	0.46*
	Zimbabwe (80)	57	0.88* ←	1.02*	0.93* →	0.63* →

NOTE:  
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SOURCE:  
UNESCO Website Database (www.uis.unesco.org), 2008.

For more detailed information on the reference years of the data see complete tables at: www.socialwatch.org/statistics2008

**DEFINITION OF INDICATORS:**

**Literacy ratio gap (women/men):** Ratio of female literacy ratio (15-24 years old) to male literacy ratio (15-24 years old). Last available data: 2000/2005; evolution since 1990.

**Net primary enrolment ratio gap (women/men):** Ratio of female net primary enrolment ratio to male net primary enrolment ratio. Last available data: 2000/2005; evolution since 1991.

**Net secondary enrolment ratio gap (women/men):** Ratio of female net secondary enrolment ratio to male net secondary enrolment ratio. Last available data: 2000/2005; evolution since 1991.

**Gross tertiary enrolment ratio gap (women/men):** Ratio of female gross tertiary enrolment ratio to male gross tertiary enrolment ratio. Last available data: 2000/2005; evolution since 1991.

Methodological notes and guidelines at the end of the section.

## GENDER EQUITY

# 20th century debts, 21st century shame

### Gender gap in economic activity and earned income

Complete table at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

References	
CURRENT SITUATION (latest available data)	EVOLUTION (since 1990 or closest available year)
■ Better situation	➔ Significant progress
■ Above average	➡ Slight progress
■ Below average	Stagnant
■ Worse situation	➠ Regression
■ Insufficient data	➡ Major regression

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	ACTIVITY RATE GAP (women/men)	ESTIMATED EARNED INCOME RATIO (women/men)	
←	Albania (94)	56	0.7	←	0.5
→	Algeria (94)	52	0.5	→	0.3
	Angola (62)	53	0.8		0.6
→	Argentina (98)	72	0.7	→	0.5
←	Armenia (96)	—	0.8	←	0.6
→	Australia (99)	76	0.8	→	0.7
→	Austria (—)	73	0.8	→	0.5
	Azerbaijan (85)	62	0.8		0.6
→	Bahamas (99)	80	0.9	→	0.7
	Bahrain (99)	46	0.3		0.4
←	Bangladesh (57)	51	0.6	←	0.5
	Barbados (99)	77	0.8		0.6
←	Belarus (99)	66	0.8	←	0.6
→	Belgium (99)	73	0.7	→	0.6
→	Belize (93)	64	0.5	→	0.4
←	Benin (68)	41	0.6	←	0.5
→	Bhutan (78)	—	0.6	→	0.5
→	Bolivia (80)	66	0.7	→	0.6
→	Bosnia and Herzegovina (—)	—	0.9	→	0.7
←	Botswana (92)	66	0.7	←	0.3
→	Brazil (92)	69	0.7	→	0.6
	Brunei Darussalam (100)	63	0.6		0.4
←	Bulgaria (99)	74	0.8	←	0.7
	Burkina Faso (64)	52	0.9		0.7
	Burma/Myanmar (76)	—	0.8		0.6
	Burundi (58)	62	1.0		0.8
	Cambodia (66)	60	0.9		0.7
←	Cameroon (70)	49	0.7	←	0.5
→	Canada (99)	76	0.8	→	0.6
←	Cape Verde (93)	51	0.5	←	0.4
	Central African Republic (65)	42	0.8		0.6
→	Chad (42)	41	0.9	→	0.6
→	Chile (100)	62	0.5	→	0.4
←	China (90)	69	0.8	←	0.6
→	Colombia (90)	75	0.8	→	0.6
←	Comoros (79)	—	0.7	←	0.5
	Congo, Rep. (79)	43	0.7		0.5

#### SOURCE:

Human Development Report 2007/2008, UNDP.

For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

#### DEFINITION OF INDICATORS:

**Activity rate gap (women/men):** Female economic activity rate (the share of the female population ages 15 and older who supply, or are available to supply, labour for the production of goods and services) as a percentage of the male economic activity rate. Last available data: 2005; evolution since 1990.

**Estimated earned income ratio (women/men):** Ratio of estimated female earned income to estimated male earned income. Because of the lack of gender-disaggregated income data, female and male earned income are crudely estimated by UNDP on the basis of data on the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male shares of the economically active population, the total female and male population and GDP per capita (purchasing power parity in USD). Last available data: 1991/2005.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	ACTIVITY RATE GAP (women/men)	ESTIMATED EARNED INCOME RATIO (women/men)	
→	Costa Rica (94)	68	0.6 →	0.5	<b>SOURCE:</b>  Human Development Report 2007/2008, UNDP.  For more detailed information on the reference years of the data see complete tables at: <a href="http://www.socialwatch.org/statistics2008">www.socialwatch.org/statistics2008</a>
←	Côte d'Ivoire (79)	37	0.4 ←	0.3	
="	Croatia (99)	74	0.7 =	0.7	
→	Cuba (99)	70	0.6 →	0.4	
→	Cyprus (99)	69	0.8 →	0.6	
←	Czech Republic (99)	69	0.8 ←	0.5	
="	Congo, DR (69)	—	0.7 =	0.5	
←	Denmark (98)	80	0.8 ←	0.7	
←	Djibouti (75)	46	0.6 ←	0.5	
→	Dominican Republic (88)	66	0.6 →	0.4	
→	Ecuador (83)	71	0.7 →	0.6	
←	Egypt (88)	40	0.3 ←	0.2	
←	El Salvador (79)	67	0.6 ←	0.4	
="	Equatorial Guinea (59)	45	0.6 =	0.4	
←	Eritrea (67)	45	0.6 ←	0.4	
←	Estonia (99)	74	0.8 ←	0.6	
="	Ethiopia (54)	52	0.8 =	0.6	
="	Fiji (99)	—	0.6 =	0.5	
←	Finland (100)	85	0.9 ←	0.7	
="	France (99)	73	0.8 =	0.6	
="	Gabon (82)	53	0.8 =	0.6	
←	Gambia (70)	49	0.7 ←	0.5	
←	Georgia (89)	64	0.7 ←	0.3	
→	Germany (100)	—	0.8 →	0.6	
="	Ghana (66)	58	0.9 =	0.7	
→	Greece (100)	66	0.7 →	0.6	
→	Guatemala (68)	49	0.4 →	0.3	
="	Guinea (66)	51	0.9 =	0.7	
="	Guinea-Bissau (61)	48	0.7 =	0.5	
→	Guyana (81)	61	0.5 →	0.4	
←	Haiti (—)	—	0.7 ←	0.5	
→	Honduras (78)	69	0.6 →	0.5	
→	Hong Kong (—)	72	0.8 →	0.6	
←	Hungary (99)	71	0.7 ←	0.6	
="	Iceland (100)	78	0.9 =	0.7	
←	India (71)	40	0.4 ←	0.3	
="	Indonesia (84)	52	0.6 =	0.5	
→	Iran (91)	54	0.5 →	0.4	
→	Ireland (100)	70	0.7 →	0.5	
→	Israel (100)	73	0.9 →	0.7	
→	Italy (99)	65	0.6 →	0.5	
←	Jamaica (95)	61	0.7 ←	0.6	
="	Japan (99)	61	0.7 =	0.4	
→	Jordan (97)	47	0.4 →	0.3	
→	Kazakhstan (98)	75	0.9 →	0.6	

**SOURCE:**

Human Development Report 2007/2008, UNDP.

For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

**DEFINITION OF INDICATORS:**

**Activity rate gap (women/men):** Female economic activity rate (the share of the female population ages 15 and older who supply, or are available to supply, labour for the production of goods and services) as a percentage of the male economic activity rate. Last available data: 2005; evolution since 1990.

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Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	ACTIVITY RATE GAP (women/men)	ESTIMATED EARNED INCOME RATIO (women/men)
←	Kenya (71)	59	0.8 ←	0.8
	Korea, Rep. (100)	54	0.7	0.4
→	Kuwait (98)	—	0.6 →	0.3
←	Kyrgyzstan (95)	71	0.7 ←	0.6
	Lao, PDR (58)	—	0.7	0.5
←	Latvia (99)	76	0.8 ←	0.7
	Lebanon (95)	47	0.4	0.3
←	Lesotho (72)	64	0.6 ←	0.5
→	Libya (98)	—	0.4 →	0.3
←	Lithuania (99)	77	0.8 ←	0.7
→	Luxembourg (97)	61	0.7 →	0.5
←	Madagascar (61)	61	0.9 ←	0.7
	Malawi (62)	48	1.0	0.0
	Malaysia (99)	58	0.6	0.4
→	Maldives (86)	62	0.7 →	0.5
→	Mali (69)	50	0.9 →	0.7
→	Malta (100)	59	0.5 →	0.5
	Mauritania (66)	49	0.7	0.5
	Mauritius (98)	60	0.5	0.4
→	Mexico (94)	60	0.5 →	0.4
←	Mongolia (95)	70	0.7 ←	0.5
	Morocco (79)	43	0.3	0.3
	Mozambique (66)	64	1.0	0.8
	Namibia (85)	71	0.7	0.6
	Nepal (65)	44	0.6	0.5
→	Netherlands (100)	78	0.8 →	0.6
→	New Zealand (98)	78	0.8 →	0.7
	Nicaragua (72)	52	0.4	0.3
	Niger (52)	47	0.8	0.6
←	Nigeria (63)	43	0.5 ←	0.4
	Norway (100)	84	0.9	0.8
	West Bank and Gaza (—)	46	0.2	
→	Oman (99)	48	0.3 →	0.2
→	Pakistan (64)	42	0.4 →	0.3
→	Panama (91)	71	0.6 →	0.6
	Papua New Guinea (68)	—	1.0	0.7
→	Paraguay (85)	67	0.8 →	0.3
→	Peru (86)	69	0.7 →	0.5
→	Philippines (77)	76	0.7 →	0.6
←	Poland (100)	71	0.8 ←	0.6
→	Portugal (99)	72	0.8 →	0.6
→	Qatar (96)	50	0.4 →	0.2
←	Moldova (96)	74	0.8 ←	0.6
	Romania (96)	72	0.8	0.7
←	Russian Federation (98)	76	0.8 ←	0.6

**SOURCE:**

Human Development Report 2007/2008, UNDP.

For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

**DEFINITION OF INDICATORS:**

**Activity rate gap (women/men):** Female economic activity rate (the share of the female population ages 15 and older who supply, or are available to supply, labour for the production of goods and services) as a percentage of the male economic activity rate. Last available data: 2005; evolution since 1990.

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Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	ACTIVITY RATE GAP (women/men)	ESTIMATED EARNED INCOME RATIO (women/men)	
←	Rwanda (53)	80	1.0 ←	0.7	<b>SOURCE:</b>  Human Development Report 2007/2008, UNDP.  For more detailed information on the reference years of the data see complete tables at: <a href="http://www.socialwatch.org/statistics2008">www.socialwatch.org/statistics2008</a>  <b>DEFINITION OF INDICATORS:</b>  <b>Activity rate gap (women/men):</b> Female economic activity rate (the share of the female population ages 15 and older who supply, or are available to supply, labour for the production of goods and services) as a percentage of the male economic activity rate. Last available data: 2005; evolution since 1990.  <b>Estimated earned income ratio (women/men):</b> Ratio of estimated female earned income to estimated male earned income. Because of the lack of gender-disaggregated income data, female and male earned income are crudely estimated by UNDP on the basis of data on the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male shares of the economically active population, the total female and male population and GDP per capita (purchasing power parity in USD). Last available data: 1991/2005.  Methodological notes and guidelines at the end of the section.
→	St Lucia (98)	71	0.7 →	0.5	
	Samoa (97)	50	0.5	0.4	
←	Sao Tome and Principe (82)	47	0.4 ←	0.3	
	Saudi Arabia (97)	47	0.2	0.2	
←	Senegal (71)	55	0.7 ←	0.5	
	Sierra Leone (61)	41	0.6	0.5	
	Singapore (91)	66	0.7	0.5	
←	Slovakia (97)	74	0.8 ←	0.6	
	Slovenia (99)	71	0.8	0.6	
←	Solomon Islands (82)	—	0.7 ←	0.5	
←	South Africa (89)	70	0.6 ←	0.4	
→	Spain (99)	77	0.7 →	0.5	
←	Sri Lanka (98)	53	0.5 ←	0.4	
→	St Vincent and Grenadines (93)	61	0.7 →	0.5	
	Sudan (76)	41	0.3	0.3	
	Suriname (86)	56	0.5	0.4	
←	Swaziland (77)	50	0.4 ←	0.3	
←	Sweden (100)	89	0.9 ←	0.8	
→	Switzerland (97)	63	0.8 →	0.6	
→	Syria (94)	—	0.4 →	0.3	
	Tajikistan (85)	52	0.7	0.6	
←	Macedonia (96)	68	0.6 ←	0.5	
←	Thailand (96)	70	0.8 ←	0.6	
→	Timor-Leste (60)	55	0.7 →	0.5	
←	Togo (71)	39	0.6 ←	0.4	
→	Tonga (95)	—	0.6 →	0.5	
→	Trinidad and Tobago (95)	70	0.6 →	0.5	
→	Tunisia (95)	49	0.4 →	0.3	
←	Turkey (92)	46	0.4 ←	0.4	
←	Turkmenistan (—)	—	0.8 ←	0.6	
←	Tanzania (73)	58	1.0 ←	0.0	
→	Uganda (59)	64	0.9 →	0.7	
←	Ukraine (99)	74	0.8 ←	0.5	
→	United Arab Emirates (99)	51	0.4 →	0.2	
→	United Kingdom (99)	75	0.8 →	0.7	
	United States of America (99)	75	0.8	0.6	
→	Uruguay (96)	75	0.7 →	0.6	
←	Uzbekistan (—)	57	0.8 ←	0.6	
	Vanuatu (87)	56	0.9	0.7	
→	Venezuela (95)	68	0.7 →	0.5	
	Vietnam (90)	71	0.9	0.7	
	Yemen (61)	29	0.4	0.3	
	Zambia (73)	55	0.7	0.5	
←	Zimbabwe (80)	57	0.8 ←	0.6	



## GENDER EQUITY

# 20th century debts, 21st century shame

### Women's empowerment

Complete table at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)

**References**

**CURRENT SITUATION**  
(latest available data)

- Better situation
- Above average
- Below average
- Worse situation
- Insufficient data

**EVOLUTION**  
(since 1990 or closest available year)

- ➔ Significant progress
- ➔ Slight progress
- || Stagnant
- ➔ Regression
- ➔ Major regression

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (%)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS (%)	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL (%)	SEATS IN PARLIAMENT HELD BY WOMEN (%)	
—	Afghanistan (52)	—				27.3	
➔	Albania (94)	56			5.3	7.1	
➔	Algeria (94)	52	32		10.5	7.7	
➔	Andorra (—)	—				28.6	
➔	Angola (62)	53			5.7	15.0	
➔	Antigua and Barbuda (—)	—	55	45	15.4	10.5	
➔	Argentina (98)	72	53	33	8.3		
➔	Armenia (96)	—				9.2	
➔	Australia (99)	76	56	37	20	24.7	
➔	Austria (—)	73	49	27	35.3	32.2	
➔	Azerbaijan (85)	62			15	11.3	
➔	Bahamas (99)	80	60	46	26.7	12.2	
➔	Bahrain (99)	46			8.7	2.5	
➔	Bangladesh (57)	51	12	23	8.3	15.1	
➔	Barbados (99)	77	52	43	29.4	13.3	
➔	Belarus (99)	66			10	29.1	
➔	Belgium (99)	73	49	32	21.4	34.7	
	Belize (93)	64	50	41	6.3	6.7	
➔	Benin (68)	41			19	8.4	
	Bhutan (78)	—				2.7	
➔	Bolivia (80)	66	40	36	6.7	16.9	
➔	Bosnia and Herzegovina (—)	—			11.1	14.3	
➔	Botswana (92)	66	51	33	26.7	11.1	
➔	Brazil (92)	69	52	34	11.4	8.8	
➔	Brunei Darussalam (100)	63	44	26	9.1		
➔	Bulgaria (99)	74	60	34	23.8	22.1	
➔	Burkina Faso (64)	52			14.8	15.3	
➔	Burundi (58)	62			10.7	30.5	
➔	Cambodia (66)	60	33	14	7.1	9.8	
➔	Cameroon (70)	49			11.1	14.1	
➔	Canada (99)	76	56	36	23.1	20.8	
➔	Cape Verde (93)	51			18.8	15.3	
➔	Central African Republic (65)	42			10	10.5	
➔	Chad (42)	41			11.5	6.5	
➔	Chile (100)	62	52	25	16.7	15.0	
➔	China (90)	69	52	17	6.3	20.3	
➔	Colombia (90)	75	50	38	35.7	8.4	
➔	Comoros (79)	—				3.0	
—	Congo, DR (69)	—			12.5		
➔	Congo, Rep. (79)	43			14.7	7.4	
➔	Costa Rica (94)	68	40	25	25	38.6	
➔	Côte d'Ivoire (79)	37			17.1	8.5	
➔	Croatia (99)	74	50	24	33.3	21.7	

**SOURCES:**  
Female professional and technical workers: Human Development Report 2007/2008, UNDP.  
Female legislators, senior officials and managers: Human Development Report 2007/2008, UNDP.  
Women in decision-making positions in government at ministerial level: Human Development Report 1997/1998, UNDP and Human Development Report 2007/2008, UNDP.  
Seats in parliament held by women: PU Database, January, 2008. ([www.ipu.org/wmn-e/classif.htm](http://www.ipu.org/wmn-e/classif.htm))  
For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistics2008](http://www.socialwatch.org/statistics2008)  
Definition of indicators at the end of this table.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (%)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS (%)	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL (%)	SEATS IN PARLIAMENT HELD BY WOMEN (%)
→	Cuba (99)	70	62	34	16.2 →	36.0 →
→	Cyprus (99)	69	45	15		14.3 →
→	Czech Republic (99)	69	52	30	11.1 →	15.5 =
→	Denmark (98)	80	53	25	33.3 →	36.9 →
→	Djibouti (75)	46			5.3 →	10.8 →
→	Dominica (97)	—	55	48		12.9 →
→	Dominican Republic (88)	66	51	32	14.3 →	19.7 →
→	Ecuador (83)	71	48	35	14.3 →	25.0
→	Egypt (88)	40	30	9	5.9 →	2.0 =
→	El Salvador (79)	67	45	33	35.3 →	16.7 →
→	Equatorial Guinea (59)	45			4.5 =	18.0 →
=	Eritrea (67)	45			17.6	22.0 =
→	Estonia (99)	74	70	37	15.4 →	21.8 →
→	Ethiopia (54)	52	30	20	5.9 →	21.9 →
=	Fiji (99)	—			9.1 =	
→	Finland (100)	85	55	30	47.1 →	42.0 →
→	France (99)	73	47	37	17.6 →	18.5 →
→	Gabon (82)	53			11.8 →	12.5
→	Gambia (70)	49			20	9.4
→	Georgia (89)	64	62	26	22.2 →	9.4 →
→	Germany (100)	—	50	37	46.2 →	31.6 →
=	Ghana (66)	58			11.8 =	10.9
→	Greece (100)	66	49	26	5.6 =	16.0 →
→	Grenada (92)	—			40	26.7 →
→	Guatemala (68)	49			25	12.0 =
→	Guinea (66)	51			15.4 →	19.3 →
→	Guinea-Bissau (61)	48			37.5 →	14.0 →
→	Guyana (81)	61			22.2 →	29.0 →
→	Haiti (—)	—			25	4.1 =
→	Honduras (78)	69	52	41	14.3 →	23.4 →
→	Hong Kong (—)	72	40	27		
→	Hungary (99)	71	62	35	11.8 →	10.4 =
→	Iceland (100)	78	56	27	27.3 →	31.7 →
→	India (71)	40			3.4 →	8.3 =
→	Indonesia (84)	52			10.8 →	11.3 =
→	Iran (91)	54	34	16	6.7 →	4.1 =
—	Iraq (83)	—				25.5
→	Ireland (100)	70	52	31	21.4 →	13.3 =
→	Israel (100)	73	54	26	16.7 →	14.2 →
→	Italy (99)	65	46	32	8.3 =	17.3 →
→	Jamaica (95)	61			17.6 →	13.3 =
→	Japan (99)	61	46	10	12.5 →	9.4 →
→	Jordan (97)	47			10.7 →	5.5 →
→	Kazakhstan (98)	75	67	38	17.6 →	15.9 →
→	Kenya (71)	59			10.3 →	7.3 →
→	Kiribati (88)	—				4.3 →
→	Korea, Rep. (100)	54	39	8	5.6 →	13.4 →
=	Kuwait (98)	—				1.5 =
→	Kyrgyzstan (95)	71	57	25	12.5 →	
→	Lao, PDR (58)	—				25.2 →
→	Latvia (99)	76	65	42	23.5 →	19.0 →
→	Lebanon (95)	47			6.9 →	4.7 →

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**Female professional and technical workers:** Human Development Report 2007/2008, UNDP.  
**Female legislators, senior officials and managers:** Human Development Report 2007/2008, UNDP.  
**Women in decision-making positions in government at ministerial level:** Human Development Report 1997, UNDP and Human Development Report 2007/2008, UNDP.  
**Seats in parliament held by women:** IPU Database, January, 2008. ([www.ipu.org/wmn-e/classif.htm](http://www.ipu.org/wmn-e/classif.htm))  
 For more detailed information on the reference years of the data see complete tables at: [www.socialwatch.org/statistic/2008](http://www.socialwatch.org/statistic/2008)  
 Definition of indicators at the end of this table.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (%)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS (%)	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL (%)	SEATS IN PARLIAMENT HELD BY WOMEN (%)
→	Lesotho (72)	64			27.8 →	23.5 →
→	Liberia (65)	—				12.5 →
—	Libya (98)	—				7.7
→	Liechtenstein (—)	—				24.0 →
→	Lithuania (99)	77	67	43	15.4 →	24.8 →
→	Luxembourg (97)	61			14.3 →	23.3 →
→	Macedonia (96)	68	52	29	16.7 →	28.3 →
→	Madagascar (61)	61			5.9 →	8.0 →
→	Malawi (62)	48			14.3 →	13.6 →
→	Malaysia (99)	58	40	23	9.1 →	9.1 =
→	Maldives (86)	62	40	15	11.8 =	12.0 →
→	Mali (69)	50			18.5 →	10.2 →
→	Malta (100)	59	38	20	15.4 →	9.2 →
—	Marshall Islands (93)	—				3.0
→	Mauritania (66)	49			9.1 →	17.9 →
→	Mauritius (98)	60	43	25	8 =	17.1 →
→	Mexico (94)	60	42	29	9.4 →	22.6 →
→	Moldova (96)	74	66	39	11.1 →	21.8 →
→	Monaco (—)	—				20.8 →
=	Mongolia (95)	70	54	50	5.9 =	6.6 =
—	Montenegro (—)	—				8.6
→	Morocco (79)	43	35	12		10.5 →
→	Mozambique (66)	64			13 =	34.8 →
→	Namibia (85)	71	55	30	19 →	26.9 →
→	Nepal (65)	44	19	8	7.4 →	17.3 →
→	Netherlands (100)	78	50	26	36 →	36.7 →
→	New Zealand (98)	78	53	36	23.1 →	32.2 →
→	Nicaragua (72)	52			14.3 →	18.5 →
→	Niger (52)	47			23.1 →	12.4
→	Nigeria (63)	43			10 →	7.0
=	Norway (100)	84	50	30	44.4 =	37.9 =
→	Oman (99)	48	33	9	10 →	
→	Pakistan (64)	42	26	2	5.6 →	21.3
→	Panama (91)	71	51	43	14.3 →	16.7 →
=	Papua New Guinea (68)	—				0.9 =
→	Paraguay (85)	67	54	23	30.8 →	10.0 →
→	Peru (86)	69	46	34	11.8 =	29.2 →
→	Philippines (77)	76	61	58	25 =	22.4 →
=	Poland (100)	71	61	33	5.9 →	20.4 →
→	Portugal (99)	72	50	34	16.7 =	21.3 →
→	Qatar (96)	50	24	8	7.7 →	
→	Romania (96)	72	57	29	12.5 →	11.2 →
=	Russian Federation (98)	76	65	39		9.8 =
→	Rwanda (53)	80			35.7 →	48.8 →
=	Samoa (97)	50			7.7 =	6.1 =
=	San Marino (—)	—				11.7 =
=	Sao Tome and Principe (82)	47			14.3 →	1.8 →
→	Saudi Arabia (97)	47	6	31		
→	Senegal (71)	55			20.6 →	22.0 →
—	Serbia (—)	—				20.4
←	Seychelles (—)	51			12.5 ←	23.5 ←
→	Sierra Leone (61)	41			13 →	12.9 →

**SOURCES:**  
**Female professional and technical workers:** Human Development Report 2007/2008, UNDP  
**Female legislators, senior officials and managers:** Human Development Report 2007/2008, UNDP  
**Women in decision-making positions in government at ministerial level:** Human Development Report 1997, UNDP and Human Development Report 2007/2008, UNDP  
**Seats in parliament held by women:** IPU Database, January, 2008 ([www.ipu.org/wmn-e/classif.htm](http://www.ipu.org/wmn-e/classif.htm))  
 For more detailed information on the reference years of the data see complete tables at [www.socialwatch.org/statistic/2008](http://www.socialwatch.org/statistic/2008)  
 Definition of indicators at the end of this table.

Summary: CURRENT SITUATION (colour) EVOLUTION (arrow-icon)	COUNTRIES (BCI value, 0-100)	GEI RANKING	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (%)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS (%)	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL (%)	SEATS IN PARLIAMENT HELD BY WOMEN (%)	SOURCES:	
→	Singapore (91)	66	44	26		24.5 →	Female professional and technical workers: Human Development Report 2007/2008, UNDP.	
→	Slovakia (97)	74	58	31		19.3 →		
→	Slovenia (99)	71	57	33	6.3	12.2 →		
—	Somalia (—)	—				8.2		
→	South Africa (89)	70			41.4 →	32.8 →		
→	Spain (99)	77	48	32	50 →	36.0 →		
=	Sri Lanka (98)	53	46	21	10.3 =	4.9 =		
←	St Kitts and Nevis (95)	—				6.7 ←		
→	St Lucia (98)	71	53	55	8.3 →	5.6 →		Female legislators, senior officials and managers: Human Development Report 2007/2008, UNDP.
=	St Vincent and Grenadines (93)	61			20 →	18.2 →		
→	Sudan (76)	41			2.6 =	18.1 →		
→	Suriname (86)	56			11.8 →	25.5 →		
→	Swaziland (77)	50			13.3 →	10.8 →		
→	Sweden (100)	89	51	30	52.4 →	47.3 →		
→	Switzerland (97)	63	22	8	14.3 →	29.5 →		
→	Syria (94)	—	40		6.3 →	12.0 →		
→	Tajikistan (85)	52			3.1 =	17.5 →		
→	Tanzania (73)	58	32	49	15.4 →	30.4 →	Women in decision-making positions in government at ministerial level: Human Development Report 1997/UNDP and Human Development Report 2007/2008, UNDP.	
→	Thailand (96)	70	54	29	7.7 →	8.7 →		
→	Timor-Leste (60)	55			22.2	27.7		
→	Togo (71)	39			20 →	7.4 →		
→	Tonga (95)	—				3.3 →		
→	Trinidad and Tobago (95)	70	53	43	18.2 →	19.4 →		
→	Tunisia (95)	49			7.1 →	22.8 →		
→	Turkey (92)	46	32	7	4.3 =	9.1 →		
→	Turkmenistan (—)	—			9.5 →	16.0 =		
→	Uganda (59)	64			23.4 →	29.8 →		Seats in parliament held by women: IPU Database, January 2008 (www.ipu.org/wmn-e/classif.htm)
→	Ukraine (99)	74	64	38	5.6 →			
→	United Arab Emirates (99)	51	25	8	5.6 →	22.5 →		
→	United Kingdom (99)	75	47	34	28.6 →	19.7 →		
—	United States of America (99)	75						
→	Uruguay (96)	75	54	40		11.1 →		
→	Uzbekistan (—)	57			3.6 =	17.5 →		
→	Vanuatu (87)	56			8.3 →	3.8		
→	Venezuela (95)	68	61	27	13.6 →	18.6 →		
=	Vietnam (90)	71	51	22	11.5 →	25.8 →	For more detailed on the reference years of the data see complete tables at: www.socialwatch.org/statistic/2008	
→	West Bank and Gaza (—)	46	35	11				
→	Yemen (61)	29	15	4	2.9 →	0.3 =		
→	Zambia (73)	55			25 →	14.6 →		
→	Zimbabwe (80)	57			14.7 →	16.7 =		

#### DEFINITION OF INDICATORS:

**Female professional and technical workers (as % of total positions):** Women's share of positions defined according to the International Standard Classification of Occupations (ISCO-88) to include physical, mathematical and engineering science professionals (and associate professionals), life science and health professionals (and associate professionals), teaching professionals (and associate professionals) and other professionals and associate professionals. Latest available data taken from ILO Laborsta Database (March, 2007) as published by Human Development Report 2007/2008, UNDP.

**Female legislators, senior officials and managers (% of total positions):** Women's share of positions defined according to the International Standard Classification of Occupations (ISCO-88) to include legislators, senior government officials, traditional chiefs and heads of villages, senior officials of special interest organizations, corporate managers, directors and chief executives, production and operations department managers and other department and general managers. Latest available data taken from ILO Laborsta Database (March, 2007) as published by Human Development Report 2007/2008, UNDP.

**Women in decision-making positions in government at ministerial level (% of total positions):** Women as a percentage of total decision-making positions in government. Data were provided by states based on their definition of national executive and may therefore include women serving as ministers and vice ministers and those holding other ministerial positions, including parliamentary secretaries. Last available data: 2005; evolution since 1995.

**Seats in parliament held by women (% of seats):** Seats held by women in a lower or single house, where relevant, as percentage of total seats. Last available data: 2008; evolution since 1997.

Methodological notes and guidelines at the end of the section.

## GENDER EQUITY

### 20th century debts, 21st century shame

Gender equity refers no more and no less than to justice in the treatment of men and women according to their respective needs. This means equal or different treatment based on the perfect equivalence in terms of rights, benefits, obligations and opportunities. In most societies inequalities are expressed in the non-recognition of this equivalence and therefore in the assignation of different responsibilities, rights, benefits and opportunities for men and women, whether in the activities they engage in, the access and control of resources or in the decision making process. It must be understood that the resolution of these inequities, as well as affecting the life of the world population, of which women are at least half, is essential for the economic and social development of all countries.

The tables produced by Social Watch highlight three basic dimensions: education, economic activity and empowerment. These dimensions bring out gender inequity and the situation of countries in a series of indicators that reflect them. The indicators reveal the gap between men and women, uncover the deficiencies and show the evolution of the countries' situation.

#### Equity in education

Education is the field where the gender equity gap has narrowed the most and where the challenges will be smaller compared to the huge ones in other dimensions, like economic activity or empowerment.

However this better comparative performance is still far from achieving the goals established for equity and inequalities persist in many countries; what is even worse, there are significant regressions. According to the United Nations Population Fund (UNFPA),<sup>1</sup> while in 2000 31% of women lacked school education, only 18% of men were in the same situation.

Inequity of access to education for reasons of gender is concentrated in few regions and therefore becomes invisible or at least 'opaque' when analyzed jointly. At regional level, major differences are found in North Africa and minor differences in South Asia, Latin America and Central Asia.

On the other hand, gender discrimination mechanisms in the area of education do not only refer

to access, but also operate within the system itself, making access to the education system an important element but not the sole one.

These mechanisms are very often reiterative and become more elusive. For this reason, it is crucial to pay attention to the approaches to education and the running of educational organizations. In many cases it is precisely the teaching materials that perpetuate models of behaviour that reproduce negative gender stereotypes.

The summary of the Table "Equity in education" presented in Chart 3 shows the averages found in the gender gap in access to the different levels of education. The indicator for the literacy gap shows categorical differences: in countries in the worse situation there are two illiterate women for every man, while in those in the better situation the impact of illiteracy by sex is more even, though still not entirely equitable. This is because in countries in the better relative situation illiteracy is found in older generations, when the education system had not yet implemented equal opportunities for men and women.

This goes to show the inherent inertia that distinguishes gender inequality, a fact that alerts us to the importance of starting equity actions early on and in particular to keep them going over time. This conclusion is validated when we consider that the enrolment gaps in primary, secondary and tertiary education not only do not harm women but also show that they have higher enrolment figures than men. This tendency in countries in the better situation becomes particularly striking in tertiary level, where for every 5 people enrolled, 3 are women and only 2 are men.

If we analyze the situation by geographic zone (Chart 1), the most problematic region in absolute terms is Sub-Saharan Africa, although in relative terms the least equitable in terms of gender and education is South Asia, where half the number of countries is in the worse relative situation.

Finally, in an analysis of recent progress the situation is not very encouraging (Chart 2), since more than 60% of countries have remained stagnant, only 23% register progress and barely 3% have progressed significantly.

CHART 1. Current situation of the gender gap in education by region (number of countries)

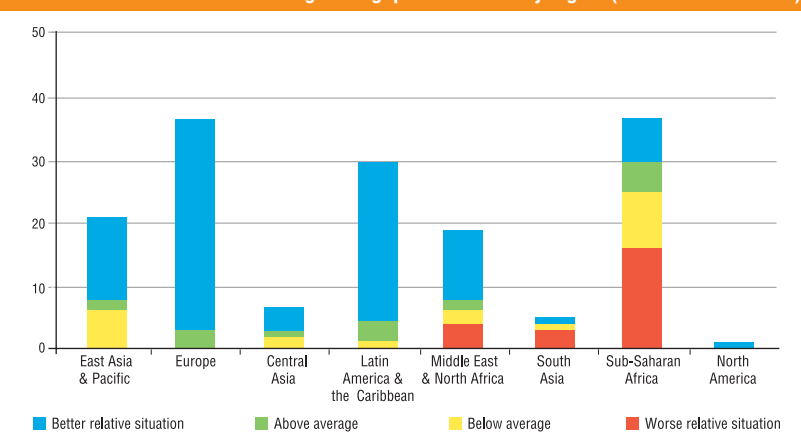


CHART 2. Current situation and evolution of the gender gap in education (number of countries)

	←	↶		↷	→	Total
Worse relative situation	0	2	9	9	3	23
Below average	0	4	8	7	1	20
Above average	1	1	13	2	0	17
Better relative situation	0	17	66	13	1	97
<b>Total</b>	<b>1</b>	<b>24</b>	<b>96</b>	<b>31</b>	<b>5</b>	<b>157</b>

<sup>1</sup> See: <[www.unfpa.org/swp/2002/english/ch7/page3.htm](http://www.unfpa.org/swp/2002/english/ch7/page3.htm)>.

CHART 3. Averages by indicator of countries in better and worse relative situations of the gender gap in education

		Literacy ratio gap (women/men)	Net primary enrolment ratio gap (women/men)	Net secondary enrolment ratio gap (women/men)	Gross tertiary enrolment ratio gap (women/men)
Worse relative situation	Average	0.52	0.83	0.63	0.44
	Number of countries	22	24	19	26
Better relative situation	Average	0.97	1.01	1.06	1.48
	Number of countries	65	107	97	96
Total	Average	0.86	0.97	0.98	1.15
	Number of countries	113	152	135	149

## Equity in economic activity

The data in the Table "Equity in economic activity" shows the two indicators used to detect inequities in the workplace. One indicator is based on the differential participation rate of men and women in economic activity (not counting the agricultural sector); the other on the differential retributions received by men and women. Both indicators are presented as gaps (i.e., the quotient between the indicator values for women and men). After considering jointly the two gaps and summarizing the values available for the different countries (Chart 4), it is possible to appreciate that gender equity in economic activity has registered some advances. This is particularly marked in the proportion of remunerated female staff in the non-agricultural sector, which has registered a gradual increase. This is the reason why in 2005 almost 40% of remunerated labour in the non-agricultural sector of the world economy were women.

As occurs for each of the indicators related to social development, they will appear heterogeneous and disparate. On the one hand, there is a group of countries in the better relative situation where there is a narrow economic activity gap between the proportion of men and women workers (0.85). On the other hand, there is a group of 39 countries where the gap in the activity rate is twice as wide (0.43); in other words, there are more than two men for every woman who participates in an economic activity.

The reality of the salary gap is even more worrying: in global terms women on average receive half the income received by men. Extreme situations show that in countries in the worse situation women receive a third of the salary income of men. In countries in the better relative situation, the outlook is a bit more encouraging, and women's remunerations are two thirds of men's. In many social indicators the situation of the better qualified countries is closer to the desired indicator value. But this is not so with regard to gender equity in any of its dimensions; the economic activity in particular, shows a persistent and strong discrimination. As can be seen even in the countries with the better performance, there is still a significant gap (32%) in salaries between women and men.

Given the geographic distribution of gender inequity (Chart 5) in the field of economic activity, the trends are present as in earlier reports. In the Middle East and North Africa, 9 of every 10 countries are in the worse relative situation, while in Latin America and the Caribbean, 1 of every 4 are in the group of the most unequal countries in gender equity.

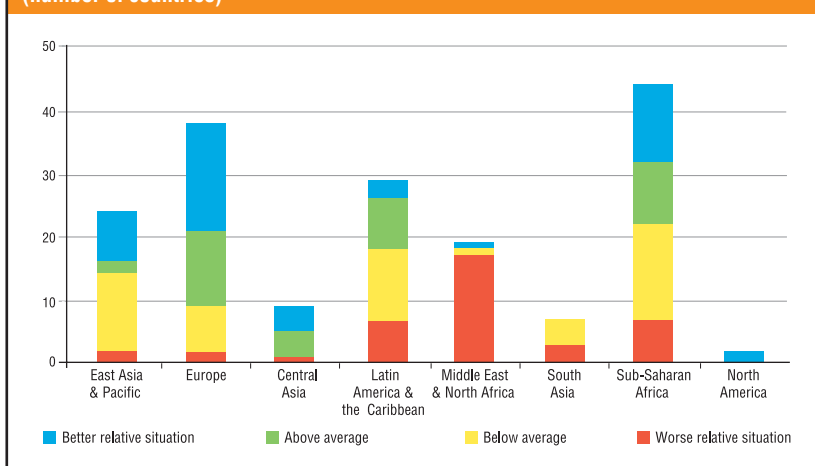
A look at the regions according to their relative share in gender equity shows that, out of the total number of countries in the worse relative situation, nearly 44% are in the Middle East and North Africa. Latin America and the Caribbean and Sub-Saharan Africa have almost 18% of the countries in the world in the worse relative situation. To sum up, of the total number of countries in the worse relative situation, 80% of them are in the Middle East and North Africa. In contrast, almost half of the countries in the better relative situation are in Europe.

The recent evolution of all countries indicates a worrying situation: two thirds of them are either stagnant or regressing (Chart 6). It is discouraging to

**CHART 4. Averages by indicator of countries in better and worse situations of the gender gap in economic activity**

		Activity rate gap (women/men)	Estimated earned income ratio (women/men)
Worse relative situation	Average	0.43	0.33
	Number of countries	39	38
Better relative situation	Average	0.85	0.68
	Number of countries	47	47
Total	Average	0.68	0.52
	Number of countries	172	169

**CHART 5. Current situation of the gender gap in economic activity by region (number of countries)**



**CHART 6. Current situation and evolution of the gender gap in economic activity (number of countries)**

	←	↶		→	↷	Total
Worse relative situation	5	6	11	10	7	39
Below average	4	12	15	9	10	50
Above average	7	5	10	5	9	36
Better relative situation	3	13	18	11	2	47
<b>Total</b>	<b>19</b>	<b>36</b>	<b>54</b>	<b>35</b>	<b>28</b>	<b>172</b>

see that the proportion of countries that advances is nearly equal to that of countries that regress. Almost 70% of the countries with significant regression and 80% of those with slight regression can be found in the two poorest regions of the world, according to the classification by income done by the World Bank.

## Equity and empowerment

The inequity between men and women is more evident in the access to power and its practice; there is no country in the world where women have the same opportunities as men for participating in political, economic and social decision-making. In the last decade there has been a faster growth in the number of women with parliament seats, reaching 17.5% in 2008.<sup>2</sup> However the process is slow and even if the present rate remained

steady, it is estimated that parity between women and men in parliaments will not be reached until 2040.<sup>3</sup>

By 2015, the third Millennium Development Goal commits countries to attain an equitable representation between the two sexes in decision-making processes. Yet currently, indicators reveal that the interests and needs of women are not represented in the decision-making that is crucial to society or in the processes of policy formulation.

Even in countries in the better relative situation (Chart 9), women are behind men in exercising the power of decision; they occupy only 36% of senior official or manager positions, 33% of ministerial level

<sup>3</sup> Rachel Mayanja, Special Adviser to the Secretary-General on Gender Issues, at a press briefing on occasion of the International Women's Day, March 2006. Available at: <[www.un.org/events/women/iwd/2006/PressReleaseIWD8March.pdf](http://www.un.org/events/women/iwd/2006/PressReleaseIWD8March.pdf)>.

<sup>2</sup> <[www.ipu.org/english/home.htm](http://www.ipu.org/english/home.htm)>

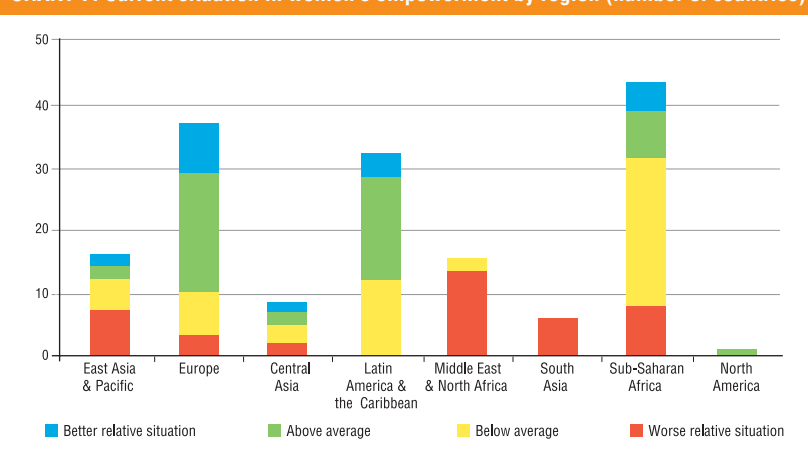
posts and 29% of parliamentary seats. At the other extreme in terms of distribution are the countries in the worse relative situation, more distant from achieving the empowerment of women. Women occupy barely 13% of senior official or manager positions, 8% of ministry level posts and 10% of parliamentary seats.

Women's empowerment does not depend on the level of wealth of a country; high economic development does not necessarily lead to gender equity. It is necessary to take decisions and implement specific measures – such as a quota system for elections – to lessen inequity in the access of women to positions of power.

All the regions in the world show deficient situations (Chart 7); even in Europe there are countries in the worse relative situation below the world average. Likewise, in countries with a high income level, according to the World Bank classification, there are conditions of deprivation in relation to women and their access to power, such as in Japan and the Republic of Korea. Furthermore, the countries in South Asia, Middle East and North Africa are all in the worse possible position or below the world average.

Chart 8 shows recent evolution, where in most countries (140 in 158) the empowerment of women has made slight or significant progress. Some countries, however, register significant regression, such as Albania and Seychelles, which are in the worse relative situation and below the average, respectively. India and Chad, also in the worse relative situation, register slight regression. ■

**CHART 7. Current situation in women's empowerment by region (number of countries)**



**CHART 8. Current situation and evolution in women's empowerment (number of countries)**

	←	↔		→	→	Total
<b>Worse relative situation</b>	1	2	3	26	7	39
<b>Below average</b>	1	0	3	37	11	52
<b>Above average</b>	0	1	4	23	20	48
<b>Better relative situation</b>	0	1	2	3	13	19
<b>Total</b>	2	4	12	89	51	158

**CHART 9. Averages by indicator of countries in better and worse relative situations in women's empowerment**

		Female professional and technical workers (%)	Female legislators, senior officials and managers (%)	Women in decision-making positions in government at ministerial level (%)	Seats in parliament held by women (%)
Worse relative situation	Average	33.0	13.1	8.3	9.6
	Number of countries	24	22	37	36
Better relative situation	Average	56.7	36.4	32.9	29.4
	Number of countries	13	13	18	20
Total	Average	47.5	28.9	16.1	17.5
	Number of countries	99	97	153	154