



## **THE WORLD ECONOMIC FORUM (WEF) GLOBAL GENDER GAP INDEX AND BRIDGING THE GENDER DISPARITY GAP: A COMPARATIVE ASSESSMENT BY GLOBAL REGIONS**

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**ABSTRACT:** *In more recent times, global attention has been drawn to the issue of gender disparity across the world. The World Economic Forum (WEF) Global Gender Gap Index, a yearly report that focuses on assessing the status and progress made in bridging the Global Gender Gap that exists between men and women in the Education, Economic, Political and health sectors have been in the fore front of this divide. This paper, adopting a comparative Analysis method, examines the WEF Global Gender Gap Index 2020 report against the backdrop of bridging the gender Disparity Gap within nations that are divided into world regions. The aim was to compare and contrast how nations that make up each regional sub division has been able to bridge the Gender Disparity Gap and how this has affected the region which they occupy significantly, viz-a-viz, bridging the Disparity Gap between men and women within the nations in particular and the region at large. Conclusion indicate that some regions, nations that make up these regions, have made a good progress in bridging the Disparity Gap, while some other regions with their nations are still lagging behind. Recommendations suggests, amongst others, the need for a gender friendly environment across borders, both globally and locally and a strong political will to drive home this most important course.*

**KEYWORDS:** Gender Disparity Gap, World Economic Forum, Global Gender Gap Index

### **INTRODUCTION**

From CEDAW to 40% affirmative action to the UN sustainable Development goals (SDGs) 5 targeting gender equality globally by 2030, such has been the call, or rather the cry, for gender parity across the world. The World Economic Forum Global Gap Index report 2020 also lend its voice to this cry for Global Gender Parity.

The Global Gender Gap Index is a yearly Report that centres on assessing the progress on relative gaps between men and women on Education, Economic, Political and Health sectors. It has steadily been reporting for the past 14 years and has afforded stake holders the opportunity to set relevant priorities in each specific sector.

Global gender Parity has a fundamental bearing on whether or not economies and societies thrive. Developing and deploying half of the world's available talent has a huge bearing on the growth, competitiveness and future readiness of economies and businesses globally. The WEF global Gap index was designed to create global awareness of the challenges that gender gap pose, as well as the opportunities that emerge when action is taken to reduce it. "Gender Parity Matters" ([www.weforum.org/platforms/shaping-the-future-of-the-new-economy-and-society](http://www.weforum.org/platforms/shaping-the-future-of-the-new-economy-and-society))



The four key areas of the WEF Global Gap Index Report are Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment. The 2020 report assessed 153 nations and has since 2006 provided an annual basis for nation's comparison and progress. The 2020 Report shows a bridge in the Parity Gap of 68.6%, a significant improvement to the 2019 figure. This leaves a 31.4% Gender Gap left to be bridged to date. There has been a positive increase in the average global score, translating into several nations moving towards Gender Parity though at a steady pace. Of the 149 nations captured in 2019 and 2020, 100 of them have made significant increase in their scores. ([www.weforum.org](http://www.weforum.org))

### **The WEF Global Gender Parity Sub Indexes**

As earlier stated, the four sub-indexes of Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment were used to assess the nations captured in the WEF Global Gender Parity Report.

In this year's report, across the sub-indexes and on the average, the largest gender disparity, as in earlier years' reports is the Political Empowerment Gap. Only 24.7% of the political empowerment Gap has been closed this year, despite being the most improved sub index. It is closely followed by the Economic Participation and Opportunity sub index which witnessed a 57.8% closure, a slight step behind the 2019 report. Progress towards bridging the Educational attainment and Health Survival gaps are more advanced at 96.1% and 95.7% respectively. A marginal improvement to the figures for 2019.

The Political Empowerment sub index of 108 out of the 149 countries assessed have witnessed some improvement. More women in parliament are now being seen. However, only 25% of these 35,127 global seats are sat on by women and only 21% of the global 3,343 ministers being women. In some countries, there are no women at all in parliament or government. In a space of 50 years, 85 of the 153 countries assessed have never recorded a female head of state. ([www.weforum.org](http://www.weforum.org)) This sub index has been responsible for much progress made from the GGDI table (see appendix) but much room still remains available for improvement. Only a few countries have closed at least 50% of the gap and this further buttress the supposition that women participation in politics and governance is extremely low. Of the 153 countries covered in the global index, only 45 have less than 20% female representation. And in two countries, Vanuata and Papau New Guinea, there are no women at all.

With the economic Participation and Opportunity Index, the number of women has increased with 36% of Senior Private and Public officials emerging as women. This is up 2% compared to last years' figure. However, only a few countries are aiming towards parity, hence the gap is still much substantial. ([www.weforum.org](http://www.weforum.org)). Only 58% of the gap has been closed thus far. A comparison of the top 10 nations with the bottom 10 nations shows that 80% gap has been closed by the top 10 while only 40% has been closed by bottom 10 nations. ([www.weforum.org](http://www.weforum.org)). Among the 10 best performing countries in this sub index, (see appendix) 4 are from Sub Saharan Africa (Benin closed 84.7%, Burundi closed 83.7%, Zambia closed 83.1%, Guinea closed 80.3%). Others are Iceland in Western Europe closing 83.9%, Lao PDR in Asia/Pacific closing 83.9%, Belarus in Eastern Europe closing 83.7%, Latvia in Central Asia 81.0%, Bahamas closed 83.8% and Barbados closed 80.8% both in Latin America and Caribbean. The least performing countries are India 35.4%, Pakistan 32.7%, Yemen 27.3%, Syria 24.9% and Iraq 22.7%. ([www.wef.org](http://www.wef.org)).



However, in contrast to the public/private sector improvement, women participation in the labour market and financial disparities are poor. 55% of adult females as compared to 78% of adult males was recorded in the labour market. Also, over 40% of wage gap and 50% of income gap are yet to be bridged. And as regards access to loan facilities, women access is very unimpressive. ([www.weforum.org](http://www.weforum.org))

Only 35 countries of the 149 countries assessed have been able to achieve parity in the Educational Attainment sub index. The disparity still lingers as over 20% disparity in gaps was observed among developing countries, while 10% of girls aged 15-24 years globally are illiterate, with a greater percentage of this figure in the developing countries. In essence, 90.4% of girls between 15-24 years are literate compared to 92% for boys. ([www.weforum.org](http://www.weforum.org)). Women are underrepresented educationally globally and this has translated into the employment sector. It will take 99.5 years to close the overall global gender Gap at the current pace. 25.7 years if the 2006-2020 pace is considered. At a faster rate, it will take 94.5 years to close the Gender Disparity Gap. ([www.weforum.org](http://www.weforum.org)). A significant 96.1% gap has been closed globally so far in this sub index. 35 countries have achieved full parity with at least one country per region attaining full parity. However, 8 nations are yet to close more than 20% gap.

The health and survival sub index have recorded the least progress. Only 95.7% of the global gap has been closed thus far. 48 out of the 149 countries captured this year 2020 have reached near parity, another 71% have closed at least 97% while only 9 countries are still yet to close more than 4% of their Gap. Amongst this last group was found four large countries trailing behind, implying that millions of women in these countries don't have the same health access as their male counterparts. The four large countries are Pakistan (94.6%), India (94.4%), Vietnam (94.2%), China (92.6%). These results prove that performances are driven by gender differences at birth. ([www.weforum.org](http://www.weforum.org)). However, parity has almost been achieved in the area of life expectancy and sex ratio at birth in most countries and in general, women tend to live longer than men.

Conclusively since 2006, when the first GGD report emerged, there has been reductions in gaps. Since 2018, a 0.6 percentage points reduction has been recorded. The most improved is in the political Empowerment Gap record with a 1.8 percentage point increase to 24.7% higher than 2019. This is the most significant improvement since 2006, improving on the average of 0.75 percentage point per annum. Though still low, there is an improvement in the number of women ministers this year as compared to 2019. ([www.weforum.org](http://www.weforum.org))

The economic participation and opportunity sub index gap are the only sub index that has regressed this year, recording a 0.35 percentage low score of 57.8% as against last year. However, it is still better than what obtained 14 years ago.

Closing gender gaps in the remaining sub-indexes might likely happen sooner than later if the trend continues like this. The Educational attainment Gender gap can be closed in 12 years. As for the survival sub index, the time is undetermined as it is the smallest gap and has remained steady over the years. It may not be fully closed until countries like China, and India change their perspectives on the female gender. ([www.weforum.org](http://www.weforum.org))

### **Performance by Regional Divisions**

The World Economic Forum Global Gender Disparity Gap sub divided the World into 8 regions. They are:



- Middle East/ North Africa
- Western Europe
- North America
- Eastern Europe & Central Asia
- Latin America & the Caribbean
- East Asia & the Pacific
- Sub Saharan Africa
- South Asia.

On the average, the 8 regions assessed in 2020 have closed between 60.5% (average score in Middle East/North Africa) and 76.7% (average score in Western Europe). North America closed 72.9%, Latin America & Caribbean 72.2%, Eastern Europe & Central Asia 71.3%, East Asia & the Pacific 68.5%, sub Saharan Africa 68.2% and South Asia 66.1%. ([www.weforum.org](http://www.weforum.org))

At this rate, gender gap can potentially be closed in 54 years in Western Europe, 59 years in Latin America & the Caribbean, 71.5 years in South Asia, 95 years in Sub Saharan Africa, 107 years in Eastern Europe and Central Asia, 140 years in the Middle East and North Africa, 151 years in North America and 163 years in East Asia and the Pacific.

In 2020, the Nordic Nation of Iceland, with just over 360,000 people, still maintains its lead, 11<sup>th</sup> time in a row, as the most gender equal country, closing almost 88% of its overall gender gap, an improvement to last years'. Norway is 2<sup>nd</sup> with 84.2%, Finland 3<sup>rd</sup> with 83.2% and Sweden 4<sup>th</sup> with 82.0%. Nicaragua is 5<sup>th</sup> with 80.4%, New Zealand 6<sup>th</sup> with 79.9%, Ireland and Spain are 7<sup>th</sup> and 8<sup>th</sup> respectively with 79.8% and 79.5%. Rwanda 9<sup>th</sup> with 79.1% and Germany 10<sup>th</sup> with 78.7%. ([www.weforum.org](http://www.weforum.org))

Ethiopia, Spain, Mali, Albania and Mexico are the top 5 most improved countries, having closed the gap by 3.4% points or more. Nigeria, Cape Verde, Mali, Sierra Leone and Indonesia are amongst the top countries that improved their Economic Participation and Opportunity Gap, improving by 5% or more. ([www.weforum.org](http://www.weforum.org))

Amongst the countries that recorded significant improvement due to their improved Political Empowerment for Women are Spain in Western Europe, Ethiopia in Africa, Mexico in Latin America and Georgia in East Europe & Central Asia. They climbed up more than 20 paces on the log. ([www.weforum.org](http://www.weforum.org))

From the GGDI ranking Table, (see Appendix), Western Europe is the best performing Region in 2020 and for the past 14 years running. The region recorded an average score of 76.7%. it has now closed 77% of its gender gap. If this pace continues, it will take 54 years to close the gap in this region. Eastern Europe is home to the first four and 8<sup>th</sup> countries in the rankings this year. ([www.weforum.org](http://www.weforum.org))

The North American Region which includes the US (72.4% at 53<sup>rd</sup>) and Canada (77.2% at 19<sup>th</sup>) has been stalling, especially in the area of economic participation and opportunity. At this pace, it will take 151 years to close the gap in this region. The US dropped 2 paces this year. ([www.weforum.org](http://www.weforum.org)).



Eastern Europe and Central Asia closed 71.5% of its gender gap which is a slight improvement to last years' performance. It will take 107 years to close the gap at this pace. The region's educational gap has been fully closed and there is significant improvement in the area of women political empowerment. However, this particular sub index still needs some improvement. 21 out of the 26 countries in this region have closed at least 70% gap with Latvia being tops at 78.5% gap closure. ([www.weforum.org](http://www.weforum.org))

The Latin America and Caribbean region recorded a 1% increase from last year and ended at 72.1% gap close this year. It will take 59 years to close the gender disparity gap in this region at this pace. The political empowerment sub index recorded the most improvement in this region with 5 percentage gaps closed. Nicaragua leads this region, coming in 5<sup>th</sup> with 80.4% of its gap closed. 15 of the region's 24 countries made significant improvement in their overall score.

Sub Saharan Africa region closed its gap by 68.0%, an improvement to last year's figure. It implies that at this pace, it will take 95 years to close the gap in this region, which is less than previously projected. One of the top global 10 countries, Rwanda (9<sup>th</sup>) made great strides, likewise Ethiopia (82<sup>nd</sup>) which is one of the best improved countries this year. ([www.weforum.org](http://www.weforum.org))

East Asia and Pacific region closed 69% of its gap. At this pace, it will take 163 years to bridge the divide. It is the only region where political empowerment gap has widened (16% closed so far). Best in the region is New Zealand at 6<sup>th</sup> position, closing 79.9% of its gap. Philippines comes in next at 16<sup>th</sup>, having being able to close 78.1% gap. Lao PDR is next with a score of 73.1%. China dropped three paces to 106<sup>th</sup> position this year. ([www.weforum.org](http://www.weforum.org))

South Asia closed two-thirds of its gender gap despite a 6 percentage points drop over the last 14 years. The region's gender gap is still the second largest. However, in comparison to other regions, her economic Participation and Opportunity sub index gap widened this year. Bangladesh leads at 50<sup>th</sup> while Nepal is 2<sup>nd</sup> in the region coming in at 110<sup>th</sup>. ([www.weforum.org](http://www.weforum.org))

Middle East and North Africa (MENA) ended up with 61.1% which is the lowest regional score, despite having narrowed its gap by 0.5% compared to 2019. At this pace, it will take 150 years to close the gap. Top in the region is Israel at 64<sup>th</sup> with 71.8% gap closed. UAE comes in next at 120<sup>th</sup> with 65.5% gap closed. 15 out of the 19 countries in MENA are 130<sup>th</sup> position or lower. ([www.weforum.org](http://www.weforum.org))

In summary, Western Europe made the most progress in closing the gap followed by North America, Latin America and The Caribbean, Eastern Europe and Central Asia, sub Saharan Africa, South Asia and the Middle East and North Africa (MENA).

## CONCLUSION AND RECOMMENDATION

The problem that women are facing today did not start today. It has its roots in a predominantly male dominated history- global History. Such customs need to be relegated to the background if gender parity will be achieved. Some nations like Finland have successfully done so. As far back as 1906, Finland became the first country in Europe to enfranchise women. Tarja Halonen





became the first Female president. Finland is one of the 16 other countries in the world that allow women frontline combat positions.

Creating a more gender friendly environment locally and globally by enacting laws and encouraging women participation in all sectors of governance will help bridge the gender gap divide in no minute measure.

50% representation in both national and local politics will change the looks of legislations. Without changing legislations to allow women more time and opportunity outside the domestic household environment, the status of women in politics and the society at large, will always be undermined. Advanced economies should push for greater parity between maternity and paternity leave. This has helped Swedish mothers return to work more rapidly and has shifted the underlying gender norms about parenting.

Women make up nearly half of the global population and that is nearly 5 billion people. But only 50% of these women, compared to 80% of men are in the labour force. And then, they earn less than their male counterparts in the same level of labour and have more of them in the informal sector than the men, The Economic benefits of Bringing more women into the labour force are greater than previously thought. (Era Dabla-Norris et al: 2019).

There is no broad support for tackling gender inequality than the adoption of gender responsive budgeting. More than 50 countries have adopted gender sensitive budgets. The tool is used to analyse the impact of spending on men and women and the efficiency and the effectiveness of national policy implementation in public expenditure. (OECD.org executive summary).

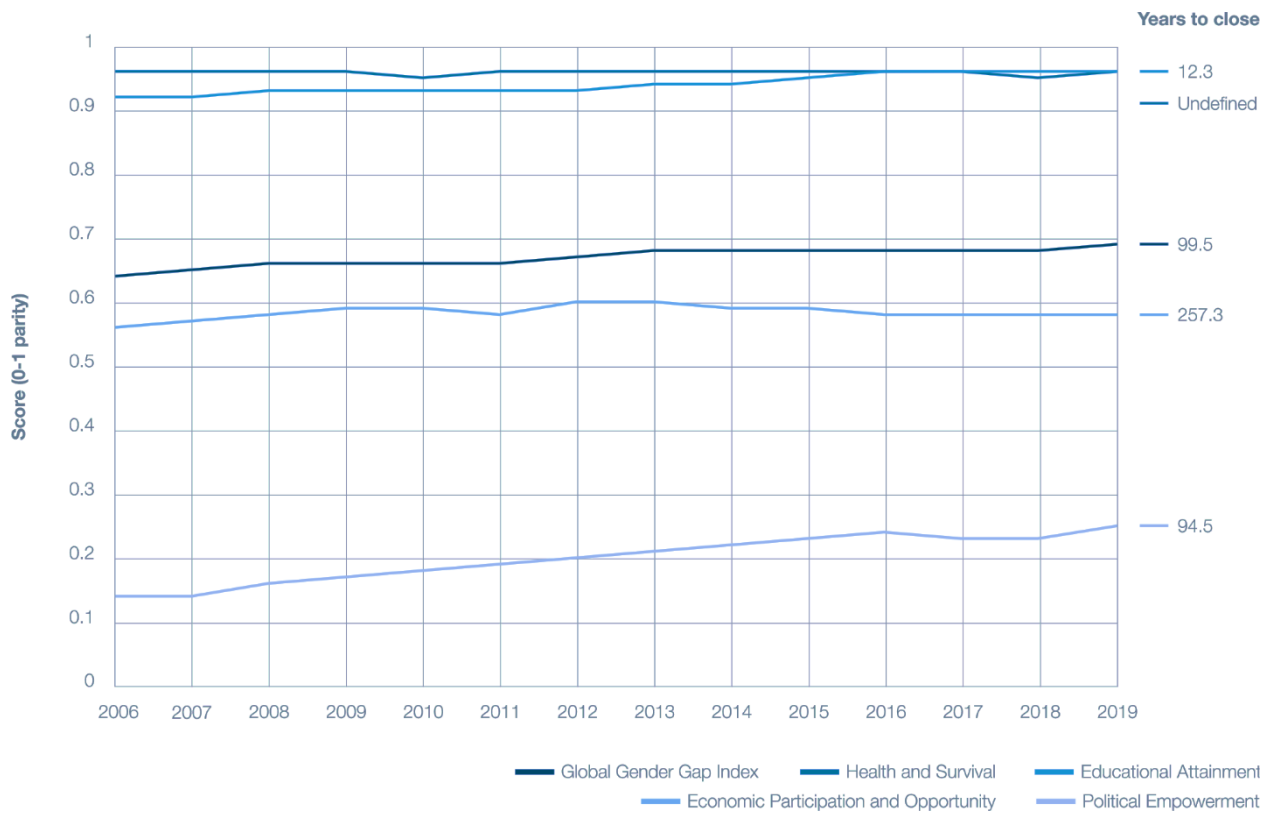
Promoting equal rights of women locally and globally with measures that will break the male dominated patriarch laws and customs will be a good starting point to ensuring gender parity. Addressing laws of inheritance and property such as it applies in Malawi, Namibia and Peru should be implemented.

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**APPENDIX**



**Figure 1: Evolution of the Global Gender Gap Index and its sub indexes overtime.  
(Evolution in Scores)**



**Table 1: The Global Gender Gap index rankings by sub index 2020**

**Health and Survival**

Rank	Country	Score (01)
1	Angola	0.980
1	Argentina	0.980
1	Bahamas	0.980
1	Belize	0.980
1	Botswana	0.980
1	Brazil	0.980
1	Colombia	0.980
1	Czech Republic	0.980
1	Dominican Republic	0.980
1	El Salvador	0.980
1	Guatemala	0.980
1	Hungary	0.980
1	Kenya	0.980
1	Korea	0.980
1	Kyrgyz Republic	0.980
1	Lesotho	0.980
1	Malawi	0.980
1	Mauritius	0.980
1	Moldova	0.980
1	Mongolia	0.980
1	Mozambique	0.980
1	Namibia	0.980
1	Nicaragua	0.980
1	Panama	0.980
1	Poland	0.980
1	Romania	0.980
1	Russian Federation	0.980
1	Slovak Republic	0.980
1	Slovenia	0.980
1	South Africa	0.980
1	Sri Lanka	0.980
1	Swaziland	0.980
1	Syria	0.980
1	Trinidad and Tobago*	0.980
1	Uganda	0.980
1	Uruguay	0.980
1	Venezuela	0.980
1	Zambia*	0.980
1	Zimbabwe	0.980
40	Japan	0.979
41	Bulgaria	0.979
41	Fiji	0.979
41	Lithuania	0.979
41	Philippines	0.979
45	Oman	0.979
46	Mexico	0.979
47	Bolivia	0.979
48	Croatia	0.979
49	Tanzania	0.978
50	Portugal	0.978
51	Burundi	0.978
52	Thailand	0.978
52	Ukraine	0.978
54	Ecuador	0.978
55	Chile	0.977
56	Finland	0.977
57	Myanmar	0.977
58	Belarus	0.977
59	Honduras	0.977
60	Costa Rica	0.977
61	Timor-Leste	0.977
62	Peru	0.977
63	Ethiopia	0.976
64	Turkey	0.976
65	Jamaica	0.976
66	Senegal	0.976
67	Congo Dem Rep	0.976
68	Bosnia Herzegovina	0.976
68	Georgia	0.976
70	United States	0.976
71	Barbados	0.976
72	Tajikistan	0.976
73	Cambodia	0.975
74	Kazakhstan	0.975
74	Latvia	0.975
76	Iraq	0.975
77	Cuba	0.975

**Political Empowerment**

Rank	Country	Score (01)
1	Iceland	0.701
2	Norway	0.598
3	Nicaragua	0.565
4	Rwanda	0.563
5	Finland	0.563
6	Costa Rica	0.545
7	Bangladesh	0.545
8	Spain	0.527
9	Sweden	0.525
10	South Africa	0.497
11	Ireland	0.493
12	Germany	0.477
13	New Zealand	0.474
14	Mexico	0.468
15	France	0.459
16	Ethiopia	0.427
17	Denmark	0.421
18	India	0.411
19	Switzerland	0.407
20	United Kingdom	0.396
21	Cuba	0.392
22	Argentina	0.387
23	Albania	0.376
24	Namibia	0.369
25	Canada	0.365
26	Mozambique	0.362
27	Bolivia	0.357
28	Latvia	0.355
29	Philippines	0.353
30	Austria	0.344
31	Trinidad and Tobago*	0.329
32	Senegal	0.320
33	Colombia	0.318
34	Belgium	0.313
35	Uganda	0.309
36	Chile	0.307
37	Estonia	0.294
38	Bosnia Herzegovina	0.290
39	Portugal	0.278
40	Netherlands	0.276
41	Serbia	0.276
42	Uruguay	0.274
43	Burundi	0.269
44	Italy	0.267
45	Moldova	0.264
46	Angola	0.262
47	El Salvador	0.262
48	Ecuador	0.260
49	Poland	0.256
50	Tanzania	0.254
51	Timor-Leste	0.249
52	Macedonia	0.248
53	Peru	0.247
54	Zimbabwe	0.238
55	Croatia	0.232
56	Suriname	0.232
57	Australia	0.231
58	Slovak Republic	0.231
59	Nepal	0.227
60	Bulgaria	0.225
61	Barbados	0.222
62	Panama	0.222
63	Liberia	0.218
64	Israel	0.214
65	Lithuania	0.207
66	Luxembourg	0.206
67	Tunisia	0.201
68	Honduras	0.199
69	Jamaica	0.197
70	Cameroon	0.196
71	Slovenia	0.196
72	Mauritania	0.194
73	Sri Lanka	0.193
74	Venezuela	0.191
75	United Arab Emirates	0.191
76	Romania	0.190
77	Czech Republic	0.189
78	Malta	0.184
79	Korea	0.179
80	Zambia*	0.174
81	Belarus	0.172
82	Indonesia	0.172
83	Ukraine	0.171
84	Mali	0.171
85	Kenya	0.169
86	United States	0.164
87	Greece	0.164
88	Dominican Republic	0.163
89	Cape Verde	0.163
90	Malawi	0.162
91	Montenegro	0.161
92	Singapore	0.159
93	Pakistan	0.159
94	Georgia	0.154
95	China	0.154
96	Madagascar	0.151
97	Fiji	0.150
98	Lao PDR	0.150
99	Algeria	0.145
100	Chad	0.141
101	Swaziland	0.138
102	Lesotho	0.137
103	Egypt	0.133
104	Brazil	0.133
105	Kyrgyz Republic	0.130
106	Kazakhstan	0.130
107	Ghana	0.129
108	Guinea	0.125
109	Turkey	0.124
110	Vietnam	0.123
111	Cyprus	0.122
112	Paraguay	0.122
113	Jordan	0.121
114	Armenia	0.118
115	Maldives	0.111
116	Togo	0.111
117	Malaysia	0.108
118	Iraq	0.105
119	Cambodia	0.103
120	Mongolia	0.102
121	Sierra Leone	0.100
122	Russian Federation	0.095
123	Morocco	0.095
124	Mauritius	0.094
125	Guatemala	0.092
126	Congo Dem Rep	0.089
127	Burkina Faso	0.089
128	Tajikistan	0.088
129	Thailand	0.086
130	Syria	0.085
131	Côte d'Ivoire	0.082
132	Bhutan	0.082
133	Myanmar	0.080
134	Benin	0.079
135	Botswana	0.079
136	Saudi Arabia	0.077
137	Gambia	0.067
138	Bahrain	0.066
139	Hungary	0.065
140	Azerbaijan	0.063
141	Bahamas	0.061
142	Kuwait	0.053
143	Qatar	0.052
144	Japan	0.049
145	Iran	0.037
146	Nigeria	0.032
147	Belize	0.032
148	Brunei Darussalam	0.031
149	Lebanon	0.024
150	Oman	0.021
151	Yemen	0.018
152	Papua New Guinea*	0.000
152	Vanuatu*	0.000

■ Eastern Europe and Central Asia  
 ■ Middle East and North Africa  
 ■ East Asia and the Pacific  
 ■ Latin America and the Caribbean  
 ■ North America  
 ■ South Asia  
 ■ Sub-Saharan Africa  
 ■ Western Europe





**Table 1: (cont'd) The Global Gender Gap Index rankings by sub index, 2020**

**Economic Participation and Opportunity**

Rank	Country	Score (01)
1	Benin	0.847
2	Iceland	0.839
3	Lao PDR	0.839
4	Bahamas	0.838
5	Belarus	0.837
6	Burundi	0.837
7	Zambia*	0.831
8	Latvia	0.810
9	Barbados	0.808
10	Guinea	0.803
11	Norway	0.798
12	Slovenia	0.797
13	Lithuania	0.795
14	Philippines	0.792
15	Cape Verde	0.790
16	Sweden	0.790
17	Namibia	0.789
18	Finland	0.788
19	Moldova	0.788
20	Singapore	0.782
21	Botswana	0.779
22	Thailand	0.776
23	Madagascar	0.769
24	Jamaica	0.767
25	Cambodia	0.759
26	United States	0.756
27	New Zealand	0.753
28	Brunei Darussalam	0.752
29	Mongolia	0.751
30	Canada	0.751
31	Vietnam	0.751
32	Russian Federation	0.749
33	Azerbaijan	0.748
34	Switzerland	0.746
35	Sierra Leone	0.745
36	Albania	0.743
37	Kazakhstan	0.742
38	Nigeria	0.738
39	Ukraine	0.737
40	Estonia	0.736
41	Denmark	0.735
42	Colombia	0.735
43	Ireland	0.732
44	Romania	0.728
45	Zimbabwe	0.728
46	Portugal	0.726
47	Panama	0.725
48	Germany	0.723
49	Australia	0.722
50	Luxembourg	0.721
51	Trinidad and Tobago*	0.721
52	Bulgaria	0.715
53	Liberia	0.714
54	Belgium	0.714
55	Honduras	0.713
56	Montenegro	0.712
57	Poland	0.711
58	United Kingdom	0.704
59	Swaziland	0.703
60	Netherlands	0.702
61	Georgia	0.701
62	Serbia	0.700
63	Tanzania	0.698
64	Uruguay	0.696
65	France	0.691
66	Cameroon	0.689
67	Israel	0.688
68	Indonesia	0.685
69	Venezuela	0.683
70	Papua New Guinea*	0.683
71	Chad	0.682
72	Spain	0.681
73	Cyprus	0.681
74	Equador	0.680
75	Belize	0.680
76	Greece	0.675
77	Croatia	0.674

**Educational Attainment**

Rank	Country	Score (01)
1	Australia	1.000
1	Austria	1.000
1	Bahamas	1.000
1	Belgium	1.000
1	Botswana	1.000
1	Canada	1.000
1	Colombia	1.000
1	Czech Republic	1.000
1	Denmark	1.000
1	Estonia	1.000
1	Finland	1.000
1	France	1.000
1	Honduras	1.000
1	Israel	1.000
1	Jamaica	1.000
1	Latvia	1.000
1	Lesotho	1.000
1	Luxembourg	1.000
1	Maldives	1.000
1	Malta	1.000
1	Netherlands	1.000
1	New Zealand	1.000
1	Nicaragua	1.000
1	Russian Federation	1.000
1	Slovak Republic	1.000
26	Ukraine	1.000
27	Slovenia	1.000
28	Uruguay	1.000
29	Georgia	1.000
30	Chile	1.000
31	Norway	1.000
32	Namibia	1.000
33	Costa Rica	1.000
34	United States	1.000
35	Brazil	1.000
36	Iceland	0.999
37	Philippines	0.999
38	United Kingdom	0.999
39	Belarus	0.999
40	Albania	0.999
41	Venezuela	0.998
42	Dominican Republic	0.998
43	Spain	0.998
44	Cuba	0.998
45	Armenia	0.998
46	Paraguay	0.998
47	Ireland	0.998
48	Cyprus	0.998
49	Montenegro	0.998
50	Lithuania	0.998
51	Fiji	0.997
52	Romania	0.997
53	Serbia	0.997
54	Mexico	0.997
55	Italy	0.997
56	Ecuador	0.997
57	Kuwait	0.997
58	Poland	0.996
59	Sweden	0.996
60	Azerbaijan	0.996
61	Moldova	0.996
62	Croatia	0.995
63	Kazakhstan	0.995
64	Argentina	0.995
65	Panama	0.994
66	Trinidad and Tobago*	0.994
67	South Africa	0.994
68	Suriname	0.993
69	Greece	0.993
70	Hungary	0.993
71	Mongolia	0.993
72	Brunei Darussalam	0.992
73	Portugal	0.992
74	Mauritius	0.992
75	El Salvador	0.992
76	Swaziland	0.992
77	Switzerland	0.992

Rank	Country	Score (01)
78	Belize	0.991
79	Barbados	0.991
80	Thailand	0.991
81	Jordan	0.991
82	Kyrgyz Republic	0.990
83	Qatar	0.990
84	Singapore	0.990
85	Bulgaria	0.989
86	Malaysia	0.989
87	Macedonia	0.988
88	Sri Lanka	0.988
89	United Arab Emirates	0.987
90	Bahrain	0.985
91	Japan	0.983
92	Saudi Arabia	0.983
93	Vietnam	0.982
94	Peru	0.981
95	Madagascar	0.980
96	Bolivia	0.980
97	Oman	0.977
98	Zimbabwe	0.977
99	Myanmar	0.975
100	China	0.973
101	Korea	0.973
102	Egypt	0.973
103	Germany	0.972
104	Cape Verde	0.972
105	Indonesia	0.970
106	Tunisia	0.970
107	Guatemala	0.969
108	Bosnia Herzegovina	0.967
109	Algeria	0.966
110	Lao PDR	0.965
111	Lebanon	0.964
112	India	0.962
113	Turkey	0.961
114	Rwanda	0.957
115	Morocco	0.956
116	Bhutan	0.954
117	Syria	0.953
118	Iran	0.953
119	Ghana	0.951
120	Bangladesh	0.951
121	Vanuatu*	0.947
122	Timor-Leste	0.946
123	Tajikistan	0.942
124	Cambodia	0.939
125	Zambia*	0.938
126	Kenya	0.938
127	Tanzania	0.921
128	Malawi	0.915
129	Uganda	0.914
130	Mozambique	0.904
131	Burundi	0.896
132	Papua New Guinea*	0.895
133	Nepal	0.895
134	Gambia	0.891
135	Senegal	0.888
136	Cameroon	0.885
137	Mauritania	0.879
138	Burkina Faso	0.873
139	Sierra Leone	0.860
140	Ethiopia	0.850
141	Liberia	0.839
142	Côte d'Ivoire	0.828
143	Pakistan	0.823
144	Iraq	0.812
145	Nigeria	0.806
146	Togo	0.778
147	Angola	0.759
148	Mali	0.757
149	Benin	0.733
150	Yemen	0.717
151	Guinea	0.680
152	Congo Dem Rep	0.658
153	Chad	0.589

■ Eastern Europe and Central Asia 
 ■ Middle East and North Africa 
 ■ East Asia and the Pacific 
 ■ Latin America and the Caribbean 
 ■ North America 
 ■ South Asia 
 ■ Sub-Saharan Africa 
 ■ Western Europe



**Table 2: The Global Gender Gap Index 2020 Rankings**

Rank	Country	Score	Rank change		Score change		Rank	Country	Score	Rank change		Score change	
		01	2018	2018	2006	01			2018	2018	2006		
1	Iceland	0.877		+0.018	+0.095	78	Czech Republic	0.706	4	+0.014	+0.035		
2	Norway	0.842		+0.007	+0.043	79	Mongolia	0.706	21	-0.007	+0.024		
3	Finland	0.832	1	+0.012	+0.036	80	El Salvador	0.706	7	+0.016	+0.022		
4	Sweden	0.820	1	-0.002	+0.007	81	Russian Federation	0.706	6	+0.004	+0.029		
5	Nicaragua	0.804		-0.005	+0.147	82	Ethiopia	0.705	35	+0.049	+0.111		
6	New Zealand	0.799	1	-0.002	+0.048	83	Eswatini	0.703	3	+0.009	+0.043		
7	Ireland	0.798	2	+0.002	+0.065	84	Greece	0.701	6	+0.004	+0.047		
8	Spain	0.795	21	+0.049	+0.063	85	Indonesia	0.700		+0.010	+0.046		
9	Rwanda	0.791	3	-0.013	n/a	86	Dominican Republic	0.700	12	-0.001	+0.036		
10	Germany	0.787	4	+0.011	+0.034	87	Viet Nam	0.700	10	+0.001	n/a		
11	Latvia	0.785	6	+0.027	+0.076	88	Lesotho	0.695	7	+0.001	+0.014		
12	Namibia	0.784	2	-0.005	+0.098	89	Cambodia	0.694	4	+0.011	+0.065		
13	Costa Rica	0.782	9	+0.033	+0.089	90	Malta	0.693	1	+0.008	+0.042		
14	Denmark	0.782	1	+0.004	+0.036	91	Cyprus	0.692	1	+0.008	+0.049		
15	France	0.781	3	+0.002	+0.129	92	Brazil	0.691	3	+0.010	+0.037		
16	Philippines	0.781	8	-0.018	+0.029	93	Kyrgyz Republic	0.689	7	-0.002	+0.014		
17	South Africa	0.780	2	+0.025	+0.068	94	Azerbaijan	0.687	3	+0.007	n/a		
18	Switzerland	0.779	2	+0.024	+0.079	95	Brunei Darussalam	0.686	5	+0.001	n/a		
19	Canada	0.772	3	+0.001	+0.055	96	Cameroon	0.686	39	-0.028	+0.099		
20	Albania	0.769	14	+0.035	+0.108	97	Liberia	0.685	1	+0.004	n/a		
21	United Kingdom	0.767	6	-0.007	+0.031	98	Armenia	0.684		+0.006	n/a		
22	Colombia	0.758	18	+0.029	+0.053	99	Senegal	0.684	5	+0.002	n/a		
23	Moldova	0.757	12	+0.023	+0.044	100	Paraguay	0.683	4	+0.011	+0.028		
24	Trinidad and Tobago*	0.756	n/a	n/a	+0.076	101	Nepal	0.680	4	+0.009	+0.132		
25	Mexico	0.754	25	+0.034	+0.108	102	Sri Lanka	0.680	2	+0.004	-0.040		
26	Estonia	0.751	7	+0.017	+0.057	103	Fiji	0.678	3	+0.008	n/a		
27	Belgium	0.750	5	+0.012	+0.042	104	Malaysia	0.677	3	+0.002	+0.027		
28	Barbados	0.749	7	-0.004	n/a	105	Hungary	0.677	3	+0.003	+0.007		
29	Belarus	0.746	1	n/a	n/a	106	China	0.676	3	+0.003	+0.020		
30	Argentina	0.746	6	+0.014	+0.063	107	Ghana	0.673	18	-0.016	+0.007		
31	Cuba	0.746	8	-0.004	n/a	108	Korea, Rep.	0.672	7	+0.014	+0.056		
32	Burundi	0.745	1	+0.004	n/a	109	Kenya	0.671	33	-0.029	+0.023		
33	Lithuania	0.745	9	-0.005	+0.037	110	Belize	0.671	1	+0.008	n/a		
34	Austria	0.744	19	+0.026	+0.046	111	Sierra Leone	0.668	3	+0.007	n/a		
35	Portugal	0.744	2	+0.011	+0.052	112	India	0.668	4	+0.003	+0.066		
36	Slovenia	0.743	25	-0.041	+0.069	113	Guatemala	0.666	6	-0.002	+0.059		
37	Uruguay	0.737	19	+0.023	+0.082	114	Myanmar	0.665	26	-0.024	n/a		
38	Netherlands	0.736	11	-0.010	+0.012	115	Mauritius	0.665	6	+0.002	+0.032		
39	Serbia	0.736	1	+0.006	n/a	116	Malawi	0.664	4	+0.002	+0.020		
40	Poland	0.736	2	+0.008	+0.056	117	Timor-Leste	0.662	7	+0.025	n/a		
41	Jamaica	0.735	3	+0.012	+0.034	118	Angola	0.660	7	+0.027	+0.056		
42	Bolivia	0.734	17	-0.014	+0.101	119	Benin	0.658	1	+0.003	+0.080		
43	Lao PDR	0.731	17	-0.017	n/a	120	United Arab Emirates	0.655	1	+0.013	+0.063		
44	Australia	0.731	5	+0.001	+0.015	121	Japan	0.652	11	-0.010	+0.008		
45	Zambia*	0.731	n/a	n/a	+0.095	122	Kuwait	0.650	4	+0.020	+0.016		
46	Panama	0.730	1	+0.008	+0.037	123	Maldives	0.646	10	-0.016	n/a		
47	Zimbabwe	0.730		+0.009	+0.084	124	Tunisia	0.644	5	-0.004	+0.015		
48	Ecuador	0.729	7		+0.085	125	Guinea	0.642	9	-0.014	n/a		
49	Bulgaria	0.727	31	-0.029	+0.040	126	Vanuatu*	0.638	n/a	n/a	n/a		
50	Bangladesh	0.726	2	+0.004	+0.099	127	Papua New Guinea*	0.635	n/a	n/a	n/a		
51	Luxembourg	0.725	10	+0.013	+0.058	128	Nigeria	0.635	5	+0.015	+0.025		
52	Cape Verde	0.725	20	+0.023	n/a	129	Burkina Faso	0.635		+0.006	+0.049		
53	United States	0.724	2	+0.004	+0.020	130	Turkey	0.635		+0.007	+0.050		
54	Singapore	0.724	13	+0.017	+0.069	131	Bhutan	0.635	9	-0.003	n/a		
55	Romania	0.724	8	+0.013	+0.044	132	Algeria	0.634	4	+0.005	+0.032		
56	Mozambique	0.723	7	+0.003	n/a	133	Bahrain	0.629	1	+0.002	+0.040		
57	Chile	0.723	3	+0.006	+0.077	134	Egypt	0.629	1	+0.015	+0.051		
58	Honduras	0.722	10	+0.016	+0.074	135	Qatar	0.629	8		n/a		
59	Ukraine	0.721	6	+0.013	+0.042	136	Gambia, The	0.628	16	-0.015	-0.017		
60	Croatia	0.720	1	+0.008	+0.006	137	Tajikistan	0.626	14	-0.012	n/a		
61	Bahamas	0.720	31	-0.021	n/a	138	Jordan	0.623		+0.018	+0.012		
62	Madagascar	0.719	22	+0.027	+0.080	139	Mali	0.621	4	+0.039	+0.021		
63	Slovak Republic	0.718	20	+0.026	+0.043	140	Togo	0.615	6	-0.003	n/a		
64	Israel	0.718	18	-0.004	+0.029	141	Mauritania	0.614	5	+0.006	+0.030		
65	Uganda	0.717	22	-0.008	+0.037	142	Côte d'Ivoire	0.606	11	-0.021	n/a		
66	Peru	0.714	14	-0.006	+0.052	143	Morocco	0.605	6	-0.002	+0.022		
67	Venezuela	0.713	3	+0.005	+0.047	144	Oman	0.602	5	-0.003	n/a		
68	Tanzania	0.713	3	+0.008	+0.009	145	Lebanon	0.599	5	+0.004	n/a		
69	Bosnia Herzegovina	0.712	7	-0.001	n/a	146	Saudi Arabia	0.599	5	+0.010	+0.075		
70	North Macedonia	0.711	4	+0.003	+0.013	147	Chad	0.596	2	+0.016	+0.071		
71	Montenegro	0.710	2	+0.004	n/a	148	Iran, Islamic Rep.	0.584	6	-0.005	+0.004		
72	Kazakhstan	0.710	12	-0.002	+0.018	149	Congo, Dem. Rep.	0.578	5	-0.003	n/a		
73	Botswana	0.709	18	-0.006	+0.020	150	Syria	0.567	4	-0.001	n/a		
74	Georgia	0.708	25	+0.030	+0.038	151	Pakistan	0.564	3	+0.014	+0.020		
75	Thailand	0.708	2	+0.006	+0.024	152	Iraq	0.530	5	-0.021	n/a		
76	Italy	0.707	6	+0.001	+0.061	153	Yemen	0.494	4	-0.006	+0.034		
77	Suriname	0.707	2	+0.012	n/a								

■ Eastern Europe and Central Asia 
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**Table 3: The Global Gender Gap Index rankings by region, 2020****East Asia and the Pacific**

Country	Rank		Score
	Regional	Global	
New Zealand	1	6	0.799
Philippines	2	16	0.781
Lao PDR	3	43	0.731
Australia	4	44	0.731
Singapore	5	54	0.724
Thailand	6	75	0.708
Mongolia	7	79	0.706
Indonesia	8	85	0.700
Viet Nam	9	87	0.700
Cambodia	10	89	0.694
Brunei Darussalam	11	95	0.686
Fiji	12	103	0.678
Malaysia	13	104	0.677
China	14	106	0.676
Korea, Rep.	15	108	0.672
Myanmar	16	114	0.665
Timor-leste	17	117	0.662
Japan	18	121	0.652
Vanuatu*	19	126	0.638
Papua New Guinea*	20	127	0.635

**Eastern Europe and Central Asia**

Country	Rank		Score
	Regional	Global	
Latvia	1	11	0.785
Albania	2	20	0.769
Moldova	3	23	0.757
Estonia	4	26	0.751
Belarus	5	29	0.746
Lithuania	6	33	0.745
Slovenia	7	36	0.743
Serbia	8	39	0.736
Poland	9	40	0.736
Bulgaria	10	49	0.727
Romania	11	55	0.724
Ukraine	12	59	0.721
Croatia	13	60	0.720
Slovak Republic	14	63	0.718
Bosnia and Herzegovina	15	69	0.712
North Macedonia	16	70	0.711
Montenegro	17	71	0.710
Kazakhstan	18	72	0.710
Georgia	19	74	0.708
Czech Republic	20	78	0.706
Russian Federation	21	81	0.706
Kyrgyz Republic	22	93	0.689
Azerbaijan	23	94	0.687
Armenia	24	98	0.684
Hungary	25	105	0.677
Tajikistan	26	137	0.626

**Latin America and the Caribbean**

Country	Rank		Score
	Regional	Global	
Nicaragua	1	5	0.804
Costa Rica	2	13	0.782
Colombia	3	22	0.758
Trinidad and Tobago*	4	24	0.756
Mexico	5	25	0.754
Barbados	6	28	0.749
Argentina	7	30	0.746
Cuba	8	31	0.746
Uruguay	9	37	0.737
Jamaica	10	41	0.735
Bolivia	11	42	0.734
Panama	12	46	0.730
Ecuador	13	48	0.729
Chile	14	57	0.723
Honduras	15	58	0.722
Bahamas	16	61	0.720
Peru	17	66	0.714
Venezuela	18	67	0.713
Suriname	19	77	0.707
El Salvador	20	80	0.706
Dominican Republic	21	86	0.700
Brazil	22	92	0.691
Paraguay	23	100	0.683
Belize	24	110	0.671
Guatemala	25	113	0.666

**Middle East and North Africa**

Country	Rank		Score
	Regional	Global	
Israel	1	64	0.718
United Arab Emirates	2	120	0.655
Kuwait	3	122	0.650
Tunisia	4	124	0.644
Turkey	5	130	0.635
Algeria	6	132	0.634
Bahrain	7	133	0.629
Egypt	8	134	0.629
Qatar	9	135	0.629
Jordan	10	138	0.623
Mauritania	11	141	0.614
Morocco	12	143	0.605
Oman	13	144	0.602
Lebanon	14	145	0.599
Saudi Arabia	15	146	0.599
Iran, Islamic Rep.	16	148	0.584
Syria	17	150	0.567
Iraq	18	152	0.530
Yemen	19	153	0.494



## South Asia

Country	Rank		Score
	Regional	Global	
Bangladesh	1	50	0.726
Nepal	2	101	0.680
Sri Lanka	3	102	0.680
India	4	112	0.668
Maldives	5	123	0.646
Bhutan	6	131	0.635
Pakistan	7	151	0.564

## Sub-Saharan Africa

Country	Rank		Score
	Regional	Global	
Rwanda	1	9	0.791
Namibia	2	12	0.784
South Africa	3	17	0.780
Burundi	4	32	0.745
Zambia*	5	45	0.731
Zimbabwe	6	47	0.730
Cape Verde	7	52	0.725
Mozambique	8	56	0.723
Madagascar	9	62	0.719
Uganda	10	65	0.717
Tanzania	11	68	0.713
Botswana	12	73	0.709
Ethiopia	13	82	0.705
Eswatini	14	83	0.703
Lesotho	15	88	0.695
Cameroon	16	96	0.686
Liberia	17	97	0.685
Senegal	18	99	0.684
Ghana	19	107	0.673
Kenya	20	109	0.671
Sierra Leone	21	111	0.668
Mauritius	22	115	0.665
Malawi	23	116	0.664
Angola	24	118	0.660
Benin	25	119	0.658
Guinea	26	125	0.642
Nigeria	27	128	0.635
Burkina Faso	28	129	0.635
Gambia, The	29	136	0.628
Mali	30	139	0.621
Togo	31	140	0.615
Côte d'Ivoire	32	142	0.606
Chad	33	147	0.596
Congo, Dem Rep.	34	149	0.578

## Western Europe and North America

Country	Rank		Score
	Regional	Global	
Iceland	1	1	0.877
Norway	2	2	0.842
Finland	3	3	0.832
Sweden	4	4	0.820
Ireland	5	7	0.798
Spain	6	8	0.795
Germany	7	10	0.787
Denmark	8	14	0.782
France	9	15	0.781
Switzerland	10	18	0.779
Canada	11	19	0.772
United Kingdom	12	21	0.767
Belgium	13	27	0.750
Austria	14	34	0.744
Portugal	15	35	0.744
Netherlands	16	38	0.736
Luxembourg	17	51	0.725
United States	18	53	0.724
Italy	19	76	0.707
Greece	20	84	0.701
Malta	21	90	0.693
Cyprus	22	91	0.692

