

## THE GLOBAL GENDER GAP REPORT 2010

**At the end of 2010** we are at a unique turning point: never before has there been such momentum around the issue of gender parity on the global stage. Numerous multinational companies have aligned core elements of their business and products to support and provide opportunities for women in the communities in which they are active. The United Nation has created a new entity for gender equality and the empowerment of women. There is a strong movement around greater investment in girl's education in the developing world. Businesses around the world are starting to take into account the increasing power of women consumers. As women begin to make up more than half of all university graduates in much of the developed world, there is an increased consciousness that this talent must be given the opportunity to lead. Several countries have introduced legislation that mandates minimum requirements for women's participation, in both business and politics.

**The World Economic Forum** has been among the institutions at the forefront of driving this change in mindset, primarily by emphasizing the message that **gender gaps have an impact on competitiveness and by engaging the business community**.

**The Global Gender Gap Index**, introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Country Profiles of the Report present a compilation of selected data for each individual country included in *The Global Gender Gap Report 2010*.

We at AFAEMME wanted to capture some of the data provided by *The Global Gender Gap Report 2010* to offer a short and clear overview of the current performance of 18 of the analyzed countries: Albania, Algeria, Croatia, Cyprus, Egypt, Finland, France, Greece, Israel, Italy, Jordan, Malta, Morocco, Slovenia, Spain, Syria, Tunisia and Turkey.

The **Global Gender Gap Index** gives each country's overall performance in closing the gender gap on a 0-to-1 scale and its rank out of 134 reviewed countries.

	Albania	Algeria	Croatia	Cyprus	Egypt	France	Greece	Israel	Italy	Jordan	Malta	Morocco	Slovenia	Spain	Syria	Tunisia	Turkey	Finland
<b>KEY INDICATORS</b>																		
Total population (millions)	3.14	34.37	4.43	0.86	81.53	62.28	11.24	7.31	59.83	5.91	0.41	31.61	2.02	45.56	20.58	10.33	73.91	5.31
Population growth (%)	0.35	1.51	- 0.05	1.00	1.82	0.55	0.40	1.78	0.77	3.22	0.71	1.21	0.16	1.50	2.45	1.00	1.24	0.47
Mean age of marriage for women (years)	23	29	30.13	25	23	32	27	26	30	25	22	26	31	29	25	27	23	30
Fertility rate (births per woman)	1.90	2.40	1.40	1.50	2.90	1.90	1.40	2.80	1.40	3.10	1.30	2.40	1.40	1.40	3.30	1.90	2.10	1.80
Year women received right to vote	1920	1962	1945	1960	1956	1944	1952	1948	1945	1974	1947	1963	1946	1931	1949 1953	1959	1930	1906
Overall population sex ratio (male/female)	0.97	1.02	0.93	0.95	1.01	0.95	0.98	0.98	0.95	1.05	0.99	0.96	0.96	0.97	1.02	1.01	1.01	0.96
<b>GENDER GAP INDEX</b>																		
Gender Gap Index 2010 Rank <sup>1</sup>	78	119	53	86	125	46	58	52	74	120	83	127	42	11	124	107	126	3
Gender Gap Index 2009 Rank <sup>2</sup>	92	117	54	80	126	18	86	45	72	113	89	124	52	17	121	109	129	2
Gender Gap Index 2008 Rank <sup>3</sup>	66	111	46	76	124	15	75	56	67	104	83	125	51	17	107	103	123	2
Gender Gap Index 2007 Rank <sup>4</sup>	66	97	16	82	120	51	72	36	84	104	76	122	49	10	103	102	121	3

BEST POSITIONED COUNTRIES

WORST POSITIONED COUNTRIES

<sup>1</sup> (Out of 134 countries)

<sup>2</sup> (Out of 130 countries)

<sup>3</sup> (Out of 128 countries)

<sup>4</sup> (Out of 115 countries)

The Gender Gap Subindexes give an overview of each country's rankings and the scores on the four subindexes of *The Global Gender Gap Report 2010*.

GENDER GAP SUBINDEXES	Albania	Algeria	Croatia	Cyprus	Egypt	France	Greece	Israel	Italy	Jordan	Malta	Morocco	Slovenia	Spain	Syria	Tunisia	Turkey	Finland
<b>Economic Participation and Opportunities</b>																		
Labour force participation Female/Male <sup>5</sup>	56/ 76	39/ 83	59/ 71	64/ 80	24/ 79	65/ 75	55/ 79	61/ 69	52/ 74	25/ 78	39/ 78	28/ 84	67/ 75	63/ 82	22/ 82	28/ 74	26/ 74	74/ 77
Estimated earned income (PPP US\$) <sup>6</sup>	83	117	39	68	124	48	73	49	95	131	102	128	58	81	130	123	125	19
Estimated earned income PPP US\$ Female/Male	4,9/ 9,1	4,0/ 11,3	12,9/ 19,3	18,3/ 31,6	2,2/ 8,4	25,6/ 40,0	19,2/ 38,0	20,5/ 32,1	20,1/ 40,0	1,5/ 8,0	14,4/ 31,8	1,6/ 6,6	20,4/ 33,3	21,8/ 40,0	1,5/ 7,4	3,2/ 11,7	5,3/ 20,4	29,6/ 40,0
<b>Education</b>																		
Literacy Rate [rank]	60	115	68	72	116	1	73	93	61	95	1	124	1	69	104	110	106	1
Literacy Rate Female/Male <sup>7</sup>	99/ 99	64/ 81	98/ 100	97/ 99	58/ 75	99/ 99	96/ 98	89/ 95	99/ 99	89/ 95	94/ 91	44/ 69	100/ 100	97/ 98	77/ 90	71/ 86	81/ 96	99/ 99
<b>Health and Survival</b>																		
Healthy life expectancy [rank]	117	113	1	96	64	1	79	98	84	93	79	92	1	1	68	95	72	1
Healthy life expectancy Female/Male	64/ 64	63/ 62	70/ 66	71/ 69	62/ 59	76/ 71	74/ 71	74/ 72	76/ 73	64/ 62	74/ 71	63/ 61	74/ 69	76/ 71	65/ 62	67/ 65	67/ 64	75/ 70
<b>Political Empowerment</b>																		
Female/Male in parliament <sup>8</sup>	16/ 84	8/ 92	24/ 76	13/ 88	2/ 98	19/ 81	17/ 83	18/ 82	21/ 79	6/ 94	9/ 91	10/ 90	14/ 86	37/ 63	12/ 88	28/ 72	9/ 91	40/ 60
Female/Male in ministerial positions	7/ 93	4/ 96	16/ 84	9/ 91	9/ 91	26/ 74	31/ 69	7/ 93	22/ 78	7/ 93	25/ 75	11/ 89	22/ 78	53/ 47	6/ 94	4/ 96	8/ 92	63/ 37
Years of Female/Male head of state [last 50 y.]	0/ 50	0/ 50	0/ 50	0/ 50	0/ 50	1/ 49	0/ 50	5/ 45	0/ 50	0/ 50	5/ 45	0/ 50	0/ 50	0/ 50	0/ 50	0/ 50	3/ 47	10/ 40

<sup>5</sup> 100/100

<sup>6</sup> GDP per capita in purchasing power parity RANK

<sup>7</sup> 100/100

<sup>8</sup> 100/100

BEST POSITIONED COUNTRIES

WORST POSITIONED COUNTRIES

The **Additional Data** Section compiles a selection of internationally available data that may be relevant for the country's gender gap. These data were not used for the calculation of the Global Gender Gap Index 2010.

ADDITIONAL DATA	Albania	Algeria	Croatia	Cyprus	Egypt	France	Greece	Israel	Italy	Jordan	Malta	Morocco	Slovenia	Spain	Syria	Tunisia	Turkey	Finland
<b>Maternity &amp; Childbearing</b>																		
Length of paid maternity leave (Days, Weeks, Months, Years)	365 d.	14 w.	1+ year	18 w.	90 d.	16 w.	119 d.	14 w.	5 m.	10 w.	14 w.	14 w.	105 d.	16 w.	50 d.	1-2 m.	16 w.	105 d.
Maternity leave benefits (% of wages paid)	80% 50% <sup>9</sup>	100%	100% until 6m.	75%	100%	100% <sup>10</sup>	50% + suplem.	100% <sup>11</sup>	80%	100%	100% <sup>12</sup>	100%	100%	100%	70%	67% 100% <sup>13</sup>	67% <sup>14</sup>	70%
Provider maternity coverage (Social Security, Health Insurance Fund, Employer)	S.S.	S.S.	HIF <sup>15</sup>	S.S.	S.S./E	S.S.	S.S./E	S.S.	S.S.	E	E	S.S.	State	S.S.	E	S.S.	S.S.	S.S.
<b>Employment &amp; Earnings</b>																		
Female adult unemployment rate (%) <sup>16</sup>	28	18	10	4	19	8	11	7	9	24	7	10	5	13	21	17	9	7
Male adult unemployment rate (%)	19	13	7	3	6	7	5	6	6	10	6	10	4	10	8	13	9	6
Women in non-agricultural paid labour (% of total labour force)	33	13	46	49	19	49	42	49	44	16	35	21	47	45	16	25	22	51
Ability of women to rise to enterprise leadership <sup>17</sup>	5.14	4.37	3.96	4.53	5.14	3.54	4.08	4.82	3.42	4.52	4.81	4.90	4.85	3.80	4.48	5.57	4.18	5.37
<b>Basic Right and Social Institutions<sup>18</sup></b>																		
Female genital mutilation	0.00	0.00	0.00	-	0.90	-	-	0.00	-	1.00	-	0.00	-	-	0.00	0.00	-	-
Polygamy	0.00	0.50	0.00	-	0.00	-	-	0.50	-	1.00	-	0.50	-	-	0.50	0.00	-	-
Existence of legislation punishing acts of violence against women	0.75	0.75	0.25	-	0.75	-	-	0.08	-	0.25	-	0.25	-	-	0.50	0.25	-	-

<sup>9</sup> 80% prior to birth and for 150 days, 50% for the rest of the leave period

<sup>10</sup> Up to a ceiling

<sup>11</sup> Up to a ceiling

<sup>12</sup> 13 weeks coverage

<sup>13</sup> Social insurance benefits paid to private sector employees for 30 days at a rate of 67% of average daily wage; 100% for civil servants

<sup>14</sup> 12 weeks coverage

<sup>15</sup> Until the child reaches the age of 6 months

<sup>16</sup> Over 100% of active people

<sup>17</sup> Survey data, responses on a 1-7 scale (1 = worst score; 7 = best score)

<sup>18</sup> Data on a 0-1 scale (1 = worst score; 0 = best score)