



# The Gender Equality and Governance Index





# Gender Inequality

Denial/lack of access  
education and adequate  
health care

Male control of joint  
income and household  
assets

Exclusion from  
governance

Trafficking and  
violence against  
women

Gender segregation  
in the workforce

Legal  
inequalities



# GEGI Index Structure

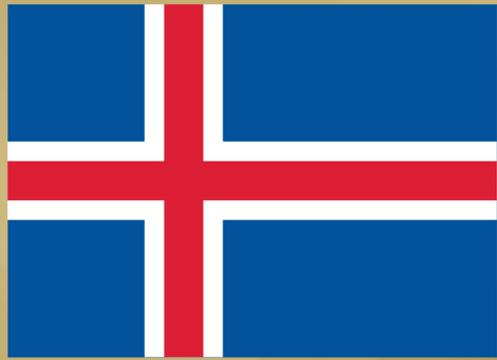
- Evaluation framework for gender equality between countries and across time
- Data sourced from a variety of international organizations and high-quality surveys
- Organized into five pillars
  - Governance and Equality
  - Education for Equality
  - Women and Work
  - Entrepreneurship and Doing Business
  - Violence Against Women
- Higher score = higher level of gender equality





# Top 15 Countries for Gender Equality

Country	Scores	Ranking
Iceland	85.5	1
Spain	84.4	2
Belgium	82.8	3
Italy	82.7	4
Sweden	82.2	5
France	81.8	6
Luxembourg	81.4	7
Norway	81.2	8
Finland	81.1	9
Denmark	81.1	9
Canada	81.1	9
Netherlands	80.9	12
Portugal	80.8	13
Germany	80.4	14
United Kingdom	80.0	15
New Zealand	79.0	16
Poland	78.2	17
Slovak Republic (Slovakia)	78.0	18
Austria	78.0	18
Ireland	78.0	18
Taiwan, China	77.9	21



# Number 1: Iceland

**Iceland ranks number 1 in the Gender Equality and Governance Index with a score of 85.5**

Iceland has had a female head of state and/or prime minister for 22 years, one of the highest out of any country, with Vigdis Finnbogadóttir serving 16 years, the longest serving non-hereditary head of state in history.

- Women in Iceland have close to two times the tertiary education school life expectancy than men.
- There is paid parental leave of 12 months, one parent gets five months, the other parent gets five months, and the couple gets to decide how to split the remaining two months.
- Iceland has a quota for women on corporate boards of at least 40%.
- The law mandates equal remuneration for work of equal value.

## PILLAR I:

# Governance and Equality

## PILLAR STRUCTURE (PART 1)



### 1. Legal and Constitutional Framework

- Does the constitution contain a clause on equality?
- If there is a nondiscrimination clause in the constitution, does it explicitly mention sex or gender?
- Has CEDAW been ratified?
- Has CEDAW been ratified without reservations and is there agreement with its optional protocol?
  - i. Has CEDAW been ratified without reservations?
  - ii. Is there agreement with the CEDAW optional protocol?

### 2. Participation in Governance

- What is the proportion of women in ministerial positions? (%)
- What is the share of seats held by women representatives in national parliament? (%)
- Are there legislative quotas for women in national parliament and in subnational bodies, such as state legislatures?
  - i. Are there legislative quotas (reserved seats) in place for women representatives in national parliament?
  - ii. Are there quotas for women in subnational bodies, such as state legislatures?
- Are there quotas for women on corporate boards?



PILLAR I:

# Governance and Equality

PILLAR STRUCTURE (PART 2)

## 3. Equal Rights and Values

- Are married women required to obey their husbands?
- Is women's testimony in court afforded equal weight to men's?
- Does the law provide for the valuation of nonmonetary contributions?
- Do you agree that "Women having the same rights as men" is an essential characteristic of democracy? (% of population)
- Do spouses have equal rights to convey citizenship?

## 4. 'Her'-storical Context

- How many years since women have been allowed to vote?
- The number of years that the country has had a woman head of state and/or prime minister
- The number of years that the country has had a woman central bank governor and/or finance minister
- How early on in the country's history was a woman appointed to a high court?



## PILLAR I:

# Governance and Equality

## KEY POINTS

- 188 UN member states have ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), yet 59 states retain reservations that block the full implementation of its statutes.
- Quotas have been useful in improving female representation in government. For instance, after Argentina saw success with a quota requiring a minimum number of female candidates in national elections, many other Latin American countries followed suit.
- Only 72 countries in the GEGI have had a female president or prime minister for any length of time since 1945. At present, female heads of state or government preside in only 22 countries of the world, including Taiwan.
- Rwanda has the highest percentage of women in parliament with 62 percent, while 19 countries have less than 10 percent female representatives. Among the large countries with particularly low female participation are Brazil, India, Nigeria, and Russia.
- Culture matters: the GEGI examines answers to the question, "Do you agree that women having the same rights as men is an essential characteristic of democracy?"
  - In 16 so-called democracies, less than 50 percent of the population agreed.
  - Only one country has a positive response rate of more than 90 percent; none have 100 percent agreement.



PILLAR I:

# Governance and Equality

TOP PERFORMERS

Norway comes in at number one for Governance and Equality.

- Women officially gained the right to vote in 1913.
- Norway has had a female finance minister for 6 years, Siv Jensen, whereas many countries have never had a female finance minister.

Spain comes in at number two for Governance and Equality.

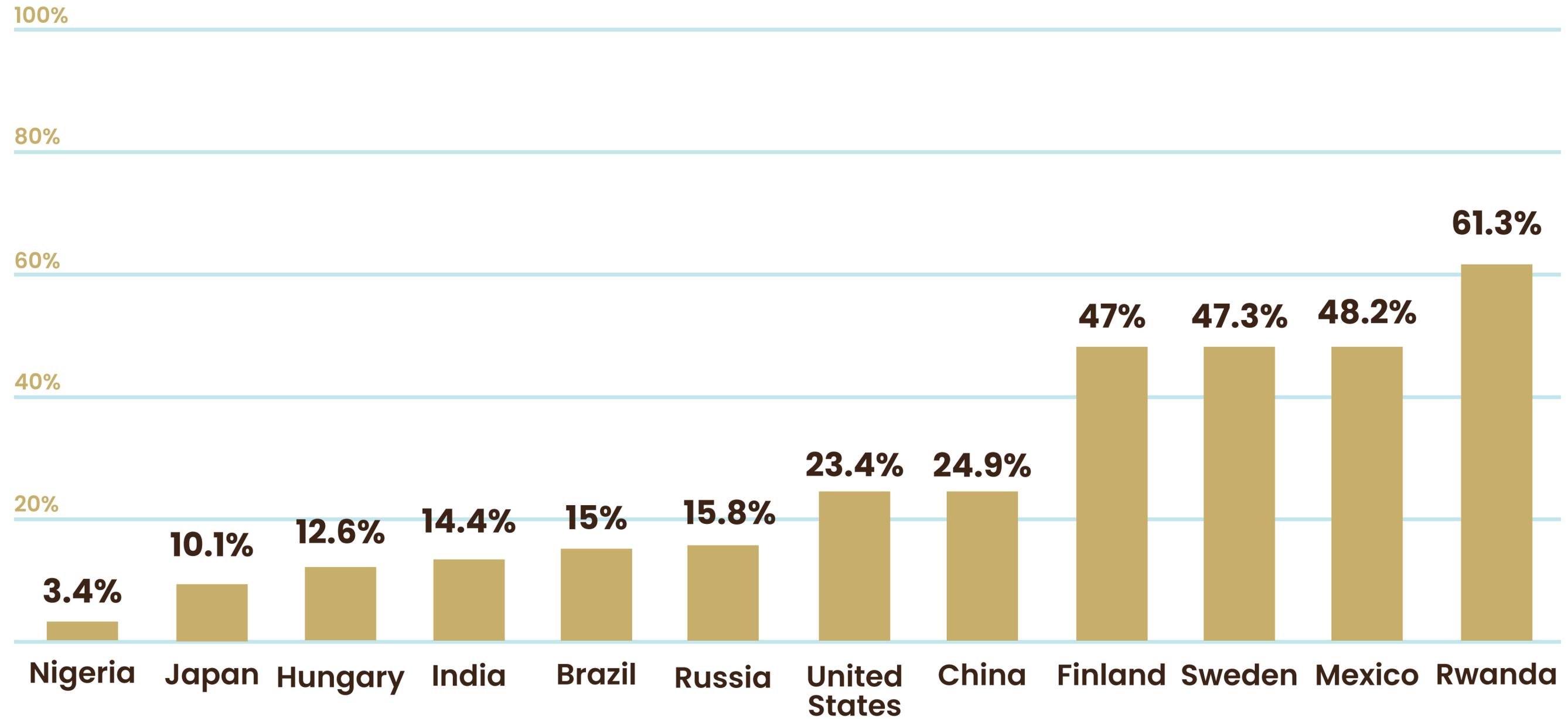
- Women hold 65% of Spain's ministerial positions.
- There are also quotas for women on subnational governmental bodies and corporate boards, with a 40% minimum quota for corporate boards.

Rwanda comes in at number three for Governance and Equality.

- Rwanda has the highest percentage of women serving in national parliament at 61%.
- There is a 30% quota for women in elected positions in national parliament.

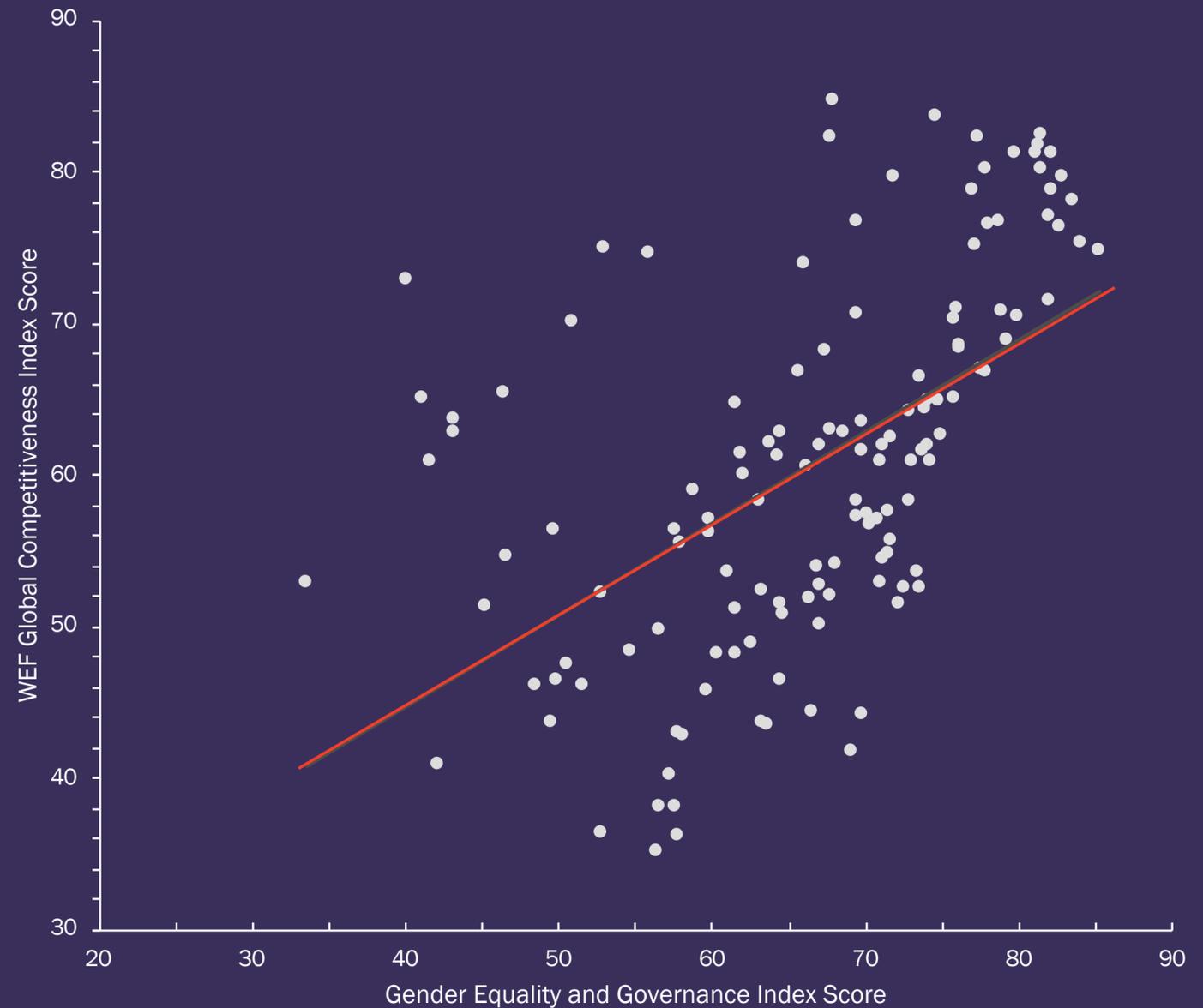


# Percentage of Women in Parliament by Country



The GEGI rankings for 2020 indicate a clear correlation between gender equality, economic prosperity, and inclusive leadership.

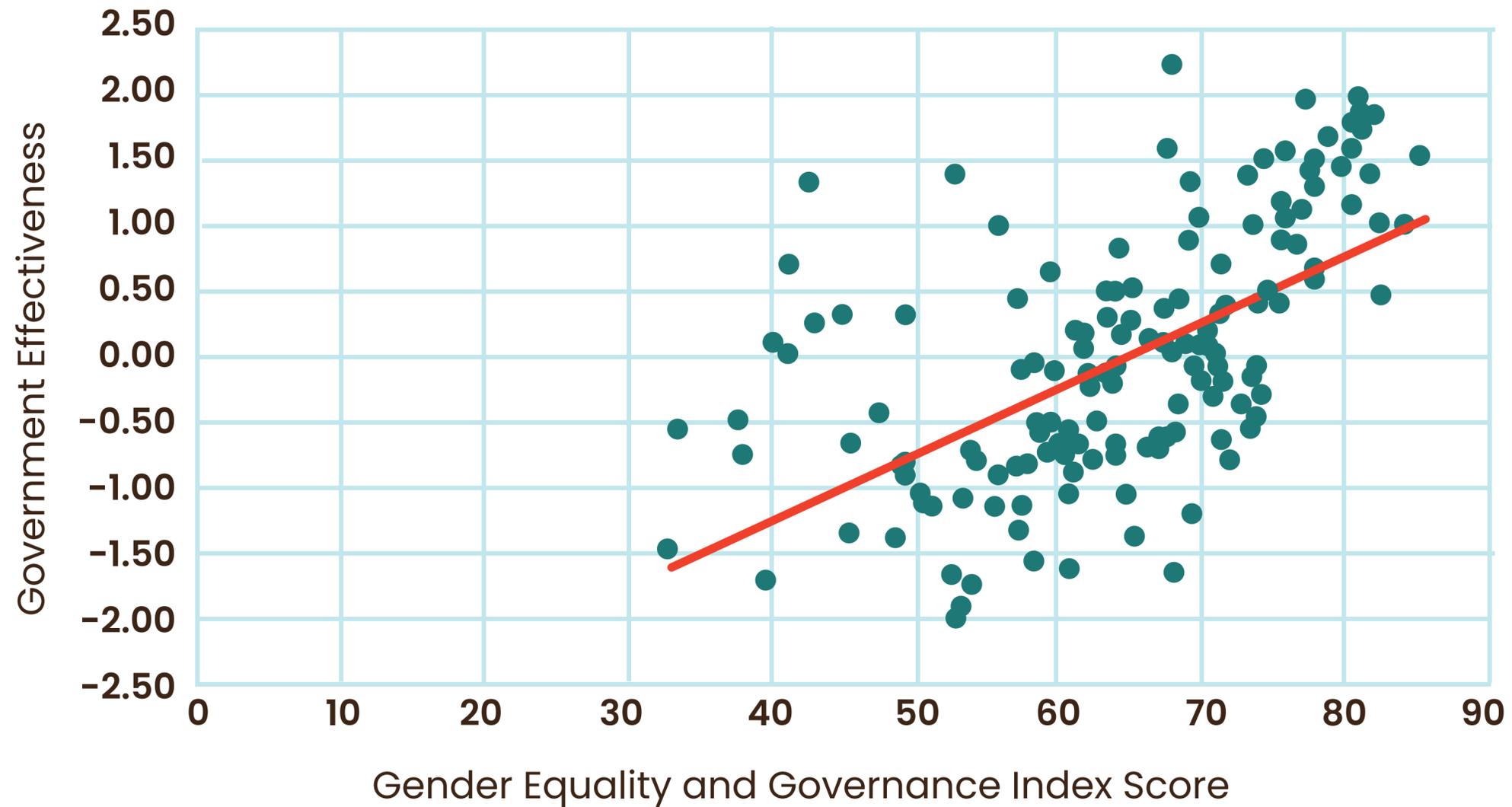
Gender Equality and Governance Index Score vs vs. Global Competitiveness Index Score



Source: World Economic Forum (2019)



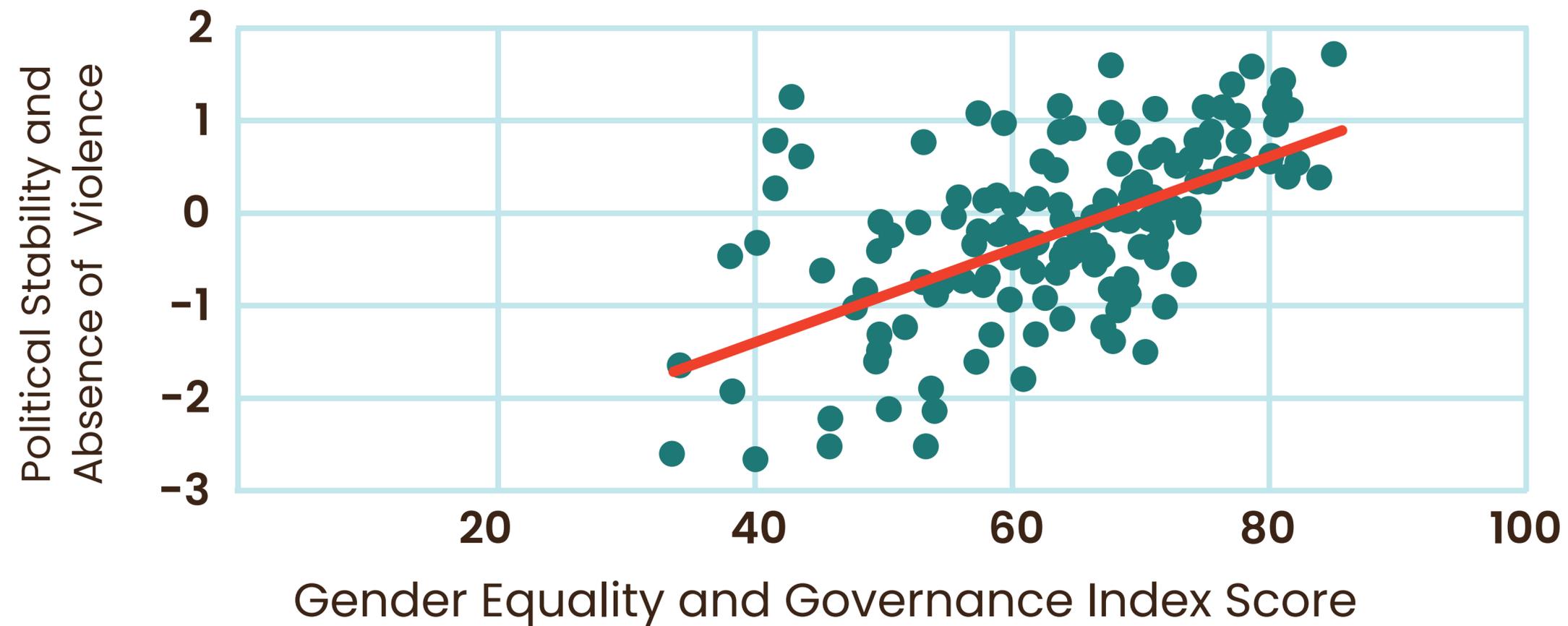
# Gender Equality and Governance Index Score vs Government Effectiveness



Source: World Bank, Worldwide Governance Indicators (2019)



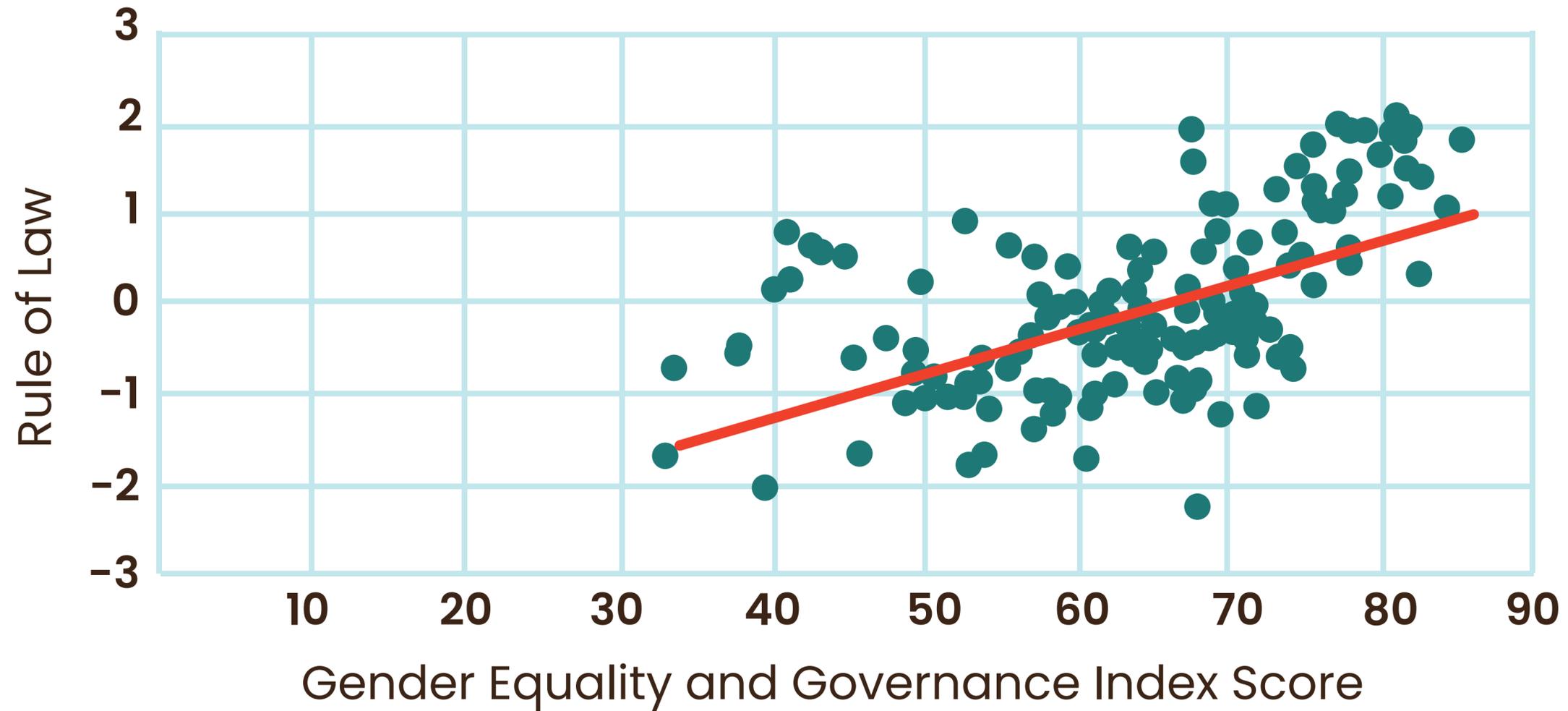
# Gender Equality & Governance Index Score vs Political Stability and Absence of Violence



Source: World Bank, Worldwide Governance Indicators (2020)



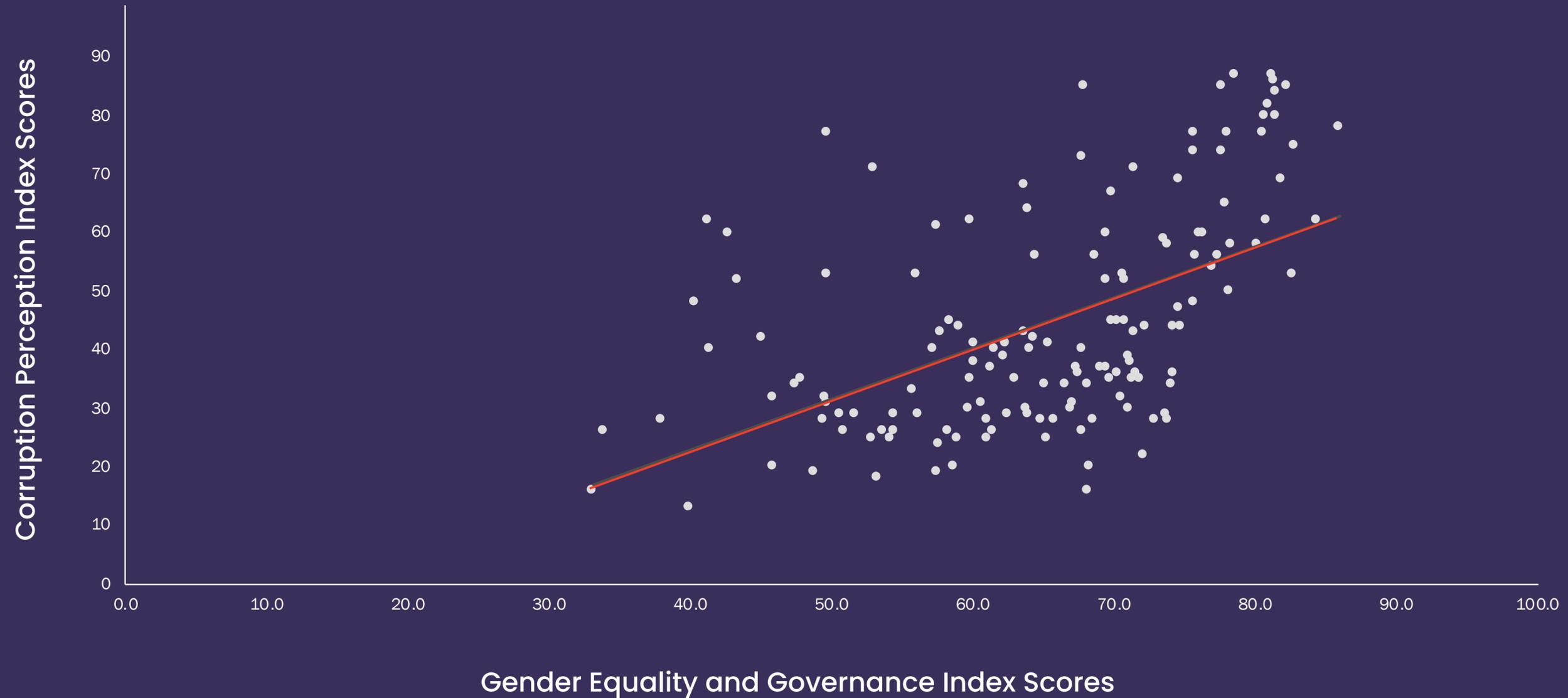
# Gender Equality & Governance Index Score vs Rule of Law



Source: World Bank, Worldwide Governance Indicators (2019)



# Gender Equality and Governance Index Score vs Transparency International Corruption Perception Index



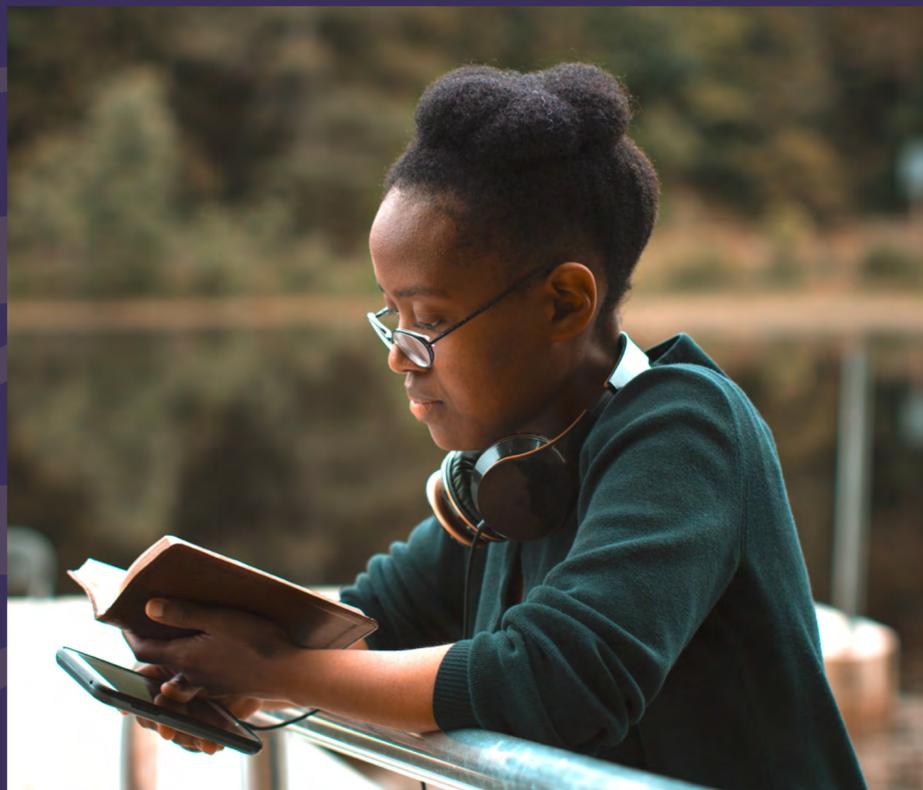
Source: Transparency International (2019)



PILLAR II:

# Education for Equality

PILLAR STRUCTURE



- Difference in primary and secondary education between men and women (school life expectancy)
- Difference in tertiary education between men and women (school life expectancy)
- Mean years of schooling (female, 25+ years)
- Do you agree with the statement that “A university education is more important for a boy than for a girl” (% of population)
- Adolescent fertility rate (births per 1,000 women ages 15–19)
- Contraceptive prevalence, modern methods (% of women ages 15–49)
- Female/ Male ratio of Internet Usage



PILLAR II:

# Education for Equality

KEY POINTS

- The failure to provide an extensive quality education has resulted in illiteracy among 500 million women in 2016, more than 60 percent of the total.
- Each additional year of education for girls is reflected in positive indicators such as delays in the age of marriage and first pregnancies, reduction in sexually-transmitted diseases, increases lifetime income, and improved health care within families.
- While more males used to be enrolled in tertiary education, this ratio has reversed as of 2018, with 41 percent women enrolled in colleges globally as compared with 37 percent of men.



PILLAR II:

# Education for Equality

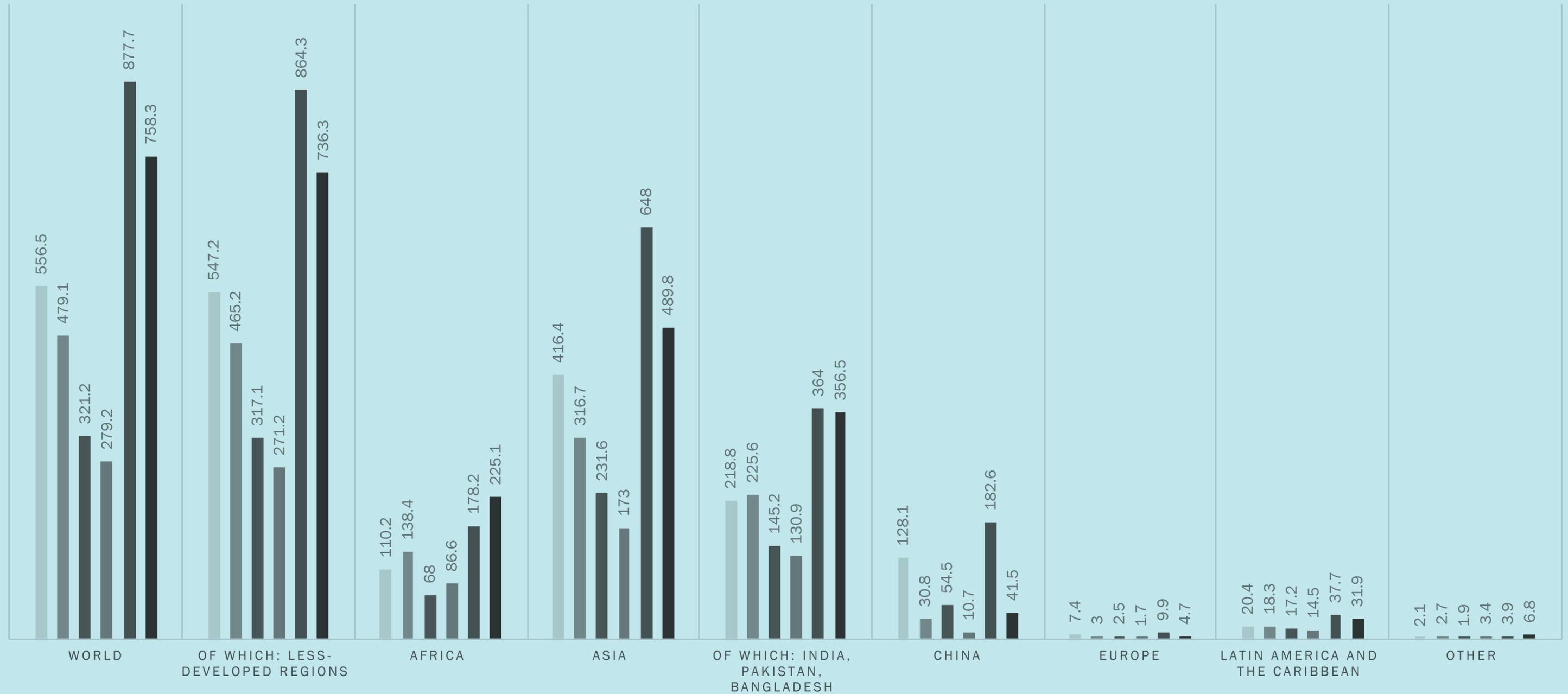
TOP PERFORMERS

- Iceland comes in first in Education and Equality.
  - Women in Iceland see a 1.85 times greater tertiary education school life expectancy than men.
- Cyprus comes in second for Education and Equality.
  - Cyprus has one of the lowest adolescent fertility rates at around 4.5 births per 1,000 women aged 15–19.
- Luxembourg comes in fourth for Education and Equality.
  - Luxembourg has a higher school life expectancy for women for both primary and secondary education and tertiary education.



# Number of Illiterate Population (15+ Years) by Region (In Millions)

■ Women 1990  
 ■ Women 2015  
 ■ Men 1990  
 ■ Men 2015  
 ■ Both Sexes 1990  
 ■ Both Sexes 2015



## PILLAR III:

# Women and Work

## PILLAR STRUCTURE



### 1. Incentives to Work

- Is there paid leave available to women of at least 14 weeks?
- Is there paid parental leave?
- Are mothers guaranteed an equivalent position after maternity leave?
- Are childcare payments tax deductible?
- Men (15+ years old) who disagreed with the statement: "It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. (%)"

### 2. Working without Restrictions

- Can a woman get a job in the same way as a man?
- Are women able to work in the same industries as men?
- Does the law mandate equal remuneration for work of equal value?
- Does the law mandate nondiscrimination based on gender in employment?
- Are the ages at which men and women can retire with full pension benefits equal?
- Do you agree with the statement: "When jobs are scarce, men should have more right to a job than a woman" (% of population)?
- Ratio of female to male labor force participation rate (%) (modeled ILO estimate)
- Difference between male and female share of vulnerable employment (% , modeled ILO estimate)
- Factor Weighted Gender Pay Gap



PILLAR III:

# Women and Work

## KEY POINTS

- Countries that have integrated women into the workforce more rapidly have improved their international competitiveness.
- In 50 countries, paid leave of at least 14 weeks is not available to women. More generally, there is no consensus on the right duration of maternity leave.
  - There is a clear correlation between the availability of this minimum of paid leave and the female labor force participation rate. More women will work outside the home in countries that provide adequate levels of maternity leave.
- Only 43 countries provide for paid parental leave, while 115 do not. Paternity leave policies also provide an alternative or complement to maternity benefits and bear significantly on a woman's decision to work or return to work.
- There are some 100 countries where the law imposes restrictions or prohibitions on the kinds of jobs women can hold. Not surprisingly, these restrictions contribute to a large gender wage gap and worsen income inequality.
- In about half of countries covered in this index, the law does not mandate equal remuneration. As a result, women earn less than men for comparable work. This is a form of discrimination which greatly contributes to the feminization of poverty.



PILLAR III:

# Women and Work

TOP PERFORMERS

- Belgium comes in at number one for Women and Work.
  - Only 3% of men surveyed disagreed with the statement “It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one,” compared to other countries with much higher levels of disagreement signaling healthier cultural attitudes toward women in the workforce.
- Canada comes in third for Women and Work.
  - Childcare payments are tax deductible in Canada.
- Italy, Portugal and the United Kingdom are tied for fourth for Women and Work
  - In all three countries, mothers are legally guaranteed an equivalent position after returning from maternity leave.



# Labor Force Participation Rate vs Gender Equality and Governance Score



PILLAR IV:

# Entrepreneurship and Doing Business

PILLAR STRUCTURE (PART 1)



## 1. Doing Business

- Can a woman open a bank account in the same way as a man?
- Can a woman register a business in the same way as a man?
- Does the law prohibit discrimination by creditors based on gender?
- Account ownership by women at a financial institution or with a mobile-money-service provider (% of population ages 15+)
- Women who have saved to start, operate, or expand a farm or business (% of population age 15+)
- Do you agree with the statement “On the whole, men make better business executives than women do” (% of population)
- Do you agree with the statement that “If a woman earns more money than her husband, it’s almost certain to cause problems” (% of population)



PILLAR IV:

# Entrepreneurship and Doing Business

PILLAR STRUCTURE (PART 2)

## 2. Mobility Restrictions

- Can a woman choose where to live in the same way as a man?
- Can a woman travel outside the home in the same way as a man?
- Can a woman apply for passport and travel abroad alone in the same way as a man?
  - i. Can a woman apply for a passport in the same way as a man?
  - ii. Can a woman travel abroad alone in the same way as a man?

## 3. Property Rights

- Do men and married women have equal ownership rights to property?
- Do sons and daughters have equal rights to inherit assets from their parents?
- Do female and male surviving spouses have equal rights to inherit assets?



PILLAR IV:

# Entrepreneurship and Doing Business

KEY POINTS

- Discrimination disadvantages: because women tend to earn less and have fewer property rights than men, they have a harder time providing collateral to obtain a loan.
  - Only 44 percent of countries worldwide have laws against gender discrimination by creditors.
- According to the Women Business and the Law report from the World Bank, globally, women have 88 percent of the mobility that men have. Women's mobility is most restricted in the MENA region, where women only have 56 percent of the mobility accorded to men.
- Data from the World Values Survey indicates that 40 percent of the global population believes that men make better business executives than women do, and 30 percent considers a woman earning more money than her husband to be awkward.
- Full democracies lead in female entrepreneurship with an average pillar score of 90, while authoritarian regimes average just 63.



PILLAR IV:

# Entrepreneurship and Doing Business

TOP PERFORMERS

Iceland comes in at number one for Entrepreneurship and Doing Business.

- The law in both countries prohibits the discrimination by creditors on the basis of sex.

Ireland comes in third for Entrepreneurship and Doing Business.

- 95.3 percent of women over the age of 15 are account owners at a financial institution or with a mobile money service provider.

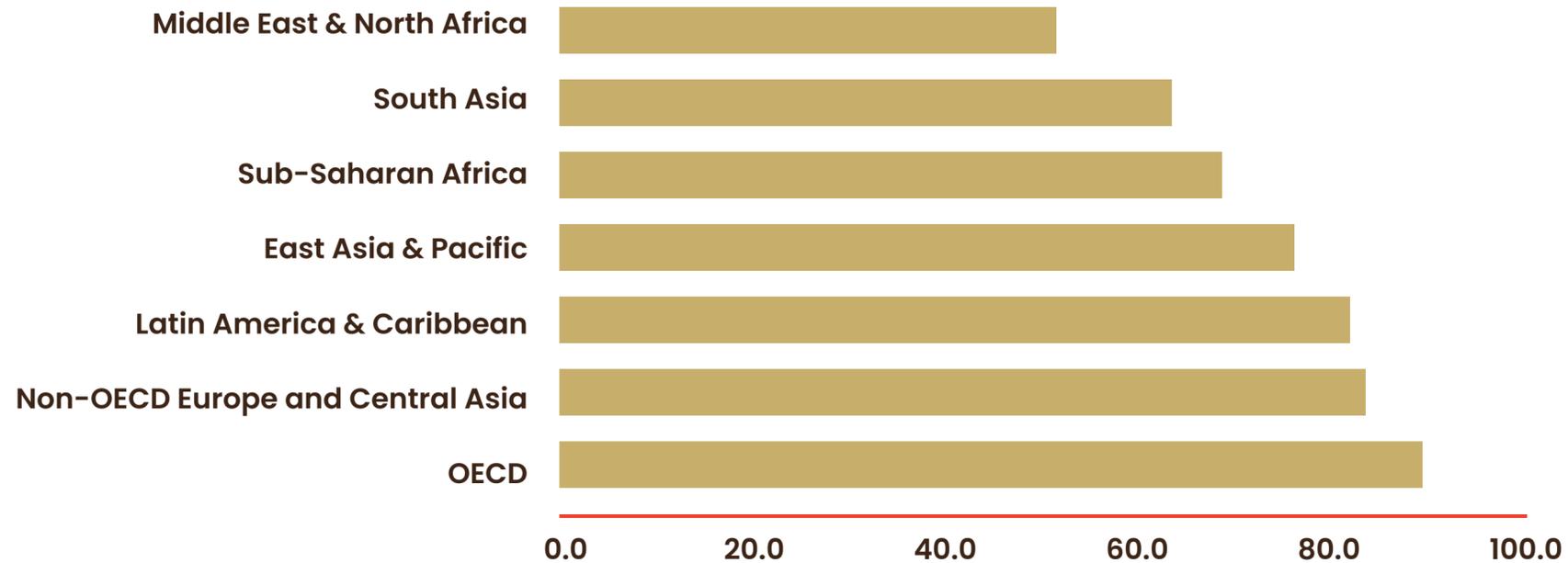
Lithuania & Denmark come in seventh for Entrepreneurship and Doing Business.

- 99.9 percent of women over the age of 15 are account owners at a financial institution or with a mobile money service provider in Denmark.
- In Lithuania and Denmark, sons and daughters have equal rights to inherit assets from their parents



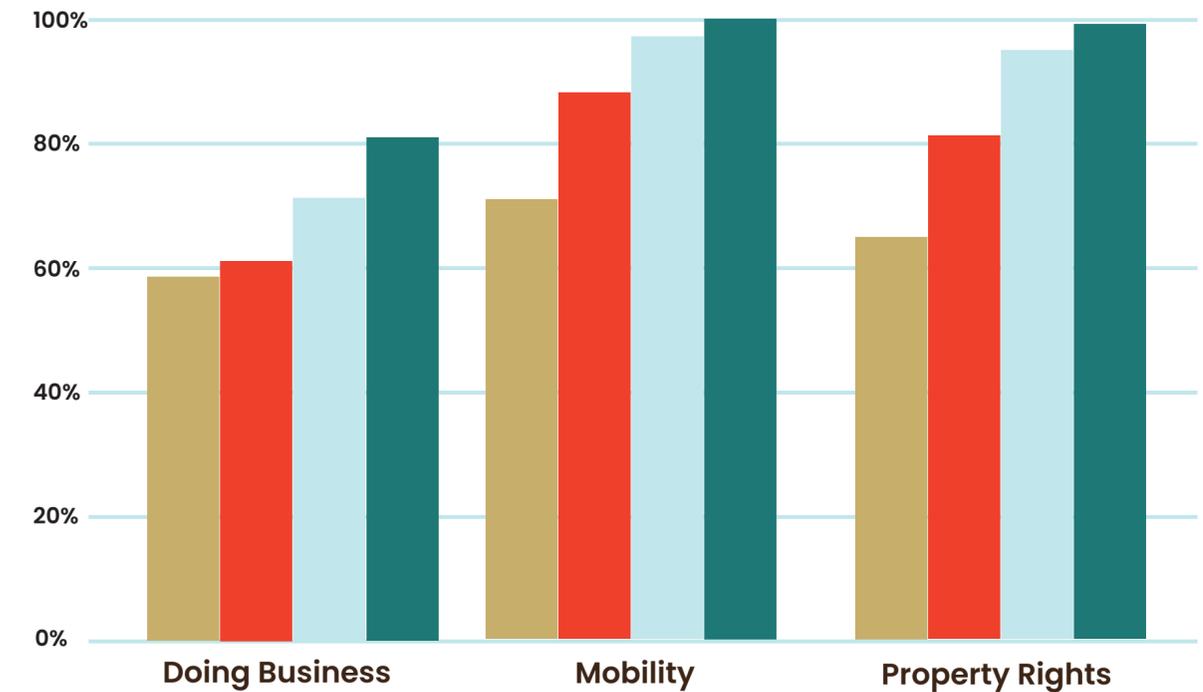
# Entrepreneurship and Doing Business Pillar Score

## BY REGION



Source: Gender Equality and Governance Index, 2020

## BY REGIME



Source: Gender Equality and Governance Index, 2020



PILLAR V:

# Violence Against Women

PILLAR STRUCTURE



- Lifetime risk of maternal death
- Percentage of women age 15 years and older who report that they “feel safe walking alone at night in the city or area where you live”
- Is there domestic violence legislation?
- Percentage of women who experience over their lifetime physical or sexual violence committed by their intimate partner
- Status of Sexual Harassment Legislation
  - a) Is there legislation that specifically addresses sexual harassment?
  - b) Is there legislation on sexual harassment in employment?
  - c) Are there criminal penalties or civil remedies for sexual harassment in employment?
- Conviction rate of persons convicted of intentional homicide of females (per 100,000 of population)
- Is there a preference for sons as manifested in a high sex ratio at birth?



PILLAR V:

# Violence Against Women

## KEY POINTS

- Rampant gender-based violence prevents many women from functioning productively or at all, costing the global economy trillions of dollars every year. For example, estimates hold that intimate partner violence costs \$1.5 trillion (UN Women).
- Every full democracy has legislation protecting women from domestic violence and sexual harassment and around 90 percent of flawed democracies can say the same.
  - By contrast, only 54 percent of authoritarian regimes have domestic violence legislation, and only 65 percent have legislation addressing sexual harassment in employment
- Of the 25 countries that have the best aggregate score on the Violence Against Women pillar of the GEGI, none are in the MENA region, Sub-Saharan Africa or South Asia; only one (Paraguay) is in Latin America and the Caribbean. About 80 percent are in Europe.
- Maternal death is particularly high in Sub-Saharan Africa, where the risk is one in 111. In comparison, the world average is one in 4,294.
- Nearly 60 percent of all women killed intentionally in 2017 were murdered by intimate partners or family members.



PILLAR V:

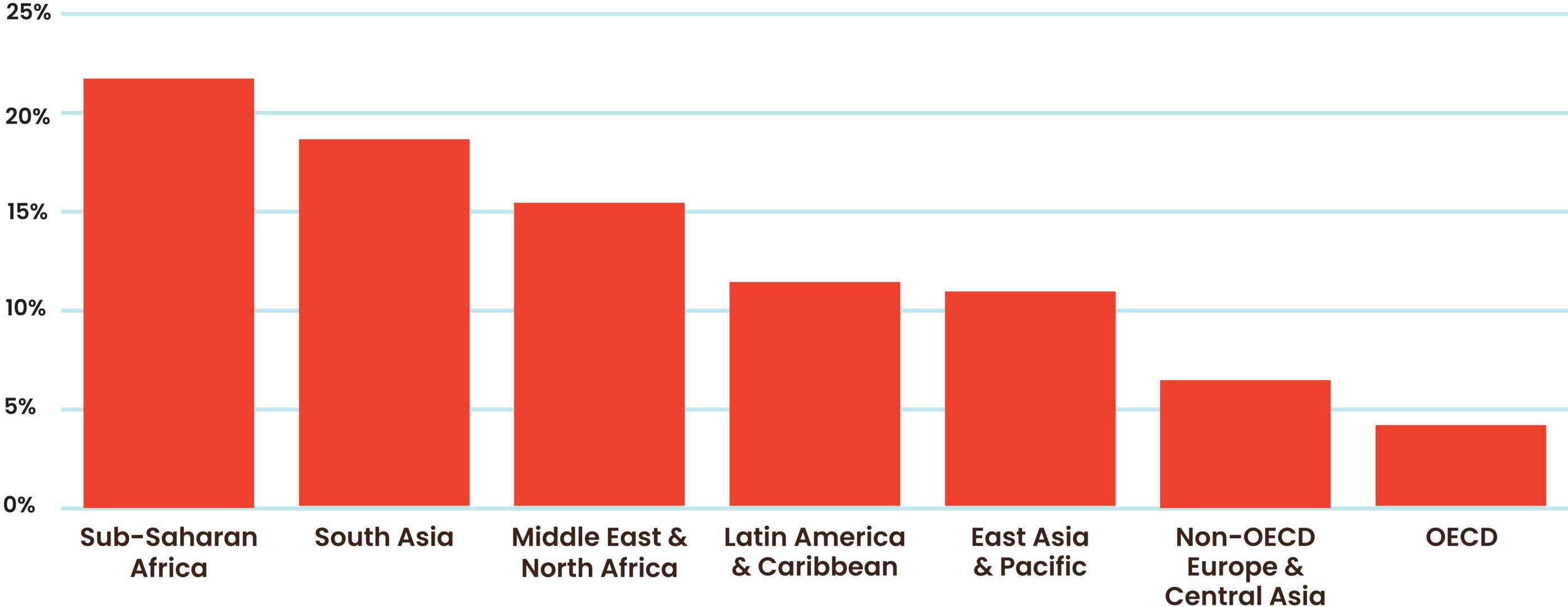
# Violence Against Women

TOP PERFORMERS

- Taiwan, China comes in first for addressing Violence Against Women.
  - 77.7% of women report that they “feel safe walking alone at night in the city where they live.”
- Italy comes in second for addressing Violence Against Women.
  - Italy has the lowest risk of maternal death at 1 in 51300.
- Rwanda comes in ninth for addressing Violence Against Women.
  - There are criminal penalties and civil remedies for workplace sexual harassment.



# Percentage of Women Who Have Experienced Intimate Partner Violence

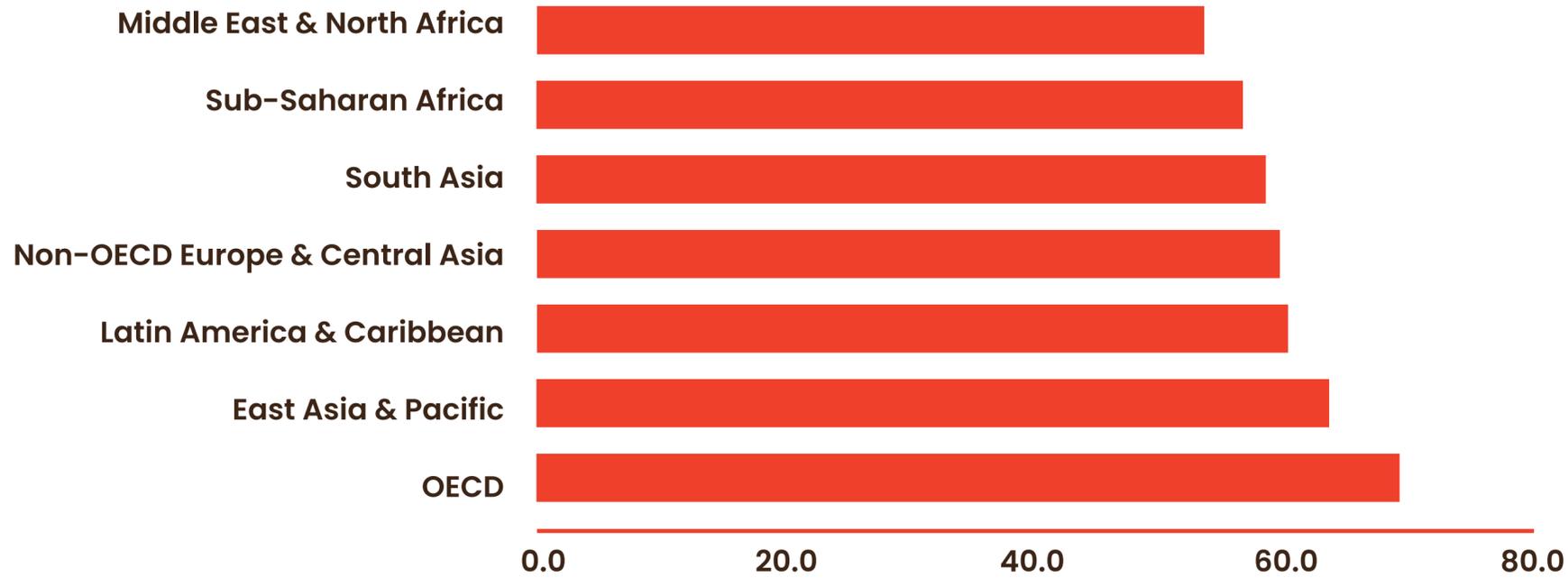


Source: Women, Peace and Security Index, 2019

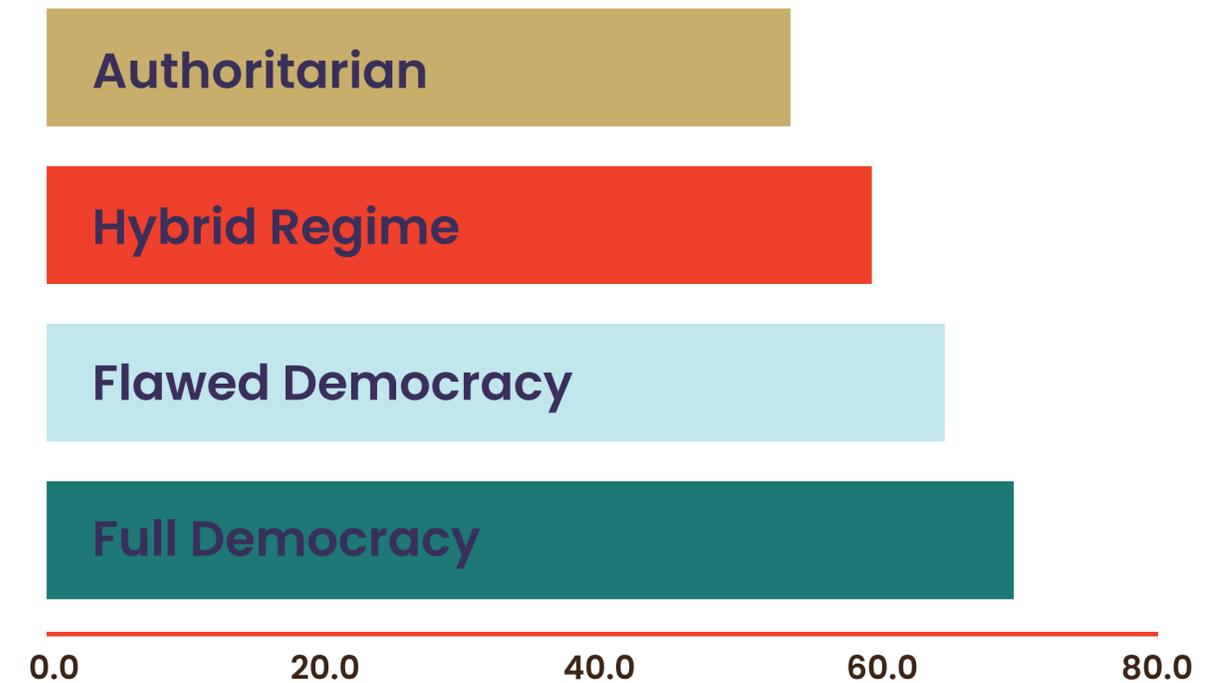


# Violence Against Women Pillar Score

## BY REGION



## BY REGIME



Source: Gender Equality and Governance Index, 2020



# Q&A



# APPENDIX



# China

China ranks number 82 out of 158 on the Gender Equality and Governance Index with a score of 64.5

- In China, where 10 percent of the female population is missing, men outnumber women by 34 million
- The result is a destabilizing gender imbalance in many countries—between India and China, men outnumber women by around 70 million. Furthermore, abuse of women has direct economic consequences, as it increases absenteeism and lowers productivity.
- The latest estimates from the United Nations Population Division show a sex ratio (male births per female births) of 1.13 in China and 1.07 for the world as a whole.



# Russia

Russia ranks number 85 out of 158 on the Gender Equality and Governance Index with a score of 64.5

- In Russia, where 456 occupations are forbidden to women, many of them high-paying positions in the energy sector. This ban is often justified by the authorities as “a legacy of the Soviet Union” or as “restrictions introduced to protect women,” but in most of these cases, such as driving the metro, technological changes have rendered such so-called “protection” meaningless
- Russia has a lower percentage of women (16%) in their combined national houses than the global average (25%).
- Russia does offer at least 14 weeks of paid maternity leave and the opportunity for women to return to their previous position post maternity leave.
- Russia is one of a few countries that makes childcare payment a tax-deductible expense which can be a valuable incentive for women to work.



# Iran

Iran has one of the lowest rankings at 157 out of 158 countries with a score of 33.8 on the Gender Equality and Governance Index.

- Women in Iran cannot seek a job in the same way as a man can; Article 1117 of the Civil Code states that “the husband can prevent his wife from occupations or technical work which is incompatible with the family interests or the dignity of himself or his wife.”
- Iranian law does not prohibit discrimination in employment based on gender, nor are there any criminal penalties or civil remedies for sexual harassment in the workplace.
- No laws mandate equal pay for equal work, and if her job entails travel, a woman may not obtain a passport or go abroad without the permission of male members of her household.
- Article 1108 states that “If the wife refuses to fulfil duties of a wife without legitimate excuse, she will not be entitled to the cost of maintenance.”
- There is no paid parental leave, nor a prohibition on discrimination in access to credit based on gender.
- Women are forced to retire earlier than men, earning lower pensions on average, as a result, due to a shorter contributory period. These restrictions result in an exceptionally low female labor force participation rate - 18 percent.



# India

India ranks number 100 out of 158 on the Gender Equality and Governance Index with a score of 62.0.

- In India, there is evidence of society turning a blind eye to femicide and other violent crimes against women with the blanket term 'injuries' listed as a leading cause of death of women.
- Men outnumber women by 37 million, resulting in a high number of missing women and a destabilizing gender imbalance.
- There is a clear link between gender equality and economic prosperity in non-authoritarian regimes. India, however is a clear outlier at 102.
- In India, the introduction of a quota for women in parliament has been argued back and forth since 1996, but the debate has run afoul of the often virulent issue of caste. India has a lower than average representation of women in parliament at 13% compared to the global average of 25%.



# Brazil

Brazil ranks number 45 out of 158 on the Gender Equality and Governance Index with a score of 71.6.

- In Brazil, 42 percent of women over the age of 25 did not have more than a primary school education
- Brazil has a lower than average rate of women in both houses of national parliament with 14% of representatives being women compared to the global average of 25%.
- Brazil is one of the countries that has been hit hardest by the Coronavirus pandemic under current president Jair Bolsonaro.

