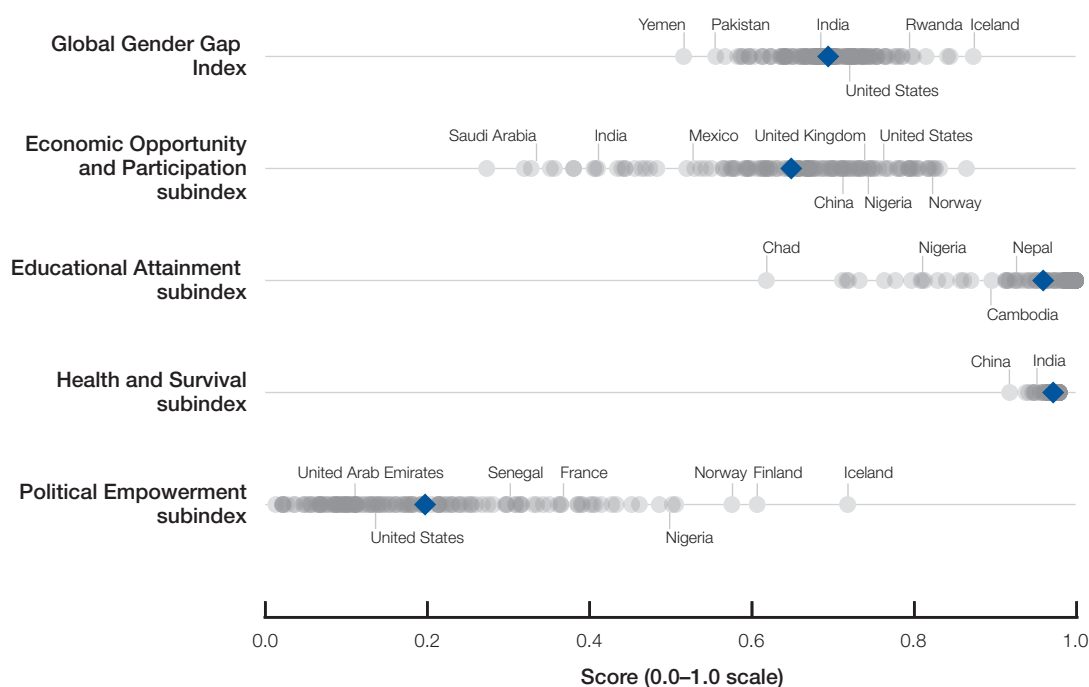


Figure 2: Range of scores, Global Gender Gap Index and subindexes, 2016



Source: Global Gender Gap Index 2016.

Note: Blue diamonds correspond to subindex averages.

Figure 2 illustrates the range of country scores for the four subindexes. The population-weighted average for each subindex is highlighted by blue diamonds. The Educational Attainment subindex is on the verge of overtaking the Health and Survival subindex, which has been stagnating for a number of years, to become the subindex closest to reaching universal gender parity. In fact, as of this year, it has already done so for the 107 countries that have been consistently featured since the first edition of the *Report*. However, Health and Survival is also the subindex with the lowest spread of scores, with most countries clustering around a fairly high achievement point near parity, while issues remain primarily in a number of large-population countries with distorted birth ratios due to “missing women” and gender-specific gaps in access to healthcare. By contrast, despite much recent progress in a large number of countries, global outcomes on the Educational Attainment subindex remain more uneven, with a wider spread of scores. The widest range in scores is found on the Political Empowerment subindex, followed by Economic Participation and Opportunity.

Top Ten

This year’s edition of the Global Gender Gap Index sees one new entrant to its top ten list as well as some notable rank changes. The top spots continue to be held by smaller European countries, particularly the Nordics who occupy the top four positions, with two countries from the East Asia and the Pacific region, one country from the Sub-Saharan Africa region, and one country from the

Latin America and the Caribbean region also represented. Compared to the world average, the leaders of the Index perform particularly strongly on Political Empowerment, with all ranking in the top 20 on this subindex.

Iceland (1) takes the top spot for the eighth consecutive year, closing more than 87% of its overall gender gap. It remains the top performer on Political Empowerment and in the top ten on Economic Participation and Opportunity on the back of solid improvements in the number of women among legislators, senior officials and managers. However, this year’s update of income scales on the estimate earned income indicator reveals that there remains an overall income gender gap to close. This is corroborated by its performance on the Wage equality for similar work indicator, for which Iceland ranks in 11th place this year. Since 2009, the country has fully closed its gender gap on Educational Attainment. Since the first edition of the Index in 2006, Iceland has closed approximately 12% of its total gender gap, making it one of the fastest-improving countries in the world.

Finland (2) overtakes Norway and regains its second place in the world, closing nearly 85% of its overall gender gap. It has fully closed its gender gap on Educational Attainment and Health and Survival and remains the runner-up on Political Empowerment, reaching parity in the number of women in ministerial positions. The Index’s updated estimated earned income scale reveals that Finland, too, has some work left to do to fully close its overall income gender gap.

Table 3: Global rankings, 2016

Country	GLOBAL INDEX		ECONOMIC PARTICIPATION AND OPPORTUNITY		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Iceland	1	0.874	9	0.806	1	1.000	104	0.970	1	0.719
Finland	2	0.845	16	0.794	1	1.000	1	0.980	2	0.607
Norway	3	0.842	7	0.818	28	1.000	68	0.974	3	0.576
Sweden	4	0.815	11	0.802	36	0.999	69	0.974	6	0.486
Rwanda	5	0.800	8	0.817	110	0.958	89	0.972	8	0.452
Ireland	6	0.797	49	0.709	1	1.000	54	0.979	5	0.502
Philippines	7	0.786	21	0.780	1	1.000	1	0.980	17	0.386
Slovenia	8	0.786	19	0.784	25	1.000	76	0.973	18	0.385
New Zealand	9	0.781	24	0.765	40	0.999	104	0.970	16	0.390
Nicaragua	10	0.780	92	0.632	1	1.000	1	0.980	4	0.506
Switzerland	11	0.776	30	0.745	61	0.993	72	0.974	15	0.391
Burundi	12	0.768	1	0.865	124	0.917	66	0.974	28	0.314
Germany	13	0.766	57	0.691	100	0.966	54	0.979	10	0.428
Namibia	14	0.765	20	0.781	35	0.999	1	0.980	31	0.299
South Africa	15	0.764	63	0.677	55	0.995	1	0.980	13	0.404
Netherlands	16	0.756	76	0.659	60	0.994	103	0.970	14	0.401
France	17	0.755	64	0.676	1	1.000	1	0.980	19	0.365
Latvia	18	0.755	18	0.785	1	1.000	1	0.980	38	0.255
Denmark	19	0.754	34	0.735	1	1.000	106	0.970	29	0.309
United Kingdom	20	0.752	53	0.700	34	0.999	64	0.974	24	0.335
Mozambique	21	0.750	13	0.798	129	0.871	113	0.968	21	0.361
Estonia	22	0.747	50	0.703	53	0.995	1	0.980	30	0.308
Bolivia	23	0.746	98	0.619	98	0.970	1	0.980	11	0.415
Belgium	24	0.745	37	0.731	1	1.000	64	0.974	35	0.275
Lithuania	25	0.744	25	0.757	1	1.000	40	0.979	43	0.239
Moldova	26	0.741	15	0.795	52	0.996	40	0.979	58	0.196
Cuba	27	0.740	114	0.578	1	1.000	61	0.975	12	0.407
Barbados	28	0.739	4	0.825	1	1.000	1	0.980	78	0.150
Spain	29	0.738	72	0.668	43	0.998	91	0.972	26	0.316
Belarus	30	0.737	5	0.823	29	1.000	40	0.979	80	0.146
Portugal	31	0.737	46	0.713	63	0.993	76	0.973	36	0.268
Costa Rica	32	0.736	105	0.606	30	1.000	62	0.975	20	0.365
Argentina	33	0.735	101	0.616	54	0.995	1	0.980	22	0.350
Luxembourg	34	0.734	27	0.750	1	1.000	69	0.974	55	0.212
Canada	35	0.731	36	0.732	1	1.000	108	0.969	49	0.222
Cape Verde	36	0.729	104	0.610	90	0.984	1	0.980	23	0.343
Bahamas	37	0.729	3	0.827	1	1.000	1	0.980	99	0.110
Poland	38	0.727	58	0.690	31	1.000	40	0.979	44	0.238
Colombia	39	0.727	28	0.749	37	0.999	40	0.979	66	0.180
Ecuador	40	0.726	93	0.631	48	0.996	1	0.980	32	0.297
Bulgaria	41	0.726	43	0.716	65	0.993	40	0.979	51	0.215
Jamaica	42	0.724	35	0.733	1	1.000	1	0.980	63	0.183
Lao PDR	43	0.724	2	0.832	115	0.944	90	0.972	79	0.146
Trinidad and Tobago	44	0.723	51	0.702	69	0.992	1	0.980	50	0.218
United States	45	0.722	26	0.752	1	1.000	62	0.975	73	0.162
Australia	46	0.721	42	0.719	1	1.000	72	0.974	61	0.193
Panama	47	0.721	55	0.696	62	0.993	1	0.980	54	0.214
Serbia	48	0.720	70	0.670	49	0.996	76	0.973	42	0.242
Israel	49	0.719	62	0.678	1	1.000	67	0.974	48	0.224
Italy	50	0.719	117	0.574	56	0.995	72	0.974	25	0.331
Kazakhstan	51	0.718	31	0.745	58	0.995	1	0.980	77	0.153
Austria	52	0.716	84	0.650	86	0.987	1	0.980	41	0.246
Tanzania	53	0.716	65	0.674	126	0.914	53	0.979	33	0.296
Botswana	54	0.715	6	0.819	1	1.000	85	0.973	126	0.068
Singapore	55	0.712	17	0.793	95	0.975	121	0.967	97	0.111
Zimbabwe	56	0.710	45	0.714	96	0.973	1	0.980	69	0.175
Lesotho	57	0.706	66	0.672	1	1.000	1	0.980	70	0.172
Mongolia	58	0.705	23	0.766	66	0.993	1	0.980	119	0.084
Ghana	59	0.705	10	0.805	119	0.931	85	0.973	95	0.112
Madagascar	60	0.704	32	0.739	101	0.964	88	0.973	81	0.142
Uganda	61	0.704	87	0.647	120	0.928	1	0.980	37	0.260
Albania	62	0.704	73	0.668	88	0.986	141	0.947	53	0.214
Kenya	63	0.702	48	0.710	116	0.943	83	0.973	64	0.182
El Salvador	64	0.702	95	0.623	73	0.991	1	0.980	52	0.214
Vietnam	65	0.700	33	0.736	93	0.978	138	0.950	84	0.138
Mexico	66	0.700	122	0.544	51	0.996	1	0.980	34	0.281
Malawi	67	0.700	12	0.799	125	0.915	75	0.973	94	0.113
Croatia	68	0.700	68	0.672	57	0.995	40	0.979	76	0.154
Ukraine	69	0.700	40	0.722	26	1.000	40	0.979	107	0.098
Chile	70	0.699	119	0.565	38	0.999	39	0.979	39	0.254
Thailand	71	0.699	22	0.770	74	0.990	1	0.980	131	0.057
Bangladesh	72	0.698	135	0.410	114	0.950	93	0.971	7	0.462

Table 3: Global rankings, 2016 (cont'd.)

Country	GLOBAL INDEX		ECONOMIC PARTICIPATION AND OPPORTUNITY		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Macedonia, FYR	73	0.696	79	0.658	91	0.982	119	0.967	67	0.178
Venezuela	74	0.694	71	0.669	33	0.999	1	0.980	89	0.127
Russian Federation	75	0.691	41	0.722	45	0.997	40	0.979	129	0.066
Romania	76	0.690	54	0.699	68	0.992	40	0.979	112	0.090
Czech Republic	77	0.690	89	0.647	1	1.000	40	0.979	85	0.134
Honduras	78	0.690	96	0.623	1	1.000	59	0.976	75	0.160
Brazil	79	0.687	91	0.640	42	0.998	1	0.980	86	0.132
Peru	80	0.687	111	0.594	80	0.989	100	0.970	60	0.194
Kyrgyz Republic	81	0.687	83	0.651	72	0.991	76	0.973	87	0.132
Senegal	82	0.685	94	0.628	133	0.830	123	0.967	27	0.316
Bosnia and Herzegovina*	83	0.685	113	0.581	50	0.996	76	0.973	62	0.191
Cyprus	84	0.684	75	0.665	41	0.998	71	0.974	105	0.100
Cameroon	85	0.684	39	0.727	130	0.862	114	0.968	65	0.180
Azerbaijan	86	0.684	38	0.728	83	0.988	138	0.950	124	0.069
India	87	0.683	136	0.408	113	0.950	142	0.942	9	0.433
Indonesia	88	0.682	107	0.598	87	0.987	58	0.976	72	0.168
Montenegro	89	0.681	88	0.647	79	0.989	60	0.975	93	0.114
Georgia	90	0.681	61	0.679	78	0.989	119	0.967	114	0.089
Uruguay	91	0.681	90	0.643	39	0.999	1	0.980	104	0.101
Greece	92	0.680	85	0.649	85	0.987	54	0.979	101	0.104
Tajikistan	93	0.679	47	0.711	118	0.937	126	0.966	102	0.104
Slovak Republic	94	0.679	86	0.648	1	1.000	76	0.973	110	0.093
Suriname	95	0.679	100	0.617	44	0.997	1	0.980	91	0.120
Paraguay	96	0.676	82	0.656	59	0.995	1	0.980	122	0.075
Dominican Republic	97	0.676	78	0.658	77	0.989	97	0.971	118	0.085
Belize	98	0.676	59	0.686	75	0.990	1	0.980	135	0.048
China	99	0.676	81	0.656	99	0.967	144	0.919	74	0.162
Sri Lanka	100	0.673	124	0.530	82	0.988	1	0.980	57	0.196
Hungary	101	0.669	67	0.672	67	0.992	40	0.979	138	0.035
Armenia	102	0.669	69	0.671	27	1.000	143	0.939	125	0.068
Brunei Darussalam	103	0.669	56	0.696	70	0.992	130	0.966	141	0.021
Gambia, The	104	0.667	60	0.685	127	0.913	83	0.973	106	0.098
Guatemala	105	0.666	102	0.613	107	0.960	1	0.980	96	0.112
Malaysia	106	0.666	80	0.658	89	0.985	109	0.969	134	0.051
Swaziland	107	0.665	109	0.595	46	0.997	132	0.961	100	0.109
Malta	108	0.664	108	0.595	111	0.953	107	0.970	82	0.140
Ethiopia	109	0.662	106	0.599	132	0.840	57	0.978	45	0.231
Nepal	110	0.661	115	0.578	123	0.918	92	0.972	68	0.175
Japan	111	0.660	118	0.569	76	0.990	40	0.979	103	0.103
Cambodia	112	0.658	77	0.659	128	0.897	1	0.980	108	0.098
Mauritius	113	0.652	121	0.550	71	0.991	1	0.980	116	0.087
Liberia	114	0.652	103	0.612	137	0.797	118	0.967	46	0.230
Maldives	115	0.650	112	0.590	81	0.988	129	0.966	133	0.055
Korea, Rep.	116	0.649	123	0.537	102	0.964	76	0.973	92	0.120
Angola	117	0.643	120	0.565	138	0.778	1	0.980	40	0.251
Nigeria	118	0.643	52	0.700	134	0.814	135	0.961	109	0.097
Qatar	119	0.643	97	0.619	92	0.982	136	0.957	144	0.013
Algeria	120	0.642	134	0.435	104	0.962	127	0.966	56	0.205
Bhutan	121	0.642	99	0.619	121	0.925	125	0.966	132	0.056
Guinea	122	0.640	29	0.745	142	0.718	115	0.967	88	0.130
Burkina Faso	123	0.640	44	0.714	136	0.809	116	0.967	127	0.068
United Arab Emirates	124	0.639	130	0.456	32	1.000	132	0.961	83	0.139
Timor-Leste*	125	0.637	137	0.406	117	0.941	96	0.971	47	0.229
Tunisia	126	0.636	131	0.444	106	0.960	110	0.969	71	0.170
Benin	127	0.636	14	0.795	143	0.712	116	0.967	128	0.067
Kuwait	128	0.624	125	0.520	47	0.997	136	0.957	140	0.022
Mauritania	129	0.624	128	0.469	131	0.858	85	0.973	59	0.195
Turkey	130	0.623	129	0.464	109	0.958	1	0.980	113	0.090
Bahrain	131	0.615	127	0.475	84	0.987	132	0.961	137	0.037
Egypt	132	0.614	132	0.444	112	0.952	95	0.971	115	0.087
Oman	133	0.612	126	0.483	97	0.973	99	0.971	142	0.021
Jordan	134	0.603	138	0.381	64	0.993	131	0.966	123	0.073
Lebanon	135	0.598	133	0.440	108	0.959	102	0.970	143	0.021
Côte d'Ivoire	136	0.597	116	0.575	139	0.764	112	0.968	120	0.081
Morocco	137	0.597	139	0.380	122	0.925	93	0.971	98	0.110
Mali	138	0.591	110	0.594	140	0.733	140	0.949	117	0.086
Iran, Islamic Rep.	139	0.587	140	0.357	94	0.975	98	0.971	136	0.047
Chad	140	0.587	74	0.667	144	0.618	111	0.968	111	0.093
Saudi Arabia	141	0.583	142	0.328	105	0.961	128	0.966	121	0.077
Syria	142	0.567	144	0.273	103	0.963	101	0.970	130	0.063
Pakistan	143	0.556	143	0.320	135	0.811	124	0.967	90	0.127
Yemen	144	0.516	141	0.352	141	0.720	122	0.967	139	0.026

* New countries in 2016

Table 4: Rankings by subindex, 2016

ECONOMIC PARTICIPATION AND OPPORTUNITY			EDUCATIONAL ATTAINMENT		
Country	Rank	Score	Country	Rank	Score
Burundi	1	0.865	Albania	73	0.668
Lao PDR	2	0.832	Chad	74	0.667
Bahamas	3	0.827	Cyprus	75	0.665
Barbados	4	0.825	Netherlands	76	0.659
Belarus	5	0.823	Cambodia	77	0.659
Botswana	6	0.819	Dominican Republic	78	0.658
Norway	7	0.818	Macedonia, FYR	79	0.658
Rwanda	8	0.817	Malaysia	80	0.658
Iceland	9	0.806	China	81	0.656
Ghana	10	0.805	Paraguay	82	0.656
Sweden	11	0.802	Kyrgyz Republic	83	0.651
Malawi	12	0.799	Austria	84	0.650
Mozambique	13	0.798	Greece	85	0.649
Benin	14	0.795	Slovak Republic	86	0.648
Moldova	15	0.795	Uganda	87	0.647
Finland	16	0.794	Montenegro	88	0.647
Singapore	17	0.793	Czech Republic	89	0.647
Latvia	18	0.785	Uruguay	90	0.643
Slovenia	19	0.784	Brazil	91	0.640
Namibia	20	0.781	Nicaragua	92	0.632
Philippines	21	0.780	Ecuador	93	0.631
Thailand	22	0.770	Senegal	94	0.628
Mongolia	23	0.766	El Salvador	95	0.623
New Zealand	24	0.765	Honduras	96	0.623
Lithuania	25	0.757	Qatar	97	0.619
United States	26	0.752	Bolivia	98	0.619
Luxembourg	27	0.750	Bhutan	99	0.619
Colombia	28	0.749	Suriname	100	0.617
Guinea	29	0.745	Argentina	101	0.616
Switzerland	30	0.745	Guatemala	102	0.613
Kazakhstan	31	0.745	Liberia	103	0.612
Madagascar	32	0.739	Cape Verde	104	0.610
Vietnam	33	0.736	Costa Rica	105	0.606
Denmark	34	0.735	Ethiopia	106	0.599
Jamaica	35	0.733	Indonesia	107	0.598
Canada	36	0.732	Malta	108	0.595
Belgium	37	0.731	Swaziland	109	0.595
Azerbaijan	38	0.728	Mali	110	0.594
Cameroon	39	0.727	Peru	111	0.594
Ukraine	40	0.722	Maldives	112	0.590
Russian Federation	41	0.722	Bosnia and Herzegovina*	113	0.581
Australia	42	0.719	Cuba	114	0.578
Bulgaria	43	0.716	Nepal	115	0.578
Burkina Faso	44	0.714	Côte d'Ivoire	116	0.575
Zimbabwe	45	0.714	Italy	117	0.574
Portugal	46	0.713	Japan	118	0.569
Tajikistan	47	0.711	Chile	119	0.565
Kenya	48	0.710	Angola	120	0.565
Ireland	49	0.709	Mauritius	121	0.550
Estonia	50	0.703	Mexico	122	0.544
Trinidad and Tobago	51	0.702	Korea, Rep.	123	0.537
Nigeria	52	0.700	Sri Lanka	124	0.530
United Kingdom	53	0.700	Kuwait	125	0.520
Romania	54	0.699	Oman	126	0.483
Panama	55	0.696	Bahrain	127	0.475
Brunei Darussalam	56	0.696	Mauritania	128	0.469
Germany	57	0.691	Turkey	129	0.464
Poland	58	0.690	United Arab Emirates	130	0.456
Belize	59	0.686	Tunisia	131	0.444
Gambia, The	60	0.685	Egypt	132	0.444
Georgia	61	0.679	Lebanon	133	0.440
Israel	62	0.678	Algeria	134	0.435
South Africa	63	0.677	Bangladesh	135	0.410
France	64	0.676	India	136	0.408
Tanzania	65	0.674	Timor-Leste*	137	0.406
Lesotho	66	0.672	Jordan	138	0.381
Hungary	67	0.672	Morocco	139	0.380
Croatia	68	0.672	Iran, Islamic Rep.	140	0.357
Armenia	69	0.671	Yemen	141	0.352
Serbia	70	0.670	Saudi Arabia	142	0.328
Venezuela	71	0.669	Pakistan	143	0.320
Spain	72	0.668	Syria	144	0.273
Australia	1	1.000	El Salvador	73	0.991
Bahamas	1	1.000	Thailand	74	0.990
Barbados	1	1.000	Belize	75	0.990
Belgium	1	1.000	Japan	76	0.990
Botswana	1	1.000	Dominican Republic	77	0.989
Canada	1	1.000	Georgia	78	0.989
Cuba	1	1.000	Montenegro	79	0.989
Czech Republic	1	1.000	Peru	80	0.989
Denmark	1	1.000	Maldives	81	0.988
Finland	1	1.000	Sri Lanka	82	0.988
France	1	1.000	Azerbaijan	83	0.988
Honduras	1	1.000	Bahrain	84	0.987
Iceland	1	1.000	Greece	85	0.987
Ireland	1	1.000	Austria	86	0.987
Israel	1	1.000	Indonesia	87	0.987
Jamaica	1	1.000	Albania	88	0.986
Latvia	1	1.000	Malaysia	89	0.985
Lesotho	1	1.000	Cape Verde	90	0.984
Lithuania	1	1.000	Macedonia, FYR	91	0.982
Luxembourg	1	1.000	Qatar	92	0.982
Nicaragua	1	1.000	Vietnam	93	0.978
Philippines	1	1.000	Iran, Islamic Rep.	94	0.975
Slovak Republic	1	1.000	Singapore	95	0.975
United States	1	1.000	Zimbabwe	96	0.973
Slovenia	25	1.000	Oman	97	0.973
Ukraine	26	1.000	Bolivia	98	0.970
Armenia	27	1.000	China	99	0.967
Norway	28	1.000	Germany	100	0.966
Belarus	29	1.000	Madagascar	101	0.964
Costa Rica	30	1.000	Korea, Rep.	102	0.964
Poland	31	1.000	Syria	103	0.963
United Arab Emirates	32	1.000	Algeria	104	0.962
Venezuela	33	0.999	Saudi Arabia	105	0.961
United Kingdom	34	0.999	Tunisia	106	0.960
Namibia	35	0.999	Guatemala	107	0.960
Sweden	36	0.999	Lebanon	108	0.959
Colombia	37	0.999	Turkey	109	0.958
Chile	38	0.999	Rwanda	110	0.958
Uruguay	39	0.999	Malta	111	0.953
New Zealand	40	0.999	Egypt	112	0.952
Cyprus	41	0.998	India	113	0.950
Brazil	42	0.998	Bangladesh	114	0.950
Spain	43	0.998	Lao PDR	115	0.944
Suriname	44	0.997	Kenya	116	0.943
Russian Federation	45	0.997	Timor-Leste*	117	0.941
Swaziland	46	0.997	Tajikistan	118	0.937
Kuwait	47	0.997	Ghana	119	0.931
Ecuador	48	0.996	Uganda	120	0.928
Serbia	49	0.996	Bhutan	121	0.925
Bosnia and Herzegovina*	50	0.996	Morocco	122	0.925
Mexico	51	0.996	Nepal	123	0.918
Moldova	52	0.996	Burundi	124	0.917
Estonia	53	0.995	Malawi	125	0.915
Argentina	54	0.995	Tanzania	126	0.914
South Africa	55	0.995	Gambia, The	127	0.913
Italy	56	0.995	Cambodia	128	0.897
Croatia	57	0.995	Mozambique	129	0.871
Kazakhstan	58	0.995	Cameroon	130	0.862
Paraguay	59	0.995	Mauritania	131	0.858
Netherlands	60	0.994	Ethiopia	132	0.840
Switzerland	61	0.993	Senegal	133	0.830
Panama	62	0.993	Nigeria	134	0.814
Portugal	63	0.993	Pakistan	135	0.811
Jordan	64	0.993	Burkina Faso	136	0.809
Bulgaria	65	0.993	Liberia	137	0.797
Mongolia	66	0.993	Angola	138	0.778
Hungary	67	0.992	Côte d'Ivoire	139	0.764
Romania	68	0.992	Mali	140	0.733
Trinidad and Tobago	69	0.992	Yemen	141	0.720
Brunei Darussalam	70	0.992	Guinea	142	0.718
Mauritius	71	0.991	Benin	143	0.712
Kyrgyz Republic	72	0.991	Chad	144	0.618

* New countries in 2016

Note: Countries highlighted in blue have reached parity on that subindex.

Table 4: Rankings by subindex, 2016 (cont'd.)

HEALTH AND SURVIVAL			POLITICAL EMPOWERMENT		
Country	Rank	Score	Country	Rank	Score
Angola	1	0.980	Italy	72	0.974
Argentina	1	0.980	Switzerland	72	0.974
Austria	1	0.980	Malawi	75	0.973
Bahamas	1	0.980	Slovak Republic	76	0.973
Barbados	1	0.980	Slovenia	76	0.973
Belize	1	0.980	Serbia	76	0.973
Bolivia	1	0.980	Bosnia and Herzegovina*	76	0.973
Brazil	1	0.980	Portugal	76	0.973
Cambodia	1	0.980	Kyrgyz Republic	76	0.973
Cape Verde	1	0.980	Korea, Rep.	76	0.973
Ecuador	1	0.980	Kenya	83	0.973
El Salvador	1	0.980	Gambia, The	83	0.973
Estonia	1	0.980	Botswana	85	0.973
Finland	1	0.980	Ghana	85	0.973
France	1	0.980	Mauritania	85	0.973
Guatemala	1	0.980	Madagascar	88	0.973
Jamaica	1	0.980	Rwanda	89	0.972
Kazakhstan	1	0.980	Lao PDR	90	0.972
Latvia	1	0.980	Spain	91	0.972
Lesotho	1	0.980	Nepal	92	0.972
Mauritius	1	0.980	Bangladesh	93	0.971
Mexico	1	0.980	Morocco	93	0.971
Mongolia	1	0.980	Egypt	95	0.971
Namibia	1	0.980	Timor-Leste*	96	0.971
Nicaragua	1	0.980	Dominican Republic	97	0.971
Panama	1	0.980	Iran, Islamic Rep.	98	0.971
Paraguay	1	0.980	Oman	99	0.971
Philippines	1	0.980	Peru	100	0.970
South Africa	1	0.980	Syria	101	0.970
Sri Lanka	1	0.980	Lebanon	102	0.970
Suriname	1	0.980	Netherlands	103	0.970
Thailand	1	0.980	Iceland	104	0.970
Trinidad and Tobago	1	0.980	New Zealand	104	0.970
Turkey	1	0.980	Denmark	106	0.970
Uganda	1	0.980	Malta	107	0.970
Uruguay	1	0.980	Canada	108	0.969
Venezuela	1	0.980	Malaysia	109	0.969
Zimbabwe	1	0.980	Tunisia	110	0.969
Chile	39	0.979	Chad	111	0.968
Lithuania	40	0.979	Côte d'Ivoire	112	0.968
Czech Republic	40	0.979	Mozambique	113	0.968
Ukraine	40	0.979	Cameroon	114	0.968
Belarus	40	0.979	Guinea	115	0.967
Poland	40	0.979	Burkina Faso	116	0.967
Colombia	40	0.979	Benin	116	0.967
Russian Federation	40	0.979	Liberia	118	0.967
Moldova	40	0.979	Georgia	119	0.967
Croatia	40	0.979	Macedonia, FYR	119	0.967
Bulgaria	40	0.979	Singapore	121	0.967
Hungary	40	0.979	Yemen	122	0.967
Romania	40	0.979	Senegal	123	0.967
Japan	40	0.979	Pakistan	124	0.967
Tanzania	53	0.979	Bhutan	125	0.966
Ireland	54	0.979	Tajikistan	126	0.966
Greece	54	0.979	Algeria	127	0.966
Germany	54	0.979	Saudi Arabia	128	0.966
Ethiopia	57	0.978	Maldives	129	0.966
Indonesia	58	0.976	Brunei Darussalam	130	0.966
Honduras	59	0.976	Jordan	131	0.966
Montenegro	60	0.975	United Arab Emirates	132	0.961
Cuba	61	0.975	Swaziland	132	0.961
United States	62	0.975	Bahrain	132	0.961
Costa Rica	62	0.975	Nigeria	135	0.961
Belgium	64	0.974	Kuwait	136	0.957
United Kingdom	64	0.974	Qatar	136	0.957
Burundi	66	0.974	Azerbaijan	138	0.950
Israel	67	0.974	Vietnam	138	0.950
Norway	68	0.974	Mali	140	0.949
Luxembourg	69	0.974	Albania	141	0.947
Sweden	69	0.974	India	142	0.942
Cyprus	71	0.974	Armenia	143	0.939
Australia	72	0.974	China	144	0.919
Iceland	1	0.719	United States	73	0.162
Finland	2	0.607	China	74	0.162
Norway	3	0.576	Honduras	75	0.160
Nicaragua	4	0.506	Croatia	76	0.154
Ireland	5	0.502	Kazakhstan	77	0.153
Sweden	6	0.486	Barbados	78	0.150
Bangladesh	7	0.462	Lao PDR	79	0.146
Rwanda	8	0.452	Belarus	80	0.146
India	9	0.433	Madagascar	81	0.142
Germany	10	0.428	Malta	82	0.140
Bolivia	11	0.415	United Arab Emirates	83	0.139
Cuba	12	0.407	Vietnam	84	0.138
South Africa	13	0.404	Czech Republic	85	0.134
Netherlands	14	0.401	Brazil	86	0.132
Switzerland	15	0.391	Kyrgyz Republic	87	0.132
New Zealand	16	0.390	Guinea	88	0.130
Philippines	17	0.386	Venezuela	89	0.127
Slovenia	18	0.385	Pakistan	90	0.127
France	19	0.365	Suriname	91	0.120
Costa Rica	20	0.365	Korea, Rep.	92	0.120
Mozambique	21	0.361	Montenegro	93	0.114
Argentina	22	0.350	Malawi	94	0.113
Cape Verde	23	0.343	Ghana	95	0.112
United Kingdom	24	0.335	Guatemala	96	0.112
Italy	25	0.331	Singapore	97	0.111
Spain	26	0.316	Morocco	98	0.110
Senegal	27	0.316	Bahamas	99	0.110
Burundi	28	0.314	Swaziland	100	0.109
Denmark	29	0.309	Greece	101	0.104
Estonia	30	0.308	Tajikistan	102	0.104
Namibia	31	0.299	Japan	103	0.103
Ecuador	32	0.297	Uruguay	104	0.101
Tanzania	33	0.296	Cyprus	105	0.100
Mexico	34	0.281	Gambia, The	106	0.098
Belgium	35	0.275	Ukraine	107	0.098
Portugal	36	0.268	Cambodia	108	0.098
Uganda	37	0.260	Nigeria	109	0.097
Latvia	38	0.255	Slovak Republic	110	0.093
Chile	39	0.254	Chad	111	0.093
Angola	40	0.251	Romania	112	0.090
Austria	41	0.246	Turkey	113	0.090
Serbia	42	0.242	Georgia	114	0.089
Lithuania	43	0.239	Egypt	115	0.087
Poland	44	0.238	Mauritius	116	0.087
Ethiopia	45	0.231	Mali	117	0.086
Liberia	46	0.230	Dominican Republic	118	0.085
Timor-Leste*	47	0.229	Mongolia	119	0.084
Israel	48	0.224	Côte d'Ivoire	120	0.081
Canada	49	0.222	Saudi Arabia	121	0.077
Trinidad and Tobago	50	0.218	Paraguay	122	0.075
Bulgaria	51	0.215	Jordan	123	0.073
El Salvador	52	0.214	Azerbaijan	124	0.069
Albania	53	0.214	Armenia	125	0.068
Panama	54	0.214	Botswana	126	0.068
Luxembourg	55	0.212	Burkina Faso	127	0.068
Algeria	56	0.205	Benin	128	0.067
Sri Lanka	57	0.196	Russian Federation	129	0.066
Moldova	58	0.196	Syria	130	0.063
Mauritania	59	0.195	Thailand	131	0.057
Peru	60	0.194	Bhutan	132	0.056
Australia	61	0.193	Maldives	133	0.055
Bosnia and Herzegovina*	62	0.191	Malaysia	134	0.051
Jamaica	63	0.183	Belize	135	0.048
Kenya	64	0.182	Iran, Islamic Rep.	136	0.047
Cameroon	65	0.180	Bahrain	137	0.037
Colombia	66	0.180	Hungary	138	0.035
Macedonia, FYR	67	0.178	Yemen	139	0.026
Nepal	68	0.175	Kuwait	140	0.022
Zimbabwe	69	0.175	Brunei Darussalam	141	0.021
Lesotho	70	0.172	Oman	142	0.021
Tunisia	71	0.170	Lebanon	143	0.021
Indonesia	72	0.168	Qatar	144	0.013

* New countries in 2016

Note: Countries highlighted in blue have reached parity on that subindex.

Table 5: Rankings by region, 2016

EAST ASIA AND THE PACIFIC			EASTERN EUROPE AND CENTRAL ASIA			LATIN AMERICA AND THE CARIBBEAN			MIDDLE EAST AND NORTH AFRICA		
Country	Overall rank	Overall score	Country	Overall rank	Overall score	Country	Overall rank	Overall score	Country	Overall rank	Overall score
Philippines	7	0.786	Slovenia	8	0.786	Nicaragua	10	0.780	Israel	49	0.719
New Zealand	9	0.781	Latvia	18	0.755	Bolivia	23	0.746	Qatar	119	0.643
Lao PDR	43	0.724	Estonia	22	0.747	Cuba	27	0.740	Algeria	120	0.642
Australia	46	0.721	Lithuania	25	0.744	Barbados	28	0.739	United Arab Emirates	124	0.639
Singapore	55	0.712	Moldova	26	0.741	Costa Rica	32	0.736	Tunisia	126	0.636
Mongolia	58	0.705	Belarus	30	0.737	Argentina	33	0.735	Kuwait	128	0.624
Vietnam	65	0.700	Poland	38	0.727	Bahamas	37	0.729	Mauritania	129	0.624
Thailand	71	0.699	Bulgaria	41	0.726	Colombia	39	0.727	Turkey	130	0.623
Indonesia	88	0.682	Serbia	48	0.720	Ecuador	40	0.726	Bahrain	131	0.615
China	99	0.676	Kazakhstan	51	0.718	Jamaica	42	0.724	Egypt	132	0.614
Brunei Darussalam	103	0.669	Albania	62	0.704	Trinidad and Tobago	44	0.723	Oman	133	0.612
Malaysia	106	0.666	Croatia	68	0.700	Panama	47	0.721	Jordan	134	0.603
Japan	111	0.660	Ukraine	69	0.700	El Salvador	64	0.702	Lebanon	135	0.598
Cambodia	112	0.658	Macedonia, FYR	73	0.696	Mexico	66	0.700	Morocco	137	0.597
Korea, Rep.	116	0.649	Russian Federation	75	0.691	Chile	70	0.699	Iran, Islamic Rep.	139	0.587
Timor-Leste*	125	0.637	Romania	76	0.690	Venezuela	74	0.694	Saudi Arabia	141	0.583
			Czech Republic	77	0.690	Honduras	78	0.690	Syria	142	0.567
			Kyrgyz Republic	81	0.687	Brazil	79	0.687	Yemen	144	0.516
			Bosnia and Herzegovina*	83	0.685	Peru	80	0.687			
			Azerbaijan	86	0.684	Uruguay	91	0.681			
			Montenegro	89	0.681	Suriname	95	0.679			
			Georgia	90	0.681	Paraguay	96	0.676			
			Tajikistan	93	0.679	Dominican Republic	97	0.676			
			Slovak Republic	94	0.679	Belize	98	0.676			
			Hungary	101	0.669	Guatemala	105	0.666			
			Armenia	102	0.669						

(Continued on next page)

Norway (3) drops a spot and returns to its previous third-place position, closing more than 84% of its overall gender gap. Even with the Index's revised estimated earned income scale it remains in the global top ten in this category as confirmed by an equally strong performance on the Wage equality for similar work indicator. Norway also remains the third top performer on the Political Empowerment subindex. It moves up four spots on the Educational Attainment subindex but its gender gap remains open—as does its Health and Survival gender gap, which has in fact slightly widened since last year.

Sweden (4) maintains its respective ranking as fourth best for the eighth year running, closing more than 81% of its overall gender gap. It takes a strong position on the Economic Participation and Opportunity subindex, due to, among other factors, an increase in female legislators, senior officials and managers, where the country moves up seven positions compared to last year. It also nearly closes its Educational Attainment gender gap. On the Political Empowerment subindex, Sweden drops a rank despite reaching parity in the number of women in ministerial positions.

Rwanda (5) crosses the threshold of closing 80% of its gender gap and overtakes Ireland to break into the top five for the first time since entering the Index. This is mostly due to improvements on its Economic Participation and Opportunity subindex score, where the country moves

up six spots over last year on the back of improved parity in estimated earned income. It remains the country with the highest share of female parliamentarians in the world, 64%, and maintains its respective score on the Political Empowerment subindex despite dropping a spot to eighth. Its Educational Attainment gender gap remains open and ranks 112th despite enrolment in tertiary education improvements. Its Health and Survival gender gap also remains open, placing it 94th in the world.

Ireland (6) moves down a spot and leaves the top five performers, dropping just below closing 80% of its overall gender gap. This is mainly due to a decline on its Economic Participation and Opportunity score, with the Index's updated estimated earned income scale revealing a larger-than-before income gender gap. For the first time since 2011, the country has fully closed its gender gap on Educational Attainment. Due to improvements on its Political Empowerment score, with more women in parliament, it joins the top five performers in this category. It is also the third-ranked country in the world for number of years with a female head of state.

The Philippines (7) maintains its respective ranking as the highest performer in the East Asia and the Pacific region, despite a slight decline in its overall score. A lower Economic Participation and Opportunity subindex score, caused by fewer female legislators, senior officials and managers, partly accounts for this fall. Since 2006, the

Table 5: Rankings by region, 2016 (cont'd.)

NORTH AMERICA			SOUTH ASIA			SUB-SAHARAN AFRICA			WESTERN EUROPE		
Country	Overall rank	Overall score	Country	Overall rank	Overall score	Country	Overall rank	Overall score	Country	Overall rank	Overall score
Canada	35	0.731	Bangladesh	72	0.698	Rwanda	5	0.800	Iceland	1	0.874
United States	45	0.722	India	87	0.683	Burundi	12	0.768	Finland	2	0.845
			Sri Lanka	100	0.673	Namibia	14	0.765	Norway	3	0.842
			Nepal	110	0.661	South Africa	15	0.764	Sweden	4	0.815
			Maldives	115	0.650	Mozambique	21	0.750	Ireland	6	0.797
			Bhutan	121	0.642	Cape Verde	36	0.729	Switzerland	11	0.776
			Pakistan	143	0.556	Tanzania	53	0.716	Germany	13	0.766
						Botswana	54	0.715	Netherlands	16	0.756
						Zimbabwe	56	0.710	France	17	0.755
						Lesotho	57	0.706	Denmark	19	0.754
						Ghana	59	0.705	United Kingdom	20	0.752
						Madagascar	60	0.704	Belgium	24	0.745
						Uganda	61	0.704	Spain	29	0.738
						Kenya	63	0.702	Portugal	31	0.737
						Malawi	67	0.700	Luxembourg	34	0.734
						Senegal	82	0.685	Italy	50	0.719
						Cameroon	85	0.684	Austria	52	0.716
						Gambia, The	104	0.667	Cyprus	84	0.684
						Swaziland	107	0.665	Greece	92	0.680
						Ethiopia	109	0.662	Malta	108	0.664
						Mauritius	113	0.652			
						Liberia	114	0.652			
						Angola	117	0.643			
						Nigeria	118	0.643			
						Guinea	122	0.640			
						Burkina Faso	123	0.640			
						Benin	127	0.6356			
						Côte d'Ivoire	136	0.5970			
						Mali	138	0.5905			
						Chad	140	0.5867			

* New countries in 2016

country has fully closed its gender gap on the Health and Survival subindex. It has also managed to fully re-close its Educational Attainment gender gap after a re-opening for the first time last year.

Slovenia (8) moves up a spot due to improvements on the Economic Participation and Opportunity subindex and the Wage equality for similar work indicator. With nearly 79% of its overall gender gap closed, it is the strongest performing country in Eastern Europe and Central Asia. Since 2006, it has closed approximately 16% of its gender gap, making it one of the fastest-improving countries in the world, although its gender gaps on both the Educational Attainment and Health and Survival subindexes are yet to be fully closed.

Similarly, **New Zealand** (9) climbs one rank due to improving its position on the Economic Participation and Opportunity subindex, with higher female labour force participation. It is yet to fully close its Health and Survival gender gap; and, for the first time since 2008, its Educational Attainment gender gap has re-opened. The country also maintains its strong Political Empowerment subindex score, despite dropping a spot to 16th.

Nicaragua (10) re-enters the Index top ten for the first time since 2014. With 78% of its overall gender gap closed, it remains the best performer in the Latin America and the Caribbean region for the fifth year running. It has fully closed the gender gap on the Educational Attainment

and Health and Survival indexes, and ranks fourth in the world on Political Empowerment, with more than 50% of its political gender gap now closed. However, it ranks 92nd on the Economic Participation and Opportunity subindex and its economic gender gap remains wide. Since 2006, Nicaragua has closed approximately 19% of its overall gender gap—making it one of the fastest-improving countries in the world.

Performance by Region and Country

The Global Gender Gap Index reveals that all countries can do more to close the gender gap. Across the Index, there are only five countries that have closed 80% of the gap or more. In addition, there are 64 countries that have closed between 70% and 80% of their gender gap. A further 65 countries have closed between 60% and 70%, while 10 countries have closed between 50% and 60%. In 2016, no country had closed less than 50% of their overall gender gap. However, there is wide variety in progress on closing the gender gap in every world region, with both success stories and underperforming countries in each. Table 5 (page 14) displays this year's rankings by regional classification, organized by rank within each regional group.

Figure 3 (page 16) shows the average gap that remains to be closed in each world region, based on the *Report's* updated regional classification. At a global level, only two regions—Western Europe and North