

Gender empowerment measure

| HDI rank | Gender empowerment measure (GEM) | | MDG | Female legislators, senior officials and managers ^b | Female professional and technical workers ^b | Ratio of estimated female to male earned income ^c | |
|-------------------------------|----------------------------------|-------|--|--|--|--|------|
| | Rank | Value | Seats in parliament held by women ^a (% of total) | (% of total) | (% of total) | | |
| HIGH HUMAN DEVELOPMENT | | | | | | | |
| 1 | Iceland | 5 | 0.862 | 31.7 | 27 | 56 | 0.72 |
| 2 | Norway | 1 | 0.910 | 37.9 | 30 | 50 | 0.77 |
| 3 | Australia | 8 | 0.847 | 28.3 | 37 | 56 | 0.70 |
| 4 | Canada | 10 | 0.820 | 24.3 | 36 | 56 | 0.64 |
| 5 | Ireland | 19 | 0.699 | 14.2 | 31 | 52 | 0.53 |
| 6 | Sweden | 2 | 0.906 | 47.3 | 30 | 51 | 0.81 |
| 7 | Switzerland | 27 | 0.660 | 24.8 | 8 | 22 | 0.63 |
| 8 | Japan | 54 | 0.557 | 11.1 | 10 ^d | 46 ^d | 0.45 |
| 9 | Netherlands | 6 | 0.859 | 36.0 | 26 | 50 | 0.64 |
| 10 | France | 18 | 0.718 | 13.9 | 37 | 47 | 0.64 |
| 11 | Finland | 3 | 0.887 | 42.0 | 30 | 55 | 0.71 |
| 12 | United States | 15 | 0.762 | 16.3 | 42 | 56 | 0.63 |
| 13 | Spain | 12 | 0.794 | 30.5 | 32 | 48 | 0.50 |
| 14 | Denmark | 4 | 0.875 | 36.9 | 25 | 53 | 0.73 |
| 15 | Austria | 13 | 0.788 | 31.0 | 27 | 49 | 0.46 |
| 16 | United Kingdom | 14 | 0.783 | 19.3 | 34 | 47 | 0.66 |
| 17 | Belgium | 7 | 0.850 | 35.7 | 32 | 49 | 0.55 |
| 18 | Luxembourg | .. | .. | 23.3 | .. | .. | 0.51 |
| 19 | New Zealand | 11 | 0.811 | 32.2 | 36 | 53 | 0.70 |
| 20 | Italy | 21 | 0.693 | 16.1 | 32 | 46 | 0.47 |
| 21 | Hong Kong, China (SAR) | .. | .. | .. | 27 | 40 | 0.56 |
| 22 | Germany | 9 | 0.831 | 30.6 | 37 | 50 | 0.58 |
| 23 | Israel | 28 | 0.660 | 14.2 | 26 | 54 | 0.65 |
| 24 | Greece | 37 | 0.622 | 13.0 | 26 | 49 | 0.55 |
| 25 | Singapore | 16 | 0.761 | 24.5 | 26 | 44 | 0.51 |
| 26 | Korea (Republic of) | 64 | 0.510 | 13.4 | 8 | 39 | 0.40 |
| 27 | Slovenia | 41 | 0.611 | 10.8 | 33 | 57 | 0.61 |
| 28 | Cyprus | 48 | 0.580 | 14.3 | 15 | 45 | 0.60 |
| 29 | Portugal | 22 | 0.692 | 21.3 | 34 | 50 | 0.59 |
| 30 | Brunei Darussalam | .. | .. | .. ^e | 26 | 44 | 0.42 |
| 31 | Barbados | 30 | 0.649 | 17.6 | 43 | 52 | 0.63 |
| 32 | Czech Republic | 34 | 0.627 | 15.3 | 30 | 52 | 0.51 |
| 33 | Kuwait | .. | .. | 3.1 ^f | .. | .. | 0.35 |
| 34 | Malta | 63 | 0.514 | 9.2 | 20 | 38 | 0.50 |
| 35 | Qatar | 84 | 0.374 | 0.0 | 8 | 24 | 0.24 |
| 36 | Hungary | 50 | 0.569 | 10.4 | 35 | 62 | 0.64 |
| 37 | Poland | 39 | 0.614 | 19.1 | 33 | 61 | 0.60 |
| 38 | Argentina | 17 | 0.728 | 36.8 | 33 | 53 | 0.54 |
| 39 | United Arab Emirates | 29 | 0.652 | 22.5 | 8 | 25 | 0.25 |
| 40 | Chile | 60 | 0.519 | 12.7 | 25 ^d | 52 ^d | 0.40 |
| 41 | Bahrain | .. | .. | 13.8 | .. | .. | 0.35 |
| 42 | Slovakia | 33 | 0.630 | 19.3 | 31 | 58 | 0.58 |
| 43 | Lithuania | 25 | 0.669 | 24.8 | 43 | 67 | 0.69 |
| 44 | Estonia | 31 | 0.637 | 21.8 | 37 | 70 | 0.62 |
| 45 | Latvia | 38 | 0.619 | 19.0 | 42 | 65 | 0.65 |
| 46 | Uruguay | 59 | 0.525 | 10.8 | 40 | 54 | 0.56 |
| 47 | Croatia | 40 | 0.612 | 21.7 | 24 | 50 | 0.67 |
| 48 | Costa Rica | 24 | 0.680 | 38.6 | 25 | 40 | 0.53 |
| 49 | Bahamas | 20 | 0.696 | 22.2 | 46 | 60 | 0.70 |
| 50 | Seychelles | .. | .. | 23.5 | .. | .. | .. |
| 51 | Cuba | 26 | 0.661 | 36.0 | 34 ^d | 62 ^d | 0.45 |
| 52 | Mexico | 46 | 0.589 | 21.5 | 29 | 42 | 0.39 |
| 53 | Bulgaria | 42 | 0.606 | 22.1 | 34 | 60 | 0.65 |

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|---------------------------------|------------------------------------|-------|--|--|--|--|
| | Rank | Value | (% of total) | (% of total) | (% of total) | |
| 54 | Saint Kitts and Nevis | .. | .. | 0.0 | .. | .. |
| 55 | Tonga | .. | .. | 3.3 | .. | 0.48 |
| 56 | Libyan Arab Jamahiriya | .. | .. | 7.7 | .. | 0.30 |
| 57 | Antigua and Barbuda | .. | .. | 13.9 | 45 | 55 |
| 58 | Oman | 80 | 0.391 | 7.8 | 9 | 33 |
| 59 | Trinidad and Tobago | 23 | 0.685 | 25.4 | 43 | 53 |
| 60 | Romania | 68 | 0.497 | 10.7 | 29 | 57 |
| 61 | Saudi Arabia | 92 | 0.254 | 0.0 | 31 | 6 |
| 62 | Panama | 49 | 0.574 | 16.7 | 43 | 51 |
| 63 | Malaysia | 65 | 0.504 | 13.1 | 23 | 40 |
| 64 | Belarus | .. | .. | 29.8 | .. | .. |
| 65 | Mauritius | 51 | 0.562 | 17.1 | 25 | 43 |
| 66 | Bosnia and Herzegovina | .. | .. | 14.0 | .. | .. |
| 67 | Russian Federation | 71 | 0.489 | 8.0 | 39 | 65 |
| 68 | Albania | .. | .. | 7.1 | .. | .. |
| 69 | Macedonia (TFYR) | 35 | 0.625 | 28.3 | 29 | 52 |
| 70 | Brazil | 70 | 0.490 | 9.3 | 34 | 52 |
| MEDIUM HUMAN DEVELOPMENT | | | | | | |
| 71 | Dominica | .. | .. | 12.9 | 48 | 55 |
| 72 | Saint Lucia | 66 | 0.502 | 10.3 ^g | 55 | 53 |
| 73 | Kazakhstan | 74 | 0.469 | 8.6 | 38 | 67 |
| 74 | Venezuela (Bolivarian Republic of) | 56 | 0.542 | 18.6 | 27 ^d | 61 ^d |
| 75 | Colombia | 69 | 0.496 | 9.7 | 38 ^d | 50 ^d |
| 76 | Ukraine | 75 | 0.462 | 8.7 | 38 | 64 |
| 77 | Samoa | .. | .. | 6.1 | .. | .. |
| 78 | Thailand | 73 | 0.472 | 8.7 | 29 | 54 |
| 79 | Dominican Republic | 53 | 0.559 | 17.1 | 32 | 51 |
| 80 | Belize | 62 | 0.517 | 11.9 | 41 | 50 |
| 81 | China | 57 | 0.534 | 20.3 | 17 | 52 |
| 82 | Grenada | .. | .. | 28.6 | .. | .. |
| 83 | Armenia | .. | .. | 9.2 | .. | .. |
| 84 | Turkey | 90 | 0.298 | 4.4 | 7 | 32 |
| 85 | Suriname | .. | .. | 25.5 | .. | .. |
| 86 | Jordan | .. | .. | 7.9 | .. | .. |
| 87 | Peru | 32 | 0.636 | 29.2 | 34 | 46 |
| 88 | Lebanon | .. | .. | 4.7 | .. | .. |
| 89 | Ecuador | 43 | 0.600 | 25.0 | 35 | 48 |
| 90 | Philippines | 45 | 0.590 | 22.1 | 58 | 61 |
| 91 | Tunisia | .. | .. | 19.3 | .. | .. |
| 92 | Fiji | .. | .. | .. ^h | .. | .. |
| 93 | Saint Vincent and the Grenadines | .. | .. | 18.2 | .. | .. |
| 94 | Iran (Islamic Republic of) | 87 | 0.347 | 4.1 | 16 | 34 |
| 95 | Paraguay | 78 | 0.428 | 9.6 | 23 | 54 ^d |
| 96 | Georgia | 79 | 0.414 | 9.4 | 26 | 62 |
| 97 | Guyana | .. | .. | 29.0 | .. | .. |
| 98 | Azerbaijan | .. | .. | 11.3 | .. | .. |
| 99 | Sri Lanka | 85 | 0.369 | 4.9 | 21 | 46 |
| 100 | Maldives | 76 | 0.437 | 12.0 | 15 | 40 |
| 101 | Jamaica | .. | .. | 13.6 | .. | .. |
| 102 | Cape Verde | .. | .. | 15.3 | .. | .. |
| 103 | El Salvador | 58 | 0.529 | 16.7 | 33 | 45 |
| 104 | Algeria | .. | .. | 6.2 | .. | .. |
| 105 | Viet Nam | 52 | 0.561 | 25.8 | 22 | 51 |
| 106 | Occupied Palestinian Territories | .. | .. | .. | 11 | 35 |

Gender empowerment measure

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|------------------------------|----------------------------------|-------|--|--|--|--|------|
| | Rank | Value | (% of total) | (% of total) | (% of total) | | |
| 107 | Indonesia | .. | 11.3 | .. | .. | 0.46 | |
| 108 | Syrian Arab Republic | .. | 12.0 | .. | 40 ^d | 0.34 | |
| 109 | Turkmenistan | .. | 16.0 | .. | .. | 0.64 | |
| 110 | Nicaragua | .. | 18.5 | .. | .. | 0.32 | |
| 111 | Moldova | 55 | 0.547 | 21.8 | 39 | 66 | 0.63 |
| 112 | Egypt | 91 | 0.263 | 3.8 | 9 | 30 | 0.23 |
| 113 | Uzbekistan | .. | .. | 16.4 | .. | .. | 0.60 |
| 114 | Mongolia | 77 | 0.429 | 6.6 | 50 | 54 | 0.50 |
| 115 | Honduras | 47 | 0.589 | 23.4 | 41 ^d | 52 ^d | 0.46 |
| 116 | Kyrgyzstan | 89 | 0.302 | 0.0 | 25 | 57 | 0.58 |
| 117 | Bolivia | 67 | 0.500 | 14.6 | 36 | 40 | 0.57 |
| 118 | Guatemala | .. | .. | 8.2 | .. | .. | 0.32 |
| 119 | Gabon | .. | .. | 13.7 | .. | .. | 0.57 |
| 120 | Vanuatu | .. | .. | 3.8 | .. | .. | 0.68 |
| 121 | South Africa | .. | .. | 32.8 ⁱ | .. | .. | 0.45 |
| 122 | Tajikistan | .. | .. | 19.6 | .. | .. | 0.57 |
| 123 | Sao Tome and Principe | .. | .. | 7.3 | .. | .. | 0.30 |
| 124 | Botswana | 61 | 0.518 | 11.1 | 33 | 51 | 0.31 |
| 125 | Namibia | 36 | 0.623 | 26.9 | 30 | 55 | 0.57 |
| 126 | Morocco | 88 | 0.325 | 6.4 | 12 | 35 | 0.25 |
| 127 | Equatorial Guinea | .. | .. | 18.0 | .. | .. | 0.43 |
| 128 | India | .. | .. | 9.0 | .. | .. | 0.31 |
| 129 | Solomon Islands | .. | .. | 0.0 | .. | .. | 0.50 |
| 130 | Lao People's Democratic Republic | .. | .. | 25.2 | .. | .. | 0.51 |
| 131 | Cambodia | 83 | 0.377 | 11.4 | 14 | 33 | 0.74 |
| 132 | Myanmar | .. | .. | .. ^j | .. | .. | .. |
| 133 | Bhutan | .. | .. | 2.7 | .. | .. | .. |
| 134 | Comoros | .. | .. | 3.0 | .. | .. | 0.51 |
| 135 | Ghana | .. | .. | 10.9 | .. | .. | 0.71 |
| 136 | Pakistan | 82 | 0.377 | 20.4 | 2 | 26 | 0.29 |
| 137 | Mauritania | .. | .. | 17.6 | .. | .. | 0.50 |
| 138 | Lesotho | .. | .. | 25.0 | .. | .. | 0.52 |
| 139 | Congo | .. | .. | 10.1 | .. | .. | 0.50 |
| 140 | Bangladesh | 81 | 0.379 | 15.1 ^k | 23 | 12 | 0.46 |
| 141 | Swaziland | .. | .. | 16.8 | .. | .. | 0.29 |
| 142 | Nepal | 86 | 0.351 | 17.3 ^l | 8 | 19 | 0.50 |
| 143 | Madagascar | .. | .. | 8.4 | .. | .. | 0.70 |
| 144 | Cameroon | .. | .. | 8.9 | .. | .. | 0.49 |
| 145 | Papua New Guinea | .. | .. | 0.9 | .. | .. | 0.72 |
| 146 | Haiti | .. | .. | 6.3 | .. | .. | 0.52 |
| 147 | Sudan | .. | .. | 16.4 | .. | .. | 0.25 |
| 148 | Kenya | .. | .. | 7.3 | .. | .. | 0.83 |
| 149 | Djibouti | .. | .. | 10.8 | .. | .. | 0.48 |
| 150 | Timor-Leste | .. | .. | 25.3 ^m | .. | .. | .. |
| 151 | Zimbabwe | .. | .. | 22.2 | .. | .. | 0.58 |
| 152 | Togo | .. | .. | 8.6 | .. | .. | 0.43 |
| 153 | Yemen | 93 | 0.129 | 0.7 | 4 | 15 | 0.30 |
| 154 | Uganda | .. | .. | 29.8 | .. | .. | 0.70 |
| 155 | Gambia | .. | .. | 9.4 | .. | .. | 0.53 |
| LOW HUMAN DEVELOPMENT | | | | | | | |
| 156 | Senegal | .. | .. | 19.2 | .. | .. | 0.54 |
| 157 | Eritrea | .. | .. | 22.0 | .. | .. | 0.45 |
| 158 | Nigeria | .. | .. | .. | .. | .. | 0.41 |
| 159 | Tanzania (United Republic of) | 44 | 0.597 | 30.4 | 49 | 32 | 0.73 |

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|----------|------------------------------------|-------|--|--|--|--|------|
| | Rank | Value | (% of total) | (% of total) | (% of total) | | |
| 160 | Guinea | .. | .. | 19.3 | .. | 0.69 | |
| 161 | Rwanda | .. | .. | 45.3 | .. | 0.74 | |
| 162 | Angola | .. | .. | 15.0 | .. | 0.62 | |
| 163 | Benin | .. | .. | 8.4 | .. | 0.47 | |
| 164 | Malawi | .. | .. | 13.6 | .. | 0.73 | |
| 165 | Zambia | .. | .. | 14.6 | .. | 0.55 | |
| 166 | Côte d'Ivoire | .. | .. | 8.5 | .. | 0.32 | |
| 167 | Burundi | .. | .. | 31.7 | .. | 0.77 | |
| 168 | Congo (Democratic Republic of the) | .. | .. | 7.7 | .. | 0.52 | |
| 169 | Ethiopia | 72 | 0.477 | 21.4 | 20 | 30 | 0.60 |
| 170 | Chad | .. | .. | 6.5 | .. | .. | 0.65 |
| 171 | Central African Republic | .. | .. | 10.5 | .. | .. | 0.61 |
| 172 | Mozambique | .. | .. | 34.8 | .. | .. | 0.81 |
| 173 | Mali | .. | .. | 10.2 | .. | .. | 0.68 |
| 174 | Niger | .. | .. | 12.4 | .. | .. | 0.57 |
| 175 | Guinea-Bissau | .. | .. | 14.0 | .. | .. | 0.51 |
| 176 | Burkina Faso | .. | .. | 11.7 | .. | .. | 0.66 |
| 177 | Sierra Leone | .. | .. | 14.5 | .. | .. | 0.45 |

NOTES

- a.** Data are as of 31 May 2007, unless otherwise specified. Where there are lower and upper houses, data refer to the weighted average of women's shares of seats in both houses.
- b.** Data refer to the most recent year available between 1994 and 2005. Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-88) are not strictly comparable with those for countries using the previous classification (ISCO-1968).
- c.** Calculated on the basis of data in columns 9 and 10 in Table 27. Estimates are based on data for the most recent year available between 1996 and 2005. Following the methodology implemented in the calculation of the GDI, the income component of the GEM has been scaled downward for countries whose income exceeds the maximum goalpost GDP per capita value of 40,000 (PPP US\$). For more details, see *Technical note 1*.

- d.** Data follow the ISCO-1968 classification.
- e.** Brunei Darussalam does not currently have a parliament.
- f.** No woman candidate was elected in the 2006 elections. One woman was appointed to the 16-member cabinet sworn in July 2006. A new cabinet sworn in March 2007 included two women. As cabinet ministers also sit in parliament, there are two women out of a total of 65 members.
- g.** No woman candidate was elected in the 2006 elections. However one woman was appointed Speaker of the House and therefore became a member of the House.
- h.** Parliament has been dissolved or suspended for an indefinite period.
- i.** The figures on the distribution of seats do not include the 36 special rotating delegates appointed on an ad hoc basis. All percentages given are therefore calculated on the basis of the 54 permanent seats.

- j.** The parliament elected in 1990 has never been convened nor authorized to sit, and many of its members were detained or forced into exile.
- k.** In 2004, the number of seats in parliament was raised from 300 to 345, with the additional 45 seats reserved for women. These reserved seats were filled in September and October 2005, being allocated to political parties in proportion to their share of the national vote received in the 2001 election.
- l.** A transitional assembly was established in January 2007. Elections for the constituent assembly will be held in 2007.
- m.** The purpose of the elections held on 30 August 2001 was to elect the members of the constituent assembly of Timor-Leste. This body became the national parliament on 20 May 2002, the date on which the country became independent, without any new elections.

SOURCES

- Column 1:** determined on the basis of GEM values in column 2.
- Column 2:** calculated on the basis of data in columns 3–6; see *Technical note 1* for details.
- Column 3:** calculated on the basis of data on parliamentary seats from IPU 2007c.
- Columns 4 and 5:** calculated on the basis of occupational data from ILO 2007b.
- Column 6:** calculated on the basis of data in columns 9 and 10 of Table 28.

GEM ranks for 93 countries

| | | | | | | | | | | | |
|----|----------------|----|----------------------|----|-------------------------------|----|------------------------------------|----|---------------------|----|----------------------------|
| 1 | Norway | 18 | France | 33 | Slovakia | 49 | Panama | 64 | Korea (Republic of) | 81 | Bangladesh |
| 2 | Sweden | 19 | Ireland | 34 | Czech Republic | 50 | Hungary | 65 | Malaysia | 82 | Pakistan |
| 3 | Finland | 20 | Bahamas | 35 | Macedonia (TFYR) | 51 | Mauritius | 66 | Saint Lucia | 83 | Cambodia |
| 4 | Denmark | 21 | Italy | 36 | Namibia | 52 | Viet Nam | 67 | Bolivia | 84 | Qatar |
| 5 | Iceland | 22 | Portugal | 37 | Greece | 53 | Dominican Republic | 68 | Romania | 85 | Sri Lanka |
| 6 | Netherlands | 23 | Trinidad and Tobago | 38 | Latvia | 54 | Japan | 69 | Colombia | 86 | Nepal |
| 7 | Belgium | 24 | Costa Rica | 39 | Poland | 55 | Moldova | 70 | Brazil | 87 | Iran (Islamic Republic of) |
| 8 | Australia | 25 | Lithuania | 40 | Croatia | 56 | Venezuela (Bolivarian Republic of) | 71 | Russian Federation | 88 | Morocco |
| 9 | Germany | 26 | Cuba | 41 | Slovenia | 57 | China | 72 | Ethiopia | 89 | Kyrgyzstan |
| 10 | Canada | 27 | Switzerland | 42 | Bulgaria | 58 | El Salvador | 73 | Thailand | 90 | Turkey |
| 11 | New Zealand | 28 | Israel | 43 | Ecuador | 59 | Uruguay | 74 | Kazakhstan | 91 | Egypt |
| 12 | Spain | 29 | United Arab Emirates | 44 | Tanzania (United Republic of) | 60 | Chile | 75 | Ukraine | 92 | Saudi Arabia |
| 13 | Austria | 30 | Barbados | 45 | Philippines | 61 | Botswana | 76 | Maldives | 93 | Yemen |
| 14 | United Kingdom | 31 | Estonia | 46 | Mexico | 62 | Belize | 77 | Mongolia | | |
| 15 | United States | 32 | Peru | 47 | Honduras | 63 | Malta | 78 | Paraguay | | |
| 16 | Singapore | | | 48 | Cyprus | | | 79 | Georgia | | |
| 17 | Argentina | | | | | | | 80 | Oman | | |