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UNDP'S GENDER COMPOSITE INDICES

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INTERNATIONAL WORKSHOP ON GENDER STATISTICS
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1990

Disparities between men and women

1995

Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM) (1995-2009)

2010

Gender Inequality Index (GII)

2014

New Gender Development Index (New GDI)

2016

Dashboards: Life-course Gender Gap and Women´s Empowerment

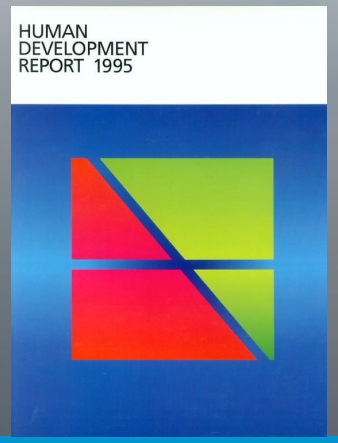
2020

Gender Social Norms Index (GSNI)

2023

Twin Indices on Women's Empowerment and Gender Equality

Gender in Human Development Indices



"Human Development, if not engendered, is endangered"

Source: 1995 Human Development Report "Gender and Human Development"

Gender in Human Development

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Gender Development Index (GDI)

Well-being

Beyond average, across groups

Gender Inequality Index (GII)

Empowerment/ Agency

Ability to act and reason according to commitments/ values, beyond own wellbeing

Gender Social Norms Index (GSNI)

Social norms

Changing culture (values, beliefs and social norms)

Gender Development Index (GDI)

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- Measures disparities in the HDI by gender. Calculated as: $GDI = \frac{HDI_f}{HDI_m}$

Dimension	Indicator (disaggregated by sex)	Source
Long and healthy life	Life expectancy (at birth)	UN DESA – Population Division
Knowledge	Expected years of schooling (at primary school entering age)	UNESCO Institute for Statistics
	Mean years of schooling (of population ages 25+)	UNESCO Institute for Statistics
Standard of living	Gross national income per capita (PPP$)	World Bank

- Countries are grouped into five groups by absolute deviation from gender parity in HDI values
- The GDI is calculated for 184 countries (2025 HDR)

Source: UNDP 2025, Gender Development Index https://hdr.undp.org/gender-development-index#/indicies/GDI

Gender Inequality Index (GII)

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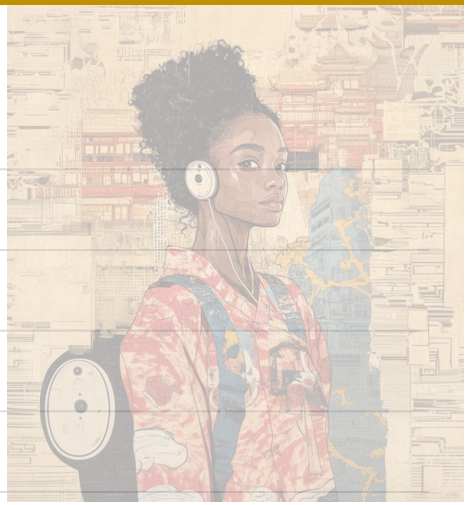
- Measures gender inequalities in empowerment
- Ranges from 0 (where women and men fare equally) to 1 (where one gender fares as poorly as possible in all measured dimensions)

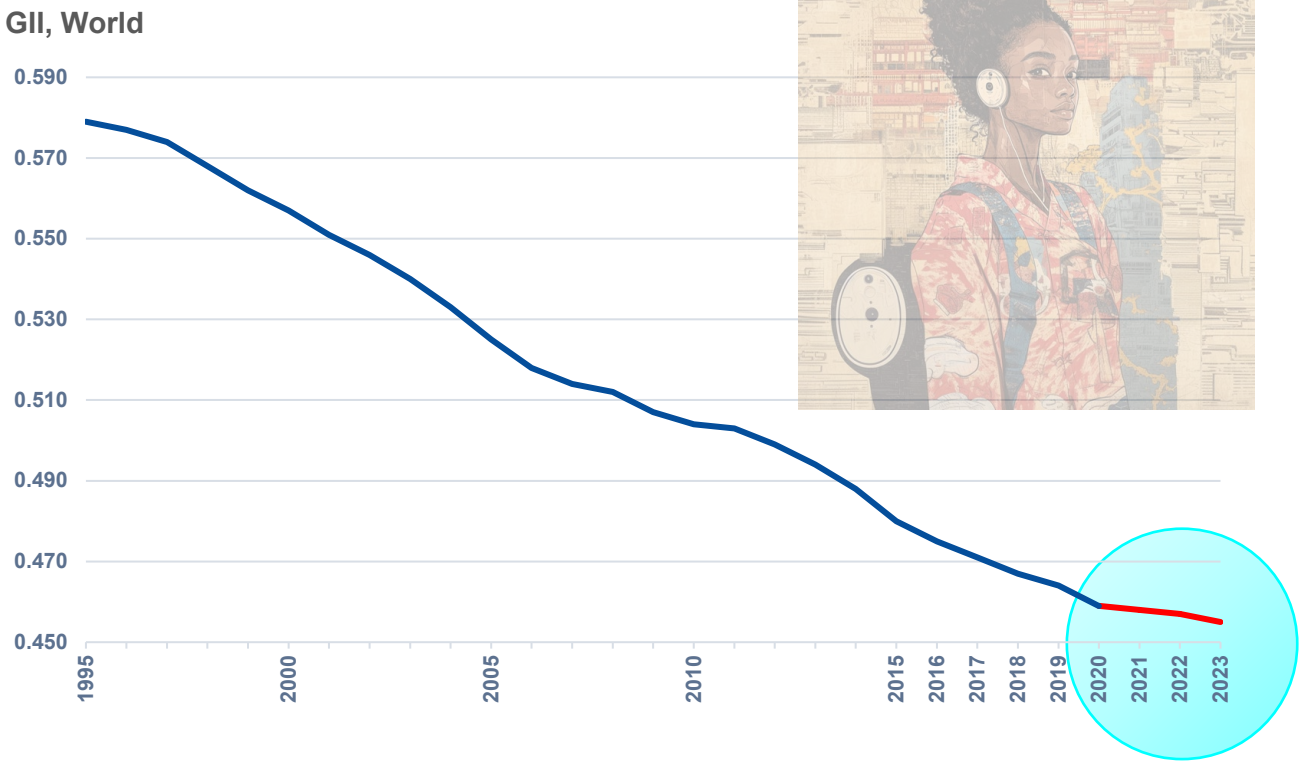
Dimension	Indicator	Source
Reproductive health	Maternal mortality ratio	Estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division
	Adolescent birth rate	UN DESA – Population Division
Empowerment	Parliamentary representation	Inter-Parliamentary Union
	Population with at least some secondary education	UNESCO Institute for Statistics
Labour market	Labour force participation rate	International Labour Organization

- The GII is calculated for 172 countries (2025 HDR)

Source: UNDP 2025, Gender Inequality Index https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII

Progress towards Gender Equality is slowing after 2020





Source: Human Development Report Office.

Gender Gaps in Capabilities and Empowerment

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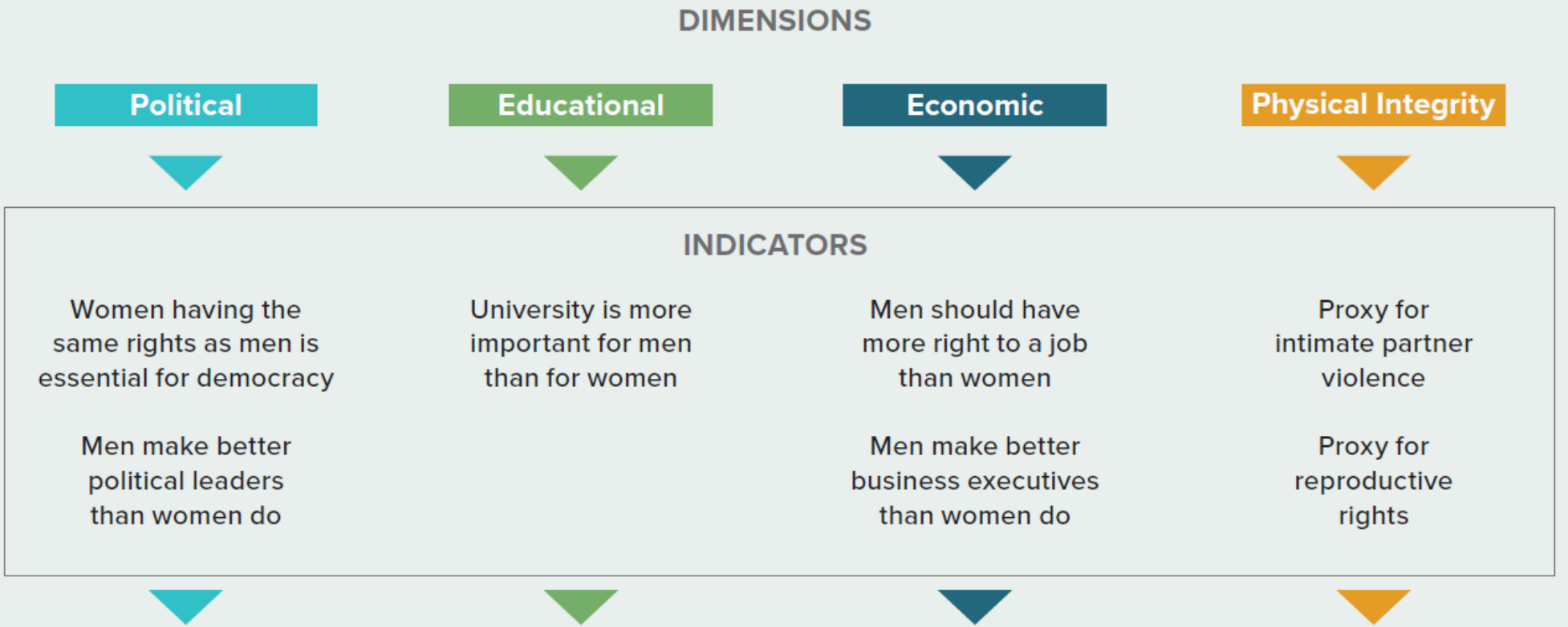
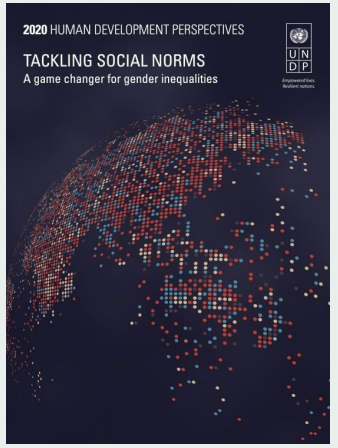
Worldwide, the gender gap in education on average is 8.2%, but the gap is disproportionately large in income persisting at 42.0%

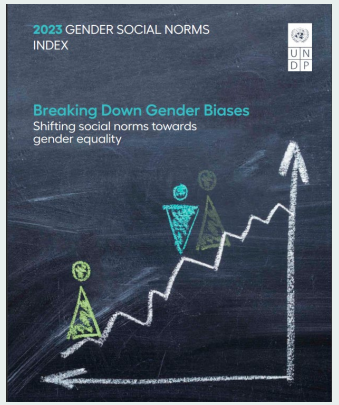
In 66 countries adult women are more educated than adult men, in those same countries, the income gender gap on average is 38.4%

The Gender Social Norms Index (GSNI)

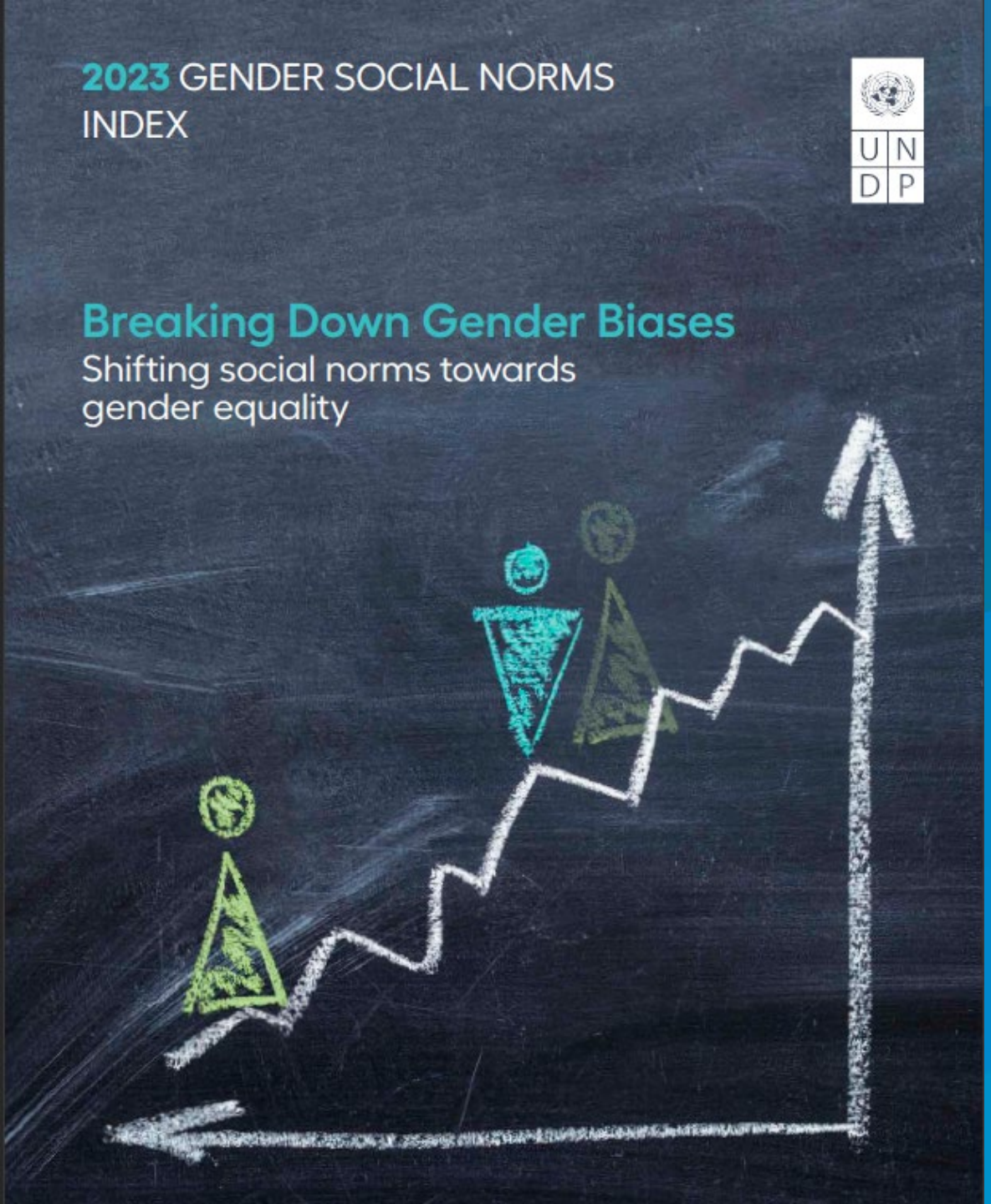


Source: Human Development Report Office.





Access the latest report here: https://hdr.undp.org/content/2023-gender-social-norms-index-gsni



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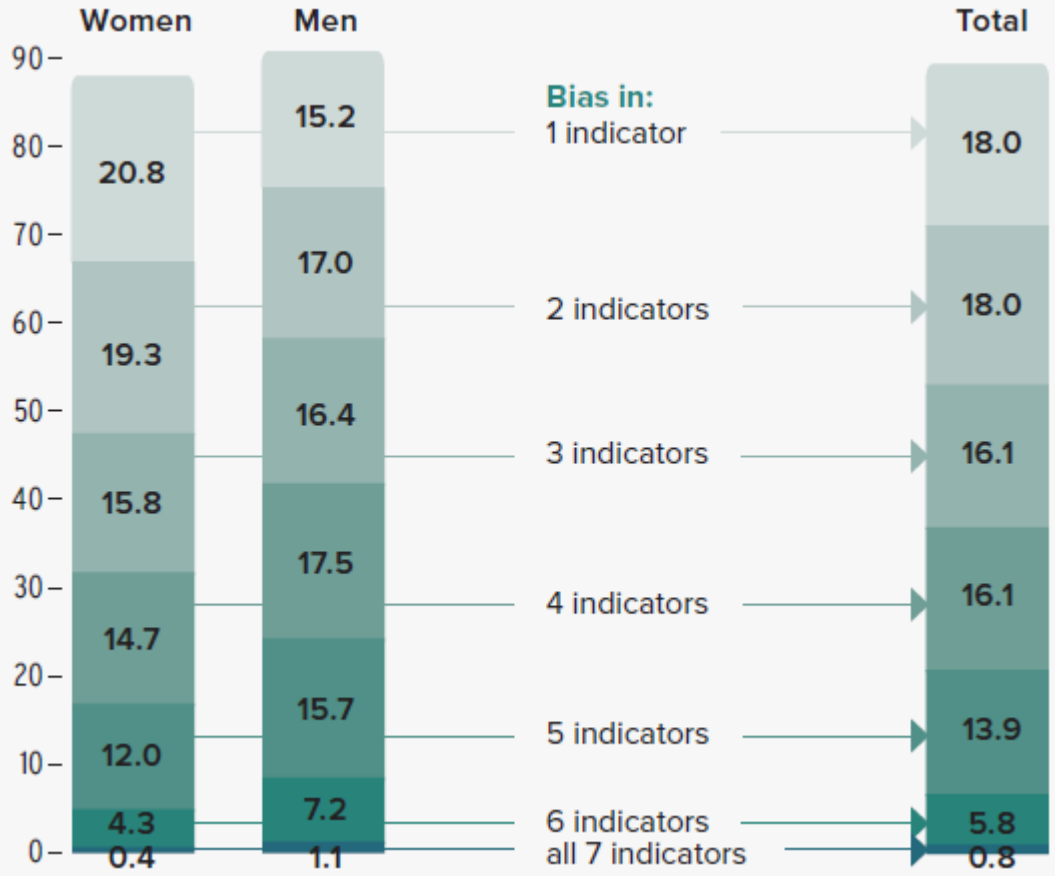
2023 Gender Social Norms Index

Access the report here:
https://hdr.undp.org/content/2023-gender-social-norms-index-gsni

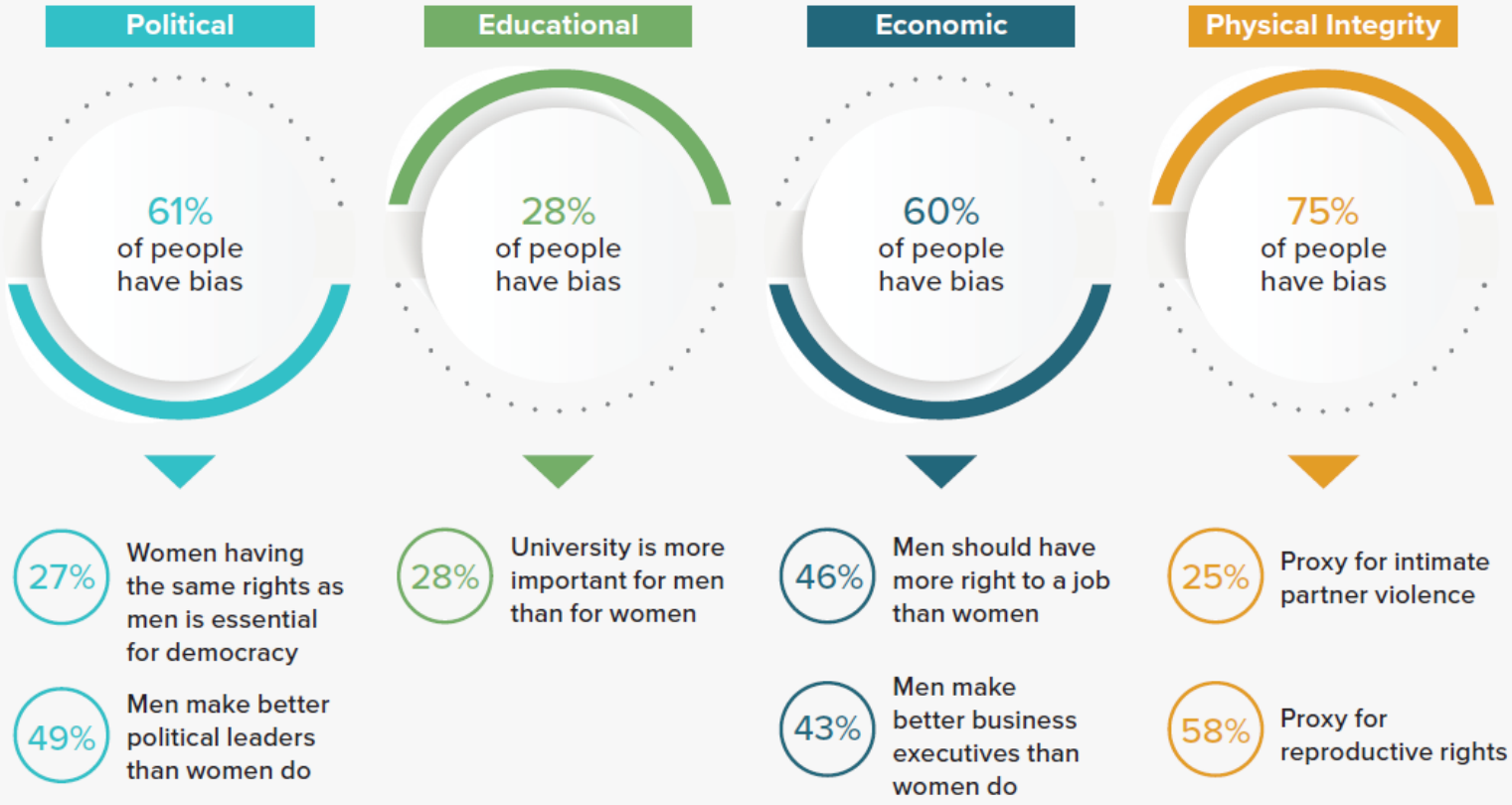
A decade of stagnation: The number of people holding bias against women has barely reduced in the last decade

Close to 90% of people have at least one gender social norms bias

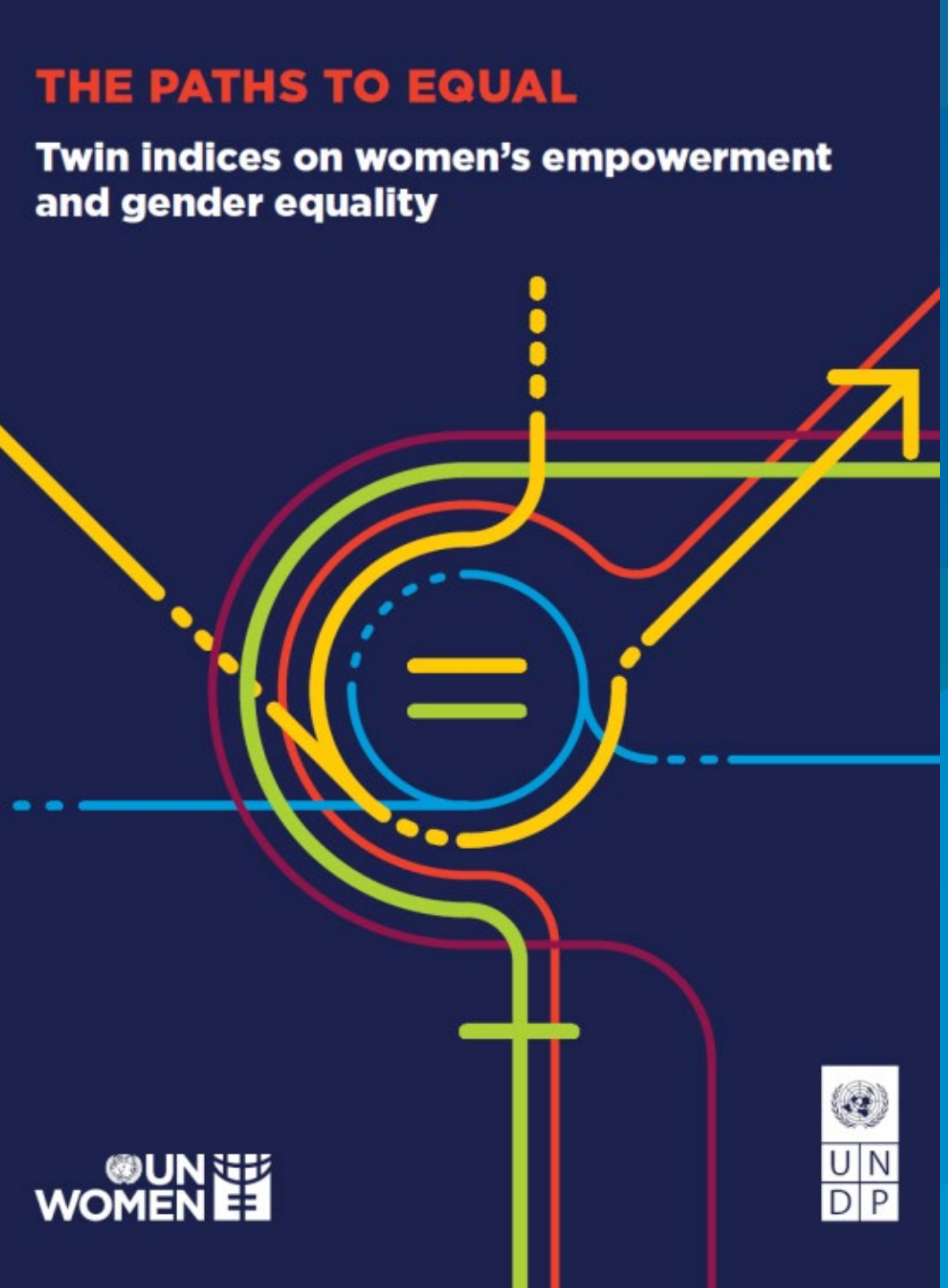


Note: Based on 80 countries and territories with data from wave 6 (2010–2014) or wave 7 (2017–2022) of the World Values Survey, accounting for 85 percent of the global population.
Source: Human Development Report Office using data from the World Values Survey.

Women and girls face disproportionate hurdles to realizing their potential due to entrenched social norms



Note: Higher values indicate higher proportions of people with biases against women. Based on 80 countries and territories with data from wave 6 (2010–2014) or wave 7 (2017–2022) of the World Values Survey, accounting for 85 percent of the global population.
Source: Human Development Report Office using data from the World Values Survey.



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Two New Experimental Indices on Women's Empowerment and Progress Towards Gender Parity

Access the report here:
https://hdr.undp.org/content/paths-equal

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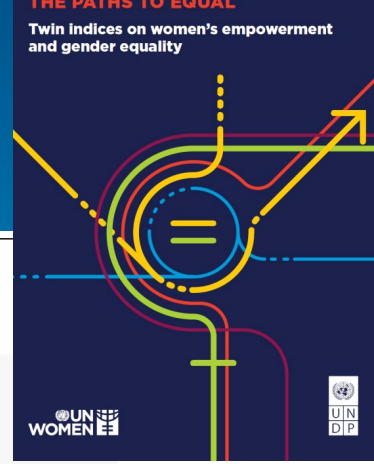
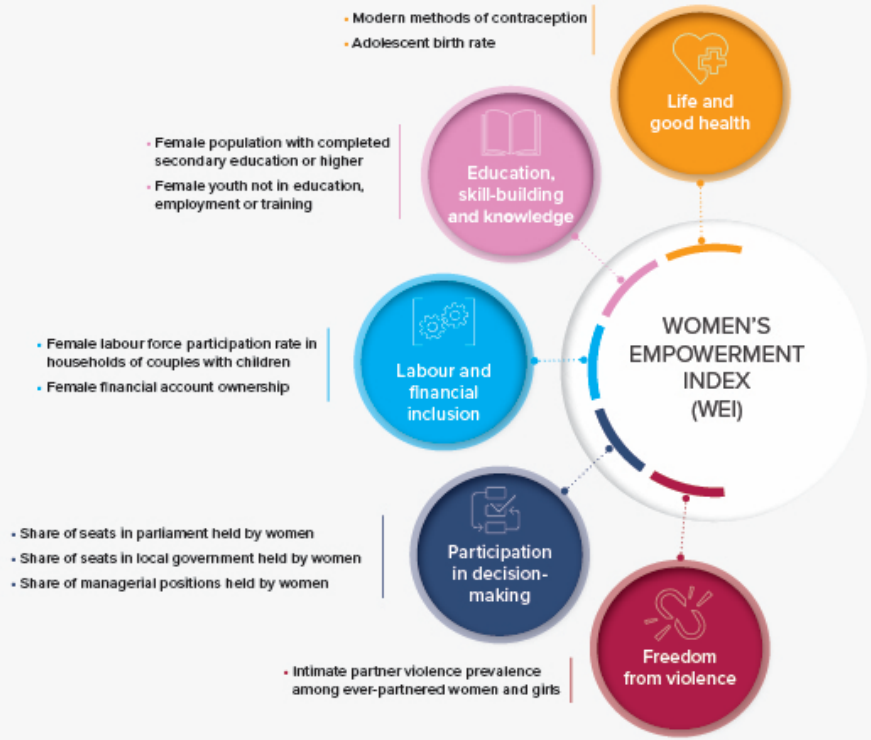


A multidimensional measurement framework aligned with the Sustainable Development Goals (SDGs):

Twin indices measuring **WOMEN'S EMPOWERMENT** and **GENDER EQUALITY**

The WEI evaluates women and girl's achievement in expanding their capabilities across **5 dimensions** to make choices and seize opportunities in life



The GGPI assess the gender gap across **4 dimensions of human development**

Access the report here: https://hdr.undp.org/content/paths-equal

8 of the **10** indicators selected are SDG indicators.

72% of indicators are official SDG indicators.

5 of the **8** indicators selected are SDG indicators.

Key Findings

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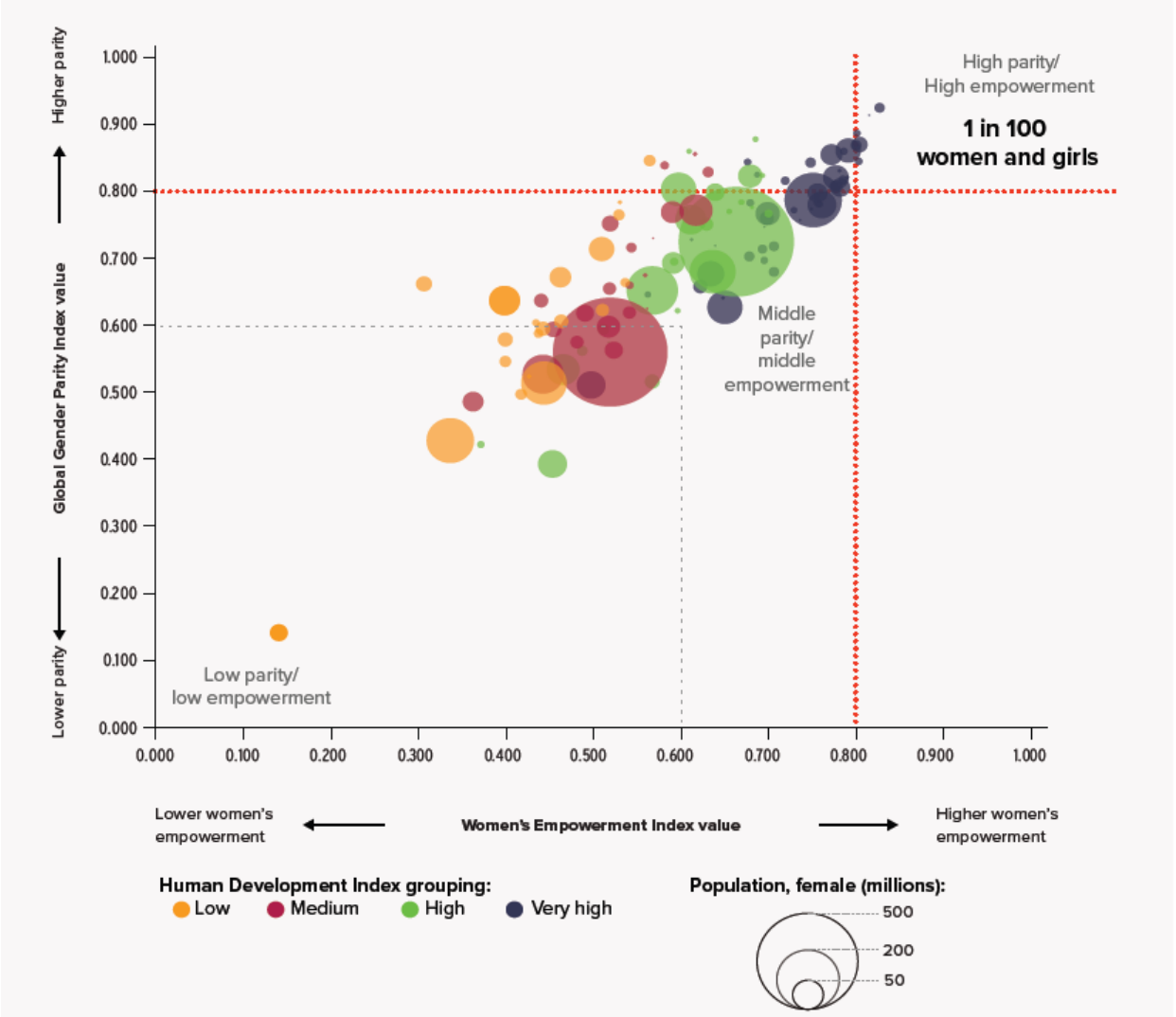
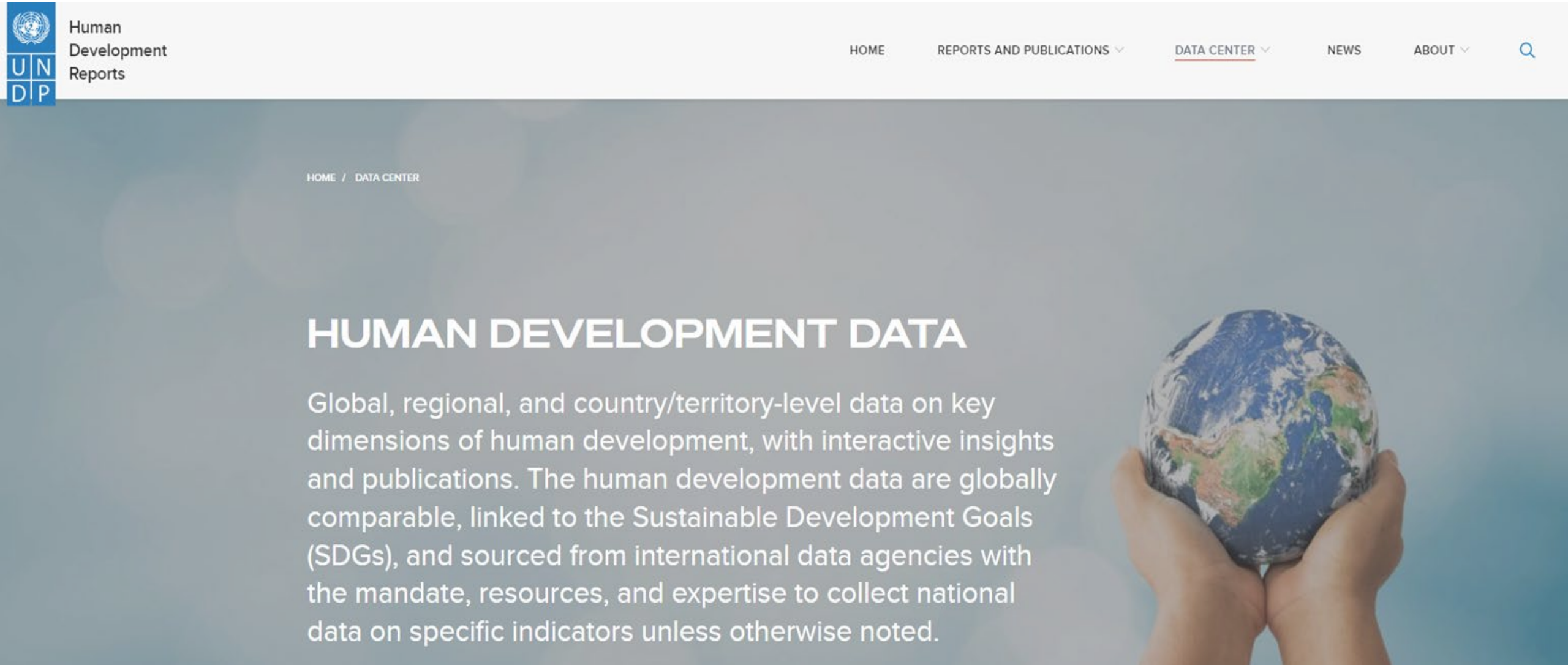
- Globally, women are empowered to achieve only **60%** of their full potential and achieve **28%** less than men across key human development dimensions.
- **Less than 1%** of women and girls live in countries with both high women's empowerment and high gender parity.
- ***Higher human development*** does *not automatically translate* into **women's empowerment and gender equality.**
- **47 countries** with low and middle women's empowerment and low and middle gender parity fall in the high or very high human development group.



Source: Authors' calculations; UNDESA (2022b) for data on population.

UNDP HDI

https://hdr.undp.org/data-center

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