



**HUMAN
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GENDER MEASURES IN THE HUMAN DEVELOPMENT REPORT

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GENDER EQUALITY AND WOMEN'S EMPOWERMENT ARE CRITICAL TO HUMAN DEVELOPMENT



HDR Gender Indices in the past (-2010)

HDR
1990

Disparities between females and males

HDR 1995
Gender and Human
Development

Gender-related Development Index (old GDI) (1995-2009)

Gender Empowerment Measure (GEM) (1995-2009)

HDR Gender Indices after 2010

HDR
2010

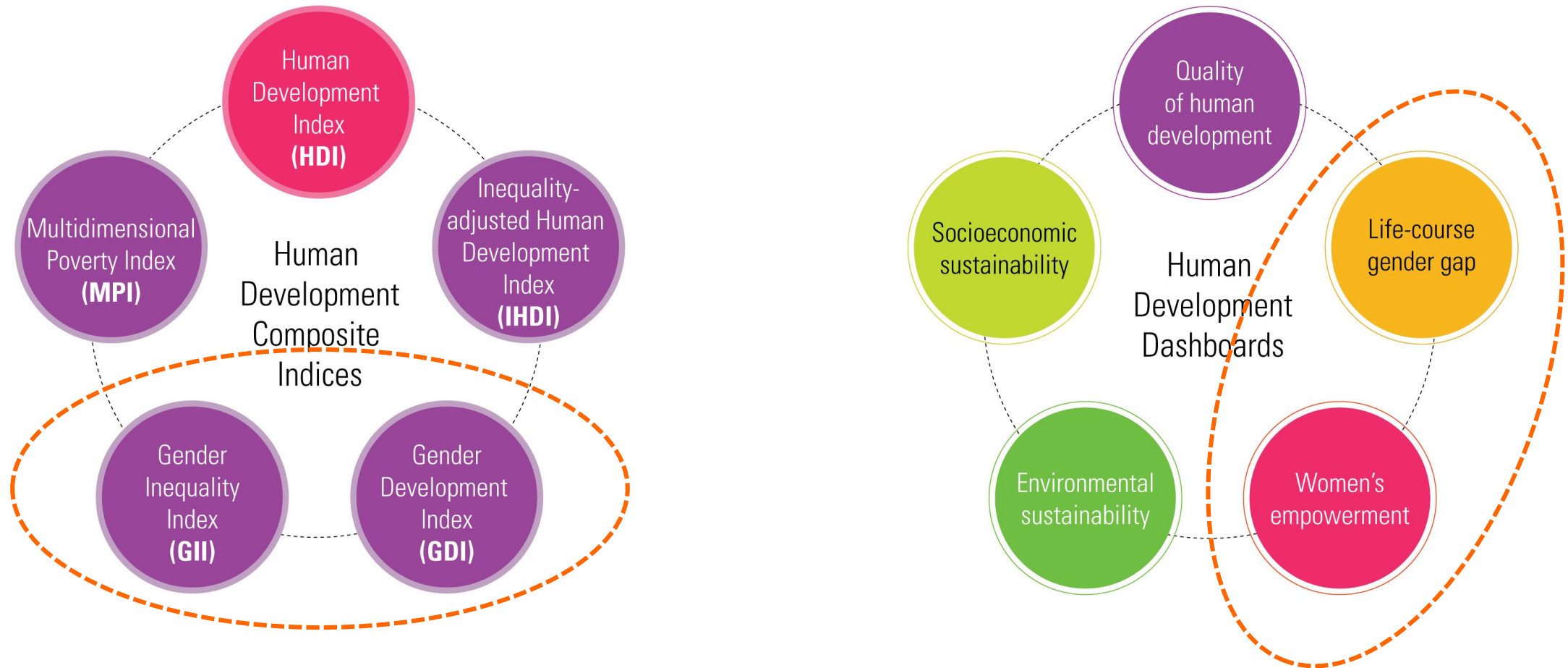
Gender Inequality Index (GII) (2010-present)

HDR
2014

Gender Development Index (new GDI) (2014-present)

CURRENT HUMAN DEVELOPMENT REPORT




GENDER MEASURES



2 Gender Composite Indices & 2 Gender Dashboards

GENDER DEVELOPMENT INDEX (GDI)




- Measures disparities in the **HDI by gender**
- A direct measure of gender gap showing the female HDI as a percentage of the male HDI

Dimension	Indicator (disaggregated by sex)	Source
 Long and healthy life	Life expectancy (at birth)	UNDESA – 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, UN Data, IMF

- Income is estimated using wages (gender-disaggregated wages available for about 90 countries)
- Countries are grouped into five groups by absolute deviation from gender parity in HDI values
- The GDI is calculated for 164 countries (2018 Statistical Update)

GENDER INEQUITY INDEX (GII)

- 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)

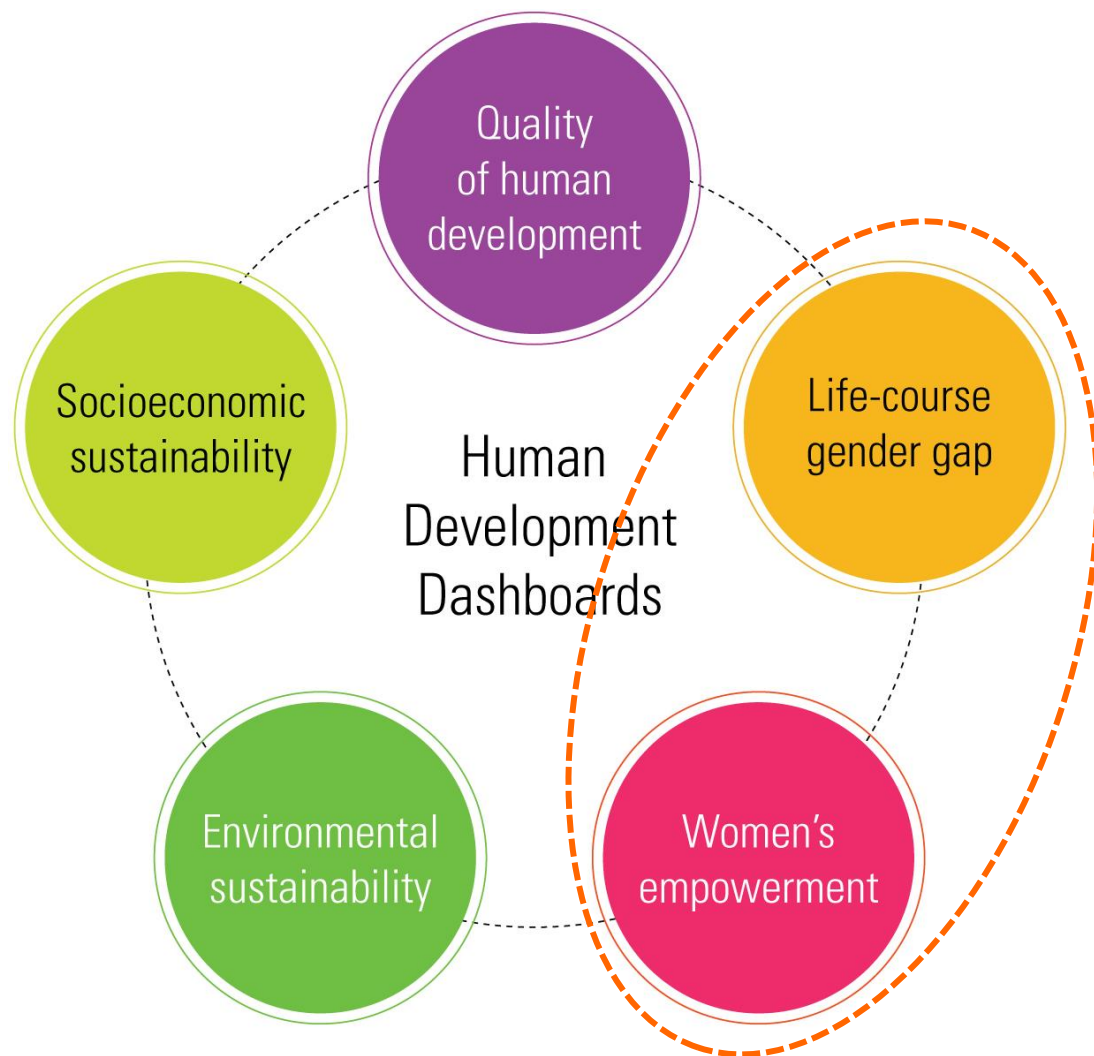
Dimension	Indicator	Source
 Reproductive health	Maternal mortality ratio	UN Maternal Mortality Estimation Group (WHO, UNICEF, UNFPA and World Bank)
	Adolescent birth rate	UNDESA – Population Division
 Empowerment	Parliamentary representation	Inter-Parliamentary Union
	Population with at least some secondary education	UNESCO Institute for Statistics & Barro and Lee
 Labour market	Labour force participation rate	ILO

- Values of reproductive health indicators for men are set at 0, which represents the ideal societal goals of no maternal deaths and no adolescent pregnancy
- The GII is calculated for 160 countries (2018 Statistical Update)

HUMAN DEVELOPMENT REPORT GENDER DASHBOARDS



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2 Gender Dashboards

New Human Development Dashboards

Colour-coded dashboards ([Technical note 6](#))

- Countries are **grouped partially** by their performance in each indicator into three groups of approximately equal size (terciles); thus, there is the top third, the middle third and the bottom third
- Each group is coloured differently
- **Three-colour coding** visualizes a partial grouping of countries by indicator
- A simple visualization tool that helps the users to immediately picture the country's performance relative to others

LIFE-COURSE GENDER GAP

DASHBOARD
2

Life-course gender gap

Country groupings (terciles)

Three-colour coding is used to visualize partial grouping of countries by indicator. For each indicator countries are divided into three groups of approximately equal size (terciles): the top third, the middle third and the bottom third. Aggregates are colour coded using the same tercile cutoffs. See *Notes* after the table.

HDI rank	SDG 4.2 Childhood and youth			SDG 4.1 Childhood and youth			SDG 8.5 Youth unemployment rate		SDG 4.6 Population with at least some secondary education		SDG 8.5 Total unemployment rate		SDG 8.3 Adulthood		SDG 5.5 Share of seats in parliament		SDG 5.4 Time spent on unpaid domestic chores and care work		SDG 1.3 Older age
	Gross enrolment ratio			Youth unemployment rate	Population with at least some secondary education		Total unemployment rate	Share of employment in nonagriculture, female		Share of seats in parliament	Time spent on unpaid domestic chores and care work		Old-age pension recipients						
	(female to male ratio)				(female to male ratio)			(% of total employment in nonagriculture)			(% held by women)			Women ages 15 and older					
	(male to female births)	Pre-primary	Primary	Secondary	(female to male ratio)	(female to male ratio)	(female to male ratio)	(% of total employment in nonagriculture)	(% held by women)	(% of 24-hour day)	(female to male ratio)	(female to male ratio)							
2015–2020 ^b	2012–2017 ^c	2012–2017 ^c	2012–2017 ^c	2017	2010–2017 ^e	2017	2017	2017	2007–2017 ^f	2007–2017 ^f	2008–2015 ^g								
VERY HIGH HUMAN DEVELOPMENT																			
1 Norway	1.06	1.00	1.00	0.97	0.86	1.01	0.73	48.0	41.4	15.3	1.2	1.00							
2 Switzerland	1.05	0.99	0.99	0.96	0.98	0.99	1.04	46.8	29.3	16.8	1.6	1.00							
3 Australia	1.06	0.96	1.00	0.87	0.91	1.00	1.04	46.6	32.7	..	..	..				
4 Ireland	1.06	1.00	1.00	1.02	0.87	1.05	0.73	47.4	24.3	..	..	..				
5 Germany	1.06	0.99	0.99	0.95	0.90	0.99	0.85	46.8	31.5	15.9 ^d	1.6 ^d	1.00							
6 Iceland	1.05	1.01	1.00	1.01	0.95	1.00	1.04	47.9	38.1	..	..	..				
7 Hong Kong, China (SAR)	1.07	0.99	0.98	0.97	0.88	0.92	0.83	49.2	..	10.8	3.3	..							
7 Sweden	1.06	1.00	1.04	1.14	0.92	1.00	0.90	48.3	43.6	16.0	1.3	1.00							
9 Singapore	1.07	..	1.00	0.99	1.35	0.92	1.05	45.0	23.0	..	..	..				
10 Netherlands	1.05	1.00	1.00	1.02	0.96	0.96	1.18	46.3	35.6	14.7 ^e	1.6 ^e	1.00							
11 Denmark	1.06	0.99	0.99	1.03	0.92	0.99	1.15	47.9	37.4	15.6 ^e	1.4 ^e	1.00							
12 Canada	1.06	..	1.00	1.01	0.89	1.00	0.80	48.0	30.1	14.6	1.5	1.00							
13 United States	1.05	0.98	1.00	1.01	0.91	1.00	0.98	46.2	19.7	15.9	1.6	1.00							
14 United Kingdom	1.05	0.96	1.00	1.03	0.88	0.97	0.95	46.8	28.5	12.7	1.8	1.00							
15 Finland	1.05	1.00	1.00	1.10	0.93	1.00	0.96	49.0	42.0	14.5 ^d	1.5 ^d	1.00							
16 New Zealand	1.06	1.01	1.01	1.06	1.02	1.00	1.18	48.3	38.3	18.1 ^f	1.7 ^f	1.00							

- This dashboard combined with the **life course** approach fits well with the concept of “connecting capabilities” by examining **gaps in capabilities and opportunities** between women and men from childhood through older age
- Most indicators are presented as a ratio of female to male values. Three indicators are presented only for women
- For indicators expressed as female to male ratio, countries with a value near 1 are classified as top performers, and deviations from parity are treated equally regardless of which gender is overachieving
- **Gender equality** and **data quality** are highly correlated with the level of **human development**

WOMEN'S EMPOWERMENT

DASHBOARD
3

Women's empowerment

Country groupings (terciles)

Three-colour coding is used to visualize partial grouping of countries by indicator. For each indicator countries are divided into three groups of approximately equal size (terciles): the top third, the middle third and the bottom third. Aggregates are colour coded using the same tercile cutoffs. See *Notes* after the table.

HDI rank	SDG 3.1 Reproductive health and family planning				SDG 5.3 Violence against girls and women				SDG 5.5 Socioeconomic empowerment				SDG 1.3
	Antenatal care coverage, at least one visit	Proportion of births attended by skilled health personnel	Maternal mortality ratio	Adolescent birth rate	Contraceptive prevalence, any method	Unmet need for family planning	Child marriage	Violence against women ever experienced*	Share of female graduates graduating in science, mathematics, engineering, manufacturing and construction at tertiary level	Female share of employment in senior and middle management	Women with account at financial institution or with mobile money-service provider	Mandatory paid maternity leave	
	(%)	(%)	(deaths per 100,000 live births)	(births per 1,000 women ages 15–19)	(% of married or in-union women of reproductive age, 15–49 years)	(% of women ages 20–24 who are married or in union)	Intimate partner	Nonintimate partner	(%)	(%)	(% of female population ages 15 and older)	(days)	
	2007–2017 ^b	2012–2017 ^b	2015	2015–2020 ^c	2007–2017 ^b	2007–2017 ^b	2003–2017 ^b	2005–2018 ^b	2005–2018 ^b	2007–2017 ^b	2009–2017 ^b	2017	2017
VERY HIGH HUMAN DEVELOPMENT													
1 Norway	..	99.1	5	5.6	..	..	..	27.0	..	10.4	35.4	100.0	..
2 Switzerland	5	3.0	72.9	..	..	..	..	11.4	34.0	98.9	98
3 Australia	98.3	99.7	6	12.9	66.9	..	..	16.9	..	9.7	32.6	99.2	0 ^d
4 Ireland	..	99.7	8	9.7	..	..	..	15.0	5.0	13.7	31.1	95.3	182
5 Germany	..	98.7	6	6.5	68.7	..	..	22.0	7.0	..	28.1	99.2	98
6 Iceland	..	97.9	3	6.8	..	..	..	22.4	..	10.3	34.8	..	90
7 Hong Kong, China (SAR)	2.7	74.8	..	..	..	..	..	..	94.7	70
7 Sweden	4	5.2	..	..	..	28.0	12.0	14.2	39.5	100.0	0
9 Singapore	..	99.6	10	3.7	..	..	..	6.1	..	..	..	96.3	105
10 Netherlands	7	4.0	73.0	..	..	25.0	12.0	6.3	24.5	99.8	112
11 Denmark	..	94.4	6	4.1	..	..	..	32.0	11.0	12.2	28.6	100.0	126
12 Canada	100.0	97.9	7	9.4	..	..	..	..	..	..	..	99.9	105
13 United States	..	99.1	14	18.8	72.7	9.0	..	..	..	9.9	..	92.7	..
14 United Kingdom	9	12.5	84.0	..	..	29.0	7.0	17.4	33.8	96.1	42
15 Finland	..	99.9	3	6.8	85.5	..	..	30.0	11.0	13.5	34.1	99.6	147
16 New Zealand	..	96.3	11	20.0	..	..	..	..	..	12.5	..	99.3	112 ^e

- This dashboard provides a holistic metrics for the evaluations of new and emerging women-specific issues
- It includes 13 **women-specific empowerment** indicators that allows empowerment to be compared across three dimensions:
 - 1) **Reproductive health and family planning**
 - 2) **Violence against girls and women**
 - 3) **Socioeconomic empowerment**
- Women's empowerment is unequal across indicators and countries
- **Data quality and reporting** needs improvement for all countries


TOWARDS BETTER MEASURES FOR CAPTURING GENDER DISPARITIES IN HUMAN DEVELOPMENT



- **Data challenges**

- Income component of the GDI: female-male estimated earned income
 - Real resource sharing within the household
 - Unpaid care work's contributions to human development
- Learning from the gender dashboards
 - Data quality is highly correlated with the level of human development
 - More missing values for older age and women's empowerment indicators
- Good indices depend on **better gender data**
 - Data should be collected in a more granular manner to capture the multidimensional aspects of deprivations and inequality that women face
- **New generation of gender measures** might be considered to address the emerging challenges

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