
MALAYSIA'S PERFORMANCE IN

GENDER GAP REPORT 2013



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Insight Report

The Global Gender Gap Report 2013



HUMAN RESOURCE

1. INTRODUCTION

- The Global Gender Gap Index introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time.
- The eight annual edition of the Report ranks 136 countries on their ability to close the gender gap in four key areas: economic participation and opportunity, political empowerment, health and survival, educational attainment, political participation and economic equality. Of the 133 countries that were measured in both 2012 and 2013, 86 actually improved their gender gap during this time.

2. HIGHLIGHTS FROM THE GLOBAL GENDER GAP REPORT 2013

- Overall, the Report finds **Iceland** is the most advanced country in the world in terms of gender equality for the fifth year running, along with **Finland (2nd)**, **Norway (3rd)** and **Sweden (4th)**, has now closed over 80% of its gender gap. These countries are joined in the **top 10 by the Philippines, which enter the top five for the first time, Ireland (6th), New Zealand (7th), Denmark (8th), Switzerland (9th) and Nicaragua (10th).**
- At the global level, the Report finds that in 2013, 96% of the health and survival gender gap has now been closed. It is the only one of the four pillars that has widened since the Report was first compiled in 2006.

- In terms of **education**, the global gender gap stands at **93%**, with **25 countries** having closed their gaps completely. The gender gaps for **economic equality and political participation** are only **60%** and **21% closed respectively**, although progress is being made in these areas, with political participation narrowing by almost 2% over the last year.
- In both developing and developed countries alike, relative to the numbers of women in tertiary education and in the workforce overall, women's presence in economic leadership positions is limited.
- In 2013, WEF's have been able to include 133 of the 135 countries covered in the 2012 edition of the Report. Due to lack of updated data, the Report has removed Gambia and Timor-Leste from the Report in 2013. However, the Report include three new countries—Angola, Bhutan and Lao PDR—resulting in a total of 136 countries. Of these, 110 have been included in the Report since the first edition in 2006.

3. MALAYSIA'S PERFORMANCE

- Malaysia (102nd) slips two places this year. Malaysia's decrease is due to drop in Economic Participation and Opportunity, Educational Attainment and Political Empowerment subindexes. However, Malaysia moved up 3 places in the Health and Survival subindexes. Malaysia was ranked 17th from 24 countries in the Asia Pacific region.

Gender Gap Subindexes for The Global Gender Gap 2013 Report	Rank	Score	Sample Average	Female	Male	Female-to-male ratio
Economic Participation & Opportunity	100	0.590	0.601			
Labour force participation	110	0.59	0.68	46	79	0.59
Wage equality for similar work (survey)	1	0.81	0.64	-	-	0.81
Estimated earned income (PPP US\$)	117	0.40	0.53	9,899	24,832	0.40
Legislators, senior officials and managers	75	0.33	0.26	25	75	0.33

Gender Gap Subindexes for The Global Gender Gap 2013 Report	Rank	Score	Sample Average	Female	Male	Female-to-male ratio
Professional and technical workers	87	0.71	0.64	41	59	0.71
Educational Attainment	73	0.991	0.934			
Literacy rate	92	0.95	0.87	91	95	0.95
Enrolment in primary education	1	1.00	0.92	96	96	1.00
Enrolment in secondary education	1	1.00	0.60	71	66	1.08
Enrolment in tertiary education	1	1.00	0.87	49	36	1.34
Health and Survival	75	0.973	0.957			
Sex ratio at birth (female / male)	119	0.93	0.92	-	-	0.93
Healthy life expectancy	1	1.06	1.04	66	62	1.06
Political Empowerment	121	0.053	0.211			
Women in parliament	110	0.12	0.24	10	90	0.12
Women in ministerial positions	115	0.07	0.19	6	94	0.07
Years with female head of state (last 50)	60	0.00	0.20	0	50	0.00

MALAYSIA AND TOP 10 COUNTRIES

Countries	Gender Gap 2013 (n=136)	Gender Gap 2012 (n=135)
MALAYSIA	102	100
Iceland	1	1
Finland	2	2
Norway	3	3
Sweden	4	4
Philippines	5	8
Ireland	6	5
New Zealand	7	6
Denmark	8	7
Switzerland	9	10
Nicaragua	10	9

4. METHODOLOGY

- There are three basic concepts underlying the Global Gender Gap Index. First, it focuses on measuring **gaps rather than levels**. Second, it captures **gaps in outcome variables rather than gaps in means or input variables**. Third, it ranks countries according to **gender equality rather than women's empowerment**.

Gaps vs. levels	The Index is designed to measure gender-based gaps in access to resources and opportunities in individual countries rather than the actual levels of the available resources and opportunities in those countries. The Global Gender Gap Index, however, rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources.
Outcomes vs. means	Evaluates countries based on outcomes rather than inputs. The aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome variables related to basic rights such as health, education, economic participation and political empowerment.
Gender equality vs. women's empowerment	The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. The aim is to focus on whether the gap between women and men in the chosen variables has declined, rather than whether women are "winning" the "battle of the sexes".

- The Global Gender Gap Index examines the gap between men and women in four fundamental categories (subindexes): **economic participation and opportunity, educational attainment, health and survival and political empowerment.**

<p>1. Economic participation and opportunity</p>	<p>This subindex is captured through three concepts:</p> <ul style="list-style-type: none"> a. The participation gap - captured using the difference in labour force participation rates b. The remuneration gap - captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative variable calculated through the World Economic Forum's Executive Opinion Survey (wage equality for similar work) c. The advancement gap - captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers)
<p>2. Educational attainment</p>	<p>In this subindex, the gap between women's and men's current access to education is captured through ratios of women to men in primary-, secondary- and tertiary-level education.</p>
<p>3. Health and survival</p>	<p>This subindex provides an overview of the differences between women's and men's health. To do this, two variables used:</p> <ul style="list-style-type: none"> a. the sex ratio at birth which aims specifically to capture the phenomenon of "missing women" prevalent in many countries with a strong son preference b. the gap between women's and men's healthy life expectancy, calculated by the World Health Organization
<p>4. Political empowerment</p>	<p>Measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, WEF include the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years.</p>

- **Construction of the Index**

- i. Convert to ratios

Initially, all data are converted to female/male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women /80 men, thus a variable of 0.25.

- ii. Truncate data at equality benchmark

For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. Truncating the data at the equality benchmarks for each variable assigns the same score to a country that has reached parity between women and men and one where women have surpassed men.

- iii. Calculate subindex scores

The third step in the process involves calculating the weighted average of the indicators within each subindex to create the subindex scores. Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. Firstly, normalize the indicators by equalizing their standard deviations. Then, determine what a 1% point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator.

- iv. Calculate final scores

In the case of all subindexes, the highest possible score is 1 (equality) and the lowest possible score is 0 (inequality), thus binding the scores between inequality and equality benchmarks.⁶ An un-weighted average of each subindex score is used to calculate the overall Global Gender Gap Index score.

Global Gender Gap Report 2013 Rankings and 2012, 2011 Comparisons

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score
Iceland	1	0.8731	1	1	0.8640	1	0.8530
Finland	2	0.8421	2	2	0.8451	3	0.8383
Norway	3	0.8417	3	3	0.8403	2	0.8404
Sweden	4	0.8129	4	4	0.8159	4	0.8044
Philippines	5	0.7832	5	8	0.7757	8	0.7685
Ireland	6	0.7823	6	5	0.7839	5	0.7830
New Zealand	7	0.7799	7	6	0.7805	6	0.7810
Denmark	8	0.7779	8	7	0.7777	7	0.7778
Switzerland	9	0.7736	9	10	0.7672	10	0.7627
Nicaragua	10	0.7715	10	9	0.7697	27	0.7245
Belgium	11	0.7684	11	12	0.7652	13	0.7531
Latvia	12	0.7610	12	15	0.7572	19	0.7399
Netherlands	13	0.7608	13	11	0.7659	15	0.7470
Germany	14	0.7583	14	13	0.7629	11	0.7590
Cuba	15	0.7540	15	19	0.7417	20	0.7394
Lesotho	16	0.7530	16	14	0.7608	9	0.7666
South Africa	17	0.7510	17	16	0.7496	14	0.7478
United Kingdom	18	0.7440	18	18	0.7433	16	0.7462
Austria	19	0.7437	19	20	0.7391	34	0.7165
Canada	20	0.7425	20	21	0.7381	18	0.7407
Luxembourg	21	0.7410	21	17	0.7439	30	0.7216
Burundi	22	0.7397	22	24	0.7338	24	0.7270
United States	23	0.7392	23	22	0.7373	17	0.7412
Australia	24	0.7390	24	25	0.7294	23	0.7291
Ecuador	25	0.7389	25	33	0.7206	45	0.7035
Mozambique	26	0.7349	26	23	0.7350	26	0.7251
Bolivia	27	0.7340	27	30	0.7222	62	0.6862
Lithuania	28	0.7308	28	34	0.7191	37	0.7131
Barbados	29	0.7301	29	27	0.7232	33	0.7170
Spain	30	0.7266	30	26	0.7266	12	0.7580

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score
Costa Rica	31	0.7241	31	29	0.7225	25	0.7266
Kazakhstan	32	0.7218	32	31	0.7213	49	0.7010
Mongolia	33	0.7204	33	44	0.7111	36	0.7140
Argentina	34	0.7195	34	32	0.7212	28	0.7236
Colombia	35	0.7171	35	63	0.6901	80	0.6714
Trinidad and Tobago	36	0.7166	36	43	0.7116	21	0.7372
Panama	37	0.7164	37	40	0.7122	40	0.7042
Slovenia	38	0.7155	38	38	0.7132	41	0.7041
Malawi	39	0.7139	39	36	0.7166	65	0.6850
Bahamas	40	0.7128	40	37	0.7156	22	0.7340
Cape Verde	41	0.7122	41	35	0.7180	—	—
Serbia	42	0.7116	42	50	0.7037	—	—
Bulgaria	43	0.7097	43	52	0.7021	51	0.6987
Namibia	44	0.7094	44	41	0.7121	32	0.7177
France	45	0.7089	45	57	0.6984	48	0.7018
Uganda	46	0.7086	46	28	0.7228	29	0.7220
Jamaica	47	0.7085	47	51	0.7035	47	0.7028
Guyana	48	0.7085	48	42	0.7119	38	0.7084
Croatia	49	0.7069	49	49	0.7053	50	0.7006
Venezuela	50	0.7060	50	48	0.7060	63	0.6861
Portugal	51	0.7056	51	47	0.7071	35	0.7144
Moldova	52	0.7037	52	45	0.7101	39	0.7083
Israel	53	0.7032	53	56	0.6989	55	0.6926
Poland	54	0.7031	54	53	0.7015	42	0.7038
Sri Lanka	55	0.7019	55	39	0.7122	31	0.7212
Madagascar	56	0.7016	56	58	0.6982	71	0.6797
Macedonia, FYR	57	0.7013	57	61	0.6968	53	0.6966
Singapore	58	0.7000	58	55	0.6989	57	0.6914
Estonia	59	0.6997	59	60	0.6977	52	0.6983
Lao PDR*	60	0.6993	—	—	—	—	—
Russian Federation	61	0.6983	60	59	0.6980	43	0.7037
Brazil	62	0.6949	61	62	0.6909	82	0.6679
Kyrgyz Republic	63	0.6948	62	54	0.7013	44	0.7036
Ukraine	64	0.6935	63	64	0.6894	64	0.6861

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score
Thailand	65	0.6928	64	65	0.6893	60	0.6892
Tanzania	66	0.6928	65	46	0.7091	59	0.6904
Senegal	67	0.6923	66	90	0.6657	92	0.6573
Mexico	68	0.6917	67	84	0.6712	89	0.6604
China	69	0.6908	68	69	0.6853	61	0.6866
Romania	70	0.6908	69	67	0.6859	68	0.6812
Italy	71	0.6885	70	80	0.6729	74	0.6796
Dominican Republic	72	0.6867	71	89	0.6659	81	0.6682
Vietnam	73	0.6863	72	66	0.6867	79	0.6732
Slovak Republic	74	0.6857	73	70	0.6824	72	0.6797
Bangladesh	75	0.6848	74	86	0.6684	69	0.6812
Ghana	76	0.6811	75	71	0.6778	70	0.6811
Uruguay	77	0.6803	76	76	0.6745	58	0.6907
Kenya	78	0.6803	77	72	0.6768	99	0.6493
Cyprus	79	0.6801	78	79	0.6732	93	0.6567
Peru	80	0.6787	79	78	0.6742	73	0.6796
Greece	81	0.6782	80	82	0.6716	56	0.6916
Honduras	82	0.6773	81	74	0.6763	54	0.6945
Czech Republic	83	0.6770	82	73	0.6767	75	0.6789
Malta	84	0.6761	83	88	0.6666	83	0.6658
Botswana	85	0.6752	84	77	0.6744	66	0.6832
Georgia	86	0.6750	85	85	0.6691	86	0.6624
Hungary	87	0.6742	86	81	0.6718	85	0.6642
Brunei Darussalam	88	0.6730	87	75	0.6750	76	0.6787
Paraguay	89	0.6724	88	83	0.6714	67	0.6818
Tajikistan	90	0.6682	89	96	0.6608	96	0.6526
Chile	91	0.6670	90	87	0.6676	46	0.7030
Angola*	92	0.6659	—	—	—	—	—
Bhutan*	93	0.6651	—	—	—	—	—
Armenia	94	0.6634	91	92	0.6636	84	0.6654
Indonesia	95	0.6613	92	97	0.6591	90	0.6594
El Salvador	96	0.6609	93	94	0.6630	94	0.6567
Maldives	97	0.6604	94	95	0.6616	101	0.6480
Mauritius	98	0.6599	95	98	0.6547	95	0.6529

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score
Azerbaijan	99	0.6582	96	99	0.6546	91	0.6577
Cameroon	100	0.6560	97	112	0.6291	119	0.6073
India	101	0.6551	98	105	0.6442	113	0.6190
Malaysia	102	0.6518	99	100	0.6539	97	0.6525
Burkina Faso	103	0.6513	100	104	0.6455	115	0.6153
Cambodia	104	0.6509	101	103	0.6457	102	0.6464
Japan	105	0.6498	102	101	0.6530	98	0.6514
Nigeria	106	0.6469	103	110	0.6315	120	0.6011
Belize	107	0.6449	104	102	0.6465	100	0.6489
Albania	108	0.6412	105	91	0.6655	78	0.6748
United Arab Emirates	109	0.6372	106	107	0.6392	103	0.6454
Suriname	110	0.6369	107	106	0.6409	104	0.6395
Korea, Rep.	111	0.6351	108	108	0.6356	107	0.6281
Bahrain	112	0.6334	109	111	0.6298	110	0.6232
Zambia	113	0.6312	110	114	0.6279	106	0.63
Guatemala	114	0.6304	111	116	0.6260	112	0.6229
Qatar	115	0.6299	112	115	0.6264	111	0.6230
Kuwait	116	0.6292	113	109	0.6320	105	0.6322
Fiji	117	0.6286	114	113	0.6285	109	0.6255
Ethiopia	118	0.6198	115	118	0.62	116	0.6136
Jordan	119	0.6093	116	121	0.6103	117	0.6117
Turkey	120	0.6081	117	124	0.6015	122	0.5954
Nepal	121	0.6053	118	123	0.6026	126	0.5888
Oman	122	0.6053	119	125	0.5986	127	0.5873
Lebanon	123	0.6028	120	122	0.6030	118	0.6083
Algeria	124	0.5966	121	120	0.6112	121	0.5991
Egypt	125	0.5935	122	126	0.5975	123	0.5933
Benin	126	0.5885	123	117	0.6258	128	0.5832
Saudi Arabia	127	0.5879	124	131	0.5731	131	0.5753
Mali	128	0.5872	125	128	0.5842	132	0.5752
Morocco	129	0.5845	126	129	0.5833	129	0.5804
Iran, Islamic Rep.	130	0.5842	127	127	0.5927	125	0.5894
Côte d'Ivoire	131	0.5814	128	130	0.5785	130	0.5773
Mauritania	132	0.5810	129	119	0.6129	114	0.6164

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score
Syria	133	0.5661	130	132	0.5626	124	0.5896
Chad	134	0.5588	131	133	0.5594	134	0.5334
Pakistan	135	0.5459	132	134	0.5478	133	0.5583
Yemen	136	0.5128	133	135	0.5054	135	0.4873

The Global Gender Gap Report 2013 rankings for Asia Pacific Countries

Country	Rank	Score
Philippines	1	0.7832
New Zealand	2	0.7799
Australia	3	0.7390
Mongolia	4	0.7204
Sri Lanka	5	0.7019
Singapore	6	0.7000
Lao PDR	7	0.6993
Thailand	8	0.6928
China	9	0.6908
Vietnam	10	0.6863
Bangladesh	11	0.6848
Brunei Darussalam	12	0.6730
Bhutan	13	0.6651
Indonesia	14	66.13
Maldives	15	0.6604
India	16	0.6551
Malaysia	17	0.6518
Cambodia	18	0.6509
Japan	19	0.6498
Korea, Rep	20	0.6351
Fiji	21	0.6286
Nepal	22	0.6053
Iran, Islamic Rep.	23	0.5842
Pakistan	24	0.5459