

A large, abstract graphic composed of several overlapping, curved shapes in various shades of blue, ranging from light to dark. The shapes are positioned on the right side of the page, creating a dynamic, modern background.

**SI**  
**GI**

**Social  
Institutions &  
Gender  
Index**

**2014 SYNTHESIS REPORT**

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### Introduction

**Discrimination against women and girls carries a high development cost.** This third edition of the SIGI captures and measures gender-based discrimination in social institutions – social norms, practices and laws – across 160 countries. It exposes the ongoing prevalence of discrimination in all regions of the world and across all cultures irrespective of their levels of income or development. The 2014 edition of the SIGI testifies to the global nature of gender inequality but provides evidence that national and local solutions can catalyse more equitable social transformation and improve the development potential of countries. Moreover, the SIGI offers a unique evidence base for measuring progress towards gender equality in a post-2015 development agenda; it takes stock of the underlying structural barriers that deny women’s rights and their access to justice, resources and empowerment opportunities.

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**Putting social institutions at the core of the policy response can open new and sustainable vistas to promote gender equality in national and international development agendas.** Since the first edition of the SIGI in 2009, discriminatory social institutions have attracted increased attention from the development community in appreciation of their role in explaining gender inequalities. The OECD Development Centre's research using SIGI data has shown correlations between discriminatory social institutions and gender gaps in education, employment and other areas. Social institutions, when discriminatory, limit progress on gender equality as well as on national development. SIGI profiles highlight that a society's choices and preferences shape discrimination, reflecting and reconfirming unequal power relations between women and men. The first two editions of the SIGI benchmarked countries' performance in removing discrimination and transforming social institutions into sources of empowerment for both sexes. The 2014 edition offers the development community new and updated data and country profiles (at [www.genderindex.org](http://www.genderindex.org)). It aims to 1) strengthen the growing evidence base and ensure that policies better target the root causes of gender inequalities and 2) provide insights on how and why social norms should be integrated within a stand-alone goal on gender equality in the post-2015 development framework.

**Discriminatory social institutions have a negative domino effect on the empowerment pathways of women and girls.** The social institutions covered by the SIGI fall under five dimensions, spanning major socio-economic areas that affect the life course of a girl and woman: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties. These dimensions look at the gaps between women and men in terms of rights and opportunities as reflected in legislation, practices and attitudes. Capturing the gender differences in these key areas provides a clearer vision of how they shape women's lives. The SIGI shows that reducing and eliminating the gender gaps in social institutions is critical for establishing an environment that enables women and girls to fully benefit from social and economic empowerment opportunities. **Gender gaps in social institutions translate into gender gaps in development outcomes** such as inter alia, the labour force, levels of poverty and marginalisation, education, vulnerability to violence, and public leadership positions. This document gives examples of the correlations between discriminatory social institutions and key development outcomes.

Since the 2012 edition of the SIGI, **data on social institutions and norms have improved allowing for greater analysis of their relationship to development outcomes.** In response, the 2014 edition has two major changes. The methodological framework has been reinforced with additional countries and variables. The country coverage has increased to include OECD countries, and the Gender, Institutions and Development Database has additional variables. The 160 countries in the database and their individual profiles increase the scope for cross-country analysis of social institutions, allowing researchers and policy makers to analyse social institutions across different income groups, geographic regions and socio-economic contexts. Six new variables mark an ambitious frontier of analysis for the SIGI looking at key issues in sexual reproductive health rights, decision-making authority within the family, and time use and unpaid care. There remain important lacunae in the data that limit the analysis across many countries: of the 160 countries, only 108 have full data coverage. Yet it is clear that greater investment in regular and reliable data collection at the national level is instrumental in informing policies that can deliver better results for women and girls around the world.

**Discriminatory social institutions** are formal and informal laws, social norms and practices that restrict or exclude women and consequently curtail their access to rights, justice, resources and empowerment opportunities.

## Key messages

Across the globe every day, women and girls experience some form of discrimination solely because they were born female. Throughout the course of their lives, they will encounter different types of discrimination that will affect their ability to access justice, to pursue their life choices and to fully benefit from opportunities for empowerment. The SIGI demonstrates that the development cost to countries is great: higher levels of discrimination in social institutions translate into poorer development performance and lower levels of gender equality. Indeed, the level of discrimination in social institutions measured by the SIGI is correlated with the level of human development captured by the UNDP Human Development Index.

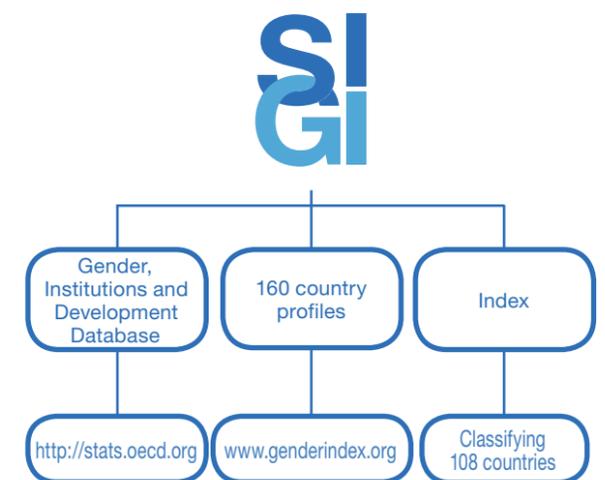
At a time when the international community is sharply focused on developing a robust new global framework that will deliver inclusive growth and

equitable development based on human rights, the 2014 edition of the SIGI offers five key messages.

- 1. Social institutions can be a source of positive social transformation and empowerment.** Social institutions evolve and reflect a society's priorities. Eliminating discrimination in social institutions requires long-term political commitments and investments combined with community-wide action and dialogue, involving men and boys as partners in the campaign for equality. SIGI country profiles and the regional analyses in this document provide examples of how social institutions can be transformed through gender-responsive and gender-transformative policies and interventions.
- 2. Discriminatory social institutions have a domino effect on a woman's whole life cycle.** The SIGI provides an evidence base showing that there is a strong association between discriminatory social institutions and key development outcomes, such as education, employment and empowerment. Discrimination against the girl child, such as early marriage, limits her education, increases her chances of adolescent pregnancy, and restricts her decision-making authority within the family and her ability to make informed choices about her income or her family's well-being. Future development goals, targets and interventions must take into account how discriminatory social institutions interlock and overlap throughout a woman's life and thus compound women's and girls' inability to break the cycle of inequality.
- 3. Gender-neutral laws and policies are not enough to guarantee equality.** Constitutional and other legal protections do not suffice to protect women's rights and empowerment opportunities due to discrimination in social institutions. Securing women's access to justice requires gender-responsive laws, policies and programmes which take into account the structural barriers to equality. Such approaches should be in line with the principles and recommendations set out in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action, among others. National actions plans on gender equality and regular monitoring are key for public accountability and for ensuring that commitments are respected.
- 4. Data on gender equality has improved, but greater investments are needed to bridge the gaps.** The 2014 edition of the SIGI offers a detailed panorama of social institutions in 160 countries, using the most up-to-date information and data. Yet important gaps remain: notably data is missing on women's unpaid care work, access to resources,

and decision-making authority over land and assets, as well as on women's and men's attitudes toward these issues. Ongoing international and national efforts to fill these gaps and harmonise statistical standards are promising; scaling up these efforts will be critical in the post-2015 agenda. Mainstreaming sex-disaggregated statistics across all areas, incorporating gender dimensions into socio-economic surveys and carrying out better dedicated surveys (e.g. Demographic and Health Surveys) are fundamental for tracking change and designing appropriate policies.

- 5. Gender equality needs the united voices and actions of a cross-section of actors.** Public infrastructure, institutional mechanisms (including justice systems) and support structures often fail women and girls due to low prioritisation on political agendas and in public budgets. Since the last edition of the SIGI in 2012, inspiring examples from across the world of grassroots women's networks, supported by social media, have called for greater public accountability to tackling discriminatory social institutions; these efforts have raised the visibility and importance of gender equality and women's rights on the public political agenda. Keeping gender equality issues on the policy radar requires strategic co-ordinated alliances and actions between a cross-section of actors, including women's rights movements, the media, and men and boys, in collaboration with decision makers and the private sector.



## Description of the SIGI and its sub-indices

As a composite index, the SIGI scores countries on 14 indicators. As shown by Figure 1, the indicators are grouped into five sub-indices that measure one dimension of social institutions related to gender inequality.

The SIGI is an unweighted average (of a non-linear function) of the following five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties. The SIGI and its sub-indices values are between 0 and 1, with 0 indicating no inequality and 1 indicating complete inequality (cf. Methodology in Annex or the full methodological background paper available at [www.genderindex.org](http://www.genderindex.org)).

### Discriminatory family code

This sub-index captures social institutions that limit women's decision-making power and undervalue their status in the household and the family. These formal and informal laws, social norms and practices co-exist in different types of legal systems including civil or common law, customary law, and religious laws and cover areas such as marriage, parental authority and inheritance. Women's decision-making power and status determine both their ability to choose their own development pathways and the well-being of their families.

### Restricted physical integrity

This sub-index captures social institutions that limit women's and girls' control over their bodies, that increase women's vulnerability, and that normalise attitudes toward gender-based violence. This includes formal and informal laws, norms and practices that fail to protect women's physical integrity and reproductive autonomy and that allow violence and female genital mutilation. Restricted physical integrity due to gender-based violence and to a lack of reproductive autonomy has serious impacts on health outcomes

for women and their children and on economic and social development indicators by increasing women's vulnerability to poverty.

### Son bias

This sub-index captures unequal intra-household investments in caring for, nurturing and allocating resources to sons and daughters reflecting the lower value given to girls. A family preference for sons over daughters can manifest itself in different ways, including higher mortality, worse health status or lower educational attainment among girls. Consequences of social norms and practices that devalue daughters are various: missing women, under-investment in the health and nutrition of girls leading to infant mortality, under-investment in girls' education, etc.

### Restricted resources and assets

This sub-index captures discrimination in women's rights to access and make decisions over natural and economic resources. This includes discriminatory practices which undermine women's rights to own, control or use land and non-land assets; discriminatory practices that restrict women's access to financial services; and social norms imposing that women's assets be mediated only by men. Insecure or weak rights to land, non-land assets and financial services reduce income-generating opportunities for women, lower decision-making power for women within the household, increase food insecurity for women and their families, and make women and families more vulnerable to poverty.

### Restricted civil liberties

This sub-index captures discriminatory laws and practices that restrict women's access to public space, their political voice and their participation in all aspects of public life. This includes a lack of freedom of movement, the inability to vote or run for election, and negative attitudes toward women as public figures or as leaders. This sub-index highlights the importance of women's participation in community actions and public decision making for a range of development outcomes such as governance, health and education.

Figure 1. The composition of the SIGI

Social Institutions and Gender Index				
<b>Discriminatory family code</b> <ul style="list-style-type: none"> <li>• Legal age of marriage</li> <li>• Early marriage</li> <li>• Parental authority</li> <li>• Inheritance</li> </ul>	<b>Restricted physical integrity</b> <ul style="list-style-type: none"> <li>• Violence against women</li> <li>• Female genital mutilation</li> <li>• Reproductive autonomy</li> </ul>	<b>Son bias</b> <ul style="list-style-type: none"> <li>• Missing women</li> <li>• Fertility preferences</li> </ul>	<b>Restricted resources and assets</b> <ul style="list-style-type: none"> <li>• Secure access to land</li> <li>• Secure access to non-land assets</li> <li>• Access to financial services</li> </ul>	<b>Restricted civil liberties</b> <ul style="list-style-type: none"> <li>• Access to public space</li> <li>• Political voice</li> </ul>

## Key results

The 2014 edition of the SIGI shows that countries have made great strides in reducing discrimination through ambitious target setting and promising initiatives. However, gaps and challenges remain across some key areas affecting women's socio-economic and political rights and freedom from violence. Below are some global, regional and national trends and figures noted in this third edition which highlight the universal challenge of discriminatory social institutions and norms:

### Discriminatory family code

- **Early marriage:** The number of early marriages is decreasing in developing countries (from 36% in 2004 to 26% in 2010 in Malawi, for example), but the practice remains pervasive: on average in non-OECD countries 16% of girls 15-19 years old are married, ranging from less than 1% in Lithuania to 60% in Niger.
- **Unpaid care work:** Caring responsibilities are mainly performed by women, who typically spend three times more of their time on unpaid care work than men, ranging from 1.3 times in Denmark (where women spend on average four hours and men three hours on unpaid care activities) to 10 times in Pakistan (where women spend on average five hours and men less than 30 minutes on unpaid care activities).
- **Inheritance:** Only 55 countries in the SIGI's 160 accord women the same inheritance rights as men, both in law and in practice.

### Restricted physical integrity

- **Domestic violence:** 35% of women believe that domestic violence is justified under certain conditions, ranging from 3% in Jamaica to 92% in Guinea, and 30% of women have been victims of gender-based violence in their lifetime, ranging from 7% in Canada to almost 80% in Angola.
- **Female genital mutilation:** In the 28 countries where female genital mutilation is a widespread practice (Egypt, Yemen and some Sub-Saharan African countries), 47% of women and girls have been victims.

### Son bias

- **Missing women:** Over 90 million women are missing around the world, 80% of these missing women are from India and the People's Republic of China.

### Restricted resources and assets

- **Secure access to land:** The laws or customary practices of 102 countries still deny women the same rights to access land as men.

### Restricted civil liberties

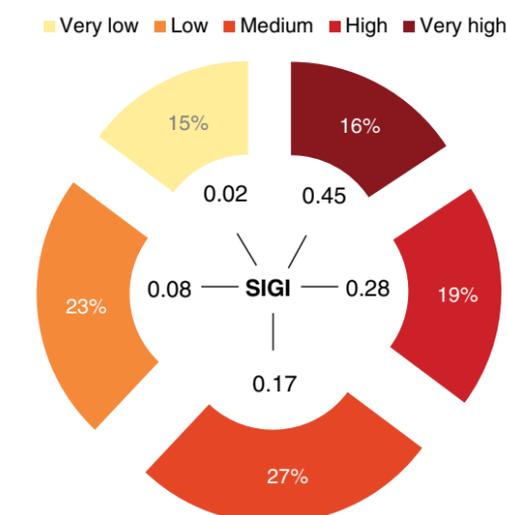
- **Political participation:** Only one member of parliament in five is a woman (no woman in Qatar and Yemen versus 63% in Rwanda). Even with legislative quotas, women occupy less than 10% of parliamentary seats in Brazil, the Democratic Republic of the Congo, Egypt and the Republic of the Congo.

## SIGI classification

The SIGI scores 108 countries according to their level of discrimination in social institutions. It classifies them into five groups, from very low levels of discrimination in social institutions (15% of the countries, with a SIGI average of 0.02) to very high levels (16% of the countries).

The scores for the 2014 edition of the SIGI and its five sub-indices are presented in the Annex. Among the 108 countries included, Argentina, Belgium, Mongolia, and Trinidad and Tobago have the lowest levels of gender inequality related to social institutions. On the other side of the spectrum, gender inequality in social institutions is a major problem in Bangladesh, Egypt, Niger and Yemen among others.

Figure 2. Share of countries and average SIGI scores by level of discrimination in the SIGI



Classification according to the sub-indices are as follows. For discriminatory family code, 159 countries are ranked. Top performers are Australia, Korea and South Africa among others, while the lowest performers are Afghanistan, India and Mali. Regarding restrictions on female physical integrity, 120 countries are ranked. While in France, the United States and Uruguay, women do not face restrictions

on their physical integrity; this is an important concern for women living in Mauritania, Somalia and Sudan.<sup>1</sup> The dimension on bias ranks 129 countries: from Costa Rica, Haiti and Swaziland, to Azerbaijan, Nepal and Pakistan where girls are devaluated. Among the 160 countries ranked in the sub-index restricted resources and assets, the social institutions in Mauritius, Sweden and Ukraine do not discriminate against women, while those in Cameroon, the Democratic Republic of the Congo and Papua New Guinea do. In the sub-index restricted civil liberties, 160 countries are ranked. Among them Bolivia, Lesotho and Zimbabwe display low levels of discrimination while Iran, Malaysia and Saudi Arabia highly restrict women's civil liberties.

**Countries having very low levels of gender discrimination in social institutions (SIGI < 0.04)**

These countries are characterised by robust legal frameworks and measures that provide equal rights in the family code and in access to resources and assets and that promote women's civil liberties. In most of these countries, women and men have equal parental and inheritance rights, and early marriage is not a common practice. Women do not face restrictions on their access to public space or their participation in politics. Neither missing women nor female genital mutilation is a concern. However, the countries lack laws to protect women from violence and measures to implement them, and women need better access to justice. On average 20% of women in these countries have been victims of domestic violence in their lifetime.

**Countries having low levels of gender discrimination in social institutions (0.04 < SIGI < 0.12)**

These countries are characterised by strong laws providing equal rights for women and men in the family code, in access to resources and assets, and in civil liberties. Both sexes enjoy equal opportunities to own and make decisions over land and other resources. Female genital mutilation is not practiced, and most women have reproductive autonomy. These countries have inadequate legal frameworks regarding violence against women.

On average 31% of women have been victims of domestic violence in their lifetime, and more than 29% of women agree that domestic violence is justified under certain circumstances.

**Countries having medium levels of gender discrimination in social institutions (0.12 < SIGI < 0.22)**

These countries are characterised by inconsistent or conflicting legal frameworks covering the family code, women's access to resources and assets, and civil liberties. The strong influence of customary practices

perpetuates discrimination in these areas. Specifically, women face discrimination in terms of the legal age of marriage, parental authority, inheritance, and rights to land and financial services. Women are restricted in their access to public space, as well as in their participation in political life due to the absence of quotas at the national and/or sub-national levels. Legal frameworks addressing violence against women are inadequate (e.g. certain types of violence are not included). On average, 39% of women agree that domestic violence is justified under certain circumstances.

**Countries having high levels of gender discrimination in social institutions (0.22 < SIGI < 0.35)**

These countries are characterised by discrimination embedded in customary laws, social norms and practices and by inappropriate legal protections against gender discrimination in all dimensions of social institutions. The legal frameworks and/or the customary laws discriminate against women in respect to the legal age of marriage, parental authority and inheritance.

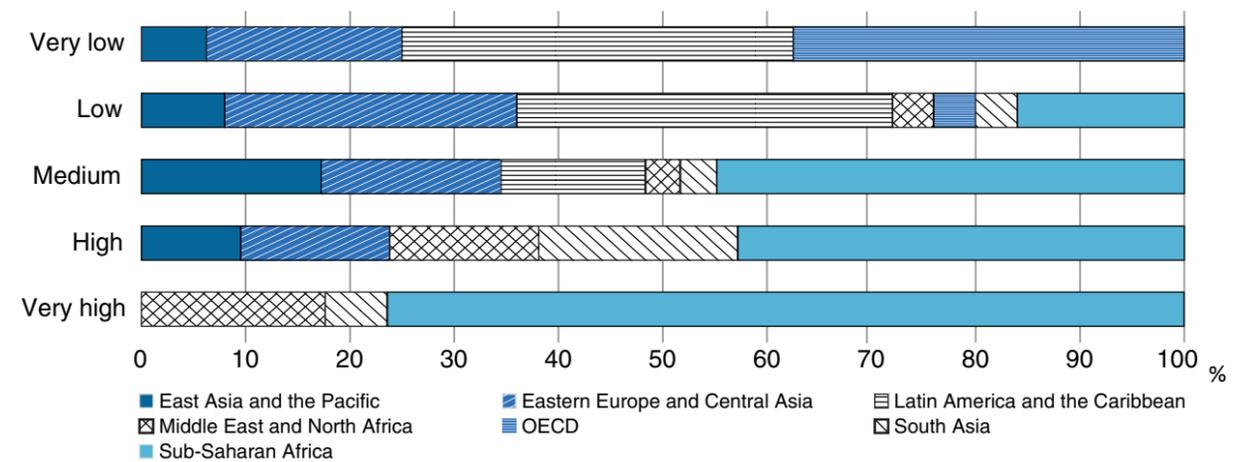
Women's physical integrity is restricted due to inadequate legal frameworks to address violence against women and high levels of acceptance of domestic violence.

Moreover, female genital mutilation is a common practice. Most of these countries have medium to very high levels of devaluation of daughters and preference for sons, as shown by the numbers of missing women or the unbalanced sex ratios at last birth. Finally, women's access to public space and resources is limited. On average 32% of women have been victims of domestic violence in their lifetime, and more than 49% of women agree that domestic violence is justified under certain circumstances.

**Countries having very high levels of gender discrimination in social institutions (SIGI > 0.35 )**

These countries are characterised by very high levels of discrimination in legal frameworks and customary practices across most sub-indices and by very poor implementation measures. The family code greatly discriminates against women: almost one third of girls younger than 19 are married, and women face severe discrimination in their parental authority and inheritance rights. Women's rights to own and control land and other resources and to access public space are extremely limited. There are serious infringements on their physical integrity matched by high levels of acceptance and prevalence of domestic violence: 44% of women have been victims of domestic violence, and 59% accept that it is justified under certain circumstances.

Figure 3. Regional composition of the SIGI classification



**Country classification by level of discrimination in the SIGI 2014**

VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
Argentina	Bhutan	Angola	Afghanistan	Bangladesh
Belarus	Bolivia	Burundi	Albania	Chad
Belgium	Brazil	China (People's Republic of)	Armenia	Democratic Rep. of the Congo
Bosnia and Herzegovina	Bulgaria	Congo	Azerbaijan	Egypt
Cuba	Cambodia	Former Yugoslav Rep. of Macedonia	Benin	Gabon
Czech Republic	Colombia	Georgia	Burkina Faso	Gambia
Dominican Republic	Costa Rica	Guatemala	Cameroon	Liberia
France	Ecuador	Guinea-Bissau	Central African Republic	Mali
Italy	El Salvador	Haiti	Côte d'Ivoire	Mauritania
Mongolia	Honduras	Indonesia	Ethiopia	Niger
Panama	Kazakhstan	Jamaica	Ghana	Nigeria
Serbia	Latvia	Kenya	Guinea	Sierra Leone
Slovenia	Lesotho	Kyrgyzstan	India	Somalia
Spain	Lithuania	Lao People's Democratic Rep.	Iraq	Sudan
Trinidad and Tobago	Madagascar	Malawi	Jordan	Syrian Arab Rep.
Venezuela	Moldova	Mozambique	Lebanon	Yemen
	Morocco	Nicaragua	Myanmar	Zambia
	Namibia	Philippines	Nepal	
	Paraguay	Rwanda	Pakistan	
	Peru	Senegal	Tanzania	
	Romania	Sri Lanka	Timor-Leste	
	South Africa	Swaziland		
	Thailand	Tajikistan		
	Turkey	Togo		
	Ukraine	Tunisia		
		Uganda		
		Uzbekistan		
		Viet Nam		
		Zimbabwe		

Understanding  
development processes  
through the SIGI





The SIGI provides evidence of the negative impacts of discriminatory social institutions on development outcomes. For example, discriminatory social institutions are negatively correlated with human development, as measured by the UNDP Human Development Index. In countries where the SIGI score is high, i.e. when discrimination in social institutions against women is high, the level of human development is low.

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## SIGI and development outcomes

Discriminatory social institutions are correlated with countries performing poorly in many socioeconomic dimensions and development outcomes, such as vulnerable employment among women and gender segregation in the labour market (Cerise and Francavilla, 2012; OECD, 2012). The negative impact of gender inequality in social institutions on child malnutrition, educational outcomes, political governance and demographic transition demonstrates their importance (Branisa et al., 2009).

The following are examples of how discriminatory social institutions limit the achievement of development objectives set in the Beijing Platform for Action (1995) and the Millennium Development Goals. These examples also suggest how the post-2015 development framework can incorporate and mainstream social norms and institutions into future goals.

### SIGI, unpaid care work and gender gaps in the labour force

The unequal distribution of unpaid care work between women and men impedes gender equality. Distributing caring responsibilities more fairly is a strategic objective of the Beijing Platform for Action and a target of the United Nations Open Working Group on Sustainable Development Goals.

Unpaid care work refers to non-remunerated activities performed within the household for its maintenance and well-being such as childcare and housework (Elson, 2000).

An unequal distribution of caring responsibilities between women and men restricts women's human rights as well as women's economic role, opportunities and outcomes. Excessive burdens of unpaid care work may threaten other human rights, such as rights to education, work, health, participation in civil and political life, and freedoms of speech, association and assembly. Moreover, because unpaid care work is time intensive, women are often unable to enjoy their right to rest and leisure (Sepulveda Carmona, 2013).

Discriminatory social institutions influence gender roles, and consequently women's and men's time

allocation, by defining socially expected female and male responsibilities. Unpaid care work is predominantly considered women's responsibility. When social institutions restrict women's role to reproductive and domestic functions, women assume more caring responsibilities than men: around the world, women spend on average two to ten times more time than men on unpaid care work (Figure 4).

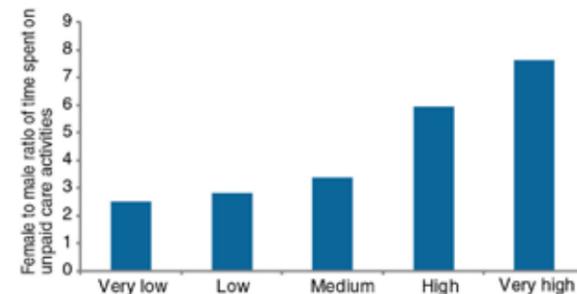
Women's higher share of unpaid care work prevents them from taking advantage of economic empowerment opportunities. The amount of time spent on caring responsibilities leaves women with less time for performing paid activities, reducing their participation in the labour market. When women spend almost eight times the amount of time that men spend on unpaid care work, they represent only 35% of the labour force. However, when women spend less than two times the amount, their labour force participation increases to 50% of the active population (Figure 5).<sup>2</sup>

Also, the burden of unpaid care work correlates with higher gender wage gaps. Women earn 65% of male wages when they spend twice as much time as men on unpaid care activities and 40% of male wages when they spend five times more (Figure 5).

Finally, unequal caring responsibilities affect women's decent work opportunities. When women bear the main bulk of unpaid care activities, they are more likely to work part-time and in the informal sector.

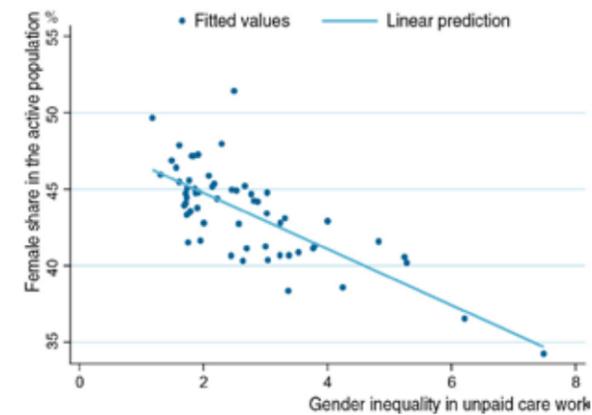
Investing in public infrastructure and providing basic services such as childcare can lift the constraints on women's time and increase their participation in the labour force.

Figure 4. A higher SIGI score is linked to higher inequalities in unpaid care work



Source: OECD Gender, Institutions and Development Database.

Figure 5. Inequalities in unpaid care work relate to inequalities in labour force participation



Note: Gender inequality in unpaid care work refers to the female to male ratio of time spent in unpaid care work. The fitted value of the female share in the active population is estimated by controlling for the country's GDP per capita, fertility rate, urbanisation rate, maternity leave policies and gender inequality in unemployment and education.

Source: Based on World Bank (n.d.), World Development Indicators (database), <http://data.worldbank.org/data-catalog/world-development-indicators> (accessed 5 August 2014) and OECD (2014), Gender, Institutions and Development Database, <http://stats.oecd.org>.

### SIGI, early marriage, adolescent pregnancy and education

Decreasing and eliminating the practices of early marriage and adolescent pregnancies are critical for protecting girls' rights and enabling them to take advantage of empowerment opportunities. These are objectives of the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Platform for Action and the United Nations Open Working Group on Sustainable Development Goals.

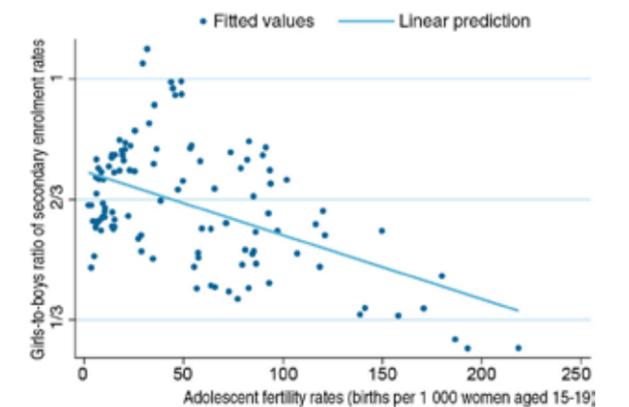
Early marriage is defined as a formal marriage or informal union before the recommended minimum age as established by a number of international conventions and declarations. It is measured as a percentage of girls aged 15-19 who are married, divorced, widowed or in informal unions.

Early marriage and adolescent pregnancy remain common in developing countries. Despite legislative measures, 39 000 girls marry every day: one in three marries before the age of 19, and one in nine before the age of 15. Early marriage is closely linked to early motherhood: 90% of the 16 million adolescents who give birth each year are already married (WHO, 2011).

Early marriage and pregnancy are linked with, inter alia, higher rates of maternal mortality, HIV exposure, domestic violence and reduced decision-making power within the family (Chronic Poverty Research Centre, 2010).

Early marriage and pregnancy also cut short girls' education and explain persistent gender gaps at the secondary school level. Social expectations and heavy domestic workloads force many married girls to abandon their education. In Nigeria, marriage and childbearing account for 15-20% of girls' dropping out of school (Nguyen and Wodon, 2012). Where adolescent fertility rates are high, fewer girls enrol in secondary school, thereby increasing the gender gap in enrolment and completion rates (Figure 6). Likewise, in countries where more girls aged 15-19 marry than boys, fewer girls complete secondary school, thus increasing the gender gap in completion rates (Figure 7). It follows that when the prevalence of both early marriage and early pregnancy increases, girls' secondary school enrolment rates and completion rates decrease. This is the case regardless of other factors such as the country's level of poverty, share of female teachers, government expenditures in education, female unemployment rates, urbanisation rates and region-specific characteristics.

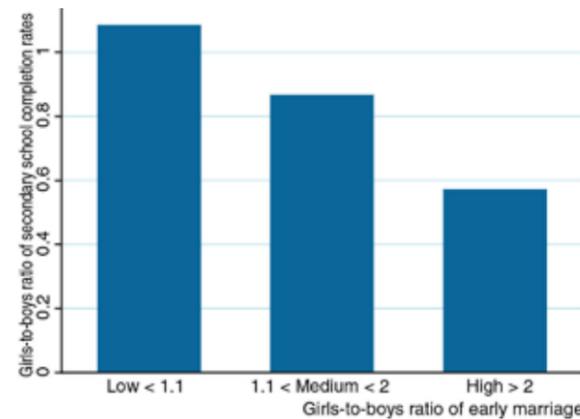
Figure 6. A higher prevalence of early pregnancy is linked to greater inequality in secondary school enrolment



Note: This graph shows the relationship between adolescent fertility and the predicted value of the gender gap in the secondary enrolment rate, controlling for the country's level of poverty, GDP per capita, share of female teachers, government expenditures in education, gender gap in unemployment rates, urbanisation rates, regional dummies and year fixed effects (on a four-year basis: 1980, 1990, 2000 and 2010).

Source: Based on OECD (2014), Gender, Institutions and Development Database, <http://stats.oecd.org> and World Bank (n.d.), World Development Indicators, <http://data.worldbank.org/data-catalog/world-development-indicators> (accessed 5 August 2014).

**Figure 7. Higher gender gaps in early marriage are related to higher gender gaps in secondary school completion rates**



Note: This graph shows the relationship between gender gaps in early marriage and the predicted values of gender gaps in secondary completion rates, controlling for the country's level of poverty and GDP per capita, share of female teachers, government expenditures in education, gender gap in unemployment rates, urbanisation rates, regional dummies and year fixed effects (on a four-year basis: 1980, 1990, 2000 and 2010).

Source: Based on OECD (2014), Gender, Institutions and Development Database, <http://stats.oecd.org> and World Bank (n.d.), World Development Indicators, <http://data.worldbank.org/data-catalog/world-development-indicators> (accessed 5 August 2014).

## Thematic analyses

The following thematic analyses look at examples of emerging women's rights issues that are not included in the SIGI. Although they may not yet be captured with data or indicators, questions on women's collective action and discrimination against lesbians, bisexual and transgender women point to the importance of taking into account discriminatory social institutions in gender-responsive policy making.

### Women's collective action and discriminatory social institutions

The SIGI highlights the importance of women's civil liberties and their collective action to advance women's rights. The Arab Spring provides inspiring examples of the active participation of women in demanding civil liberties and challenging not only the authoritarian governments but also the way women's issues were addressed in national policy making. Non-institutional advocacy for women's rights during the Arab Spring revolutions came in the form of street protests and cyberactivism (Khalil, 2014: 131). Following the revolutions, women's activists in the Middle East and North Africa (MENA) continue to push for their rights.

As with other protesters, women often paid a high price for taking part in the Arab Spring. There were several reports of gender-based violence, including sexual violence, both during the protests and when arrested (Moghadam, 2014: 138; CARE, 2013: 7; FIDH, 2012: 18, 27). Egyptian women commemorating International Women's Day on Tahir Square in 2011 were assaulted by observers and protesters (BRIDGE, 2013b: 78).

During the Arab Spring, cyberactivism – the use of information and communications technology in collective action – was important for combatting sexual harassment and gender-based violence in MENA. Blogs and images disseminated over the Web greatly increased the international visibility of the events (BRIDGE, 2013b: 40, 78). Initially, cyberactivism served to disseminate photos and videos of police violence during the protests (Hafez, 2014: 174; JusefAlAbhar, 2011). After the Arab Spring, it was used to promote gender equality. Through these tools, a new generation of activists has succeeded in bringing a taboo topic into debate within homes, on radio stations and television shows, and at public gatherings.

As national identity and civil rights are being redefined in MENA in the current process of democracy-building, women who took to the streets in the Arab Spring continue to pressure the new authorities to reconsider the manner in which the laws and constitutions deal with gender issues (Khalil, 2014: 131). However, they have met with significant resistance.

In Egypt, women's rights activists argue that they are the only group that participated in the Arab Spring whose demands and rights are being ignored or deemed as unimportant (BRIDGE, 2013b: 65). Moreover, they challenge the incongruences in the 2014 Constitution drafted by Islamic representatives (CARE, 2013: 7, 11). For instance, while Article 11 compels the State to achieve gender equality in terms of "civil, political, economic, social and cultural" rights, Sharia law continues to be the main source of legislation, as established by Article 2. Moroccan women's advocates maintain that the close link between the 20 February Movement and Islamic movements thwarts their efforts to get gender issues into the political agenda (CARE, 2013: 13).

Tunisia has been more successful in integrating gender issues into the post-Arab Spring's collective action agenda (Moghadam, 2014: 138). Although the electoral quota law created in 2011 to guarantee

women's political presence is weakly implemented, there are some positive aspects to highlight (CARE, 2013: 13). For instance, during the World Social Forum held in March 2013, not only were Tunisian activists able to highlight the role of women in the revolution during their interventions, but also daily sessions on women's rights were held and gender issues gained substantial visibility (BRIDGE, 2013b: 68).

Various strategies have been identified as effective means to promote women's collective action and gender-just social movements in MENA (Khalil, 2014: 131; BRIDGE, 2013b: 27, 62; CARE, 2013: 5-7, 24; BRIDGE, 2013a: 3). These include encouraging women's leadership and voice within social movements, enhancing the links between women's groups with international development organisations, and combatting gender-based violence and sexual harassment faced by women's rights advocates.

### Sexual identity and discriminatory social norms

Lesbians and bisexual and transgender women experience double discrimination: for being women and for their sexual orientation or gender identity (Rich, 1980: 632; Figari, 2006: 37; Falquet, 2007: 4; Argüello, 2011: 9; Crawford 2012: 2). Sex-based discrimination and discrimination based on sexual orientation and gender identity (SOGI) share the fixed social expectations that heterosexuality is an ideal and norm; this assumption is referred to as heteronormativity.

The violations of these people's human rights take many forms, including discriminatory laws, labour market discrimination, limited or no access to education and health services, or compromise physical integrity in the public space.

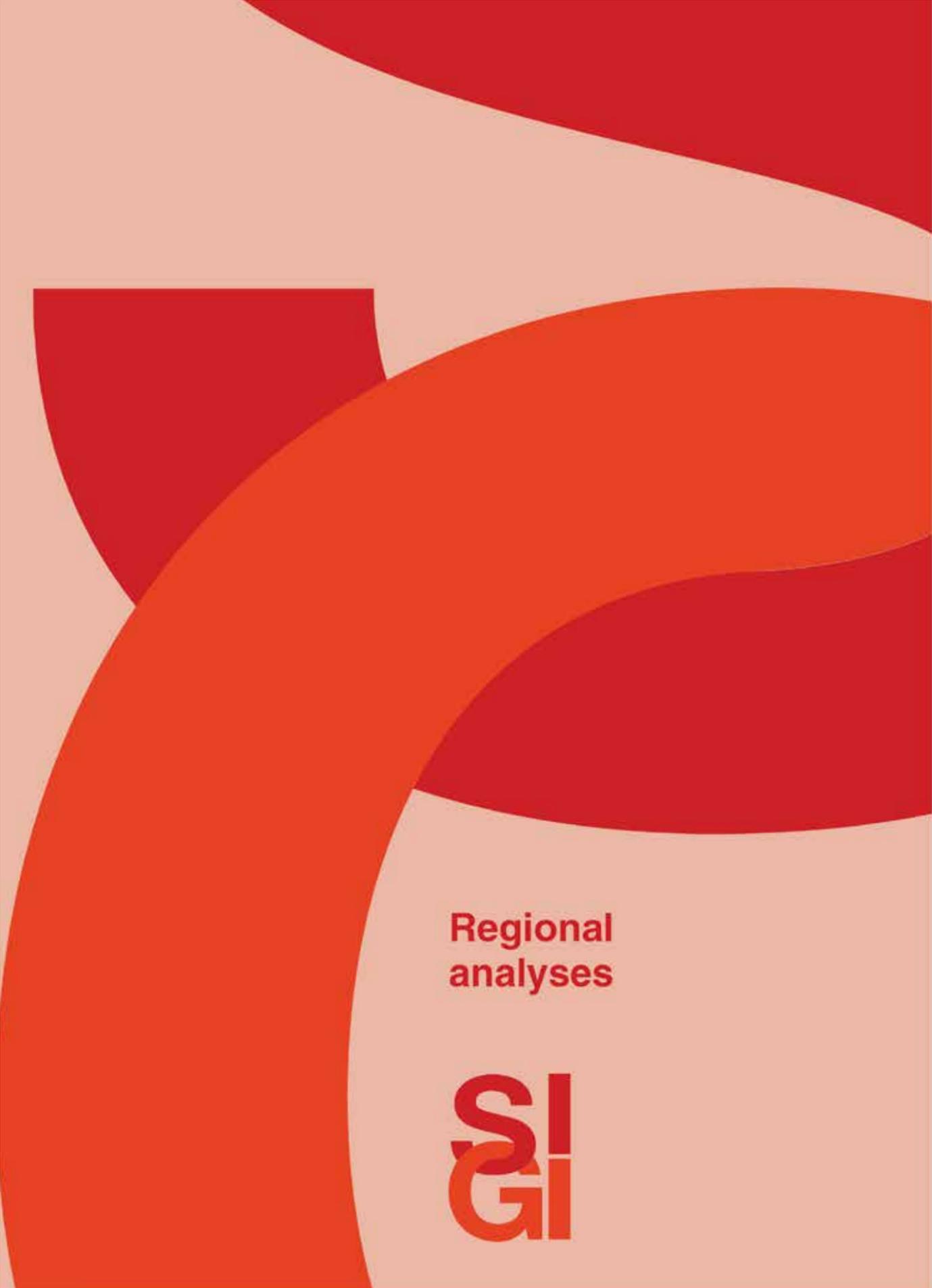
These actions violate international laws, as established by the UN Human Rights Council Resolution 17/19 (2011) and the deliberations of the 42nd session of the CEDAW Committee (CEDAW, 2008).

Latin America and the Caribbean provide interesting examples of progress and challenges related to social norms for lesbians and bisexual and transgender women. The region demonstrates a large range of situations: from countries that recognise same-sex unions and guarantee human rights related to SOGI, to countries that criminalise same-sex acts.

Four countries have taken major steps forward by addressing discrimination against people who

are lesbian, gay, bisexual and transgender (LGBT). Argentina legalised same-sex marriages in 2010 (Argentinian Civil Code, Law 26.618, Article 2), and a Buenos Aires public poll evidenced 70% support of LGBT rights the same year (Analogías, 2010). Colombia's Constitution and Penal Code ban SOGI discrimination since 2011. The country provides statutory inheritance rights for same-sex couples and awareness programmes for the police.<sup>3</sup> In Ecuador, the 2008 Constitution bans SOGI discrimination (Article 11.2), and in August 2011, for the first time, the Social Security Institute awarded a widow's pension to a lesbian (CEDAW, 2012: 27). The country's Penal Code includes SOGI as criteria for hate crimes (Article 212.6). Uruguay now bans SOGI discrimination and guarantees the rights of transgender women. It was the 12th country in the world to legalise same-sex marriage nationwide. In its Penal Code, the provisions related to hate crimes include SOGI as a criterion since 2003 (Law 17.677, Articles 1 and 2). Transgender people possess the right to change their official sex and name since 2009 (Law 18.620). The Marriage Equality Law legalised same-sex marriage in 2013, in addition to raising the legal age of marriage to 16 for both women and men (Matrimonio Igualitario N° 19.075; Human Rights Watch, 2013).

These laws have made only limited progress so far in changing social norms around heteronormativity. Challenges persist in regards to attitudes, the gap between urban and rural regions, implementation of the laws by the judiciary and the police, and exposure to violence. The Caribbean is reported to be the most dangerous part of the region for lesbians and bisexual and transgender women (Corrales, 2010). In Colombia, judges reportedly do not acknowledge constitutional precedent that recognises the rights of same-sex couples (CEDAW, 2010: 1). The police condone harassment and violence from extreme-right groups against LGBT activists by refusing investigations, and they even perpetrate violent acts against them themselves (CEDAW, 2010: 3, 4, 7, 8, 10, 14). Ecuador also fails to enforce the protection awarded by the law. NGOs report serious violations of human rights for lesbians and bisexual and transgender women. "De-homosexualisation" clinics are one striking example: they treat homosexuality as behavioural disorders and addictions (CEDAW, 2009: 2, 5-6). In these clinics, the "cure" for homosexuality includes kidnapping, torture, and cruel, inhumane and degrading treatment. In Trinidad and Tobago, lesbians are vulnerable to corrective rape, a practice to "correct" their homosexuality (FeministActivism, 2011).



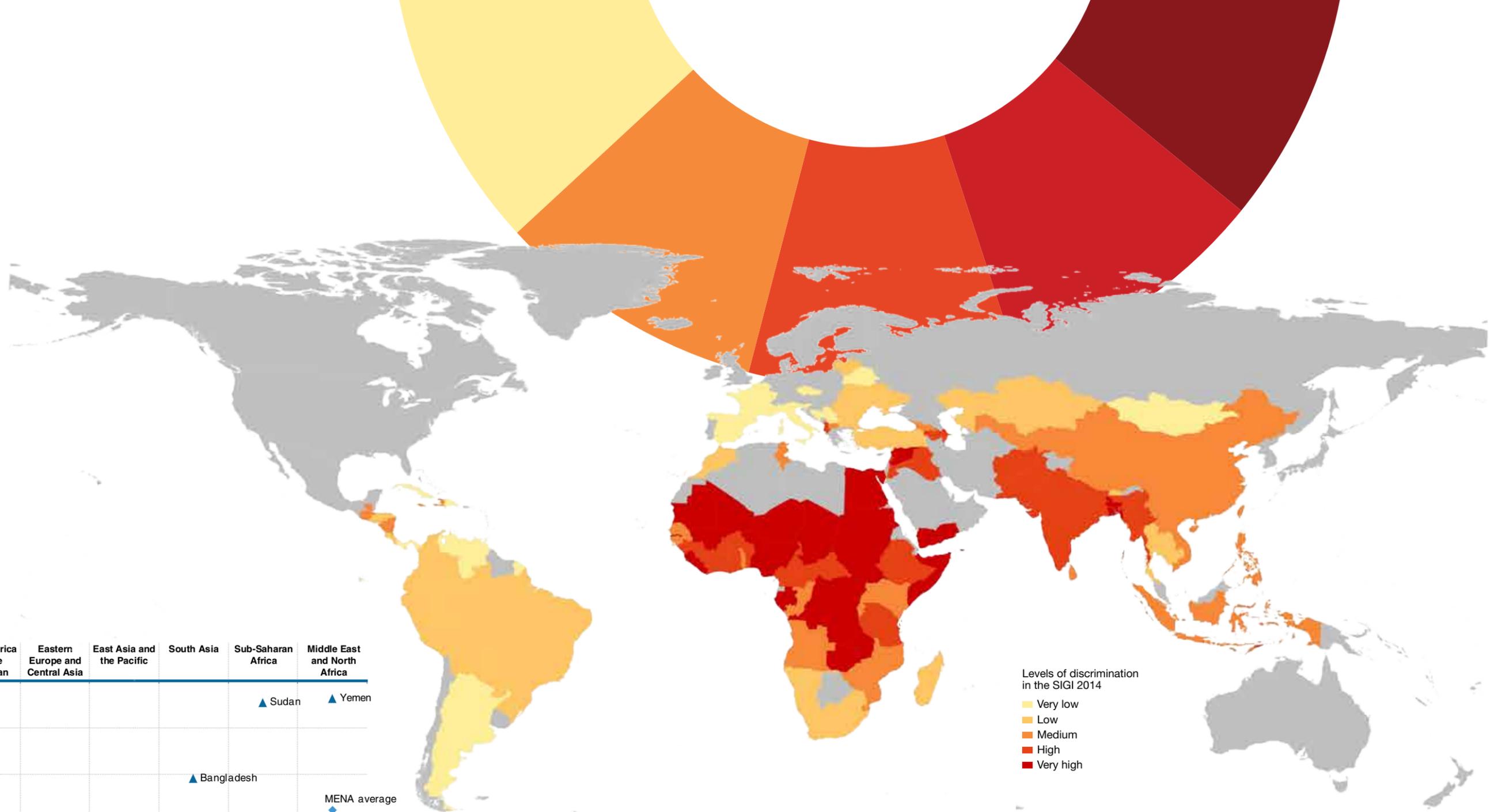
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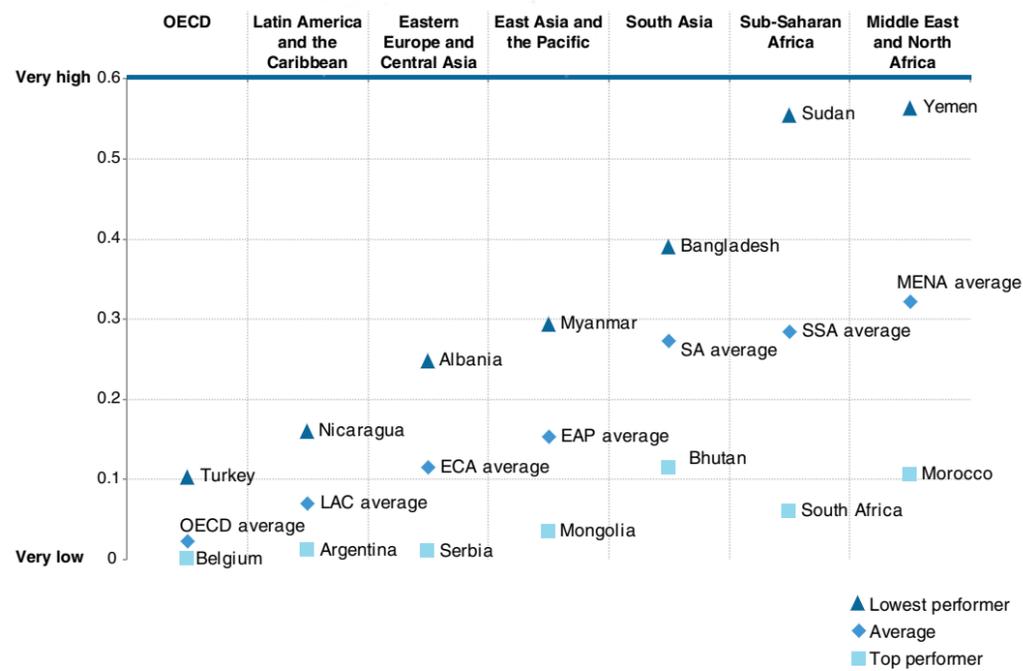


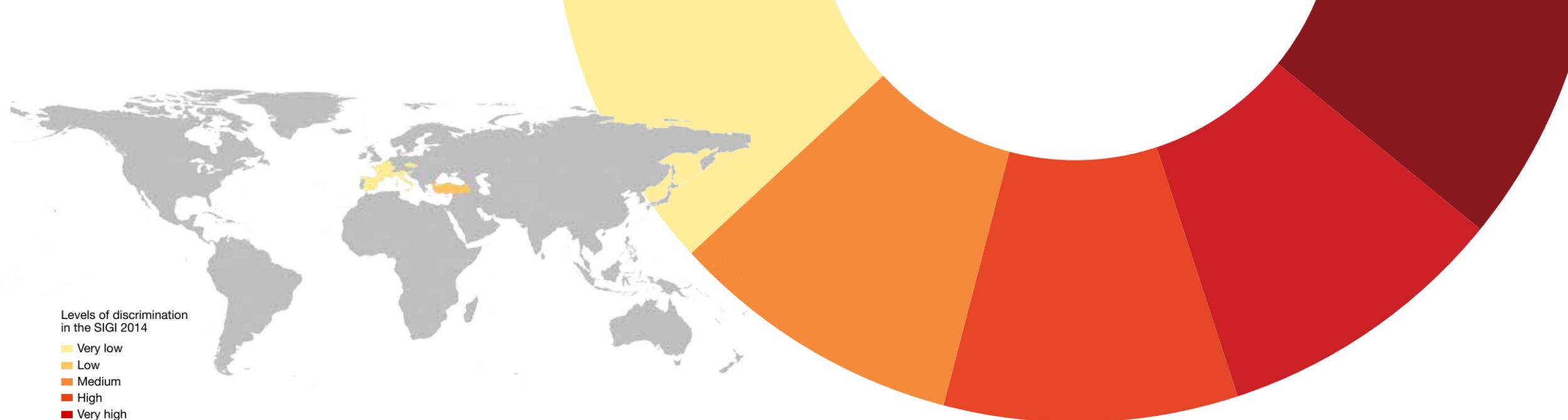
These regional analyses take into account all countries covered in the 2014 edition of the SIGI. However, SIGI scores for 2014 are based only on countries with full data coverage.

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# SIGI results for 2014





\*Countries and economies included in the SIGI: Belgium, Czech Republic, France, Italy, Slovenia, Spain and Turkey.

This map only represents countries featured in the Index.

## OECD countries\*

For the 2014 edition, the OECD's 34 member countries<sup>4</sup> are included in the SIGI for the first time. Characterised by medium to very low levels of discrimination across most sub-indices, OECD countries demonstrate the importance of sustained investments in gender equality to remove discrimination from social institutions.

Challenges to reducing gender discrimination in OECD countries remain in particular in the restricted civil liberties and restricted physical integrity sub-indices.

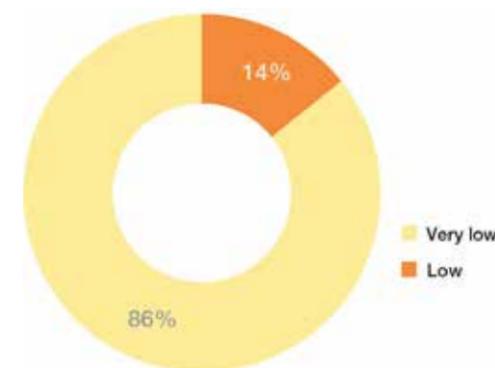
In most OECD countries, women's rights are well protected as concerns the family code and access to land and assets. Overall, women and men enjoy equal rights to inheritance and to initiate divorce; parental authority is also granted to both sexes although practices in certain countries indicate that social norms on mothers as the principal caregiver are still very strong. The legal minimum age of marriage for both sexes is 18 with certain exceptions (e.g. Luxembourg and Mexico). Early marriage prevalence is low, except in Mexico (17%), New Zealand (8%) and Turkey (10%). Challenges remain in unpaid care work, where women spend on average more than twice as much time as men; in Japan, Korea and Turkey, this increases to five times more. In respect to land, property and financial services, women and men are legally equal, although customary practices persist in Mexico and Korea.

Women and men in OECD countries have equal access to public space and equal rights to political voice. Despite important advances in the past decade, only one in four parliamentarians are women; this statistic masks the high diversity, which ranges from 8-14% (e.g. in Chile, Hungary, Japan and Turkey) to over 40% (e.g. in Iceland, Finland, Norway and Sweden). Only nine

countries have legislated quotas at national and sub-national levels. However, political party quotas exist in many countries (notably those with high shares of female parliamentarians) and have effectively encouraged women's leadership in some countries (e.g. Iceland) but not all (e.g. Australia).

Violence against women affects one in four women, and prevalence rates of intimate partner violence are high in certain countries (e.g. 36% in Chile, 47% in Mexico and 42% in Turkey). Most countries have introduced specific laws penalising domestic violence, rape and sexual harassment. Comprehensive action plans have accompanied most of these laws, although implementation and institutional mechanisms have been criticised as under-resourced or inadequate. Women's acceptance of domestic violence is the lowest of all the regions in the SIGI, proving the usefulness of education and awareness-raising programmes. Son bias is not an issue among OECD countries.

Figure 8. Share of countries by level of discrimination in the SIGI 2014: OECD countries



## Top performing country: Belgium

Belgium presents very low levels of discrimination across all five sub-indices of the SIGI. The country guarantees women's rights within the family, freedom from violence, access to resources, as well as civil and political rights.

The minimum legal age of marriage is 18 for both sexes, and women and men have equal rights to parental authority, inheritance and divorce.

The country has a strong and comprehensive legal framework addressing gender-based violence. Domestic violence is criminalised, and in 2010-14 a national action plan against domestic and intimate partner violence within the family extended its scope to forced marriage, violence related to honour issues and female genital mutilation. Rape, including spousal rape, is also criminalised. Sexual harassment legislation was reinforced in 2014 by a series of laws that cover training staff, obliging employers to act in cases of a complaint and appointing a prevention advisor. The new legislation also allows victims to claim a fixed-sum compensation.

The law guarantees women's equal land, property and economic rights. However, in the labour market, gender gaps persist in wages and occupational segregation.

Women and men have equal rights to political voice, and electoral quotas exist at both national and sub-national levels. Women's representation in parliament has increased significantly, from 12% in 1995 to 39% in 2011. Following the May 2014 elections, women represented 39.3% of the lower house of parliament and 50% of the upper house. In 2005, Belgium

launched an online network called Felink to support women in career networking across the federal civil service. The government also provides a “top skills screening” service that offers women the possibility to simulate job interviews, evaluates their attainment of five managerial key competencies and provides personal training plans. The initiative’s success led to the launch of its fourth edition in 2012.

### SIGI and development outcomes

The strong performance of OECD countries in the SIGI attests to the positive effects of removing legal barriers and providing financial incentives to support gender equality. Women and men enjoy legal equality across most key social and economic domains. Gender gaps have been reduced in the labour market and political representation. But certain discriminatory social norms maintain traditional gender roles.

Although more women have entered the workforce, this has not translated into workplace equality: gender-based wage gaps and segregation remain common in OECD countries. Higher education attainment levels for women have seen the female employment rate peak at 65% in 2012. On average, women earn 16% less than men, despite laws and initiatives to ensure “equal pay for equal work”. The wage gap widens after childbirth and increases to 21% among top earners. Occupational segregation sees strong concentrations of women in the public sector particularly in health, education and community services. Less than one in three women holds a management position (OECD, 2012).

Social norms on women’s role within the family remain little influenced by these changes in the labour market. Gender wage gaps, as well as higher rates of female part-time employment, can be explained by gender inequalities in unpaid care work. Social norms on parental roles within the family account for women spending between two to five times more time than men on unpaid care activities. To reduce and redistribute the share of care activities, many OECD countries have introduced family-friendly policies in the workplace, such as flexible hours and parental leave schemes.

Social institutions also shape women’s public leadership. Female political voice remains relatively weak: few countries have reached the 30% threshold of female representation seen as necessary to influence policies and effect change (OECD, 2012). SIGI country profiles highlight specialised training to prepare

women for political life. Scaling up such initiatives is critical for challenging stereotypes, ensuring gender balance and diversity in decision-making processes, and establishing policies that respond to the needs of both women and men (OECD/IADB, USA, 2014).

### Best practices

- **Engaging men and boys in addressing gender-based violence:** In Sweden, Men for Gender Equality involves men and boys in violence prevention, focusing on shifting social norms and masculinities. It does so through advocacy, networking, public-awareness and training, as well as through developing and delivering services and programmes targeted at men and boys. A new prevention programme called Freedom from Violence has also been in the works since 2010.
- **Implementing family-friendly measures in the workplace:** In Slovenia, the government introduced a certification scheme in 2007 to encourage companies to apply family-friendly principles. The Family Friendly Company certificate is awarded to employers that adopt at least three measures from a catalogue of work-family reconciliation measures; these include flexible working hours, child-care services, job sharing, adoption leave, part-time work and assistance to care for a disabled family member. Such measures reduce staff turnover and sick leave and increase employee productivity, motivation, satisfaction and commitment. They also initiate a shift in organisational culture and leadership perceptions.
- **Building women’s capacity to become political leaders:** In Italy, the Ministry for Rights and Equal Opportunities promoted a training project entitled Women, Politics, and Institutions to improve women’s education and interest in politics. This course was offered for free in 41 universities across Italy over two or four years. Overall, the project aimed at enabling women to participate more actively in politics and decision-making positions at the national and local levels.

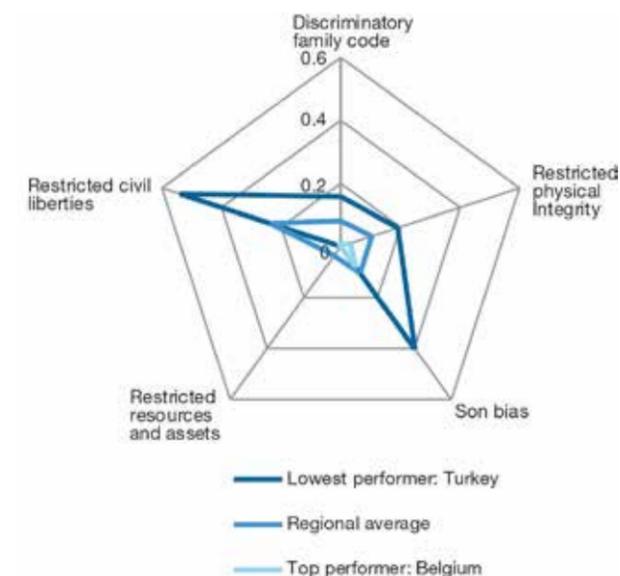
### Priority action areas

- **Addressing gender norms in paid and unpaid work:** The double burden of work and family responsibilities penalise women’s labour force performance and restrict their economic empowerment. Family-friendly policies that redistribute and reduce unpaid care work can help

transform traditional gender roles within the family and encourage greater equality in the workplace.

- **Strengthening measures to tackle violence against women:** OECD countries have introduced strong legislative frameworks to protect women’s right to freedom from violence, but implementation is sometimes weak. Laws should be accompanied by appropriately funded and adequate public services (e.g. women’s shelters and legal assistance), preventative awareness-raising, media and educational campaigns, and specialised training for the police and judiciary to support victims’ access to justice.
- **Increasing women’s political voice and public leadership:** A stronger female political voice can call for more gender-responsive policies and promote female leadership. Temporary measures to boost women’s numbers in public and corporate senior management positions can effectively challenge discriminatory social norms and stereotypes on women’s leadership. Helping women’s rights groups access decision-making processes is also key in ensuring public accountability on gender equality issues.

Figure 9. Performance in the SIGI 2014 sub-indices: OECD countries





Levels of discrimination in the SIGI 2014

- Very low
- Low
- Medium
- High
- Very high

\* Countries and economies included in the SIGI: Cambodia, Indonesia, Lao People's Democratic Republic, Mongolia, Myanmar, People's Republic of China, Philippines, Thailand, Timor-Leste and Viet Nam.

## East Asia and the Pacific\*

The region of East Asia and the Pacific is the third best performer in the 2014 edition of the SIGI, with low to medium levels of discrimination against women across all five SIGI sub-indices.

The region is characterised by comprehensive legislative frameworks protecting women's rights; however their implementation and weak institutional structures continue to hold back progress. Overall, moves toward gender equality are slow or patchy, particularly regarding civil liberties, secure access to land, violence against women and political voice, which are serious issues of concern for the region.

Countries in East Asia and the Pacific that have significantly reduced gender-based discrimination have done so by strengthening existing laws or creating new ones (e.g. Viet Nam), introducing joint titling schemes to boost women's land ownership rights (e.g. Cambodia) and providing specialised services to facilitate women's access to justice (e.g. Mongolia). In addition, some countries have established action plans to promote gender equality (e.g. Mongolia and Viet Nam). Significant gaps remain in legislation, implementation, community awareness and women's legal literacy, which require urgent attention and concerted co-ordination between the region's decision makers, civil society organisations and women's rights networks.

The numbers of missing women have fallen since 2012. Although the unequal sex ratio remains alarming, considerably fewer women are missing in Papua New Guinea and the People's Republic of China. The only country in the region demonstrating an increase in the number of missing women is the Democratic People's Republic of Korea.

Women's status and decision-making authority within the family paint a mixed picture, mainly due to conflict between customary, religious and civil laws (e.g. Indonesia, Malaysia, the Philippines and Singapore). Attitudes accepting domestic violence are prevalent across the region and peak in the Lao People's Democratic Republic and in Timor Leste (over 80%). In some countries, marital rape is still not recognised (e.g. Cambodia and Mongolia). A number of national family and civil codes maintain men as the only head of household (e.g. Philippines), which reduces women's decision-making authority over household assets and family well-being. This also compromises women's and girls' rights to inherit, own, and control land and property, as well as restricts their freedom of movement.

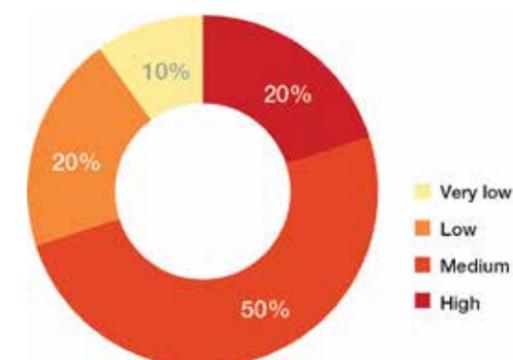
Negative stereotypes and traditional perceptions of women's roles cut across the region in public life as well, inhibiting women's empowerment. The majority of the region's countries have no quotas for women in politics at either the national or sub-national level (e.g. Fiji, the People's Republic of China, Singapore, Thailand and Viet Nam), thus perpetuating low levels of women's political leadership.

### Top performing country: Mongolia

Mongolia's strong performance in the region can be credited to a comprehensive legislative framework protecting women's economic and workplace rights and to measures eliminating gender-based violence. Women and men enjoy equal inheritance rights and parental authority, and the legal age of marriage is set at 18 for both sexes. Data on the percentage of girls aged 15-19 who are married, divorced or widowed suggest that social acceptance of early marriage is declining: it has dropped from 15% in 1979 to 3.5% in 2000. The law grants women and men equal access to land ownership. Since 2011, the Law on Promotion of Gender Equality requires a 40% quota on women's participation in managerial positions in public administration and recognises sexual harassment in the workplace as discrimination. Women benefit from maternity leave paid at their normal salary for 90 days or at 50% of their salary for an additional 30 days.

Violence against women in Mongolia remains a challenge despite legislative measures. The 2005 Law on Fighting Domestic Violence includes requirements for the police to investigate complaints, including visiting the home and bringing victims to refuges, as well as education and sensitisation programmes for perpetrators of violence. In 2010, one in three women reported having experienced domestic violence at least once in their lifetime, and there remains a high level of acceptance of domestic violence by women: 20% of women aged 15-49 questioned in a UNICEF survey considered that a husband was justified in beating his wife or partner in certain circumstances. While the Criminal Code imposes strict penalties on rape, marital rape is not yet recognised, representing an important lacuna in Mongolia's legislative framework.

Figure 10. Share of countries by level of discrimination in the SIGI 2014: East Asia and the Pacific



As the rest of the region, Mongolia has low levels of female political participation (14.9%) despite the 2011 Law on Election of the Parliament, which stipulates that at least 20% of candidates on a political party list be women.

### SIGI and development outcomes

The East Asia and the Pacific region is well positioned to continue the trend toward meeting gender equality targets set out in the Millennium Development Goals (MDGs) and the Beijing Platform for Action, with marked improvements across a range of key development indicators. The region is on track to achieving the MDG3 targets on gender parity in education and the MDG5 target on maternal mortality. However, mixed progress on key economic and political empowerment indicators point to the need to address the effects of discriminatory social norms in order to close the gaps.

The SIGI country profiles highlight the ongoing struggle for women in the region to enjoy economic empowerment. Women lack rights to own and control land and non-land assets and to access credit, and there is an absence of legislation protecting women's workplace rights. This discrimination is mirrored in key economic development indicators. While the region boasts 71% of female labour force participation (UNDP, 2014), one of the world's highest shares, this figure conceals major gender gaps. In Indonesia and Malaysia, for example, the gender gap in labour force participation in 2013 was over 30% (Haspels and Majurin, 2008). The gender wage gap can reach up to 60-66% in certain countries. Moreover, women are more likely to work in the informal economy, and the percentage of women in non-agricultural waged employment remains at 39%. The UNESCAP Beijing+15 Review highlighted women's unequal share of unpaid care work in the region as an important driver of these labour force inequalities; it impedes women's skills training and lowers their access to social protection.

Women's political voice is weak in East Asia and the Pacific. The region has one of the lowest percentages of women in parliament. Eleven out of 17 countries ranked in the SIGI 2014 require no quotas at the national or sub-national level, thereby

perpetuating traditional gender norms on leadership roles and shutting out women from decision-making processes.

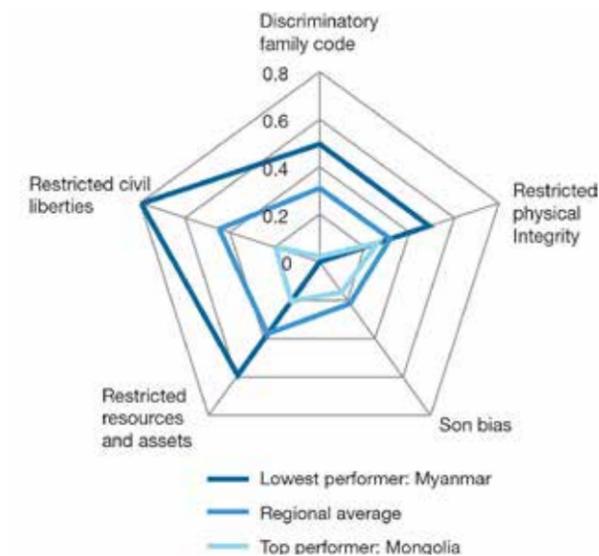
### Best practices

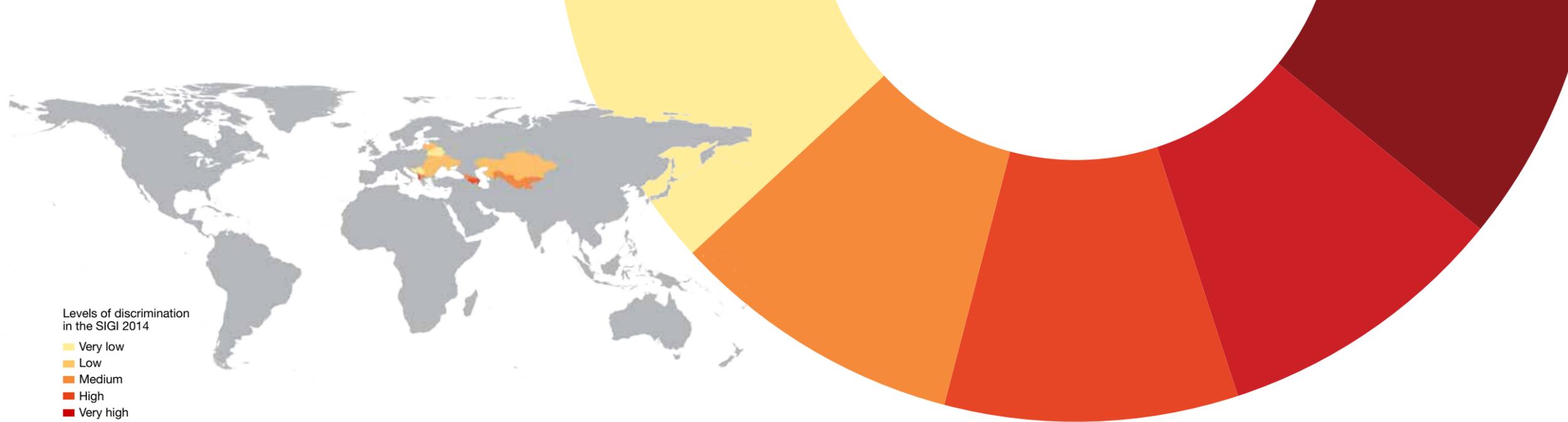
- Enhancing women's political voice:** In the Philippines, the National Democratic Institute conducted a six-month training programme in 2007 to help women candidates running for the first time to prepare for the village and youth council elections. The programme included a mix of leadership and campaign skills training, as well as training on electoral rules and procedures. Also, in the lead-up to the commune elections in Cambodia in 2007, a UN Women partnership with women's NGOs provided training for female candidates as well as training on voters' awareness of the importance of women's representation in politics. As a result, in 2007 female candidates rose to 21% from 15% in 2002 and 15% got elected, as opposed to 8.5% in the previous elections.
- Using a multi-pronged approach to empower women economically:** *Pantawid Pamilyang Pilipino Program* is a conditional cash transfer programme in the Philippines launched in 2008 and supported by the Asian Development Bank since 2010. The programme is a successful example of how gender can be integrated into programmes to increase their effectiveness. For example, it ensures that women open bank accounts in their own names; and it targets 70% attendance of fathers in modules on gender-responsive family practices and on father's role as caregivers. As a result, gender roles are reallocated within the family, and women have more time to participate in economic activities.
- Partnering with men to tackle violence against women:** A programme created over ten years ago by the Fiji Women's Crisis Centre to educate men on the causes of violence against women has brought positive results. The programme trains key community leaders, police officers and service providers. These male advocates in turn teach other men and boys how violence against women occurs and what can be done to prevent it. Over 100 men graduated from the programme in Fiji, and it has since expanded to the Cook Islands, Papua New Guinea, Tonga and Vanuatu.

### Priority action areas

- Harmonising national laws and practices:** Countries should ensure that their legal frameworks are in line with international commitments to the CEDAW and with the Beijing Platform for Action. In particular, urgent attention is needed to remove discrepancies between civil, customary and religious laws which weaken women's position in the family as well as in economic and political life.
- Boosting women's legal literacy:** Women's lack of awareness of their rights perpetuates the cycle of discrimination in the region. Initiatives at the community level to increase legal literacy are needed to reverse discriminatory practices and to ensure that women can both protect and claim their rights.
- Encouraging female leadership in public life:** Introducing quotas at the national and sub-national levels, training women in leadership skills and raising awareness through the media are important steps in breaking traditional gender stereotypes which reserve public authority for men and confine women to family roles.

Figure 11. Performance in the SIGI 2014 sub-indices: East Asia and the Pacific





Levels of discrimination in the SIGI 2014

- Very low
- Low
- Medium
- High
- Very high

\* Countries and economies included in the SIGI: Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Former Yugoslav Republic of Macedonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Republic of Moldova, Romania, Serbia, Tajikistan, Ukraine and Uzbekistan.

## Eastern Europe and Central Asia\*

The region of Eastern Europe and Central Asia is the second best performer in the SIGI 2014.

Most of the countries in the region fall under low to medium levels of discrimination with no country in the highest level.

The region shows different patterns of discrimination: son bias and early and forced marriages are of concern in Central Asia, whereas gaps in laws or poor implementation are the next challenge confronting most Eastern European countries. Gender-based violence and restricted civil liberties remain problems that cut across all countries of the region.

Son bias is a central concern, with close to half of the region's countries featuring in the SIGI's lowest quintile. The fertility preference for boys is high in 11 of the 14 countries; the exceptions are Lithuania, the Republic of Moldova and Romania. Azerbaijan has the second highest rate of sex-selective abortions in the world, a practice reportedly also on the rise in Armenia (UNFPA, 2013). In addition, the unequal sex ratio in six countries is worrying, and the numbers of missing women have not fallen.

Laws have not reduced the high rate of early and forced marriages. The family code of a few countries (e.g. Turkmenistan) still allows early marriage. It is especially pronounced and on the increase among ethnic communities and in rural areas (e.g. in Belarus, Bosnia, Croatia and Herzegovina). Unregistered customary marriages are not legally recognised, thereby exposing girls to greater vulnerability in cases of repudiation. Bride kidnapping continues to be reported (e.g. in Georgia, Kyrgyzstan, the Russian Federation and Turkmenistan).

Violence against women is endemic across Eastern Europe and Central Asia, and the legislative framework is patchy. Many countries lack legislation on sexual harassment (e.g. Azerbaijan, the Russian Federation and Uzbekistan), domestic violence (e.g. Armenia, Bulgaria and Croatia) or rape, including marital rape (e.g. Turkmenistan). Poor services supporting victims' access to justice and welfare have been criticised in a number of countries (e.g. Romania) by the CEDAW Committee as well as by human rights organisations. Acceptance of violence as justified is low in most of the region (e.g. 4% in Ukraine), although there are notable exceptions (e.g. 74% in Tajikistan).

The absence of electoral quotas at the national and sub-national levels in ten countries and negative norms on women's public leadership roles explain the poor representation of women in political life. Over half the region has less than 20% of women in parliament.

### Top performing country: Serbia

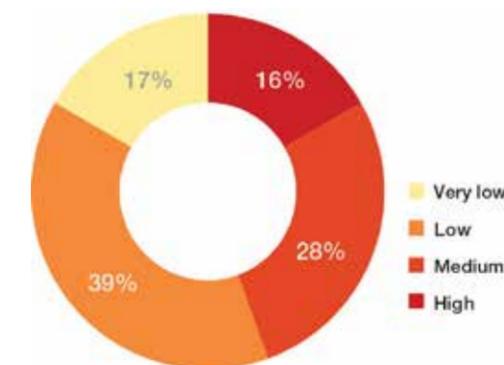
Serbia tops the Eastern Europe and Central Asia region, with good performance in the SIGI sub-indices of discriminatory family code, restricted resources and assets, and restricted civil liberties.

The legal age of marriage is 18 for both women and men, and the family law grants equal decision-making authority over children during marriage and after divorce. Women have the same rights as men in inheritance and divorce. They have equal rights to own and access land and non-land assets, except in some rural areas where tradition obliges a woman who buys or inherits land to register it in the name of her husband or another close male relative. Women also benefit from equal access to financial services, including bank loans.

In terms of civil liberties, women and men have equal rights to access public space, although women from the Roma community face some discrimination in the labour market. A 30% electoral quota is in place at both national and sub-national levels. As of 2014, there were 34% of women in parliament.

There are gaps in the Serbian legislation on violence against women, and women's access to justice is limited. Domestic violence is criminalised, and the government took steps in 2011 to develop comprehensive co-operation mechanisms with the judiciary and the police. However, implementation remains poor in some areas, such as significant delays in treating cases of domestic violence by the courts. Moreover, there are high levels of underreporting due to social taboos or fear that police will not investigate. Rape is a criminal offence, but women's rights advocates have criticised penalties as too lenient.

Figure 12. Share of countries by level of discrimination in the SIGI 2014: Eastern Europe and Central Asia



## SIGI and development outcomes

The region suffers from widening gaps between legislation and implementation and from the revival of discriminatory social institutions. National action plans should focus on transforming these institutions in order to curb the decline in gender equality and to leverage women's empowerment for the inclusive growth of the region.

Countries in Eastern Europe and Central Asia still benefit from decades of policies promoting equality in employment, education and health. Women represent close to half of the labour force (46%), with almost half of women workers (48.5%) in the non-agricultural workforce. There are similarly few gender gaps in part-time work and vulnerable employment. The region has already achieved two of its Millennium Development Goals: MDG3 on education and MDG5 on maternal mortality.

Yet the political and economic changes since the 1990s, in particular in the Caucasus and Central Asia, have put these gender equality gains at risk and hide rising inequalities within the labour market. Feminisation of poverty has been signalled as a growing issue of concern (UNECE, 2009). Despite equal employment opportunities, wage gaps and segregation in the labour market persist. For example, women are concentrated in non-managerial positions and in lower-paid professions, representing up to 80% in the public health and education sectors. The financial crisis and subsequent cutbacks and reforms of social services, notably childcare, have also significantly worsened the family-work life balance for women (UNECE, 2009).

Restricted resources and assets, such as low levels of land ownership, have also impaired women's entrepreneurship opportunities. Lack of collateral to access financial services, including microcredit, explains another significant gender gap: in Uzbekistan, men received 85% of all microcredit funding (UNECE, 2009).

### Best practices

- **Improving women's political voice:** UNDP led a project entitled "Promoting Equal Rights and Equal Opportunities in Armenia: Women in Local Democracy". It supported the participation of women in Armenia's 2011-14 local elections and during their terms in office. Women benefited from a broad range of capacity-building and advocacy

activities. The project used gender transformative programming, which helped shift attitudes and behaviours and reduce gender-specific constraints that Armenian women face in social and political decision-making processes.

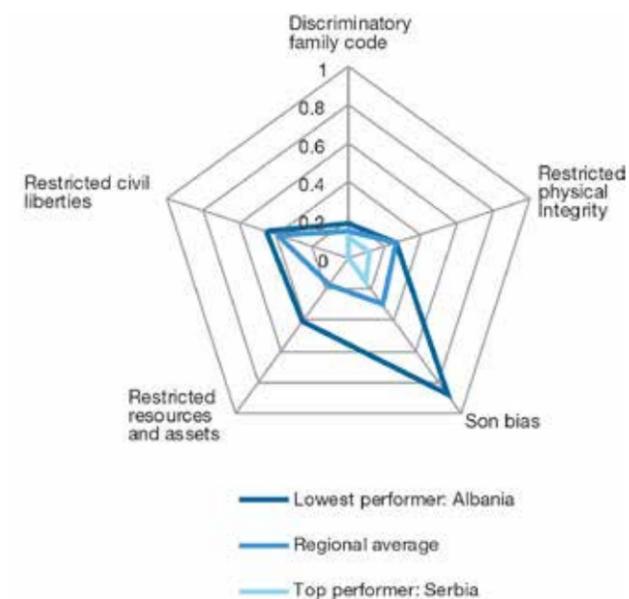
- **Using technology to increase the reporting of violence:** In the Former Yugoslav Republic of Macedonia, an online platform called "React!" was launched in 2012 to enable women to report cases of sexual harassment and sexual assault in public spaces in Skopje. Users can report incidents anonymously via Twitter, email and text messaging; the messages are then mapped and categorised on the site. "React!" utilises crowd-sourcing technology to assist local researchers in collecting data that is otherwise not readily available. Women can also use the platform to share their stories and relate the local authorities' responsiveness to such incidents.
- **Improving women's access to productive assets:** To help women overcome barriers in accessing finance, the Women Entrepreneurs Support Association (WESA) in Kyrgyzstan launched a project in 2002 on women's land rights. The project provides women across the country with free legal consultations about property ownership and land rights, as well as assistance in applying for credit and joining credit unions. The legal consultants serve remote areas once a month. As of 2009, over 10 000 women had received legal advice and assistance.

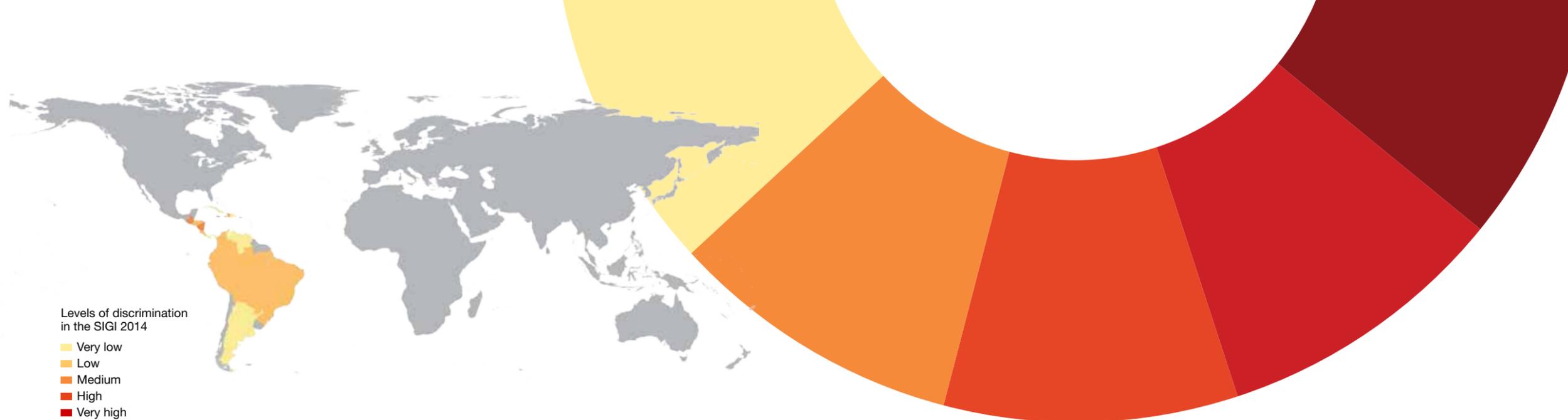
### Priority action areas

- **Enshrining women's freedom from violence in national legislation:** National legislation needs urgent revising to address gender-based violence in all its forms, and national budgets should provide for its full implementation. Legal codes should align with the CEDAW's recommendations and the Beijing Platform for Action; and countries should ratify the Istanbul Convention on Preventing and Combatting Violence against Women.
- **Encouraging public leadership for women:** Declining percentages of women in parliament since 1990 highlight the importance of legally securing women's political voice. Governments should set electoral quotas at the national and sub-national levels and challenge stereotypes of women's traditional domestic roles which limit their access to the political sphere and public leadership.
- **Improving access to justice for all women:** Women from ethnic and religious minorities face

higher levels of discrimination, such as early and forced marriages, as well as difficulties in accessing justice and public services. Expanding welfare support to rural communities, translating information on rights and services into minority languages, increasing women's legal literacy, and ensuring that they have national identification papers are critical for breaking cycles of discrimination.

Figure 13. Performance in the SIGI 2014 sub-indices: Eastern Europe and Central Asia





\* Countries and economies included in the SIGI: Argentina, Plurinational State of Bolivia, Brazil, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Nicaragua, Panama, Paraguay, Peru, Trinidad and Tobago, Bolivarian Republic of Venezuela

## Latin America and the Caribbean\*

The region of Latin America and the Caribbean (LAC) is one of the top performers in the 2014 edition of the SIGI. All countries demonstrate very low to medium levels of discrimination.

The region owes its strong performance to comprehensive legislative frameworks that ensure gender equality in economic and political rights, and it aims to eliminate gender-based violence. Progress toward gender equality is stunted, however, by ongoing weak implementation of laws in the SIGI sub-indices of discriminatory family code, restricted physical integrity and restricted civil liberties.

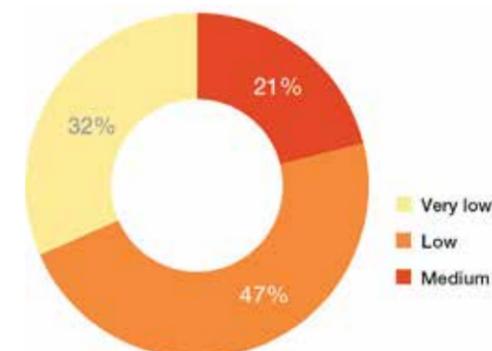
Across the region, the economic rights and civil liberties of women are protected. Out of the 22 LAC countries covered, 10 show no discrimination in laws and practices on access to land, 19 on non-land assets, 14 on financial services and 11 on inheritance rights. Yet strong national performance can hide discrimination against women from indigenous and ethnic minorities: difficulties in obtaining national identification papers hinder their ability to fully claim their economic rights, including access to social services (e.g. Peru). Average regional political participation of women is 23%, with significant diversity: from less than 10% in Brazil to 49% in Cuba. However, many countries lack electoral quotas at the national and sub-national levels (e.g. Haiti and Panama).

In the area of discriminatory family code, laws on marriage and parental authority continue to limit women's decision making within the family and perpetuate traditional gender norms and roles. Early marriage is still legal in many countries, although

rates are declining (16% in the region). The legal age of marriage is 12 in Honduras and 15 with parental authority in many other countries (e.g. the Bolivarian Republic of Venezuela, Panama, the Plurinational State of Bolivia, and Trinidad and Tobago). In many countries, men are still recognised as holding full parental authority.

Reducing violence against women is high on the political agenda, with region-wide efforts to implement national legislation and commitments to the Belém do Pará Convention. Over the past few years, several countries have introduced or strengthened laws against femicide and gender-based violence (e.g. the Bolivarian Republic of Venezuela, Nicaragua and Peru). Violence against women remains highly prevalent nevertheless: e.g. 64% of women in the Plurinational State of Bolivia and 46% in Ecuador report having experienced physical or sexual violence in their lifetime. Reports across many countries on poor responsiveness of legal systems and the police lead to low levels of reporting and female confidence in the justice system (e.g. Paraguay). Across the region, 14.1% of women accept that violence is justified under certain circumstances.

Figure 14. Share of countries by level of discrimination in the SIGI 2014: Latin America and the Caribbean



### Top performing country: Argentina

Argentina's place as the best performing country in the region is explained by a strong legal framework within the family as well as promising measures protecting women's physical integrity, access to resources and civil liberties. The age of marriage is 18 for both women and men, and same sex-marriage was legalised in 2010, making Argentina the second country in the region to enact such a law. Women and men have equal parental authority over children, and both can be head of household. They also have equal inheritance rights and the same rights to initiate divorce.

Argentina has also taken steps toward protecting women's physical integrity: domestic violence, rape, including marital rape, and sexual harassment are criminalised. In 2012 close to 2 000 members of the security forces were trained in Buenos Aires on how to deal with domestic violence. Crimes of honour, femicide, and violence against lesbian and transgender women have been documented in Argentina. As a result, in 2012 the penalty for femicide was increased to life in prison and a Gender Identity Law was passed to guarantee the rights of transgender people. The same year, the Supreme Court decriminalised abortion in cases of rape.

Women have equal access to land and non-land assets, as well as to financial services. They also have wide access to microfinance: data from the Microfinance Information Exchange indicates that in 2011, women made up 65.29% of borrowers.

Argentina has electoral quotas at both national and sub-national levels. The country has a female president since 2007, Cristina Fernández de Kirchner, and women represent over 30% of the national parliament.

## SIGI and development outcomes

The Latin America and the Caribbean region is poised to achieve certain Millennium Development Goals and is committed to bridging the gender gap in economic and political life and to eliminating gender-based violence.

The region has comfortably met the MDG3 on gender parity in education at all levels, but it will not achieve the MDG5 on reducing the maternal mortality rate by one third. High rates of early marriage are coupled with the third highest levels of adolescent childbearing in the world (68 births per 1 000 women aged 15-19). Twelve percent of married women have an unmet need for family planning, reflecting their low decision-making power within the family.

Women's equal access to productive resources is a key factor in their economic autonomy, but gender roles within the family reduce their empowerment opportunities. The region boasts 67% of women active in the labour market, the highest percentage in the world (World Bank, 2014a). The region has the highest share (44%) of women in non-agricultural wage employment (MDG1). However, expectations that women be the primary caregiver lead to significant gender gaps in unpaid care activities and consequently to lower wages and part-time employment for women.

Women's political voice remains suppressed, however the region benefits from a dynamic women's movement. Women are poorly represented in public life, and glass ceilings keep them from leadership positions. Nevertheless, the women's movement has successfully pushed for greater public action to tackle gender-based violence, as well as to ensure respect of sexual and reproductive health rights and rights of women from minority or marginalised groups.

### Best practices

- **Strengthening women's economic rights:** *Pro Mujer* is a microfinance institute that facilitates women's access to credit in Argentina, Mexico, Nicaragua, Peru and the Plurinational State of Bolivia. Its objective is to lift women out of poverty through a mix of services: *Pro Mujer* provides business and leadership training, preventive health education, and primary healthcare services to women.
- **Partnering with men to transform discriminatory attitudes:** In Brazil, Program H addresses violence

prevention and active fatherhood in promoting gender equality. Developed by *Instituto Promundo* and other partners, the programme informs young men on sexual health and women's sexuality and helps them to better understand their role in relationships, therefore encouraging them to look after themselves and others. Evaluations have shown positive changes in attitudes with regards to women and gender roles. The programme has been adapted to other areas, including in the Balkans, as well as in Ethiopia, Namibia, the United Republic of Tanzania and the United States.

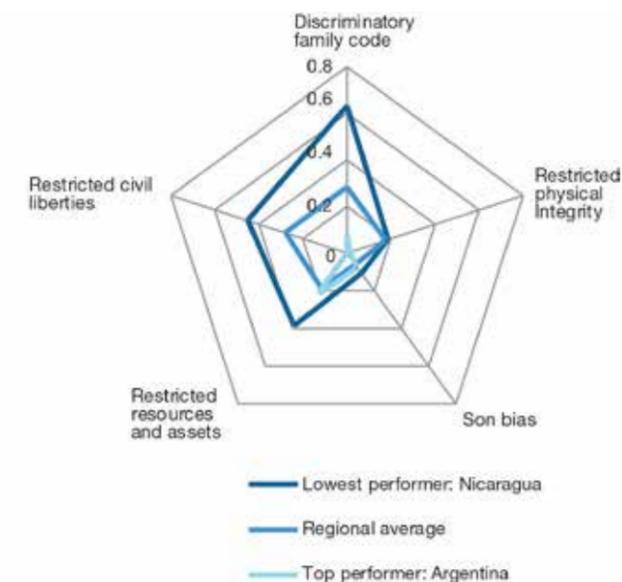
- **Engaging men in child care:** In Peru in 2006-08, the Fathers in Action Project (*Proyecto Papa en Acción*) worked directly with fathers to strengthen early childhood care and promote sharing care-related tasks with mothers. This was done through five fatherhood workshops on the basics of positive parenting and how to adjust to the caring role, among others. Results were positive as fathers felt more involved in the family, learned to respect family members and to avoid using violence, and shared more of the domestic and caregiving work with their wives.

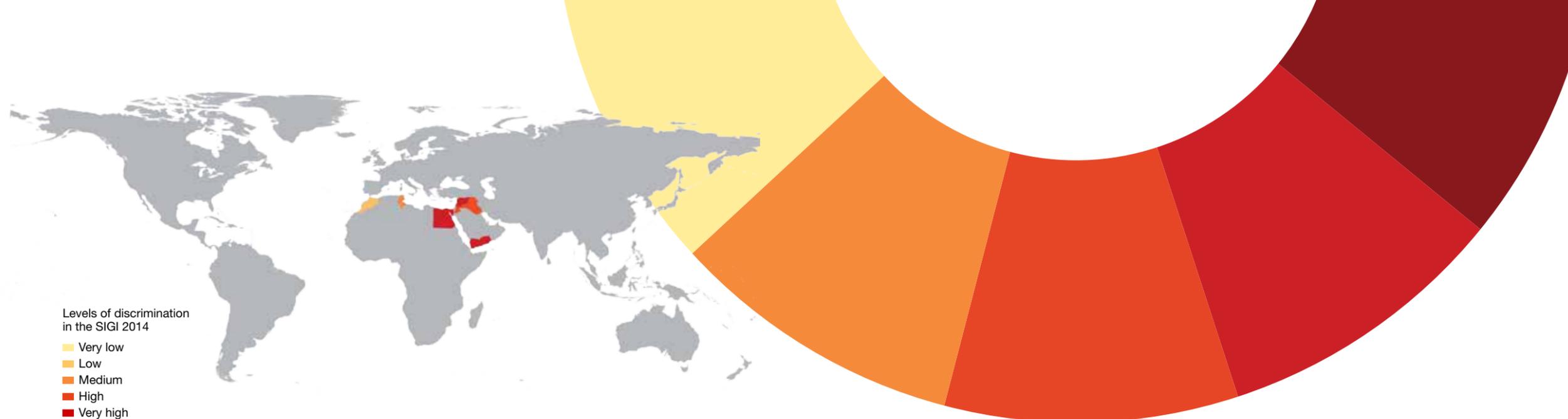
### Priority action areas

- **Reaching indigenous and poor women:** Women in indigenous groups and those living in poverty face additional discrimination. They are excluded from national programmes that aim to spread awareness of women's rights and provide women with support and protection. Countries in the region should ensure that information on women's rights and social programmes are offered in local languages and should support women in obtaining identification papers. They should also increase programmes to improve legal literacy among indigenous and poor women.
- **Harmonising national laws with international and regional commitments:** Countries should align their laws and policies with their commitments to the Convention on the Elimination of all Forms of Discrimination against Women and the regional Belém do Pará Convention. This includes removing gender discriminatory clauses, addressing women's access to sexual and reproductive health rights, and scaling up programmes to prevent gender-based violence that actively engage men and boys and challenge entrenched gender stereotypes. Countries should continue to co-ordinate with the judiciary, police and public authorities at all levels to ensure women's freedom from violence and their access to justice.

- **Facilitating women's access to quality employment:** Addressing the unequal burden of unpaid care work through improved public infrastructure and services (including childcare and other social welfare programmes) and removing the barriers to women's full-time employment in the formal sector are critical for their economic empowerment. Challenging stereotypes on gender roles within the family and in the labour force will contribute to alleviating women's double burden of reconciling work commitments with family responsibilities.

Figure 15. Performance in the SIGI 2014 sub-indices: Latin America and the Caribbean





\* Countries and economies included in the SIGI: Egypt, Iraq, Jordan, Lebanon, Morocco, Syrian Arab Republic, Tunisia and Yemen.

## Middle East and North Africa\*

The Middle East and North Africa (MENA) region is the poorest performer in the 2014 edition of the SIGI.

The majority of its countries are positioned in the highest discrimination level, and no country is in the very low level.

Moreover, MENA has the country with the worst overall performance: Yemen. The region shows serious weaknesses in all SIGI sub-indices, particularly pronounced in restricted civil liberties and discriminatory family code.

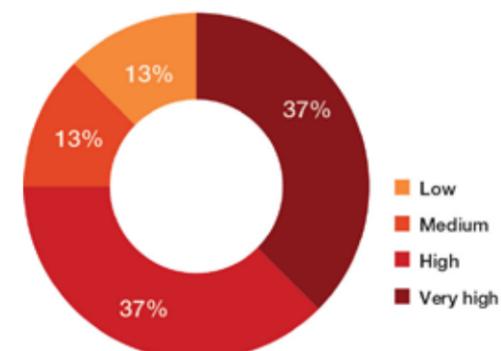
Gender-specific laws limit women's access to public space and political voice. Although the number of women in parliament has increased recently in North Africa (e.g. Morocco and Tunisia) due to electoral quotas, the regional average is only 13% and masks even lower percentages in certain countries (e.g. less than 10% in Bahrain, Kuwait and Lebanon). Reports of violence targeted at women who participated in the Arab Spring also mirror women's ongoing struggle for civil liberties (OECD, forthcoming). A husband's permission is required in Yemen to seek employment and in Oman to obtain a passport. Nine countries still have discriminatory laws limiting women's freedom of movement.

Family codes are based on customary and religious laws, which assign unequal inheritance rights to girls, identify the man as the head of the household, do not recognise female parental authority and do not allow women to initiate divorce. Early marriage affects 9% of girls in the region, with significant variations: 0% in Qatar but up to 32% in Algeria. The legal minimum age of marriage for girls is 12 in the Islamic Republic of Iran; in Yemen, there is no minimum legal age of marriage.

Women spend seven times more time on unpaid care work than men, reflecting social norms on their domestic responsibilities within the family.

Son bias, restricted resources and assets, and restricted physical integrity are also issues that certain countries in the region need to address. Fertility preferences indicate that boys are more highly valued in Jordan, the Palestinian Authority and Tunisia. Unequal inheritance rights are linked to women's poor access to land and property: only 4% of women have land titles. Almost two-thirds of countries lack legislation on sexual harassment, rape or domestic violence. In certain countries, a rapist can escape punishment if he marries the victim, and marital rape is not recognised. Although regional prevalence of female genital mutilation is low on average (7.2%), up to 91% of women in Yemen have undergone the practice.

Figure 16. Share of countries by level of discrimination in the SIGI 2014: Middle East and North Africa



### Top performing country: Morocco

Morocco has taken positive steps toward promoting women's civil and political rights and eliminating discriminatory laws that affect women's rights within the family. However, discrimination persists in women's access to land and assets as well as freedom from violence and physical integrity.

Women and men have equal rights to access public space, and Morocco's vibrant women's movement has increased women's political voice. Changes in legislative quotas since 2011 have raised the number of women in parliament from 1% in 1997 to 17% in 2014. Thanks to successful campaigning by women's NGOs, in January 2014 the Moroccan Parliament removed an article from the Criminal Code that allowed a rapist to escape imprisonment if he married his victim.

While women's rights within the family have improved, restrictions on resources and assets continue. Changes to the family code in 2004 raised the minimum legal age of marriage to 18 for both women and men and granted them equal parental authority. However, daughters are still entitled to inherit only half of the share passed on to sons. Low female land ownership is prevalent in rural areas, and only 27% of women hold a bank account at a formal financial institution, compared to 53% of men.

Morocco's legislation on gender-based violence contains several important gaps. There is no specific

law on domestic violence other than general provisions in the Criminal Code, and prosecutions are rare. Moreover, criminal punishment of rape does not include marital rape. Finally, sexual harassment is only criminalised in limited situations and few women report cases due to distrust of the legal processes and taboos.

### SIGI and development outcomes

Countries in the Middle East and North Africa struggle to translate the rapid reductions in gender gaps in education and health into equality in all aspects of social and economic life. The region's poor SIGI performance illustrates how the high level of gender-based discrimination significantly thwarts women's economic and political empowerment. Eliminating the discrimination entrenched in social institutions would help optimise women's skills and contributions.

MENA countries have progressed the fastest in the world in human development (World Bank, 2014b). The region is on track to meeting the Millennium Development Goals on gender parity in education (MDG3) and maternal mortality (MDG5). Female literacy and life expectancy have increased in the past four decades, outpacing progress in other developing regions, albeit with stark regional disparities (e.g. in Yemen, over 60% of women are illiterate) (OECD, 2014).

Yet these achievements have not spilled over the labour market. SIGI country profiles highlight the legal restrictions on women's work rights and choices. Females represent only 25% of the labour force, which is half the global average. Social norms dictate the segregation of specialisations appropriate for each gender's education, leading to occupational segregation (World Bank, 2014b). Perceptions of men as the main breadwinner also influence female employability. Gender gaps in unemployment rates have doubled over the past 15 years: 40% of young women are unemployed (World Bank, 2014b).

Restrictions on women's civil liberties and low female political leadership reflect prescriptive norms of women's place in the family. However, in particular for Arab Spring countries, the absence of women from decision-making fora threatens to reverse achievements in gender equality as well as women's rights, as the SIGI country profiles for Egypt and Tunisia highlight. Such a reversal would quash advances in education and health for both women and their communities.

### Best practices

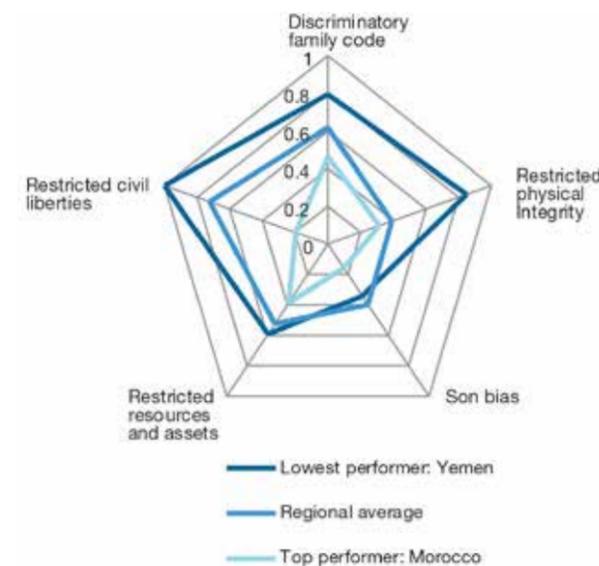
- Increasing women's political voice:** In Lebanon, USAID began a programme in 2012 called Building Alliances for Local Advancement, Development and Investment-Plus (BALADI Plus). BALADI Plus helps female leaders in local government to develop their skills and learn how to mitigate the cultural and structural barriers that impede their functions. In 2013, 29 women from municipal councils were trained in managing projects, raising funds and writing proposals. The programme encourages gender equality in leadership and offers a place for women to network with others involved in local government, to share experiences and to build their confidence.
- Using technology to tackle sexual harassment:** In Egypt, the crowd-mapping platform HarassMap was founded in 2010 to improve women victims' access to justice. The platform collects information from witnesses and victims of sexual harassment, uses a referral system to support the victims, and works with community networks to create "zero tolerance" zones. The platform's success has led to its replication in other countries in the region as well as in South Asia.
- Challenging gender stereotypes in the labour force:** In Jordan, the 2010 initiative New Work Opportunities for Women supported young female graduates from eight community colleges in their transition to employment. In addition to skills training for the graduates, the project included job vouchers, which acted as short-term financial incentives for firms to hire female graduates lacking work experience. Female employment rose, and 57% of women expected to keep their jobs once the scheme ended.

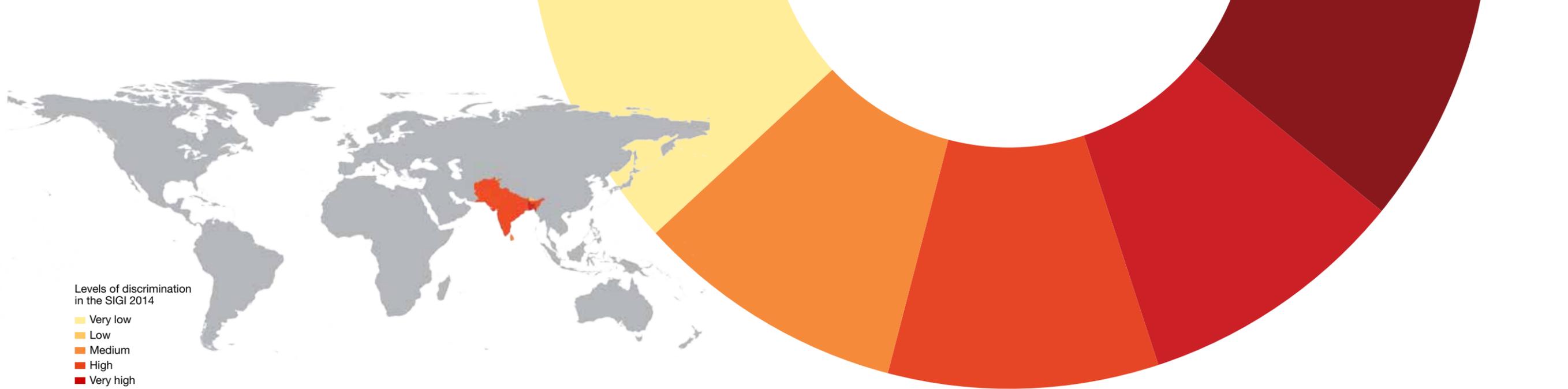
### Priority action areas

- Boosting female political voice:** The region has the lowest female political participation in the world, and women's rights are consequently poorly represented in national decision-making processes. Introducing parliamentary quotas at national and sub-national levels, removing de jure and de facto restrictions on women's freedom of movement, and fostering women's advocacy and collective action can effectively combat stereotypes on women's public leadership. They can also help increase public accountability to commitments to CEDAW and other international human rights conventions.

- Strengthening laws on violence against women:** Many countries lack legal codes penalising rape, including marital rape, sexual harassment and domestic violence. Laws should specifically support women's access to justice and freedom from violence. Implementation measures, such as raising awareness of key institutional stakeholders (e.g. the police and the judiciary), should accompany the laws.
- Improving women's legal status within the family:** Laws circumscribing women's rights within the family not only reinforce traditional gender roles, but they also curtail women's decision-making authority over their own income and health, as well as their family's well-being. Granting women legal equality and autonomy can effectively transform restrictive gender norms and facilitate women's access to the labour force.

Figure 17. Performance in the SIGI 2014 sub-indices: Middle East and North Africa





Levels of discrimination in the SIGI 2014

- Very low
- Low
- Medium
- High
- Very high

\* Countries and economies included in the SIGI: Afghanistan, Bangladesh, Bhutan, India, Nepal, Pakistan and Sri Lanka.

## South Asia\*

South Asia is the third lowest performing region in the 2014 edition of the SIGI, with medium to high discrimination across all sub-indices. Countries in South Asia show strong homogeneity: no country in the region features in the first quintile of the SIGI.

The region has some of the highest levels of discrimination in the family code and of son bias among all regions. Many countries are still failing to address weak or non-existent legislation on early marriage: the legal age of marriage is lower for girls than boys in most countries (e.g. Afghanistan and Pakistan). Challenging this entrenched social norm through legislation has had a positive albeit limited impact on total numbers. Although Bangladesh's 1984 law sets the legal age of marriage at 18 for women (and 21 for men) and rates of early marriage have declined, progress has been slow: 74% of women aged 15-19 were married in 2011, and 11% of girls gave birth before the age of 15. In India, the 2006 Prohibition of Child Marriage Act has seen numbers of early marriage decline; however, the country still has the highest numbers in the world, and early marriage represents 47% of all marriages (WHO, 2013). Son bias is prevalent across the whole region but particularly elevated in Nepal, whose percentage of boys as last child (61%) is among the highest in the world.

The 2012 high profile rape cases in India put the global media spotlight on the pervasive violations of women's freedom from violence and in particular the poor institutional mechanisms to support victims' access to justice. Underreporting of violence is also due to high levels of acceptance by women that it is justified (e.g. up to 90% in Afghanistan). Victims are confronted with harassment or disinterest by the police and judiciary, the risk of social marginalisation, limited access to welfare or shelters, as well as high legal costs. A 2013 United Nations survey highlights "sexual entitlement" as one of the main reasons cited

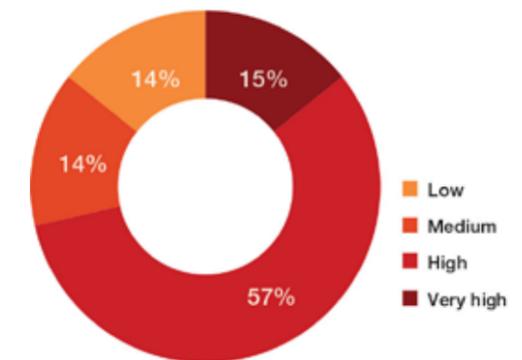
by male perpetrators of rape (Fulu et al., 2013). In many countries, marital rape is not recognised (e.g. Afghanistan, Bangladesh, India and Pakistan) or the penalties are low (e.g. Nepal). Women's low status in the family is also reflected in the high numbers of missing women. In addition, there are reports that dowry-related violence, honour crimes and acid attacks are prevalent, affecting particularly vulnerable women, such as the poor or women from minority or ethnic groups.

Overall, women have limited opportunities to access or own land and other productive resources in their own name. Studies suggest that in Afghanistan only 2% of women own land (USAID, 2010). Positive steps toward gender equality in this area include Pakistan's 2011 Anti-Women Practices Law which seeks to protect women's right to inherit. Other countries have introduced legislation on land ownership (e.g. Afghanistan), however the prevalence of customary or religious laws continue to undercut these civil law protections.

The vibrant grassroots women's networks in the region are making headway in pushing policy makers and communities to step up actions on gender equality. Efforts to improve public accountability on legislation addressing violence against women have been successful, but attempts to increase women's political representation less so. Active campaigning by local NGOs with support from the international community has ushered in stronger penalties for rape (e.g. India) and overturned proposed revisions to the existing legal code that would have barred women from testifying against their family members in cases of violence (e.g. Afghanistan). Although electoral quotas at the sub-national level exist in many countries (e.g.

India), this has not led to higher percentages of women in parliament, with a regional average of 18%.

Figure 18. Share of countries by level of discrimination in the SIGI 2014: South Asia



### Top performing country: Bhutan

Bhutan's strong performance in the region can be attributed to a solid legal framework addressing gender-based violence, as well as women's rights within the family, in the workplace and with regard to their access to productive resources.

The 2013 Domestic Violence Prevention Act established women and child protection units and provided for specific training for the police, law enforcement officials, social workers and judicial officers. The new law on domestic violence is a welcome step toward recognising the high prevalence rate of violence against women (29% in 2012) and the high level of women's acceptance of domestic violence (68.4% in 2010). The Penal Code criminalises both rape and marital rape and was amended in 2011 with stronger penalties regarding gang rape of children

under 12 years old. Son bias does not appear to be an issue of concern in Bhutan, despite being a key problem in the region.

Women's rights within the family are well protected in Bhutan. The law sets the legal age of marriage at 18 for both sexes, and both women and men enjoy equal rights to inherit from their spouse or initiate divorce.

Women's workplace rights are also protected. The Labour and Employment Act guarantees equality of opportunity and employment for both sexes and prohibits gender discrimination with regards to wages. The Act contains provisions against sexual harassment in the workplace and entitles women to three months' maternity leave paid at their normal salary.

Bhutan also facilitates women's access to resources and assets. The 1979 Land Act allows land registration in the names of women and men from age 18, and women and men have equal rights to own non-land assets. The government reported that, in 2007, 45% of property titles in urban areas were registered to women. Since 1981, women have access to financial services, including bank loans, although this remains a challenge for rural women.

However, women are under-represented with respect to political participation in Bhutan, which has no electoral quotas. At the national level, women represent 6.4% in the lower house and 2% in the upper house. Bhutan's first-ever female district administrator was appointed in 2012, and its first female minister was elected in 2013.

### SIGI and development outcomes

The region's poor performance in four of the five SIGI sub-indices points to the need for policy makers, civil society and communities to tackle discriminatory social institutions that erode and violate women's and girls' rights. Tackling deeply entrenched gender inequalities in education, economic rights, and sexual and productive health rights can maximise the region's chances of meeting the Millennium Development Goals, as well as its commitments to the Beijing Platform for Action. The combination of high levels of son bias and early marriage for girls helps explain the glass ceiling for girls in educational attainment. South Asia has impressively improved on MDG3 on gender parity in primary education. In 1990, 74 girls for every 100 boys were enrolled in primary school; in 2012, gender parity was achieved. Although reduced, gender gaps remain in the enrolment ratio at secondary and tertiary education levels (UNDP, 2014). Girls are still

more likely to be out of school than boys (UNESCO, 2012).

Opportunities for women to fully benefit from and contribute to the region's economic dynamism are stunted by discriminatory social institutions that curb rights to inherit, own, or control land and assets, including their own income. This is reflected in the gender gaps on two MDG1 targets: women are more engaged in vulnerable employment than men (80%), and only slow progress has been made toward increasing the percentage of female employees in non-agricultural wage employment (21.83% in 2012, up from 13% in 1990). The unequal share of unpaid care responsibilities borne by women (on average over five times higher than for men) also has a negative impact on their economic empowerment: 20.6% of employed women are willing and available to work additional hours but unable due to conflict with their family responsibilities. This is the highest percentage of all developing regions (UN, 2014).

Improvements in women's sexual and reproductive health parallel the legal trends to tackle early marriage and increase girls' educational levels and are in line with the Beijing Platform for Action (Strategic Objective C). From 1990 to 2011, the adolescent birth rate dropped dramatically from 88 to 50 births per 1 000 girls (UN, 2014). Increased contraceptive use (by 57% of women aged 15-49) and a decline in unmet need for family planning (from 21% in 1990 to 14% in 2012) are positive signs of women's greater say in their reproductive health, although important gaps remain for women in rural areas.

### Best practices

- **Empowering married adolescent girls:** Programmes focusing on reproductive health for young married girls have shown positive results in the region. In India, the Population Council successfully piloted an initiative that provides health information to adolescent married girls and young husbands and creates a network among adolescents. Girls were able to discuss important issues within these networks, such as how to set up a saving fund for health costs. Results were promising as girls improved their autonomy and reproductive health.
- **Improving women's economic empowerment:** In Nepal, the Didi Bahini Sewa Samaj, a member organisation of the NGO HomeNet Nepal, supports urban home-based workers. It offers women training, collective work opportunities that create

income and interest-free loans that do not require collateral to start a business. Home-based workers make up the majority of the organisation's members. The group creates a safe space for women to find mutual support and reinforce their confidence.

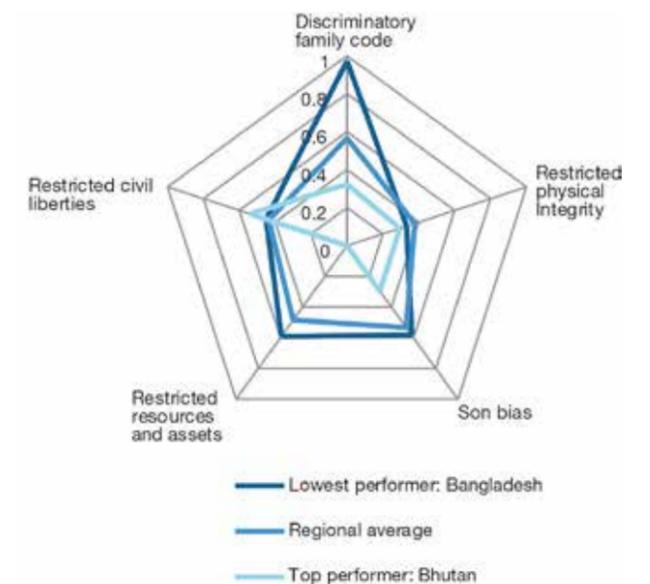
- **Supporting women's collective action:** South Asia is characterised by an active and vocal women's rights movement. In Afghanistan, the women's movement successfully lobbied the government to reform Article 26 of the Criminal Procedure Code in 2014, which previously prohibited relatives of the accused from testifying in criminal cases of violence against women. In Bangladesh, women's NGOs support victims of gender-based violence, provide prevention programmes targeting men and boys, as well as empower poor, rural women through microcredit schemes. In Pakistan, the Women's Action Forum has challenged discriminatory legislation against women, including dress codes. Their activism has also inspired others to create women's rights groups and resource centres.

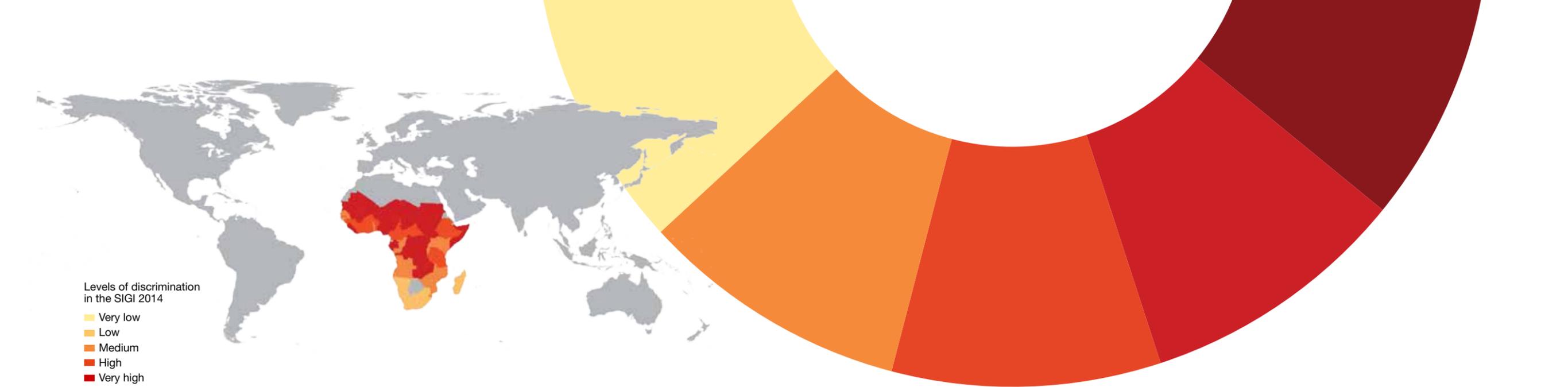
### Priority action areas

- **Strengthening gender-responsive legislative frameworks:** Respect for women's socio-economic rights and freedom from violence are weak in South Asia. The region should eliminate discriminatory laws in the family code, remove discrepancies between civil laws and customary laws and practices in respect to women's land rights, uphold provisions for gender equality despite political opposition, and introduce gender-responsive budgeting.
- **Gender mainstreaming in social institutions:** Dedicated awareness-raising training on gender-based violence and other violations of women's rights for the judiciary, police and public authorities at all levels is critical for effectively implementing legislation and ensuring women's rights to justice. Providing legal assistance, establishing welfare centres, encouraging women's self-help groups and disseminating information on their rights, especially in rural areas, would improve poor women's access to justice.
- **Increasing and including women's voices at all levels of public fora:** Low percentages of women in national and sub-national decision-making bodies reduce their opportunities to push for greater public accountability toward gender equality. Introducing electoral quotas and involving grassroots women networks in decision-making

processes would help ensure that new legislation and initiatives better respect women's rights and promote gender equality.

Figure 19. Performance in the SIGI 2014 sub-indices: South Asia





Levels of discrimination in the SIGI 2014

- Very low
- Low
- Medium
- High
- Very high

\* Countries and economies included in the SIGI: Angola, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Côte d'Ivoire, Democratic Republic of the Congo, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, United Republic of Tanzania, Togo, Uganda, Zambia and Zimbabwe.

### Sub-Saharan Africa\*

The Sub-Saharan Africa region is one of the poorest performers in the 2014 edition of the SIGI. Over half of its countries show high to very high levels of discrimination across all SIGI sub-indices.

The region displays the highest gender inequalities in the sub-indices of restricted resources and assets and restricted physical integrity. A high level of discrimination in the family code sub-index also continues to restrict women's choices and infringe on their socio-economic rights.

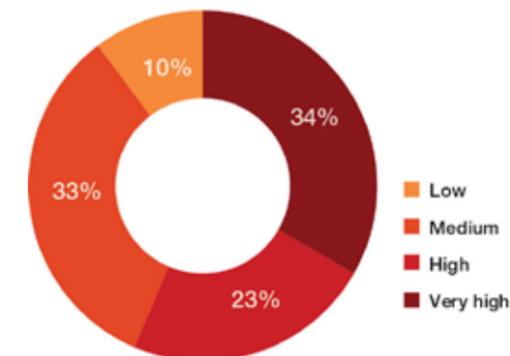
Having access to land and control over property remains one of the biggest challenges for women in Sub-Saharan Africa. The plurality of legal systems that govern many countries render women's land and property rights vulnerable or insecure. Gender-neutral clauses in civil codes and constitutions granting all citizens equal land rights are undermined by discriminatory customary laws and practices. Five countries retain discriminatory laws (Gambia, Ghana, Sierra Leone, Sudan and Zambia) and another 38 practise discrimination. Women face legal or customary barriers to financial services in 16 countries, for example requiring the approval of a male head of household to open a bank account or access credit (e.g. Nigeria and Zambia). Data suggests that only 18% of women have land titles.

Violence against women continues to be a major concern; 40% of women in the region have been victims of gender-based violence. While some countries have introduced new legislation criminalising domestic violence (e.g. Sierra Leone), seven countries have no laws on rape, 17 have no laws on domestic violence and 11 have no laws on sexual harassment. Acceptance of domestic violence remains high (54% regionally); in Gambia, 75% of women believe their husband or partner is justified in

hitting or beating them in certain situations. Reports indicate that women in fragile and conflict-affected states are vulnerable to rape and violence (e.g. in the Central African Republic, the Democratic Republic of the Congo, Somalia and Sudan). Female genital mutilation (FGM) is practised in 26 countries: FGM affects 45% of females regionally but up to 95% in Guinea and Somalia.

Customary or religious laws that condone early marriage and unequal inheritance practices infringe on women's and girls' rights. Early marriage rates are declining in many countries (e.g. Cameroon, Kenya, Malawi, the United Republic of Tanzania and Zambia) but remain high; in the region, 25% of women aged 15-19 are married, and in Niger 60%. Unequal inheritance practices continue in 12 countries (e.g. Botswana, Ghana and Senegal), undermining women's and girls' access to and control over land and assets. Social expectations on women's domestic roles result in women performing four times more unpaid care work than men.

Figure 20. Share of countries by level of discrimination in the SIGI 2014: Sub-Saharan Africa



### Top performing country: South Africa

South Africa guarantees women's domestic, civil and political rights and protects women from violence. However, medium levels of discrimination persist in women's access to land and assets.

Women enjoy the same rights within the family as men. The minimum legal age of marriage for both sexes is 18. Women and men have equal rights to divorce and parental authority. The inheritance rights of widows and daughters equal those of widowers and boys, even under customary law.

In South Africa, women mostly share the same civil liberties as men. There is no discrimination against women regarding access to public space. NGOs that promote women's rights are active and outspoken, especially on issues such as gender-based violence, gender stereotypes and the rights of women from minority groups. In terms of political representation, no quotas exist at the national level, but at the sub-national level parties must ensure that 50% of the candidates on their list are women. There are 44% of women in the parliament.

South African legislation protecting women from violence is comprehensive. Domestic violence, rape, including spousal rape, and sexual harassment are criminalised. Female genital mutilation is also prohibited by law. Women enjoy reproductive autonomy, and abortion is available on request. However, women's access to justice generally remains a challenge; in 2013, the government dedicated six courts to sexual offenses and added five rape response centres across the country.

In principle, women and men have equal rights to land and other resources. However, the absence of a national communal land tenure law leaves many women who live in the former Bantustans, or homelands, vulnerable, as access to land strongly depends on relations to local power, which usually goes to men. Access to financial services is also difficult for women; as of 2009, only 2.9% of women entrepreneurs received assistance from a commercial bank. The Department of Trade and Industry is taking positive steps through its Isivande Women's Fund to improve women's access to finance.

### SIGI and development outcomes

Sub-Saharan Africa has made important progress on gender equality in recent decades, but much remains to be done. Regional and national commitments have led toward achieving key gender targets, including the Millennium Development Goals, and the SIGI results indicate promising trends. Mounting evidence proves that entrenched gender inequalities hinder the region's development: eliminating gender gaps in laws and practices would accelerate progress.

Sub-Saharan Africa will not achieve all of the gender-related MDGs by 2015. While gender gaps have been significantly reduced in primary education, they remain in higher levels of education (UN, 2014). Maternal mortality rates have declined since 2000, yet most countries will miss the target of halving their rates by 2015 due to inadequate health services and a lack of skilled personnel. Women's political participation covers both extremes, having some of the highest percentages in the world (Rwanda) as well as some of the lowest (Swaziland).

This uneven performance highlights the effects of discrimination in social institutions. Gender norms on girls' domestic and reproductive roles prevent gender equality in education. Early marriage and adolescent pregnancy are prevalent, lowering girls' performance in school or forcing them to drop out. Moreover, the regional prevalence of weak land and property rights for women curtail their economic empowerment; this diminishes not only their status within their families but also their ability to seek better employment options. Although female labour participation rates are relatively high (60%), the gender gap in vulnerable employment exceeds 15 percentage points (70% for men and 85% for women) and only one in three women works in non-agricultural sectors (UN, 2014). Improving women's inheritance rights and decision-making authority over their income would powerfully boost women's access to decent work and their contribution to regional economic development (FAO, 2011).

### Best practices

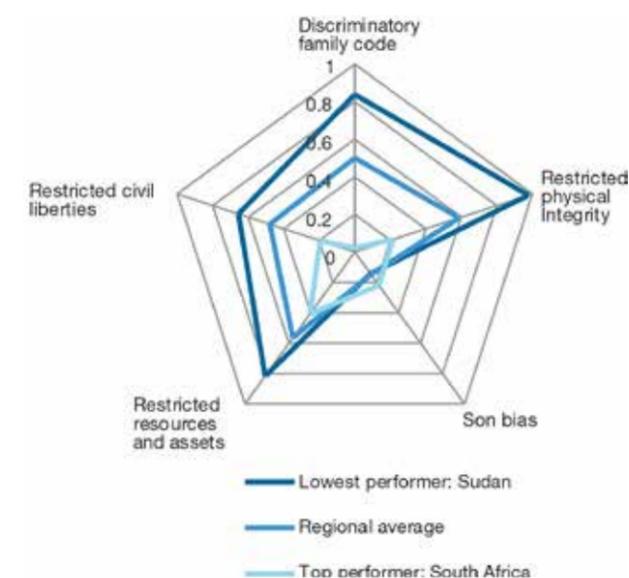
- **Enhancing women's economic empowerment through ICT:** From July to November 2013, KenTel, Rwanda Telecentre Network and Southern Africa Telecentre Network implemented a digital literacy programme targeting women in rural and urban areas. Known as the Telecentre Women Campaign, the initiative aimed to empower disadvantaged women with ICT knowledge for personal growth and greater opportunities. As a result, 300 women from Kenya, Rwanda and Zambia gained basic knowledge of ICT to help them improve their businesses and employment.
- **Improving women's access to land:** In Uganda's Jinja District, Slum Women's Initiative for Development (SWID) identified widespread corruption in land distribution and the denial of women's rights to land. As a result, the grassroots women leaders created a savings club for women to take out loans and establish credit with banks. This enabled 35 women to receive land titles in less than 14 months, and 120 women have submitted their documentation to start the titling process. For 2014 and beyond, with the support of the Huairou Commission and UNDP, SWID will work to expand the successes achieved in Jinja to other provinces in the country.
- **Training young women for political careers:** In Burkina Faso, the National Democratic Institute organised a week-long Young Women Political Party Activist Leadership Academy in July 2011. Fifty young Burkinabe women from the main political parties followed sessions on communications, advocacy, conflict resolution and coalition building. They also learnt strategies to manage their multiple roles as mothers, employees and politicians. The training prepared them to run for office, move their priority issues onto party platforms with more confidence and take immediate action in their parties.

### Priority action areas

- **Securing women's land and property rights:** Discrimination in social institutions undermines gender-neutral recognitions of land and property rights in national civil codes. Public initiatives to eliminate gender discrepancies between legal codes and to tackle discriminatory practices are critical for women's economic autonomy. Effective tools to protect their economic rights include joint titling, providing equal inheritance rights, recognising female head of households, improving women's ability to access technology and access other agricultural inputs, and increasing women's legal literacy.

- **Boosting women's political voice:** UN Security Council Resolution 1325 and subsequent resolutions recognise the importance of increasing women's political participation for good governance and public accountability, especially in post-conflict states. National action plans should remove barriers to female political participation through legislative quotas, mechanisms to include women's civil society organisations in decision-making processes and gender-responsive budgeting. Countries should also set measurable targets in line with their commitments to the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa.
- **Protecting girls in law and practice:** Strong legislation condemning early and forced marriage, female genital mutilation and other discriminatory social institutions is critical for challenging traditional low value given to girls, protecting their human rights, and improving their education and employment prospects. Regional knowledge-exchanges can serve to identify strategies to scale up successful initiatives by governments and NGOs to support young married girls and prevent the practice of early marriage. Social media initiatives that partner with men and boys and with girls' clubs are also key for raising community awareness of girls' rights.

Figure 21. Performance in the SIGI 2014 sub-indices: Sub-Saharan Africa



Annex



## Methodology

### Selection of variables

Variables included in the SIGI 2014 were selected on the following criteria, based on the 2012 conceptual framework:

- **Conceptual relevance**

The variable should be closely related to the conceptual framework of discriminatory social institutions and measure what it is intended to capture.

- **Underlying factor of gender inequality**

The variable should capture an underlying factor that leads to unequal outcomes for women and men.

- **Data quality, reliability and coverage**

The variable should be based on high quality, reliable data. Ideally the data should be standardised across countries and have extensive coverage across countries.

- **Distinction**

Each variable should measure a distinct discriminatory institution and should add new information not measured by other variables.

- **Statistical association**

Variables included in the same sub-index should be statistically associated, and thereby capture similar dimensions of social institutions without being redundant.

### Country profiles

The SIGI country profiles contain fully referenced qualitative information relative to social institutions, organised by sub-indices. They were drafted following a standardised structure to ensure comparability across countries in line with the following guidelines:

- **Conceptual relevance**

Qualitative information should be relevant to the conceptual framework of discriminatory social institutions.

- **Sources**

All information should be referenced and sourced from constitutions, legal frameworks, and primary publications, reports or studies, using the most recent data.

Data should be sourced from and cross-checked with reliable studies, reports and publications, including country reports to the Convention on the Elimination of All Forms of Discrimination against Women, reports by international organisations and country sources.

- **Validation**

Country profiles were developed through a two-stage internal draft and review process. Qualitative information was validated by external gender experts with knowledge of the policy and legal landscape for gender equality and women's rights at a national level (see list of experts in Acknowledgments).

The SIGI and its sub-indices are constructed according to the steps below.

### Step 1: Building the Gender, Institutions and Development Database

#### Truncating quantitative data at the equality benchmark and inverting the scale.

The SIGI and its sub-indices range from **0 for low discrimination to 1 for very high discrimination**.

For some variables, equality is reached at 0.5 instead of 1. Equality in political representation for example is achieved when 50% of parliament members are women. Hence, countries having more than 50% of women have a score of 50%.

According to the variable, the scale from low to very high discrimination is inverted to fit with the 0-1 scale. For female political representation for example, a higher share of women in parliamentary seats means lower discrimination against women. Hence, countries having 50% of women have a score of 0.

### Assigning a score to qualitative variables

The qualitative information detailed in the SIGI country profiles are quantified using the following coding manual:<sup>5</sup>

- **0:** Women and men enjoy the same rights in law and in practice.
- **0.25:** The legislation is not well implemented.
- **0.5:** The customary laws and practices discriminate against women.
- **0.75:** The legislation is contradictory, non-specific or limited in scope and definition.
- **1:** Women and men do not enjoy the same rights in the legal framework.

In cases where no or insufficient information exists, variables are not assigned a value. The legal indicators are assessed based on all applicable legal frameworks, including civil law, religious law, customary law and traditional law.

### Constructing indicators

Some indicators are based on one variable while others on several. In the latter case, the indicator is the average<sup>6</sup> of its available<sup>7</sup> variables. For example:

$$\text{Parental authority} = \frac{1}{2} (\text{Parental authority during marriage} + \text{Parental authority after divorce})$$

### Standardising the indicators

Standardisation of the original variables is done by subtracting the mean and then dividing by the standard deviation for continuous variables, using results of an ordered probit model for ordinal categorical variables.

### Step 2: Aggregating indicators to build the sub-indices

#### Measuring association between indicators

Each sub-index combines indicators that are assumed to belong to one dimension of discrimination in social institutions. The statistical association between the indicators is tested using a Kendall Tau b rank correlation analysis and a multiple joint correspondence analysis (MCA).

#### Why square each SIGI sub-index?

The quadratic form is inspired by the Foster-Greer-Thorbecke poverty measures (Foster et al., 1984):

- The partial compensation means that very high inequality in one dimension can be only partially offset by low inequality in another dimension.
- The SIGI measures gender inequalities corresponding to deprivation that increases more than proportionally when inequalities increase.
- The SIGI has an aversion to high values of sub-indices.

### Constructing the sub-indices

The sub-indices aim to provide a summary measure of each dimension of discrimination. Constructing a sub-index consists of aggregating the indicators with a reasonable weighting scheme through a polychoric principal component analysis (PCA). The first principal component is used as a proxy for the common information contained in the indicators: it is the weighted sum (see table in Annex) of the standardised indicators that captures as much of the variance in the data as possible.

### Step 3: Computing the SIGI

The SIGI is a composite indicator built as an unweighted average of a non-linear function of the sub-indices:

$$\text{SIGI} = \frac{1}{5} \text{Discriminatory family code}^2 + \frac{1}{5} \text{Restricted physical integrity}^2 + \frac{1}{5} \text{Son bias}^2 + \frac{1}{5} \text{Restricted resources and assets}^2 + \frac{1}{5} \text{Restricted civil liberties}^2$$

#### Why are the sub-indices equally weighted?

Equal weights for each sub-index offer two benefits:

- Each dimension of discriminatory social institutions has equal value.
- No dimension is more important than another in terms of deprivation experienced by women.

#### How the SIGI categories are defined?

The SIGI classification clusters 108 countries into five levels of discrimination in social institutions: very low, low, medium, high and very high. It is based on the Jenks Natural Breaks Classification. This method of classifying data optimally arranges values into the five levels, or classes. It aims to minimise the average deviation from the class mean, while maximising the deviation from the means of the other classes. Hence, this method reduces the variance within classes and maximises the variance between classes.

## SIGI 2014 framework: Variables and coding

DISCRIMINATORY FAMILY CODE			
Indicator	Variable	Coding	Sources
Legal age of marriage	<b>Legal age of marriage:</b> Whether women and men have the same legal minimum age of marriage	0: The law guarantees the same minimum age of marriage to both women and men, and the minimum age is 18*.	•SIGI Country Profiles
		0.25: The law guarantees the same minimum age of marriage to both women and men, and the minimum age is lower than 18. 0.5: The law guarantees the same minimum age of marriage to both women and men, but there are customary, traditional or religious laws that discriminate against some women by allowing them to be married at a younger age than men. 0.75: The law does not guarantee the same minimum age of marriage to women and men, and the gap between women's and men's minimum age of marriage is less than or equal to two years. 1: The law does not guarantee the same minimum age of marriage to women and men, and the gap between women's and men's minimum age of marriage is greater than two years. However, there is no law on the minimum age of marriage.	
Early marriage	<b>Prevalence of early marriage:</b> Percentage of girls aged 15-19 who are married, divorced, widowed or in informal unions	0-100%	•UN World Marriage Data (2012) •Demographic Health Survey •Multiple Indicator Cluster Survey
Parental authority (average of two variables)	<b>Parental authority in marriage:</b> Whether women and men have the same right to be the legal guardian of a child during marriage	0: The law guarantees the same parental authority to women and men after divorce. 0.5: The law guarantees the same parental authority to women and men during marriage, but there are some customary, traditional or religious practices that discriminate against women. 1: The law does not guarantee the same parental authority to women and men during marriage, or women have no rights to parental authority.	•SIGI Country Profiles
		<b>Parental authority in divorce:</b> Whether women and men have the same right to be the legal guardian of and have custody rights over a child after divorce	
Inheritance (average of two variables)	<b>Inheritance rights of widows:</b> Whether widows and widowers have equal inheritance rights	0: The law guarantees the same inheritance rights to both widows and widowers. 0.5: The law guarantees the same inheritance rights to both widows and widowers, but there are some customary, traditional or religious practices that discriminate against widows. 1: The law does not guarantee the same inheritance rights to widows and widowers, or widows have no inheritance rights at all.	•SIGI Country Profiles
		<b>Inheritance rights of daughters:</b> Whether daughters and sons have equal inheritance rights	
		0: The law guarantees the same inheritance rights to both daughters and sons. 0.5: The law guarantees the same inheritance rights to both daughters and sons, but there are some customary, traditional or religious practices that discriminate against daughters. 1: The law does not guarantee the same inheritance rights to daughters and sons, or daughters have no inheritance rights at all.	•SIGI Country Profiles

## SIGI 2014 framework: Variables and coding (cont.)

RESTRICTED PHYSICAL INTEGRITY			
Indicator	Variable	Coding	Sources
Violence against women (average of five variables)	<b>Laws on domestic violence:</b> Whether the legal framework offers women legal protection from domestic violence	0: There is specific legislation in place to address domestic violence; the law is adequate overall, and there are no reported problems of implementation. 0.25: There is specific legislation in place to address domestic violence; the law is adequate overall, but there are reported problems of implementation. 0.5: There is specific legislation in place to address domestic violence, but the law is inadequate. 0.75: There is no specific legislation in place to address domestic violence, but there is evidence of legislation being planned or drafted. 1: There is no legislation in place to address domestic violence.	•SIGI Country Profiles
		<b>Laws on rape:</b> Whether the legal framework offers women legal protection from rape	
		0: There is specific legislation in place to address rape, marital rape is included, perpetrators cannot escape prosecution if they marry the victim and implementation is effectively enforced. 0.25: There is specific legislation in place to address rape, marital rape is included and perpetrators cannot escape prosecution if they marry the victim, although implementation is not effectively enforced. 0.5: There is specific legislation in place to address rape, marital rape is not included and perpetrators cannot escape prosecution if they marry the victim. 0.75: There is specific legislation in place to address rape, marital rape is not included and perpetrators can escape prosecution if they marry the victim. However, legislation is being planned or drafted. 1: There is no legislation in place to address rape.	•SIGI Country Profiles
	<b>Laws on sexual harassment:</b> Whether the legal framework offers women legal protection from sexual harassment	0: There is specific legislation in place to address sexual harassment, the law is adequate overall and there are no reported problems of implementation. 0.25: There is specific legislation in place to address sexual harassment, the law is adequate overall but there are reported problems of implementation. 0.5: There is specific legislation in place to address sexual harassment, but the law is inadequate. 0.75: There is no specific legislation to address sexual harassment, but there is evidence of legislation being planned or drafted. 1: There is no legislation in place to address sexual harassment.	•SIGI Country Profiles
	<b>Attitudes toward violence:</b> Percentage of women who agree that a husband/partner is justified in beating his wife/partner under certain circumstances	0-100%	•Demographic Health Surveys •Multiple Cluster Indicator Surveys •World Value Survey
	<b>Prevalence of violence in the lifetime:</b> Percentage of women who have experienced physical and/or sexual violence from an intimate partner at some time in their lives	0-100%	•Demographic Health Surveys •World Health Organization •International Violence Against Women Survey •European Union Agency for Fundamental Rights
Female genital mutilation	<b>FGM prevalence:</b> Percentage of women who have undergone any type of female genital mutilation	0-100%	•World Health Organization Population Reference Bureau •Multiple Cluster Indicator Surveys •Demographic Health Surveys
Reproductive autonomy	<b>Unmet need for family planning:</b> Percentage of married women aged 15-49 with an unmet need for family planning, i.e. who do not want any more children for the next two years and who are not using contraception	0-100%	•Demographic Health Surveys •Multiple Indicator Cluster Surveys •World Health Organization

## Country scores according to the SIGI and its sub-indices (cont.)

SON BIAS			
Indicator	Variable	Coding	Sources
Missing women	<b>Missing women**:</b> Shortfall in the number of women in sex ratios for ages 0-4, 5-9, 10-14, 15-64, 65+ relative to the expected number if there were no sex-selective abortions, no female infanticide or similar levels of health care and nutrition	0: There is no evidence of missing women.	•Central Intelligence Authority •United Nations Population Division
		0.25: The incidence of missing women is low.	
		0.5: The incidence of missing women is moderate.	
		0.75: The incidence of missing women is high.	
Fertility preferences	<b>Fertility preferences:</b> Share of males as the last child from women currently not desiring additional children or sterilised	1: The incidence of missing women is severe.	•Demographic Health Surveys •Multiple Indicator Cluster Surveys •EUROSTAT •National household surveys
		0-100%	

RESTRICTED RESOURCES AND ASSETS			
Indicator	Variable	Coding	Sources
Secure access to land	<b>Secure access to land:</b> Whether women and men have equal and secure access to land (use, control and ownership)	0: The law guarantees the same rights to own, use and control land to both women and men.	•SIGI Country Profiles
		0.5: The law guarantees the same rights to own, use and control land to women and men, but there are some customary, traditional or religious practices that discriminate against women.	
		1: The law does not guarantee the same rights to own, use and control land to women and men, or women have no legal rights to own, use and control land.	
Secure access to non-land assets	<b>Secure access to non-land assets:</b> Whether women and men have equal and secure access to non-land assets (use, control and ownership)	0: The law guarantees the same rights to own and administer property other than land to both women and men.	•SIGI Country Profiles
		0.5: The law guarantees the same rights to own and administer property other than land to both women and men, but there are some customary, traditional or religious practices that discriminate against women.	
		1: The law does not guarantee the same rights to own and administer property other than land to women and men, or women have no legal rights to own and administer property other than land.	
Access to financial services	<b>Access to financial services:</b> Whether women and men have equal access to financial services	0: The law guarantees the same rights to access formal financial services (e.g. credit, bank account and bank loans) to both women and men.	•SIGI Country Profiles
		0.5: The law guarantees the same rights to access formal financial services to both women and men, but there are some customary, traditional or religious practices that discriminate against women.	
		1: The law does not guarantee the same rights to access formal financial services to women and men, or women have no legal rights to access financial services.	

\* The UN Convention on the Rights of the Child considers that adulthood begins at age 18 ([www.unicef.org.uk/Documents/Publication-pdfs/UNCRC\\_PRESS200910web.pdf](http://www.unicef.org.uk/Documents/Publication-pdfs/UNCRC_PRESS200910web.pdf)).

\*\* Computed by Pr. S. Klasen using the method discussed in S. Klasen and C. Wink (2002), "A Turning Point in Gender Bias in Mortality? An Update on the Number of Missing Women", Population and Development Review, 28, pp. 285-312.

## Weights

Discriminatory family code	
Legal age of marriage	0.4484
Early marriage	0.4023
Parental authority	0.5602
Inheritance	0.5686
Restricted physical integrity	
Violence against women	0.6181
Female genital mutilation	0.5678
Reproductive autonomy	0.5437
Son bias	
Missing women	0.7071
Fertility preferences	0.7071
Restricted resources and assets	
Secure access to land	0.5967
Secure access to non-land assets	0.6017
Access to financial services	0.5310
Restricted civil liberties	
Access to public space	0.7071
Political voice	0.7071

## Country scores according to the SIGI and its sub-indices

Country	SIGI	Discriminatory family code	Restricted physical integrity	Son bias	Restricted resources and assets	Restricted civil liberties
VERY LOW LEVELS OF DISCRIMINATION IN THE SIGI						
Belgium	0.0016	0.0038	very low	0.0316	very low	0.0824
France	0.0034	0.1002	low	0.0000	very low	0.0828
Slovenia	0.0037	0.0031	very low	0.0891	very low	0.1023
Spain	0.0049	0.0856	low	0.0622	very low	0.1144
Serbia	0.0097	0.1094	low	0.1171	very low	0.1504
Argentina	0.0107	0.0809	low	0.0148	very low	0.0691
Italy	0.0116	0.0025	very low	0.1029	very low	0.0966
Cuba	0.0208	0.2420	medium	0.0871	very low	0.0000
Trinidad and Tobago	0.0236	0.2504	medium	0.1306	very low	0.0000
Czech Republic	0.0283	0.0013	very low	0.0956	very low	0.0855
Bosnia and Herzegovina	0.0333	0.2437	medium	0.0672	very low	0.1497
Belarus	0.0336	0.0251	very low	0.3544	medium	0.0599
Mongolia	0.0345	0.0226	very low	0.2584	medium	0.1582
Dominican Republic	0.0367	0.3691	medium	0.0958	very low	0.0118
Panama	0.0375	0.2344	low	0.0148	very low	0.0855
Bolivarian Republic of Venezuela	0.0389	0.2456	medium	0.0941	very low	0.0071
LOW LEVELS OF DISCRIMINATION IN THE SIGI						
Ecuador	0.0422	0.1374	low	0.3737	medium	0.1037
Lithuania	0.0424	0.0013	very low	0.2795	medium	0.0931
Bulgaria	0.0449	0.1504	low	0.3926	medium	0.0988
Brazil	0.0458	0.2316	low	0.1226	very low	0.0364
Cambodia	0.0477	0.0684	low	0.2601	medium	0.0000
El Salvador	0.0490	0.1066	low	0.2675	medium	0.1049
Costa Rica	0.0506	0.2513	medium	0.1544	low	0.0121
Latvia	0.0511	0.0044	very low	0.3466	medium	0.1008
Plu. St. of Bolivia	0.0579	0.3676	medium	0.3207	medium	0.0987

Country scores according to the SIGI and its sub-indices (cont.)

Country	SIGI	Discriminatory family code		Restricted physical integrity		Son bias		Restricted resources and assets		Restricted civil liberties	
Paraguay	0.0580	0.2880	medium	0.0440	very low	0.0291	very low	0.4076	medium	0.1951	low
South Africa	0.0599	0.0213	very low	0.2164	low	0.2196	medium	0.4076	medium	0.1951	low
Republic of Moldova	0.0664	0.3418	medium	0.2189	low	0.0000	very low	0.2048	low	0.3539	medium
Romania	0.0686	0.1134	low	0.1700	low	0.0994	low	0.0000	very low	0.5399	high
Ukraine	0.0750	0.0414	very low	0.1517	low	0.2430	high	0.0000	very low	0.5399	high
Peru	0.0826	0.4053	medium	0.2096	low	0.0284	very low	0.4076	medium	0.1951	low
Colombia	0.0862	0.1748	low	0.1567	low	0.0663	very low	0.0000	very low	0.6093	high
Lesotho	0.0876	0.4266	high	0.4112	medium	0.2116	medium	0.2048	low	0.0000	very low
Madagascar	0.1002	0.4889	high	0.3079	medium	0.0000	very low	0.2048	low	0.3539	medium
Turkey	0.1032	0.1585	low	0.1913	low	0.4036	high	0.0000	very low	0.5399	high
Morocco	0.1052	0.4610	high	0.3159	medium	0.1574	medium	0.3885	medium	0.1951	low
Thailand	0.1056	0.3770	medium	0.2935	medium	0.1533	medium	0.3885	medium	0.3539	medium
Honduras	0.1074	0.3891	medium	0.1044	very low	0.1443	medium	0.3885	medium	0.4505	medium
Bhutan	0.1142	0.3238	medium	0.2946	medium	0.2964	high	0.0000	very low	0.5399	high
Namibia	0.1173	0.1709	low	0.3522	medium	0.0668	very low	0.5913	high	0.2812	low
Kazakhstan	0.1196	0.0282	very low	0.2176	low	0.1126	low	0.4076	medium	0.6093	high
<b>MEDIUM LEVELS OF DISCRIMINATION IN THE SIGI</b>											
People's Republic of China	0.1310	0.2885	medium	0.1246	very low	0.5578	very high	0.4076	medium	0.2812	low
Guatemala	0.1318	0.3953	medium	0.3213	medium	0.2566	high	0.2048	low	0.5399	high
Rwanda	0.1339	0.2618	medium	0.4082	medium	0.1392	medium	0.5913	high	0.2554	low
Former Yugoslav Republic of Macedonia	0.1345	0.1803	low	0.3911	medium	0.5666	very high	0.4076	medium	0.0000	very low
Jamaica	0.1350	0.0031	very low	0.2046	low	0.0271	very low	0.0000	very low	0.7953	very high
Mozambique	0.1375	0.4181	high	0.3793	medium	0.0000	very low	0.4076	medium	0.4505	medium
Zimbabwe	0.1392	0.5700	very high	0.3435	medium	0.2951	high	0.4076	medium	0.0000	very low
Tajikistan	0.1393	0.3182	medium	0.4138	medium	0.5075	very high	0.2028	low	0.3539	medium
Lao People's Democratic Republic	0.1445	0.2606	medium	0.5321	high	0.0506	very low	0.4076	medium	0.4505	medium
Haiti	0.1466	0.5613	very high	0.5010	high	0.0000	very low	0.2048	low	0.3539	medium
Uzbekistan	0.1475	0.2477	medium	0.2966	medium	0.1884	medium	0.5913	high	0.4505	medium
Indonesia	0.1532	0.5612	very high	0.2511	medium	0.3891	high	0.1837	low	0.4505	medium
Nicaragua	0.1595	0.6303	very high	0.1868	low	0.1082	low	0.3885	medium	0.4505	medium
Kyrgyzstan	0.1598	0.1879	low	0.3771	medium	0.2624	high	0.5913	high	0.4505	medium
Burundi	0.1662	0.5602	very high	0.5055	high	0.1746	medium	0.4076	medium	0.2554	low
Angola	0.1719	0.4599	high	0.5041	high	0.0791	low	0.5913	high	0.1951	low
Philippines	0.1765	0.4929	high	0.2597	medium	0.1392	medium	0.5913	high	0.4505	medium
Togo	0.1860	0.3696	medium	0.5488	high	0.1326	medium	0.5913	high	0.3539	medium
Viet Nam	0.1865	0.3374	medium	0.1857	low	0.4967	very high	0.4076	medium	0.6093	high
Sri Lanka	0.1894	0.4203	high	0.2681	medium	0.1483	medium	0.6207	high	0.5399	high
Senegal	0.1985	0.5931	very high	0.6337	high	0.0888	low	0.4076	medium	0.2554	low
Tunisia	0.1986	0.4314	high	0.1598	low	0.4782	very high	0.5913	high	0.4505	medium
Republic of the Congo	0.2033	0.5060	high	0.4725	high	0.0000	very low	0.4076	medium	0.6093	high
Georgia	0.2035	0.3552	medium	0.2112	low	0.6236	very high	0.4076	medium	0.5399	high
Malawi	0.2073	0.3985	medium	0.3554	medium	0.1746	medium	0.5913	high	0.6093	high
Guinea-Bissau	0.2110	0.4073	medium	0.4932	high	0.0713	low	0.5913	high	0.5399	high
Swaziland	0.2119	0.4944	high	0.3071	medium	0.0000	very low	0.5913	high	0.6093	high
Kenya	0.2157	0.3502	medium	0.6122	high	0.4397	high	0.5913	high	0.1951	low
Uganda	0.2163	0.5093	high	0.5635	high	0.2991	high	0.5913	high	0.2554	low

Country scores according to the SIGI and its sub-indices (cont.)

Country	SIGI	Discriminatory family code		Restricted physical integrity		Son bias		Restricted resources and assets		Restricted civil liberties	
<b>HIGH LEVELS OF DISCRIMINATION IN THE SIGI</b>											
Azerbaijan	0.2403	0.1301	low	0.2057	low	0.8587	very high	0.1837	low	0.6093	high
Armenia	0.2428	0.1910	low	0.1853	low	0.9880	very high	0.2048	low	0.3539	medium
Ethiopia	0.2450	0.2820	medium	0.8662	very high	0.0878	low	0.5913	high	0.1951	low
Albania	0.2476	0.1822	low	0.2596	medium	0.8767	very high	0.4076	medium	0.4505	medium
United Republic of Tanzania	0.2504	0.7166	very high	0.5415	high	0.1746	medium	0.5913	high	0.2554	low
Côte d'Ivoire	0.2537	0.4955	high	0.5895	high	0.1858	medium	0.5913	high	0.5399	high
Timor-Leste	0.2550	0.3882	medium	0.5421	high	0.2271	medium	0.5913	high	0.6552	high
Iraq	0.2631	0.7035	very high	0.3347	medium	0.3834	high	0.5913	high	0.4601	medium
India	0.2650	0.6440	very high	0.3772	medium	0.5415	very high	0.5913	high	0.3539	medium
Benin	0.2780	0.2763	medium	0.4432	high	0.3677	high	0.5913	high	0.7953	very high
Cameroon	0.2803	0.5024	high	0.5333	high	0.2066	medium	0.7869	very high	0.4505	medium
Burkina Faso	0.2819	0.5419	high	0.7257	very high	0.1910	medium	0.5913	high	0.4505	medium
Lebanon	0.2897	0.6143	very high	0.2488	medium	0.1639	medium	0.5913	high	0.7953	very high
Myanmar	0.2935	0.4963	high	0.4891	high	0.0000	very low	0.5913	high	0.7953	very high
Ghana	0.2988	0.3946	medium	0.5491	high	0.3136	high	0.8044	very high	0.5399	high
Pakistan	0.3013	0.6908	very high	0.4127	medium	0.6998	very high	0.4076	medium	0.4505	medium
Jordan	0.3119	0.5274	high	0.3150	medium	0.6790	very high	0.5913	high	0.6093	high
Guinea	0.3206	0.5413	high	0.9515	very high	0.2253	medium	0.3885	medium	0.4505	medium
Afghanistan	0.3224	0.7316	very high	0.5473	high	0.4644	very high	0.5913	high	0.4601	medium
Nepal	0.3229	0.1813	low	0.4083	medium	1.0000	very high	0.5913	high	0.2554	low
Central African Rep.	0.3285	0.5327	high	0.6135	high	0.0071	very low	0.5913	high	0.7953	very high
<b>VERY HIGH LEVELS OF DISCRIMINATION IN THE SIGI</b>											
Sierra Leone	0.3720	0.3309	medium	0.8550	very high	0.0364	very low	0.8044	very high	0.6093	high
Liberia	0.3828	0.5669	very high	0.8907	very high	0.0236	very low	0.4076	medium	0.7953	very high
Bangladesh	0.3900	0.9730	very high	0.3323	medium	0.5831	very high	0.5913	high	0.4505	medium
Nigeria	0.3911	0.6723	very high	0.4766	high	0.2494	high	0.7626	very high	0.7953	very high
Mauritania	0.3954	0.7556	very high	0.9939	very high	0.1746	medium	0.5913	high	0.1951	low
Gabon	0.4022	0.6457	very high	0.5308	high	0.1746	medium	0.7869	very high	0.8140	very high
Syrian Arab Republic	0.4162	0.6914	very high	0.2598	medium	0.4312	high	0.5913	high	1.0000	very high
Democratic Republic of the Congo	0.4276	0.5169	high	0.5338	high	0.0691	very low	0.9582	very high	0.8140	very high
Egypt	0.4280	0.6665	very high	0.7373	very high	0.3741	high	0.5913	high	0.8140	very high
Niger	0.4415	1.0000	very high	0.4059	medium	0.1746	medium	0.5913	high	0.8140	very high
Zambia	0.4489	0.5149	high	0.5624	high	0.1746	medium	1.0000	very high	0.7953	very high
Somalia	0.4594	0.5958	very high	0.9905	very high	0.0891	low	0.7626	very high	0.6093	high
Chad	0.4665	0.9705	very high	0.8185	very high	0.0014	very low	0.5913	high	0.6093	high
Mali	0.5164	0.8309	very high	1.0000	very high	0.3048	high	0.4076	medium	0.7953	very high
Gambia	0.5240	0.5131	high	0.8509	very high	0.0000	very low	1.0000	very high	0.7953	very high
Sudan	0.5550	0.8382	very high	0.9781	very high	0.1426	medium	0.8163	very high	0.6552	high
Yemen	0.5634	0.7942	very high	0.8485	very high	0.3414	high	0.5913	high	1.0000	very high
<b>NOT RANKED IN THE SIGI</b>											
Algeria	n.a.	0.4296	high	0.3360	medium	n.a.		0.5913	high	0.2554	low
Australia	n.a.	0.1021	low	n.a.		n.a.		0.0000	very low	0.1951	low
Austria	n.a.	0.0000	very low	n.a.		0.1052	low	0.0000	very low	0.1951	low
Bahrain	n.a.	0.7127	very high	n.a.		n.a.		0.1837	low	0.7953	very high
Botswana	n.a.	0.3996	medium	0.3060	medium	n.a.		0.5913	high	0.7953	very high
Canada	n.a.	0.0194	very low	n.a.		n.a.		0.0000	very low	0.1951	low
Chile	n.a.	0.3996	medium	n.a.		n.a.		0.0000	very low	0.5399	high
Croatia	n.a.	0.1121	low	n.a.		0.1002	low	0.0000	very low	0.1951	low
Cyprus <sup>8</sup>	n.a.	0.0107	very low	n.a.		0.0897	low	0.0000	very low	0.5399	high
Denmark	n.a.	0.0006	very low	n.a.		0.0955	low	0.0000	very low	0.1951	low

Country	SIGI	Discriminatory family code		Restricted physical integrity		Son bias		Restricted resources and assets		Restricted civil liberties	
Equatorial Guinea	n.a.	0.5545	very high	n.a.	n.a.	n.a.	0.4076	medium	0.7953	very high	
Eritrea	n.a.	0.3321	medium	0.9712	very high	n.a.	0.2048	low	0.1951	low	
Estonia	n.a.	0.0307	very low	n.a.	n.a.	0.0954	low	0.0000	very low	0.3539	medium
Fiji	n.a.	0.1998	low	n.a.	n.a.	n.a.	0.5913	high	0.5399	high	
Finland	n.a.	0.0031	very low	n.a.	n.a.	0.0759	low	0.0000	very low	0.1951	low
Germany	n.a.	0.0019	very low	n.a.	n.a.	0.0905	low	0.0000	very low	0.1951	low
Greece	n.a.	0.3889	medium	n.a.	n.a.	0.0872	low	0.0000	very low	0.1951	low
Hong Kong, China	n.a.	0.0805	low	n.a.	n.a.	n.a.	0.4076	medium	0.1951	low	
Hungary	n.a.	n.a.	n.a.	0.1190	very low	0.0948	low	0.0000	very low	0.5399	high
Iceland	n.a.	0.0031	very low	n.a.	n.a.	0.0940	low	0.0000	very low	0.1951	low
Islamic Republic of Iran	n.a.	0.7573	very high	n.a.	n.a.	n.a.	0.5913	high	1.0000	very high	
Ireland	n.a.	0.0025	very low	n.a.	n.a.	0.0720	low	0.0000	very low	0.3539	medium
Israel <sup>9</sup>	n.a.	0.1178	low	n.a.	n.a.	n.a.	0.0000	very low	0.6093	high	
Japan	n.a.	0.2053	low	n.a.	n.a.	n.a.	0.0000	very low	0.5399	high	
Korea	n.a.	0.0025	very low	n.a.	n.a.	n.a.	0.4076	medium	0.1951	low	
Democratic People's Republic of Korea	n.a.	0.2417	medium	n.a.	n.a.	n.a.	0.0000	very low	0.6093	high	
Kuwait	n.a.	0.6544	very high	n.a.	n.a.	n.a.	0.0000	very low	0.7953	very high	
Libyan Arab Jamahiriya	n.a.	0.4340	high	0.3554	medium	n.a.	0.5913	high	0.6093	high	
Luxembourg	n.a.	0.1471	low	n.a.	n.a.	0.0988	low	0.0000	very low	0.3539	medium
Malaysia	n.a.	0.5267	high	0.2682	medium	n.a.	0.4076	medium	0.7953	very high	
Mauritius	n.a.	0.1998	low	0.3151	medium	n.a.	0.0000	very low	0.2812	low	
Mexico	n.a.	0.3408	medium	0.2377	medium	n.a.	0.3885	medium	0.0000	very low	
Netherlands	n.a.	0.0013	very low	n.a.	n.a.	0.0870	low	0.0000	very low	0.1951	low
New Zealand	n.a.	0.0527	very low	n.a.	n.a.	n.a.	0.0000	very low	0.1951	low	
Norway	n.a.	0.0013	very low	n.a.	n.a.	0.0968	low	0.0000	very low	0.1951	low
Oman	n.a.	0.6082	very high	n.a.	n.a.	n.a.	0.5913	high	1.0000	very high	
Palestinian Authority	n.a.	0.6613	very high	n.a.	n.a.	0.5752	very high	0.5913	high	0.6093	high
Papua New Guinea	n.a.	0.4773	high	n.a.	n.a.	n.a.	0.8044	very high	0.5399	high	
Poland	n.a.	0.1071	low	n.a.	n.a.	0.0950	low	0.0000	very low	0.1951	low
Portugal	n.a.	0.0970	low	n.a.	n.a.	0.0784	low	0.0000	very low	0.0000	very low
Qatar	n.a.	0.7353	very high	n.a.	n.a.	n.a.	0.5913	high	1.0000	very high	
Russian Federation	n.a.	0.0496	very low	0.2891	medium	n.a.	0.0000	very low	0.5399	high	
Saudi Arabia	n.a.	0.7114	very high	n.a.	n.a.	n.a.	0.5913	high	0.8140	very high	
Singapore	n.a.	0.1396	low	n.a.	n.a.	n.a.	0.2048	low	0.3539	medium	
Slovak Republic	n.a.	0.0063	very low	n.a.	n.a.	0.0906	low	0.0000	very low	0.3539	medium
Sweden	n.a.	0.0031	very low	n.a.	n.a.	0.0986	low	0.0000	very low	0.1951	low
Switzerland	n.a.	0.0824	low	n.a.	n.a.	0.1037	low	0.0000	very low	0.1951	low
Turkmenistan	n.a.	0.1703	low	0.3271	medium	n.a.	0.2048	low	0.6093	high	
United Arab Emirates	n.a.	0.5274	high	n.a.	n.a.	n.a.	0.5913	high	0.8140	very high	
United Kingdom	n.a.	0.1041	low	n.a.	n.a.	0.0843	low	0.3885	medium	0.3539	medium
United States	n.a.	0.1146	low	0.1308	very low	n.a.	0.0000	very low	0.3539	medium	
Uruguay	n.a.	0.2761	medium	0.0933	very low	n.a.	0.1837	low	0.3539	medium	

## Notes

1. The data for South Sudan corresponds to the period up to 2011 and were collected as part of data of Sudan before the independence of South Sudan. There is no data available yet for the period 2012-14.
2. For a given level of GDP per capita, fertility rate, urbanisation rate, maternity leave policies, and gender inequality in unemployment and education.
3. Constitutional Court sentences C-075 (2007), C-81 (2007), C-336 (2008), C-798 (2008) and C-029 (2009); Penal Code Article 58.
4. Australia, Austria, Belgium, Canada, Chile, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Korea, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom and United States.
5. For more details, refer to the SIGI 2014 background paper at [www.genderindex.org](http://www.genderindex.org).
6. When the indicator aggregates categorical and continuous variables, the latter are the object of discretisation.
7. Where data is available for only one variable of an indicator, the score is based solely on that available variable.
8. Note by Turkey: The information in this document with reference to "Cyprus" relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognises the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of the United Nations, Turkey shall preserve its position concerning the "Cyprus issue". Note by all the European Union Member States of the OECD and the European Union: The Republic of Cyprus is recognised by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.
9. The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan.

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