

CLEARLY CULTURAL

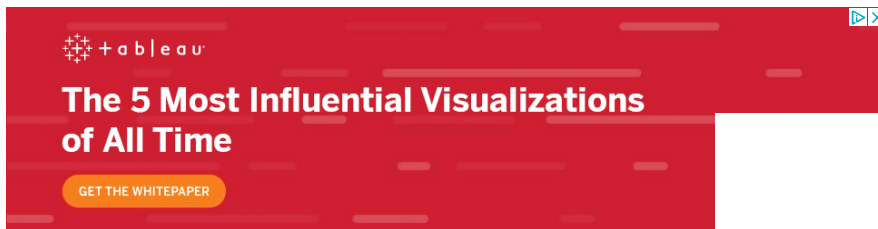
Making Sense of Cross Cultural Communication



POWER DISTANCE INDEX

Hofstede's Power distance Index measures the extent to which the less powerful members of organizations and institutions (like the family) accept and expect that power is distributed unequally. This represents inequality (more versus less), but defined from below, not from above. It suggests that a society's level of inequality is endorsed by the followers as much as by the leaders.

For example, Germany has a 35 on the cultural scale of Hofstede's analysis. Compared to Arab countries where the power distance is very high (80) and Austria where it very low (11), Germany is somewhat in the middle. Germany does not have a large gap between the wealthy and the poor, but have a strong belief in equality for each citizen. Germans have the opportunity to rise in society.



On the other hand, the power distance in the United States scores a 40 on the cultural scale. The United States exhibits a more unequal distribution of wealth compared to German society. As the years go by it seems that the distance between the 'have' and 'have-nots' grows larger and larger.

[Power Distance Index](#) | [Individualism](#) | [Masculinity](#) | [Uncertainty Avoidance Index](#) | [Long-Term Orientation](#)

Power Distance Index

1-20	21-40	41-60	61-80	81-100	101-120		
Country			PDI	IDV	MAS	UAI	LTO
Malaysia			104	26	50	36	
Guatemala			95	6	37	101	

Panama	95	11	44	86	
Philippines	94	32	64	44	19
Mexico	81	30	69	82	
Venezuela	81	12	73	76	
China	80	20	66	40	118
Egypt	80	38	52	68	
Iraq	80	38	52	68	
Kuwait	80	38	52	68	
Lebanon	80	38	52	68	
Libya	80	38	52	68	
Saudi Arabia	80	38	52	68	
United Arab Emirates	80	38	52	68	
Ecuador	78	8	63	67	
Indonesia	78	14	46	48	
Ghana	77	20	46	54	16
India	77	48	56	40	61
Nigeria	77	20	46	54	16
Sierra Leone	77	20	46	54	16
Singapore	74	20	48	8	48
Brazil	69	38	49	76	65
France	68	71	43	86	
Hong Kong	68	25	57	29	96
Poland	68	60	64	93	
Colombia	67	13	64	80	
El Salvador	66	19	40	94	
Turkey	66	37	45	85	
Belgium	65	75	54	94	
Ethiopia	64	27	41	52	25
Kenya	64	27	41	52	25
Peru	64	16	42	87	
Tanzania	64	27	41	52	25
Thailand	64	20	34	64	56
Zambia	64	27	41	52	25
Chile	63	23	28	86	
Portugal	63	27	31	104	
Uruguay	61	36	38	100	
Greece	60	35	57	112	
South Korea	60	18	39	85	75
Iran	58	41	43	59	
Taiwan	58	17	45	69	87

Czech Republic	57	58	57	74	
Spain	57	51	42	86	
Pakistan	55	14	50	70	
Japan	54	46	95	92	80
Italy	50	76	70	75	
Argentina	49	46	56	86	
South Africa	49	65	63	49	
Hungary	46	55	88	82	
Jamaica	45	39	68	13	
United States	40	91	62	46	29
Netherlands	38	80	14	53	44
Australia	36	90	61	51	31
Costa Rica	35	15	21	86	
Germany	35	67	66	65	31
United Kingdom	35	89	66	35	25
Switzerland	34	68	70	58	
Finland	33	63	26	59	
Norway	31	69	8	50	20
Sweden	31	71	5	29	33
Ireland	28	70	68	35	
New Zealand	22	79	58	49	30
Denmark	18	74	16	23	
Israel	13	54	47	81	
Austria	11	55	79	70	