

Insight Report

# The Global Gender Gap Report 2018







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Insight Report

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# The Global Gender Gap Report 2018

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# Preface

KLAUS SCHWAB

Founder and Executive Chairman, World Economic Forum

The age of the Fourth Industrial Revolution (4IR) brings about unprecedented opportunities as well as new challenges. To take full advantage of new technologies, we need to place emphasis on what makes us human: the capacity to learn new skills as well as our creativity, empathy and ingenuity. By developing our unique traits and talents, humanity can cope with increasingly fast technological change and ensure broad-based progress for all.

The equal contribution of women and men in this process of deep economic and societal transformation is critical. More than ever, societies cannot afford to lose out on the skills, ideas and perspectives of half of humanity to realize the promise of a more prosperous and human-centric future that well-governed innovation and technology can bring.

This report finds that, globally, although many countries have achieved important milestones towards gender parity across education, health, economic and political systems, there remains much to be done. On the one hand, countries where the next generation of women are becoming leaders in their domains are poised for further success. On the other hand, this year's analysis also warns about the possible emergence of new gender gaps in advanced technologies, such as the risks associated with emerging gender gaps in Artificial Intelligence-related skills. In an era when human skills are increasingly important and complementary to technology, the world cannot afford to deprive itself of women's talent in sectors in which talent is already scarce.

Since 2006 the Global Gender Gap Index presented in this report seeks to measure the relative gaps between women and men across four key areas: health, education, economy and politics. It does not seek to set priorities for countries but, rather, to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts. The Index also points to potential role models by revealing those countries that—within their region or income group—are leaders in distributing resources more equitably between women and men, regardless of the overall level of available resources.

The report is a product of the Forum's Centre for the New Economy and Society, which aims to build dynamic and inclusive economies and societies that provide a future of opportunities for all. A core part of the Centre's work focuses on shaping frameworks for closing economic gender gaps, fostering diversity and promoting inclusive growth. In particular, the Centre serves as an accelerator for a global network of national Gender Gap Task Forces, which aim to increase women's participation in the workforce; close the pay gap between men and women; help more women advance into leadership; and hardwire gender parity in the future of work. Additionally, the Centre supports and amplifies the efforts of leading global companies through commitments for accelerating gender parity.

On behalf of the Forum, I would like to express my appreciation to Thierry Geiger, Roberto Crotti and Saadia Zahidi for their leadership of this project. I would also like to thank the entire Centre for the New Economy and Society team for their support in shaping this project. We greatly appreciate, too, the innovative data collaboration with LinkedIn. Finally, we continue to be inspired by the great commitment and leadership of the Stewards and Partners of the System Initiative on Shaping the Future of Education, Gender and Work and the broader core community of the Centre for the New Economy and Society.

Through this report we aim to inspire ongoing efforts and further action to accelerate the achievement of full gender equality via collaboration, partnerships and innovative solutions that will improve the lives of millions of women and men in the near future. We call upon every reader of this report to join these efforts.



# Key Findings

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. This year's edition of the report benchmarks 149 countries on their progress towards gender parity on a scale from 0 (disparity) to 1 (parity) across four thematic dimensions—the subindexes Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment—and provides country rankings that allow for effective comparisons across and within regions and income groups. The rankings are designed to create global awareness of the challenges posed by gender gaps, and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps. The methodology of the Index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis.

The 2018 report's key findings include:

- Globally, the average (population-weighted) distance completed to parity is at 68.0%, which is a marginal improvement over last year. In other words, to date there is still a 32.0% average gender gap that remains to be closed. The directionally positive average trend registered this year is supported by improvements in 89 of the 144 countries covered both this year and last year.
- Across the four subindexes, on average, the largest gender disparity is on Political Empowerment, which today maintains a gap of 77.1%. The Economic Participation and Opportunity gap is the second-largest at 41.9%, while the Educational Attainment and Health and Survival gaps are significantly lower at 4.4% and 4.6%, respectively. Among them, on average, only the Economic Participation and Opportunity gap has slightly reduced since last year.
- When it comes to political and economic leadership, the world still has a long way to go. Across the 149 countries assessed, there are just 17 that currently have women as heads of state, while, on average, just 18% of ministers and 24% of parliamentarians globally are women. Similarly, women hold just 34% of managerial positions across the countries where data is available, and less than 7% in the four worst-performing countries (Egypt, Saudi Arabia, Yemen and Pakistan). However, there are bright spots, where significant progress has been achieved. Full parity on this indicator is already a reality in five countries (Bahamas, Colombia, Jamaica, Lao PDR and Philippines); and in another 19 countries there are at least 40% of women in managerial positions.
- In terms of broader economic power, gaps in control of financial assets and in time spent on unpaid tasks continue to preserve economic disparities between men and women. Women have as much access to financial services as men in just 60% of the countries and to land ownership in just 42% of the countries assessed. Also, among the 29 countries for which data are available, women spend, on average, twice as much time on housework and other unpaid activities than men.
- Although average progress on gender parity in education is relatively more advanced than in other aspects, there are still 44 countries where over 20% of women are illiterate. Similarly, near-parity in higher education enrolment rates often mask low participation of both men and women. On average, 65% of girls and 66% of boys have enrolled in secondary education globally, and just 39% of women and 34% of men are in college or university today. This fact calls for more ambitious goals to better develop human capital—for both women and men.

- With the rapid changes underway in today's labour markets, our analysis this year also took a look at gender gaps in Artificial Intelligence (AI), a critical in-demand skillset of the future. Based on collaboration with LinkedIn, we find that only 22% of AI professionals globally are female, compared to 78% who are male. This accounts for a gender gap of 72%, which has remained constant over the last years and does not at present indicate a positive future trend. The implications of this finding are wide-ranging and require urgent action. First, AI skills gender gaps may exacerbate gender gaps in economic participation and opportunity in the future as AI encompasses an increasingly in-demand skillset. Second, the AI skills gender gap implies that the use of this general-purpose technology across many fields is being developed without diverse talent, limiting its innovative and inclusive capacity. Third, low integration of women into AI talent pools—even in industries and geographies where the base of IT talent has a relatively high composition of women—indicates a significant missed opportunity in a professional domain where there is already insufficient supply of adequately qualified labour.
- Projecting current trends into the future, the overall global gender gap will close in 108 years across the 106 countries covered since the first edition of the report. The most challenging gender gaps to close are the economic and political empowerment dimensions, which will take 202 and 107 years to close respectively. Although the economic opportunity gap has slightly reduced this year, the progress has been slow, especially in terms of participation of women in labour force, where the gender gap slightly reversed. In terms of political empowerment, the progress achieved over the past decade has started to reverse. Remarkably, gender parity in Western countries has slightly reduced, while the progress is ongoing, on average, elsewhere. The education-specific gender gap is on track to be reduced to parity within the next 14 years, slightly faster than last year's estimation. The health gender gap—although slightly larger than it stood in 2006—is nearly closed globally, and fully closed in a third of the countries assessed.
- The most gender-equal country to date is Iceland. It has closed over 85% of its overall gender gap. Iceland is followed by Norway (83.5%), Sweden and Finland (82.2%). Although dominated by Nordic countries, the top ten also features a Latin American country (Nicaragua, 5th), two Sub-Saharan African Countries (Rwanda, 6th, and Namibia, 10th) and a country from East Asia (Philippines (8th). The top ten is completed by New Zealand (7th) and Ireland (9th).
- All eight geographical regions assessed in the report have achieved at least 60% gender parity, and two have progressed above 70%. Western Europe is, on average, the region with the highest level of gender parity (75.8%). North America (72.5%) is second and Latin America (70.8%) is third. They are followed by Eastern Europe and Central Asia (70.7%), East Asia and the Pacific (68.3%), Sub-Saharan Africa (66.3%), South Asia (65.8%) and the Middle East and North Africa (60.2%). This year the 149 countries covered by the report include five new entrants: Congo, DRC; Iraq, Oman, Sierra Leone and Togo. Sierra Leone is in 114th position while the other new entrants rank lower.
- Similarly, if current rates were to be maintained in the future, the overall global gender gap will close in 61 years in Western Europe, 70 years in South Asia, 74 years in Latin America and the Caribbean, 135 years in Sub-Saharan Africa, 124 years in Eastern Europe and Central Asia, 153 years in the Middle East and North Africa, 171 years in East Asia and the Pacific, and 165 years in North America. While these estimates reflect the pace observed to date towards achieving gender parity, policy-makers and other stakeholders can fast-forward this process and should take stronger actions in the years to come. There is a strong imperative to do so, in terms of justice and greater social equality as well as the economic returns of a broader base of diverse human capital.

# **Part 1**

## **Measuring the Global Gender Gap**



# The Global Gender Gap Index 2018

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. The Index benchmarks national gender gaps on economic, education, health and political criteria, and provides country rankings that allow for effective comparisons across regions and income groups. The rankings are designed to create global awareness of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

This year's 13th edition continues to build on the well-established strengths of the report by introducing an innovative online Data Explorer tool, available on the report website ([wef.ch/gggr18](http://wef.ch/gggr18)), which enables readers to directly compare patterns of gender-based inequities between countries as well as explore comprehensive rankings by indicator, region and subindex.

The first part of this chapter reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate it. The second part presents the 2018 rankings, overall trends, regional performances and notable country cases. In addition, the third section of this chapter provides early insights on gender parity in Artificial Intelligence (AI) skills and occupational implications for women, based on a research conducted in collaboration with LinkedIn.

The Country Profiles contained in Part 2 give a more detailed picture of the relative strengths and weaknesses of each country's performance compared with that of other nations and relative to its own past performance. The first page of each profile contains key demographic and economic indicators as well as detailed information

on the country's performance in both 2018 and in the year in which it was first featured in the report. The second page of the Country Profiles highlights more than 70 gender-related indicators that provide a fuller context for the country's performance. These indicators include information on workforce participation, economic leadership, access to assets and technology, political leadership, family, the care economy, education and skills, and health-related factors. Interactive versions of the Country Profiles are available on the report website, as part of the report's online Data Explorer tool.

## Measuring the Global Gender Gap

The methodology of the Index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis. Last year's edition removed income level caps and updated its primary reference source for the sex ratio at birth indicator, with minimal impact on overall country scores and ranks. This year's edition does not introduce any change in the methodology. The 2018 results, therefore, can be seamlessly compared and contrasted with those from previous years.

### Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and how the scale can be used. First, the Index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it

ranks countries according to gender equality rather than women's empowerment. These three concepts are briefly outlined below. For a description of how these concepts are captured by the construction techniques used in the creation of the Index, please see the Construction of the Index section on page 5.

### Gaps vs. levels

The Index is designed to measure gender-based gaps in access to resources and opportunities in countries, rather than the actual levels of the available resources and opportunities in those countries. We do this to disassociate the Global Gender Gap Index from countries' levels of development. In other words, the Index is constructed to rank countries on their gender gaps not on their development level. For example, rich countries, generally speaking, are able to offer more education and health opportunities to all members of society, although this is quite independent of the gender-related gaps that may exist within those higher levels of health or education. The Global Gender Gap Index rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus, in the case of education, for example, the Index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

### Outcomes versus inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome indicators related to basic rights such as health, education, economic participation and political empowerment. Indicators related to country-specific policies, rights, culture or customs—factors that we consider “input” or “means” indicators—are not included in the Index but are discussed further in the analytic sections of this chapter, as well as featured in the report’s Country Profiles. For example, the Index includes an indicator comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome indicator) but does not include data on the length of maternity leave (a policy indicator). This approach has contributed significantly to the Index’s distinctiveness over the years and, we believe, continues to provide the most objective basis for discussing underlying contextual factors.<sup>1</sup>

### Gender equality vs. women's empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. Our aim is to focus on whether the gap between women and men in the chosen indicators has declined, rather than whether women are winning the so-called “battle of the sexes”. Hence, the Index rewards countries that reach the

point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular indicators in some countries. Thus, a country that has higher enrolment for girls rather than boys in secondary school will score equal to a country where boys' and girls' enrolment is the same.

## The Four Subindexes

The Global Gender Gap Index examines the gap between men and women across four fundamental categories (subindexes): **Economic Participation and Opportunity**, **Educational Attainment**, **Health and Survival** and **Political Empowerment**. Table 1 displays all four of these subindexes and the 14 indicators that compose them, along with the sources of data used for each.

### Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)<sup>2</sup> and a qualitative indicator gathered through the World Economic Forum’s annual Executive Opinion Survey (wage equality for similar work).<sup>3</sup> Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

### Educational Attainment

This subindex captures the gap between women’s and men’s current access to education through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-term view of the country’s ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

### Health and Survival

This subindex provides an overview of the differences between women’s and men’s health through the use of two indicators. The first is the sex ratio at birth, which aims specifically to capture the phenomenon of “missing women”, prevalent in many countries with a strong son preference.<sup>4</sup> Second, we use the gap between women’s and men’s healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition and other relevant factors.

### Political Empowerment

This subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in ministerial positions and the ratio of women to men in parliamentary positions. In addition,

**Table 1: Structure of the Global Gender Gap Index**

| Subindex                               | Variable   | Source  |
|--|--|---|
| Economic Participation and Opportunity | Ratio: female labour force participation over male value   | International Labour Organization, <i>ILOSTAT</i> database, 2017 or latest available data   |
|  | Wage equality between women and men for similar work (survey data, normalized on a 0-to-1 scale) | World Economic Forum, <i>Executive Opinion Survey (EOS)</i> , 2017-2018   |
|  | Ratio: female estimated earned income over male value  | World Economic Forum calculations based on the United Nations Development Programme methodology (refer to <i>Human Development Report 2007/2008</i> )                   |
|  | Ratio: female legislators, senior officials and managers over male value                         | International Labour Organization, <i>ILOSTAT</i> database, 2017 or latest available data   |
|  | Ratio: female professional and technical workers over male value                                 | International Labour Organization, <i>ILOSTAT</i> database, 2017 or latest available data   |
| Educational Attainment                 | Ratio: female literacy rate over male value  | United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics, <i>Education indicators</i> database, 2017 or latest available data |
|  | Ratio: female net primary enrolment rate over male value   | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2017 or latest available data  |
|  | Ratio: female net secondary enrolment rate over male value                                       | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2017 or latest available data  |
|  | Ratio: female gross tertiary enrolment ratio over male value                                     | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2017 or latest available data  |
| Health and Survival                    | Sex ratio at birth (converted to female-over-male ratio)   | United Nations Population Division, <i>World Population Prospects</i> , 2017 or latest available data   |
|  | Ratio: female healthy life expectancy over male value  | World Health Organization, <i>Global Health Observatory</i> database, 2016 or latest available data   |
| Political Empowerment                  | Ratio: females with seats in parliament over male value  | Inter-Parliamentary Union, <i>Women in National Parliaments</i> , reflecting elections/appointments up to 1 October 2018  |
|  | Ratio: females at ministerial level over male value  | Inter-Parliamentary Union, <i>Women in Politics: 2017</i> , reflecting appointments up to 1 January 2017  |
|  | Ratio: number of years with a female head of state (last 50 years) over male value               | World Economic Forum calculations, reflecting situation as of 30 June 2018  |

we've included the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any indicators capturing differences between the participation of women and men at local levels of government. Should such data become available at a globally comparative level in future years, it will be considered for inclusion in the Index.

## Construction of the Index

The overall Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table 1 require specific standardization or modification in order to be used in the Index. For further information on the indicator-specific calculations, please refer to the User's Guide: Exploring the Global Gender Gap Index Data section in Part 2 of this report.

### 1. Convert to ratios

Initially, all data is converted to female-to-male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women to 80 men, thus a value of 0.25. This is to ensure that the Index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

### 2. Data truncation at equality benchmark

As a second step, these ratios are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of sex ratio at birth, the equality benchmark is set at 0.944<sup>5</sup>, and in the case of healthy life expectancy the equality benchmark is set at 1.06.<sup>6</sup> Truncating the data at the equality benchmarks for each assigns the same score to a country that has reached parity between women and men and one where women have surpassed men.

**Table 2: Calculation of weights within each subindex**

| Economic Participation and Opportunity Subindex                   |                    |  |        |
|---|--------------------|--|--------|
| Ratio   | Standard deviation | Standard deviation per 1% point change | Weight |
| Female labour force participation over male value                 | 0.160              | 0.063                                  | 0.199  |
| Wage equality between women and men for similar work              | 0.103              | 0.097                                  | 0.310  |
| Female estimated earned income over male value                    | 0.144              | 0.069                                  | 0.221  |
| Female legislators, senior officials and managers over male value | 0.214              | 0.047                                  | 0.149  |
| Female professional and technical workers over male value         | 0.262              | 0.038                                  | 0.121  |

| Educational Attainment Subindex                       |                    |  |        |
|---|--------------------|--|--------|
| Ratio   | Standard deviation | Standard deviation per 1% point change | Weight |
| Female literacy rate over male value                  | 0.145              | 0.069                                  | 0.191  |
| Female net primary enrolment rate over male value     | 0.060              | 0.167                                  | 0.459  |
| Female net secondary enrolment rate over male value   | 0.120              | 0.083                                  | 0.230  |
| Female gross tertiary enrolment ratio over male value | 0.228              | 0.044                                  | 0.121  |

| Health and Survival Subindex                             |                    |  |        |
|--|--------------------|--|--------|
| Ratio  | Standard deviation | Standard deviation per 1% point change | Weight |
| Sex ratio at birth (converted to female-over-male ratio) | 0.010              | 0.998                                  | 0.693  |
| Female healthy life expectancy over male value           | 0.023              | 0.441                                  | 0.307  |

| Political Empowerment Subindex  |                    |  |        |
|---|--------------------|--|--------|
| Ratio   | Standard deviation | Standard deviation per 1% point change | Weight |
| Females with seats in parliament over male value                            | 0.166              | 0.060                                  | 0.310  |
| Females at ministerial level over male value                                | 0.208              | 0.048                                  | 0.247  |
| Number of years with a female head of state (last 50 years) over male value | 0.116              | 0.086                                  | 0.443  |

**Note:** Calculations are based on the *Global Gender Gap Report 2006*.

The type of rating scale chosen determines whether the Index is rewarding women's empowerment or gender equality.<sup>7</sup> To capture gender equality, two possible scales were considered. One was a *negative-positive scale* capturing the size and direction of the gender gap. This scale penalizes either men's advantage over women or women's advantage over men and gives the highest points to absolute equality. The second choice was a *one-sided scale* that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. We find the one-sided scale more appropriate for our purposes, as it does not reward countries for having exceeded the parity benchmark. However, disparities in either direction are recorded in the Country Profiles.

### 3. Calculation of subindex scores

The third step in the process involves calculating the weighted average of the indicators within each subindex to create the subindex scores. Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the indicators by equalizing their standard deviations. For example, within the Educational Attainment subindex, standard deviations for each of the four indicators are calculated. Then we determine what a 1% point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators.

This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the Educational Attainment subindex than an indicator with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (an indicator where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, in the case of the sex ratio at birth indicator (within the Health and Survival subindex), where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table 2 displays the values of the weights used.<sup>8</sup>

#### 4. Calculation of final scores

For all subindexes, the highest possible score is 1 (gender parity) and the lowest possible score is 0 (imparity), thus binding the scores between inequality and equality benchmarks.<sup>9</sup> A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score. Similar to subindex scores, this final value ranges between 1 (parity) and 0 (imparity), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.<sup>10</sup> The parity and imparity benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, the option of roughly interpreting the final Index scores as a percentage value that reveals how a country has reduced its gender gap should help make the Index more intuitively appealing to readers.<sup>11</sup>

## Results and Analysis Country Coverage, 2018

Every year, in the effort to draw a complete picture of the global gender gap, we aim to cover as many countries as possible, within data availability constraints. This year, nearly 200 countries were considered for inclusion. To be included, a country must have data available for a minimum of 12 indicators out of the 14 that compose the Index. In 2018, we have been able to include 149 countries, including five new countries: Democratic Republic of the Congo, Iraq, Oman, Sierra Leone, and Togo. Of these, 106 have consistently been included in the Index every year since the first edition published in 2006. Out of the 149 ultimately covered in this report, 22 countries have one data point missing and 19 additional countries had two data points missing. Missing data is clearly marked on each relevant Country Profile.

The *Global Gender Gap Report* groups countries into eight broad geographical groupings: East Asia and the Pacific; Eastern Europe and Central Asia; Latin America

and the Caribbean; Middle East and North Africa; North America; South Asia; Sub-Saharan Africa; and Western Europe. The classification of countries according to these categories is detailed in Appendix A.

## Global Results

Today, the Global Gender Gap score stands at 68%.<sup>12</sup> This means that, on average, there is still a 32% gap to close. Figure 1 on page 8 shows the distribution of this gap across all 149 countries covered by this year's report. It highlights how the gap is still large across most of the 149 countries assessed. To date, no country has achieved parity, and only the top seven countries in the rankings have closed at least 80% of the gap. Among them, the top four are Nordic countries (Iceland, Norway, Sweden and Finland), one is from Latin American (Nicaragua, 5th), one is from Sub-Saharan Africa (Rwanda, 6th) and two are from the East Asia and the Pacific region (New Zealand, 7th, and Philippines, 8th). The top ten is completed by Ireland (9th) and Namibia (10th). Table 3 on page 7 lists the complete global rankings.

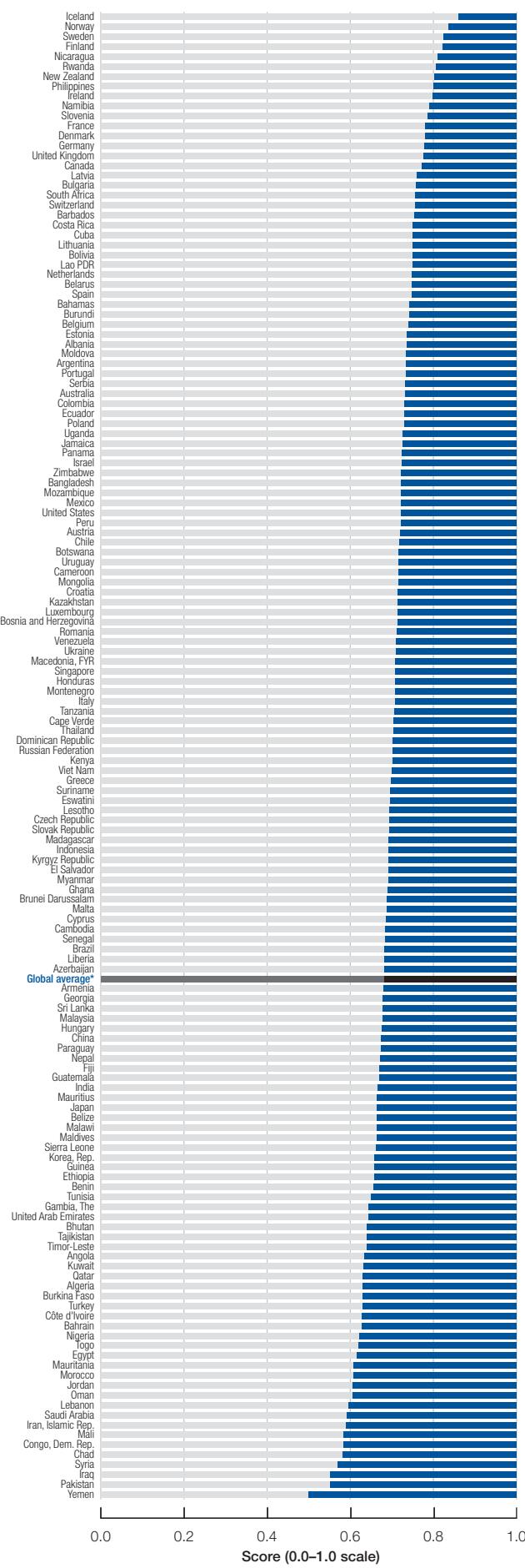
As highlighted by previous editions, the progress towards parity continues to be very slow. The population-weighted average overall gap is virtually unchanged from last year, marginally improving by less than a decimal point. This slow but directionally positive trend at a global level is confirmed at a country level, too: for the second year in a row there have been more countries improving than going backwards. Out of the 144 covered both this year and last year, 89 countries have at least marginally closed their gender gap and 55 have regressed. Even when we focus only at extremes of the distribution the improving countries outnumber those that have regressed this year: six countries have increased their gap by at least 2%, and in four countries the gap has widened by 2% or more. Although progress continues to proceed at a very slow pace, and despite significant heterogeneity across countries' performances, the fact that most countries are moving toward greater gender parity is encouraging and rewards the efforts of all policy-makers and practitioners across the world that work to achieve the UN's fifth Sustainable Development Goal: Gender equality.

## Performance by Subindex

The overall gender gap performance does mask important differences in performances across the four aspects composing the index—the Economic Participation, Educational Attainment, Health and Survival and Political Empowerment subindexes.

As Figure 2 (page 9) shows, global gender parity has almost been achieved on two subindexes—Educational Attainment and Health and Survival—where gaps of just 5% and 4%, respectively, remain to be filled. However, gaps between women and men on Political Empowerment

**Figure 1: Gender gap by country, 2018**



Source: Global Gender Gap Index 2018.

\* Population-weighted average

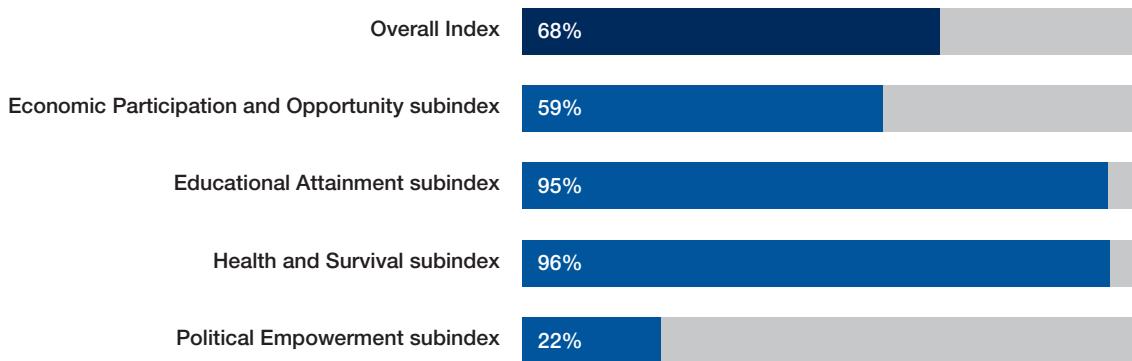
and Economic Participation and Opportunity, are far from being bridged.

**Political Empowerment** is where the gender gap remains the widest: only 23% of the political gap—unchanged since last year—has been closed, and no country has yet fully closed political empowerment gaps. Even the best performer in this subindex, Iceland, still exhibits a gap of 33%, and this gap has widened significantly over the past year. Just six other countries (Nicaragua, Norway, Rwanda, Bangladesh, Finland and Sweden) have closed at least 50% of their gap. On the other end of the spectrum, almost one-quarter of the countries assessed has closed less than 10% of their gender gap, and the four worst-performing countries—Kuwait, Lebanon, Oman and Yemen—have yet to bridge over 97% of their gap.

The global Political Empowerment gender gap reflects low representation of women in all political roles and a particularly sporadic presence of women among heads of state. Over the past 50 years, the average tenure of a woman as head of state or prime minister across the 149 countries has been just 2.2 years. Most women in head-of-state positions have been elected in the past decade. Despite these recent developments, there are still just 17 women head of state or prime ministers across the 149 countries in 2018, including the prime minister of Romania who was elected this year.<sup>13</sup> As a result, globally, only 19% of the gender gap in terms of head-of-state roles has been closed so far.<sup>14</sup> Women are slightly better represented among ministers and congresswomen; yet here, too, gender parity is still far from being achieved. Only 18% of ministers worldwide are women, and in six of the 149 countries, there are no women in ministerial positions at all. In addition, women elected in national parliaments represent just 24% of available seats across the globe. In Yemen, there are no women in the parliament and in 18 countries, female representation does not exceed 10 percent.

The second subindex where the gender gap remains very large is **Economic Participation and Opportunity**. Globally, just 58% of this gap has been closed, with minimal progress since last year. Nineteen countries—predominantly from the Middle East and North Africa region—have yet to close over 50% of their gap, 94 countries have yet to close 30% gap or more, and just 14 countries are above the 80% milestone. These countries are fairly distributed among five regions: two are from the East Asia and the Pacific (Lao PDR and the Philippines); two are from Eastern Europe (Belarus and Latvia); two are from Latin America and the Caribbean (Barbados and Bahamas); six are from Sub-Saharan Africa (Benin, Botswana, Burundi, Cameroon, Guinea and Namibia); and two are Nordic countries (Sweden and Norway). Lao PDR is the best performer on this subindex, having closed 91% of the gap.

**Figure 2: Global performance, 2018**



**Source:** Global Gender Gap Index 2018.

**Note:** Population-weighted averages. Covers all 149 countries featured in the 2018 index.

In the workplace, women still encounter significant obstacles in taking on managerial or senior official roles. When we consider only managers for the subset of countries for which recent data are available, just about 34% of global managers are women. When we include data on managers, senior officials and legislators in the set of 144 for which we have data, 68% of the world gap remains to be closed.<sup>15</sup> This contrasts with significantly lower gender gaps in labour market participation and technical roles, where 67% and 74% of the respective gap has been bridged. This comparison highlights how, while there are still relevant gender-biased labour market outcomes, the presence of women in management roles is today one of the main barriers to overcome, both in the public and private sector, in order to achieve full economic gender parity.

Managerial opportunities for women are particularly uneven across countries, and even more pronounced than the heterogeneity observed at the subindex level. While women and men are already equally likely to attain managerial positions in five countries (Bahamas, Colombia, Jamaica, Lao PDR and Philippines), there are six countries (Syria, Lebanon, Algeria, Egypt, Saudi Arabia, Yemen and Pakistan) where the gap is 90% or more. As for the evolution since last year, 60 countries have reduced the gap on this indicator and 50 have regressed, while the gap has remained the same for 34 countries.

In addition to professional level disparities, the index shows that income gaps are particularly persistent. On average, 63% of the wage gap and 50% of estimated earned income gap have been closed globally so far. These income gaps not only highlight persistent differences in pay (which, according to the International Labour Organization, stands at 19%<sup>16</sup>), but also suggest that economic power is still typically in the hands of men, who remain a household's primary economic reference point, often maintaining control of financial assets, although

women may have indirect influence on consumer spending. These hypotheses tend to be confirmed by available data. Women have as much access to financial services as men in just 60% of available countries, and to land ownership in just 41% of the countries considered. These facts, albeit partial, suggest that in most countries still half of the female population does not have direct control over economic resources and assets. In addition, women tend to perform the majority of unpaid tasks (i.e. housework, household care and other unpaid activities). In the 29 countries for which data are available, women spend, on average, twice as much time on these activities than men, with a peak of five to one in Japan, Korea and India.

In contrast to the economic and political empowerment subindexes, the **Educational Attainment** gender gap is significantly smaller. On average, only 5% of the gap remains to be closed. Thirty-six countries have now achieved full parity and another 49 countries have closed at least 99% of the gap. Even the worst performer (Chad) is more than half way to parity (57%), while the second- and third-worst performers (Guinea and Congo) have bridged two thirds of the gap. Further, progress towards smaller gender gaps in education is ongoing in most countries: 74 countries among those covered in the report have reduced their gap, and eight of them (Burkina Faso, Eswatini, Lao PDR, Liberia, Morocco, Mozambique, Senegal and Thailand) have reduced their gaps by at least 2% this year.

Within the subindex average, gender gaps vary by level of education. On average, gender gaps have closed by 88% in literacy, 74% in primary education, 97% in secondary education and 93% in tertiary education. Average performances, however, mask specific underlying issues. First, in terms of literacy, not only is the gender gap large in many countries, but many women are still illiterate today. At least 20% of women are illiterate in 44 countries, and in Chad (the worst performer) just 13% of women

**Table 3: Global rankings, 2018**

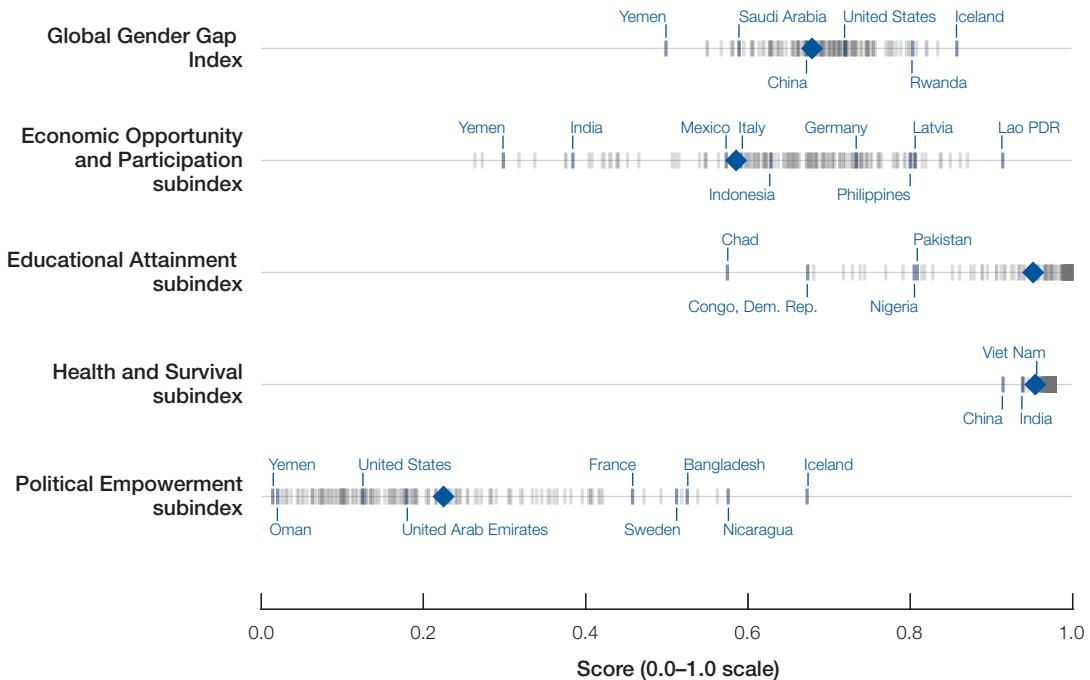
| Country                | GLOBAL INDEX |             | ECONOMIC PARTICIPATION AND OPPORTUNITY |             | EDUCATIONAL ATTAINMENT |             | HEALTH AND SURVIVAL |             | POLITICAL EMPOWERMENT |             |
|------------------------|--------------|-------------|--|-------------|------------------------|-------------|---------------------|-------------|-----------------------|-------------|
|                        | Rank         | Score (0–1) | Rank                                   | Score (0–1) | Rank                   | Score (0–1) | Rank                | Score (0–1) | Rank                  | Score (0–1) |
| Iceland                | 1            | 0.858       | 16                                     | 0.793       | 39                     | 0.999       | 121                 | 0.968       | 1                     | 0.674       |
| Norway                 | 2            | 0.835       | 11                                     | 0.806       | 41                     | 0.999       | 95                  | 0.972       | 3                     | 0.563       |
| Sweden                 | 3            | 0.822       | 9                                      | 0.808       | 52                     | 0.998       | 115                 | 0.969       | 7                     | 0.512       |
| Finland                | 4            | 0.821       | 17                                     | 0.786       | 1                      | 1.000       | 60                  | 0.977       | 6                     | 0.519       |
| Nicaragua              | 5            | 0.809       | 69                                     | 0.679       | 36                     | 1.000       | 1                   | 0.980       | 2                     | 0.576       |
| Rwanda                 | 6            | 0.804       | 30                                     | 0.743       | 109                    | 0.961       | 90                  | 0.973       | 4                     | 0.539       |
| New Zealand            | 7            | 0.801       | 23                                     | 0.761       | 1                      | 1.000       | 107                 | 0.970       | 9                     | 0.472       |
| Philippines            | 8            | 0.799       | 14                                     | 0.801       | 1                      | 1.000       | 42                  | 0.979       | 13                    | 0.416       |
| Ireland                | 9            | 0.796       | 43                                     | 0.725       | 57                     | 0.996       | 111                 | 0.970       | 8                     | 0.493       |
| Namibia                | 10           | 0.789       | 12                                     | 0.804       | 42                     | 0.999       | 1                   | 0.980       | 20                    | 0.375       |
| Slovenia               | 11           | 0.784       | 15                                     | 0.795       | 29                     | 1.000       | 1                   | 0.980       | 22                    | 0.361       |
| France                 | 12           | 0.779       | 63                                     | 0.685       | 1                      | 1.000       | 78                  | 0.974       | 10                    | 0.458       |
| Denmark                | 13           | 0.778       | 38                                     | 0.734       | 1                      | 1.000       | 100                 | 0.971       | 15                    | 0.406       |
| Germany                | 14           | 0.776       | 36                                     | 0.734       | 97                     | 0.976       | 85                  | 0.973       | 12                    | 0.418       |
| United Kingdom         | 15           | 0.774       | 52                                     | 0.705       | 38                     | 0.999       | 110                 | 0.970       | 11                    | 0.421       |
| Canada                 | 16           | 0.771       | 27                                     | 0.748       | 1                      | 1.000       | 104                 | 0.971       | 21                    | 0.365       |
| Latvia                 | 17           | 0.758       | 10                                     | 0.807       | 1                      | 1.000       | 1                   | 0.980       | 42                    | 0.246       |
| Bulgaria               | 18           | 0.756       | 50                                     | 0.708       | 87                     | 0.989       | 42                  | 0.979       | 25                    | 0.346       |
| South Africa           | 19           | 0.755       | 91                                     | 0.645       | 72                     | 0.992       | 1                   | 0.980       | 17                    | 0.404       |
| Switzerland            | 20           | 0.755       | 34                                     | 0.739       | 80                     | 0.991       | 108                 | 0.970       | 29                    | 0.320       |
| Barbados               | 21           | 0.753       | 2                                      | 0.871       | 1                      | 1.000       | 72                  | 0.976       | 77                    | 0.166       |
| Costa Rica             | 22           | 0.749       | 105                                    | 0.614       | 1                      | 1.000       | 63                  | 0.977       | 16                    | 0.406       |
| Cuba                   | 23           | 0.749       | 97                                     | 0.627       | 40                     | 0.999       | 77                  | 0.975       | 18                    | 0.396       |
| Lithuania              | 24           | 0.749       | 21                                     | 0.765       | 53                     | 0.997       | 1                   | 0.980       | 41                    | 0.254       |
| Bolivia                | 25           | 0.748       | 95                                     | 0.630       | 96                     | 0.976       | 51                  | 0.979       | 14                    | 0.408       |
| Lao PDR                | 26           | 0.748       | 1                                      | 0.915       | 105                    | 0.968       | 98                  | 0.971       | 89                    | 0.137       |
| Netherlands            | 27           | 0.747       | 56                                     | 0.698       | 1                      | 1.000       | 120                 | 0.968       | 28                    | 0.323       |
| Belarus                | 28           | 0.747       | 6                                      | 0.838       | 49                     | 0.998       | 52                  | 0.979       | 74                    | 0.173       |
| Spain                  | 29           | 0.746       | 80                                     | 0.660       | 47                     | 0.998       | 93                  | 0.972       | 24                    | 0.354       |
| Bahamas                | 30           | 0.741       | 3                                      | 0.863       | 1                      | 1.000       | 1                   | 0.980       | 100                   | 0.122       |
| Burundi                | 31           | 0.741       | 5                                      | 0.839       | 130                    | 0.890       | 55                  | 0.978       | 40                    | 0.255       |
| Belgium                | 32           | 0.738       | 49                                     | 0.714       | 34                     | 1.000       | 85                  | 0.973       | 39                    | 0.264       |
| Estonia                | 33           | 0.734       | 42                                     | 0.729       | 1                      | 1.000       | 42                  | 0.979       | 51                    | 0.228       |
| Albania                | 34           | 0.734       | 54                                     | 0.701       | 91                     | 0.987       | 134                 | 0.963       | 34                    | 0.284       |
| Moldova                | 35           | 0.733       | 18                                     | 0.785       | 69                     | 0.993       | 1                   | 0.980       | 72                    | 0.176       |
| Argentina              | 36           | 0.733       | 114                                    | 0.599       | 63                     | 0.995       | 1                   | 0.980       | 23                    | 0.356       |
| Portugal               | 37           | 0.732       | 44                                     | 0.721       | 82                     | 0.991       | 54                  | 0.978       | 46                    | 0.240       |
| Serbia                 | 38           | 0.730       | 76                                     | 0.672       | 51                     | 0.998       | 1                   | 0.980       | 37                    | 0.272       |
| Australia              | 39           | 0.730       | 46                                     | 0.718       | 1                      | 1.000       | 103                 | 0.971       | 49                    | 0.232       |
| Colombia               | 40           | 0.729       | 39                                     | 0.733       | 1                      | 1.000       | 1                   | 0.980       | 59                    | 0.203       |
| Ecuador                | 41           | 0.729       | 82                                     | 0.657       | 59                     | 0.996       | 58                  | 0.978       | 35                    | 0.283       |
| Poland                 | 42           | 0.728       | 51                                     | 0.706       | 50                     | 0.998       | 1                   | 0.980       | 50                    | 0.230       |
| Uganda                 | 43           | 0.724       | 55                                     | 0.700       | 126                    | 0.913       | 1                   | 0.980       | 32                    | 0.305       |
| Jamaica                | 44           | 0.724       | 29                                     | 0.747       | 1                      | 1.000       | 68                  | 0.976       | 75                    | 0.171       |
| Panama                 | 45           | 0.722       | 59                                     | 0.693       | 64                     | 0.995       | 1                   | 0.980       | 53                    | 0.222       |
| Israel                 | 46           | 0.722       | 66                                     | 0.684       | 1                      | 1.000       | 97                  | 0.971       | 48                    | 0.232       |
| Zimbabwe               | 47           | 0.721       | 40                                     | 0.730       | 92                     | 0.986       | 1                   | 0.980       | 63                    | 0.190       |
| Bangladesh             | 48           | 0.721       | 133                                    | 0.441       | 116                    | 0.950       | 117                 | 0.969       | 5                     | 0.526       |
| Mozambique             | 49           | 0.721       | 74                                     | 0.675       | 131                    | 0.889       | 1                   | 0.980       | 26                    | 0.340       |
| Mexico                 | 50           | 0.721       | 122                                    | 0.574       | 58                     | 0.996       | 50                  | 0.979       | 27                    | 0.335       |
| United States          | 51           | 0.720       | 19                                     | 0.782       | 46                     | 0.998       | 71                  | 0.976       | 98                    | 0.125       |
| Peru                   | 52           | 0.720       | 94                                     | 0.634       | 89                     | 0.988       | 65                  | 0.977       | 36                    | 0.282       |
| Austria                | 53           | 0.718       | 81                                     | 0.658       | 1                      | 1.000       | 81                  | 0.974       | 44                    | 0.242       |
| Chile                  | 54           | 0.717       | 120                                    | 0.585       | 37                     | 0.999       | 59                  | 0.977       | 31                    | 0.307       |
| Botswana               | 55           | 0.715       | 13                                     | 0.802       | 1                      | 1.000       | 1                   | 0.980       | 126                   | 0.079       |
| Uruguay                | 56           | 0.715       | 77                                     | 0.664       | 32                     | 1.000       | 1                   | 0.980       | 54                    | 0.216       |
| Cameroon               | 57           | 0.714       | 8                                      | 0.816       | 133                    | 0.876       | 89                  | 0.973       | 61                    | 0.191       |
| Mongolia               | 58           | 0.714       | 20                                     | 0.780       | 70                     | 0.993       | 1                   | 0.980       | 109                   | 0.102       |
| Croatia                | 59           | 0.712       | 67                                     | 0.681       | 44                     | 0.998       | 1                   | 0.980       | 62                    | 0.191       |
| Kazakhstan             | 60           | 0.712       | 32                                     | 0.741       | 30                     | 1.000       | 42                  | 0.979       | 94                    | 0.130       |
| Luxembourg             | 61           | 0.712       | 60                                     | 0.693       | 1                      | 1.000       | 91                  | 0.972       | 67                    | 0.184       |
| Bosnia and Herzegovina | 62           | 0.712       | 115                                    | 0.599       | 94                     | 0.981       | 1                   | 0.980       | 33                    | 0.290       |
| Romania                | 63           | 0.711       | 53                                     | 0.705       | 56                     | 0.996       | 1                   | 0.980       | 79                    | 0.162       |
| Venezuela              | 64           | 0.709       | 61                                     | 0.691       | 55                     | 0.997       | 1                   | 0.980       | 76                    | 0.167       |
| Ukraine                | 65           | 0.708       | 28                                     | 0.747       | 26                     | 1.000       | 56                  | 0.978       | 105                   | 0.107       |
| Macedonia, FYR         | 66           | 0.707       | 103                                    | 0.620       | 68                     | 0.993       | 73                  | 0.976       | 45                    | 0.241       |
| Singapore              | 67           | 0.707       | 24                                     | 0.761       | 88                     | 0.988       | 130                 | 0.965       | 103                   | 0.113       |
| Honduras               | 68           | 0.706       | 75                                     | 0.673       | 31                     | 1.000       | 62                  | 0.977       | 73                    | 0.176       |
| Montenegro             | 69           | 0.706       | 57                                     | 0.696       | 71                     | 0.992       | 42                  | 0.979       | 83                    | 0.157       |
| Italy                  | 70           | 0.706       | 118                                    | 0.592       | 61                     | 0.995       | 116                 | 0.969       | 38                    | 0.267       |
| Tanzania               | 71           | 0.704       | 72                                     | 0.676       | 124                    | 0.918       | 53                  | 0.978       | 43                    | 0.245       |
| Cape Verde             | 72           | 0.702       | 65                                     | 0.684       | 102                    | 0.971       | 80                  | 0.974       | 70                    | 0.178       |
| Thailand               | 73           | 0.702       | 22                                     | 0.763       | 81                     | 0.991       | 56                  | 0.978       | 130                   | 0.074       |
| Dominican Republic     | 74           | 0.701       | 89                                     | 0.650       | 54                     | 0.997       | 1                   | 0.980       | 69                    | 0.179       |
| Russian Federation     | 75           | 0.701       | 31                                     | 0.741       | 28                     | 1.000       | 1                   | 0.980       | 123                   | 0.085       |

**Table 3: Global rankings, 2018 (cont'd.)**

| Country              | GLOBAL INDEX |             | ECONOMIC PARTICIPATION AND OPPORTUNITY |             | EDUCATIONAL ATTAINMENT |             | HEALTH AND SURVIVAL |             | POLITICAL EMPOWERMENT |             |
|----------------------|--------------|-------------|--|-------------|------------------------|-------------|---------------------|-------------|-----------------------|-------------|
|                      | Rank         | Score (0–1) | Rank                                   | Score (0–1) | Rank                   | Score (0–1) | Rank                | Score (0–1) | Rank                  | Score (0–1) |
| Kenya                | 76           | 0.700       | 37                                     | 0.734       | 122                    | 0.929       | 1                   | 0.980       | 82                    | 0.159       |
| Viet Nam             | 77           | 0.698       | 33                                     | 0.740       | 101                    | 0.972       | 143                 | 0.957       | 99                    | 0.124       |
| Greece               | 78           | 0.696       | 64                                     | 0.684       | 73                     | 0.992       | 99                  | 0.971       | 88                    | 0.138       |
| Suriname             | 79           | 0.695       | 93                                     | 0.638       | 77                     | 0.991       | 87                  | 0.973       | 71                    | 0.177       |
| Eswatini             | 80           | 0.694       | 58                                     | 0.694       | 86                     | 0.989       | 1                   | 0.980       | 104                   | 0.112       |
| Lesotho              | 81           | 0.693       | 88                                     | 0.650       | 1                      | 1.000       | 1                   | 0.980       | 86                    | 0.143       |
| Czech Republic       | 82           | 0.693       | 87                                     | 0.651       | 1                      | 1.000       | 1                   | 0.980       | 87                    | 0.140       |
| Slovak Republic      | 83           | 0.693       | 83                                     | 0.657       | 1                      | 1.000       | 1                   | 0.980       | 91                    | 0.135       |
| Madagascar           | 84           | 0.691       | 48                                     | 0.714       | 115                    | 0.950       | 82                  | 0.974       | 96                    | 0.127       |
| Indonesia            | 85           | 0.691       | 96                                     | 0.629       | 107                    | 0.967       | 79                  | 0.974       | 60                    | 0.193       |
| Kyrgyz Republic      | 86           | 0.691       | 78                                     | 0.662       | 79                     | 0.991       | 1                   | 0.980       | 93                    | 0.130       |
| El Salvador          | 87           | 0.690       | 121                                    | 0.582       | 75                     | 0.992       | 1                   | 0.980       | 57                    | 0.206       |
| Myanmar              | 88           | 0.690       | 35                                     | 0.738       | 98                     | 0.976       | 61                  | 0.977       | 133                   | 0.069       |
| Ghana                | 89           | 0.688       | 25                                     | 0.753       | 120                    | 0.935       | 119                 | 0.968       | 117                   | 0.097       |
| Brunei Darussalam    | 90           | 0.686       | 26                                     | 0.752       | 84                     | 0.990       | 113                 | 0.969       | 145                   | 0.031       |
| Malta                | 91           | 0.686       | 106                                    | 0.614       | 1                      | 1.000       | 114                 | 0.969       | 81                    | 0.159       |
| Cyprus               | 92           | 0.684       | 70                                     | 0.679       | 48                     | 0.998       | 125                 | 0.967       | 120                   | 0.092       |
| Cambodia             | 93           | 0.683       | 45                                     | 0.719       | 119                    | 0.938       | 75                  | 0.975       | 108                   | 0.102       |
| Senegal              | 94           | 0.682       | 123                                    | 0.564       | 132                    | 0.880       | 69                  | 0.976       | 30                    | 0.308       |
| Brazil               | 95           | 0.681       | 92                                     | 0.645       | 1                      | 1.000       | 1                   | 0.980       | 112                   | 0.101       |
| Liberia              | 96           | 0.681       | 41                                     | 0.729       | 141                    | 0.792       | 118                 | 0.968       | 47                    | 0.236       |
| Azerbaijan           | 97           | 0.680       | 47                                     | 0.716       | 33                     | 1.000       | 146                 | 0.941       | 137                   | 0.063       |
| Armenia              | 98           | 0.678       | 73                                     | 0.675       | 35                     | 1.000       | 148                 | 0.939       | 115                   | 0.099       |
| Georgia              | 99           | 0.677       | 85                                     | 0.654       | 60                     | 0.996       | 123                 | 0.967       | 119                   | 0.093       |
| Sri Lanka            | 100          | 0.676       | 125                                    | 0.549       | 90                     | 0.988       | 1                   | 0.980       | 65                    | 0.188       |
| Malaysia             | 101          | 0.676       | 84                                     | 0.656       | 1                      | 1.000       | 83                  | 0.974       | 131                   | 0.072       |
| Hungary              | 102          | 0.674       | 68                                     | 0.680       | 66                     | 0.994       | 42                  | 0.979       | 142                   | 0.045       |
| China                | 103          | 0.673       | 86                                     | 0.653       | 111                    | 0.958       | 149                 | 0.915       | 78                    | 0.164       |
| Paraguay             | 104          | 0.672       | 98                                     | 0.623       | 67                     | 0.994       | 96                  | 0.972       | 114                   | 0.100       |
| Nepal                | 105          | 0.671       | 110                                    | 0.608       | 123                    | 0.926       | 128                 | 0.966       | 66                    | 0.185       |
| Fiji                 | 106          | 0.669       | 112                                    | 0.603       | 76                     | 0.991       | 42                  | 0.979       | 107                   | 0.104       |
| Guatemala            | 107          | 0.668       | 100                                    | 0.623       | 104                    | 0.968       | 1                   | 0.980       | 111                   | 0.102       |
| India                | 108          | 0.665       | 142                                    | 0.385       | 114                    | 0.953       | 147                 | 0.940       | 19                    | 0.382       |
| Mauritius            | 109          | 0.663       | 119                                    | 0.585       | 78                     | 0.991       | 1                   | 0.980       | 116                   | 0.097       |
| Japan                | 110          | 0.662       | 117                                    | 0.595       | 65                     | 0.994       | 41                  | 0.979       | 125                   | 0.081       |
| Belize               | 111          | 0.662       | 90                                     | 0.648       | 85                     | 0.990       | 1                   | 0.980       | 144                   | 0.032       |
| Malawi               | 112          | 0.662       | 109                                    | 0.609       | 127                    | 0.908       | 1                   | 0.980       | 84                    | 0.152       |
| Maldives             | 113          | 0.662       | 101                                    | 0.622       | 27                     | 1.000       | 144                 | 0.953       | 132                   | 0.072       |
| Sierra Leone*        | 114          | 0.661       | 62                                     | 0.686       | 128                    | 0.907       | 124                 | 0.967       | 124                   | 0.083       |
| Korea, Rep.          | 115          | 0.657       | 124                                    | 0.549       | 100                    | 0.973       | 87                  | 0.973       | 92                    | 0.134       |
| Guinea               | 116          | 0.656       | 7                                      | 0.820       | 147                    | 0.682       | 138                 | 0.962       | 80                    | 0.162       |
| Ethiopia             | 117          | 0.656       | 111                                    | 0.606       | 137                    | 0.819       | 66                  | 0.976       | 52                    | 0.223       |
| Benin                | 118          | 0.654       | 4                                      | 0.850       | 145                    | 0.729       | 92                  | 0.972       | 134                   | 0.065       |
| Tunisia              | 119          | 0.648       | 135                                    | 0.439       | 108                    | 0.966       | 105                 | 0.971       | 55                    | 0.216       |
| Gambia, The          | 120          | 0.642       | 116                                    | 0.598       | 129                    | 0.896       | 112                 | 0.970       | 106                   | 0.106       |
| United Arab Emirates | 121          | 0.642       | 134                                    | 0.439       | 95                     | 0.979       | 94                  | 0.972       | 68                    | 0.180       |
| Bhutan               | 122          | 0.638       | 104                                    | 0.619       | 125                    | 0.917       | 141                 | 0.960       | 138                   | 0.056       |
| Tajikistan           | 123          | 0.638       | 126                                    | 0.547       | 118                    | 0.940       | 74                  | 0.976       | 121                   | 0.088       |
| Timor-Leste          | 124          | 0.638       | 138                                    | 0.423       | 121                    | 0.935       | 64                  | 0.977       | 56                    | 0.216       |
| Angola               | 125          | 0.633       | 113                                    | 0.602       | 143                    | 0.745       | 1                   | 0.980       | 58                    | 0.206       |
| Kuwait               | 126          | 0.630       | 127                                    | 0.541       | 74                     | 0.992       | 140                 | 0.961       | 146                   | 0.027       |
| Qatar                | 127          | 0.629       | 129                                    | 0.511       | 62                     | 0.995       | 139                 | 0.961       | 140                   | 0.050       |
| Algeria              | 128          | 0.629       | 132                                    | 0.452       | 112                    | 0.957       | 137                 | 0.962       | 85                    | 0.145       |
| Burkina Faso         | 129          | 0.629       | 99                                     | 0.623       | 135                    | 0.853       | 133                 | 0.963       | 128                   | 0.075       |
| Turkey               | 130          | 0.628       | 131                                    | 0.466       | 106                    | 0.968       | 67                  | 0.976       | 113                   | 0.101       |
| Côte d'Ivoire        | 131          | 0.627       | 102                                    | 0.621       | 138                    | 0.815       | 106                 | 0.970       | 110                   | 0.102       |
| Bahrain              | 132          | 0.627       | 128                                    | 0.515       | 43                     | 0.998       | 142                 | 0.958       | 143                   | 0.037       |
| Nigeria              | 133          | 0.621       | 79                                     | 0.661       | 140                    | 0.806       | 132                 | 0.964       | 139                   | 0.052       |
| Togo*                | 134          | 0.618       | 108                                    | 0.610       | 142                    | 0.771       | 131                 | 0.965       | 95                    | 0.128       |
| Egypt                | 135          | 0.614       | 139                                    | 0.421       | 99                     | 0.975       | 84                  | 0.974       | 122                   | 0.087       |
| Mauritania           | 136          | 0.607       | 140                                    | 0.408       | 134                    | 0.862       | 109                 | 0.970       | 64                    | 0.189       |
| Morocco              | 137          | 0.607       | 141                                    | 0.404       | 117                    | 0.942       | 135                 | 0.963       | 102                   | 0.117       |
| Jordan               | 138          | 0.605       | 144                                    | 0.375       | 45                     | 0.998       | 102                 | 0.971       | 129                   | 0.075       |
| Oman*                | 139          | 0.605       | 137                                    | 0.430       | 83                     | 0.990       | 49                  | 0.979       | 148                   | 0.020       |
| Lebanon              | 140          | 0.595       | 136                                    | 0.432       | 110                    | 0.959       | 122                 | 0.967       | 147                   | 0.024       |
| Saudi Arabia         | 141          | 0.590       | 145                                    | 0.337       | 93                     | 0.982       | 136                 | 0.963       | 127                   | 0.077       |
| Iran, Islamic Rep.   | 142          | 0.589       | 143                                    | 0.376       | 103                    | 0.969       | 127                 | 0.966       | 141                   | 0.046       |
| Mali                 | 143          | 0.582       | 130                                    | 0.507       | 144                    | 0.739       | 129                 | 0.965       | 101                   | 0.118       |
| Congo, Dem. Rep.*    | 144          | 0.582       | 107                                    | 0.613       | 148                    | 0.674       | 70                  | 0.976       | 136                   | 0.063       |
| Chad                 | 145          | 0.580       | 71                                     | 0.677       | 149                    | 0.575       | 101                 | 0.971       | 118                   | 0.097       |
| Syria                | 146          | 0.568       | 148                                    | 0.273       | 113                    | 0.955       | 1                   | 0.980       | 135                   | 0.063       |
| Iraq*                | 147          | 0.551       | 149                                    | 0.264       | 136                    | 0.829       | 76                  | 0.975       | 90                    | 0.135       |
| Pakistan             | 148          | 0.550       | 146                                    | 0.318       | 139                    | 0.810       | 145                 | 0.946       | 97                    | 0.127       |
| Yemen                | 149          | 0.499       | 147                                    | 0.299       | 146                    | 0.718       | 126                 | 0.966       | 149                   | 0.014       |

\* New countries in 2018

**Figure 3: Range of scores, Global Gender Gap Index and subindexes, 2018**



**Source:** Global Gender Gap Index 2018.

**Note:** Blue diamonds correspond to population-weighted averages.

can read are write. Second, parity in higher education enrolment conceals lower participation among both boys and girls as the level of education increases. On average, 65% of girls and 66% of boys have enrolled in secondary education. Although in some countries—such as Algeria for example—the gender parity is fully achieved, just half of the boys and half of the girls attend high school. Similarly, when it comes to tertiary education, although the average participation of women is higher than that of men, just 39% of women and 34% of men are enrolled in college today. As a consequence, gender gaps cannot be considered fully closed as long as human capital is significantly underdeveloped.

Finally, the **Health and Survival** subindex is where the global gender gap is the smallest: 4% on average. While no country has yet achieved full parity, 74 countries have already closed 98% of their gap, and all 149 countries have closed at least 90% of their gap.

Looking at the components of this subindex, parity has been essentially achieved in all countries in terms of life expectancy. Women tend to live longer in all countries, except Kuwait, Bhutan and Bahrain, where the ratio is about 99%. Gender parity on sex ratio at birth is also very advanced: in 113 countries the share of girls is at the natural 94.4% birth level, and in almost all other countries is above 92%. In four countries (India, Azerbaijan, Armenia and China) the ratio is below 91%. These examples

underscore the very real issue of “missing women” and gender-specific gaps on access to healthcare.

Figure 3 provides a snapshot of cross-country heterogeneity in gender gap performances. It illustrates the range of country scores for the four subindexes. The population-weighted average for each subindex is represented with blue diamonds. Similar to the results of 2017’s edition, countries’ performances are distributed unevenly across the overall Index and the underlying subindexes. Overall, gender gap scores are clustered around the average score (68%), with a greater concentration of countries slightly above the average. The distribution is much more dispersed within the Economic Opportunity subindex, where country scores range between 26% and 92%, and most countries score somewhat above the global weighted average. The fact that populous countries such as India and Mexico perform below average contributes to reducing the global average result. The distribution of scores on the Educational Attainment subindex ranges from 57% to 100%. On the Health and Survival subindex countries cluster around an even more concentrated set of values between 91% and 98%, with only few outliers performing below 92%. The Political Empowerment subindex is the area where country performance is the most spread, with scores between 14% and 67% and a stronger concentration towards the lower half of the distribution. Table 4 provides detailed rankings by subindex.

**Table 4: Rankings by subindex, 2018**

| ECONOMIC PARTICIPATION AND OPPORTUNITY |      |       | EDUCATIONAL ATTAINMENT |      |       |
|--|------|-------|------------------------|------|-------|
| Country                                | Rank | Score | Country                | Rank | Score |
| Lao PDR                                | 1    | 0.915 | Serbia                 | 76   | 0.672 |
| Barbados                               | 2    | 0.871 | Uruguay                | 77   | 0.664 |
| Bahamas                                | 3    | 0.863 | Kyrgyz Republic        | 78   | 0.662 |
| Benin                                  | 4    | 0.850 | Nigeria                | 79   | 0.661 |
| Burundi                                | 5    | 0.839 | Spain                  | 80   | 0.660 |
| Belarus                                | 6    | 0.838 | Austria                | 81   | 0.658 |
| Guinea                                 | 7    | 0.820 | Ecuador                | 82   | 0.657 |
| Cameroon                               | 8    | 0.816 | Slovak Republic        | 83   | 0.657 |
| Sweden                                 | 9    | 0.808 | Malaysia               | 84   | 0.656 |
| Latvia                                 | 10   | 0.807 | Georgia                | 85   | 0.654 |
| Norway                                 | 11   | 0.806 | China                  | 86   | 0.653 |
| Namibia                                | 12   | 0.804 | Czech Republic         | 87   | 0.651 |
| Botswana                               | 13   | 0.802 | Lesotho                | 88   | 0.650 |
| Philippines                            | 14   | 0.801 | Dominican Republic     | 89   | 0.650 |
| Slovenia                               | 15   | 0.795 | Belize                 | 90   | 0.648 |
| Iceland                                | 16   | 0.793 | South Africa           | 91   | 0.645 |
| Finland                                | 17   | 0.786 | Brazil                 | 92   | 0.645 |
| Moldova                                | 18   | 0.785 | Suriname               | 93   | 0.638 |
| United States                          | 19   | 0.782 | Peru                   | 94   | 0.634 |
| Mongolia                               | 20   | 0.780 | Bolivia                | 95   | 0.630 |
| Lithuania                              | 21   | 0.765 | Indonesia              | 96   | 0.629 |
| Thailand                               | 22   | 0.763 | Cuba                   | 97   | 0.627 |
| New Zealand                            | 23   | 0.761 | Paraguay               | 98   | 0.623 |
| Singapore                              | 24   | 0.761 | Burkina Faso           | 99   | 0.623 |
| Ghana                                  | 25   | 0.753 | Guatemala              | 100  | 0.623 |
| Brunei Darussalam                      | 26   | 0.752 | Maldives               | 101  | 0.622 |
| Canada                                 | 27   | 0.748 | Côte d'Ivoire          | 102  | 0.621 |
| Ukraine                                | 28   | 0.747 | Macedonia, FYR         | 103  | 0.620 |
| Jamaica                                | 29   | 0.747 | Bhutan                 | 104  | 0.619 |
| Rwanda                                 | 30   | 0.743 | Costa Rica             | 105  | 0.614 |
| Russian Federation                     | 31   | 0.741 | Malta                  | 106  | 0.614 |
| Kazakhstan                             | 32   | 0.741 | Congo, Dem. Rep.*      | 107  | 0.613 |
| Viet Nam                               | 33   | 0.740 | Togo*                  | 108  | 0.610 |
| Switzerland                            | 34   | 0.739 | Malawi                 | 109  | 0.609 |
| Myanmar                                | 35   | 0.738 | Nepal                  | 110  | 0.608 |
| Germany                                | 36   | 0.734 | Ethiopia               | 111  | 0.606 |
| Kenya                                  | 37   | 0.734 | Fiji                   | 112  | 0.603 |
| Denmark                                | 38   | 0.734 | Angola                 | 113  | 0.602 |
| Colombia                               | 39   | 0.733 | Argentina              | 114  | 0.599 |
| Zimbabwe                               | 40   | 0.730 | Bosnia and Herzegovina | 115  | 0.599 |
| Liberia                                | 41   | 0.729 | Gambia, The            | 116  | 0.598 |
| Estonia                                | 42   | 0.729 | Japan                  | 117  | 0.595 |
| Ireland                                | 43   | 0.725 | Italy                  | 118  | 0.592 |
| Portugal                               | 44   | 0.721 | Mauritius              | 119  | 0.585 |
| Cambodia                               | 45   | 0.719 | Chile                  | 120  | 0.585 |
| Australia                              | 46   | 0.718 | El Salvador            | 121  | 0.582 |
| Azerbaijan                             | 47   | 0.716 | Mexico                 | 122  | 0.574 |
| Madagascar                             | 48   | 0.714 | Senegal                | 123  | 0.564 |
| Belgium                                | 49   | 0.714 | Korea, Rep.            | 124  | 0.549 |
| Bulgaria                               | 50   | 0.708 | Sri Lanka              | 125  | 0.549 |
| Poland                                 | 51   | 0.706 | Tajikistan             | 126  | 0.547 |
| United Kingdom                         | 52   | 0.705 | Kuwait                 | 127  | 0.541 |
| Romania                                | 53   | 0.705 | Bahrain                | 128  | 0.515 |
| Albania                                | 54   | 0.701 | Qatar                  | 129  | 0.511 |
| Uganda                                 | 55   | 0.700 | Mali                   | 130  | 0.507 |
| Netherlands                            | 56   | 0.698 | Turkey                 | 131  | 0.466 |
| Montenegro                             | 57   | 0.696 | Algeria                | 132  | 0.452 |
| Eswatini                               | 58   | 0.694 | Bangladesh             | 133  | 0.441 |
| Panama                                 | 59   | 0.693 | United Arab Emirates   | 134  | 0.439 |
| Luxembourg                             | 60   | 0.693 | Tunisia                | 135  | 0.439 |
| Venezuela                              | 61   | 0.691 | Lebanon                | 136  | 0.432 |
| Sierra Leone*                          | 62   | 0.686 | Oman*                  | 137  | 0.430 |
| France                                 | 63   | 0.685 | Timor-Leste            | 138  | 0.423 |
| Greece                                 | 64   | 0.684 | Egypt                  | 139  | 0.421 |
| Cape Verde                             | 65   | 0.684 | Mauritania             | 140  | 0.408 |
| Israel                                 | 66   | 0.684 | Morocco                | 141  | 0.404 |
| Croatia                                | 67   | 0.681 | India                  | 142  | 0.385 |
| Hungary                                | 68   | 0.680 | Iran, Islamic Rep.     | 143  | 0.376 |
| Nicaragua                              | 69   | 0.679 | Jordan                 | 144  | 0.375 |
| Cyprus                                 | 70   | 0.679 | Saudi Arabia           | 145  | 0.337 |
| Chad                                   | 71   | 0.677 | Pakistan               | 146  | 0.318 |
| Tanzania                               | 72   | 0.676 | Yemen                  | 147  | 0.299 |
| Armenia                                | 73   | 0.675 | Syria                  | 148  | 0.273 |
| Mozambique                             | 74   | 0.675 | Iraq*                  | 149  | 0.264 |
| Honduras                               | 75   | 0.673 |                        |      |       |

Note: Countries highlighted in blue have reached parity on that subindex. \* New countries in 2018.

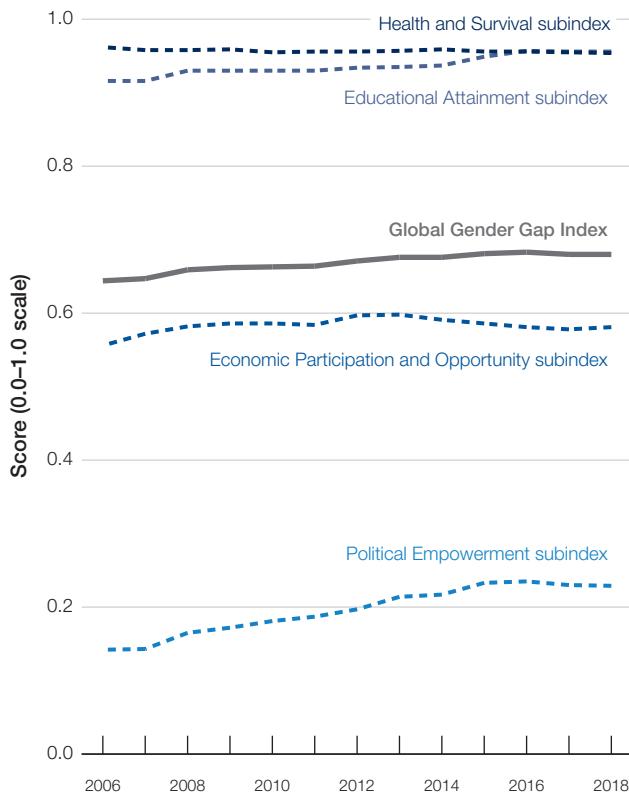
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**Table 4: Rankings by subindex, 2018 (cont'd.)**

| HEALTH AND SURVIVAL    |      |       | POLITICAL EMPOWERMENT |      |       |
|------------------------|------|-------|-----------------------|------|-------|
| Country                | Rank | Score | Country               | Rank | Score |
| Angola                 | 1    | 0.980 | Iraq*                 | 76   | 0.975 |
| Argentina              | 1    | 0.980 | Cuba                  | 77   | 0.975 |
| Bahamas                | 1    | 0.980 | France                | 78   | 0.974 |
| Belize                 | 1    | 0.980 | Indonesia             | 79   | 0.974 |
| Bosnia and Herzegovina | 1    | 0.980 | Cape Verde            | 80   | 0.974 |
| Botswana               | 1    | 0.980 | Austria               | 81   | 0.974 |
| Brazil                 | 1    | 0.980 | Madagascar            | 82   | 0.974 |
| Colombia               | 1    | 0.980 | Malaysia              | 83   | 0.974 |
| Croatia                | 1    | 0.980 | Egypt                 | 84   | 0.974 |
| Czech Republic         | 1    | 0.980 | Belgium               | 85   | 0.973 |
| Dominican Republic     | 1    | 0.980 | Germany               | 85   | 0.973 |
| El Salvador            | 1    | 0.980 | Korea, Rep.           | 87   | 0.973 |
| Eswatini               | 1    | 0.980 | Suriname              | 87   | 0.973 |
| Guatemala              | 1    | 0.980 | Cameroon              | 89   | 0.973 |
| Kenya                  | 1    | 0.980 | Rwanda                | 90   | 0.973 |
| Kyrgyz Republic        | 1    | 0.980 | Luxembourg            | 91   | 0.972 |
| Latvia                 | 1    | 0.980 | Benin                 | 92   | 0.972 |
| Lesotho                | 1    | 0.980 | Spain                 | 93   | 0.972 |
| Lithuania              | 1    | 0.980 | United Arab Emirates  | 94   | 0.972 |
| Malawi                 | 1    | 0.980 | Norway                | 95   | 0.972 |
| Mauritius              | 1    | 0.980 | Paraguay              | 96   | 0.972 |
| Moldova                | 1    | 0.980 | Israel                | 97   | 0.971 |
| Mongolia               | 1    | 0.980 | Lao PDR               | 98   | 0.971 |
| Mozambique             | 1    | 0.980 | Greece                | 99   | 0.971 |
| Namibia                | 1    | 0.980 | Denmark               | 100  | 0.971 |
| Nicaragua              | 1    | 0.980 | Chad                  | 101  | 0.971 |
| Panama                 | 1    | 0.980 | Jordan                | 102  | 0.971 |
| Poland                 | 1    | 0.980 | Australia             | 103  | 0.971 |
| Romania                | 1    | 0.980 | Canada                | 104  | 0.971 |
| Russian Federation     | 1    | 0.980 | Tunisia               | 105  | 0.971 |
| Serbia                 | 1    | 0.980 | Côte d'Ivoire         | 106  | 0.970 |
| Slovak Republic        | 1    | 0.980 | New Zealand           | 107  | 0.970 |
| Slovenia               | 1    | 0.980 | Switzerland           | 108  | 0.970 |
| South Africa           | 1    | 0.980 | Mauritania            | 109  | 0.970 |
| Sri Lanka              | 1    | 0.980 | United Kingdom        | 110  | 0.970 |
| Syria                  | 1    | 0.980 | Ireland               | 111  | 0.970 |
| Uganda                 | 1    | 0.980 | Gambia, The           | 112  | 0.970 |
| Uruguay                | 1    | 0.980 | Brunei Darussalam     | 113  | 0.969 |
| Venezuela              | 1    | 0.980 | Malta                 | 114  | 0.969 |
| Zimbabwe               | 1    | 0.980 | Sweden                | 115  | 0.969 |
| Japan                  | 41   | 0.979 | Italy                 | 116  | 0.969 |
| Bulgaria               | 42   | 0.979 | Bangladesh            | 117  | 0.969 |
| Estonia                | 42   | 0.979 | Liberia               | 118  | 0.968 |
| Fiji                   | 42   | 0.979 | Ghana                 | 119  | 0.968 |
| Hungary                | 42   | 0.979 | Netherlands           | 120  | 0.968 |
| Kazakhstan             | 42   | 0.979 | Iceland               | 121  | 0.968 |
| Montenegro             | 42   | 0.979 | Lebanon               | 122  | 0.967 |
| Philippines            | 42   | 0.979 | Georgia               | 123  | 0.967 |
| Oman*                  | 49   | 0.979 | Sierra Leone*         | 124  | 0.967 |
| Mexico                 | 50   | 0.979 | Cyprus                | 125  | 0.967 |
| Bolivia                | 51   | 0.979 | Yemen                 | 126  | 0.966 |
| Belarus                | 52   | 0.979 | Iran, Islamic Rep.    | 127  | 0.966 |
| Tanzania               | 53   | 0.978 | Nepal                 | 128  | 0.966 |
| Portugal               | 54   | 0.978 | Singapore             | 130  | 0.965 |
| Burundi                | 55   | 0.978 | Togo*                 | 131  | 0.965 |
| Thailand               | 56   | 0.978 | Nigeria               | 132  | 0.964 |
| Ukraine                | 56   | 0.978 | Burkina Faso          | 133  | 0.963 |
| Ecuador                | 58   | 0.978 | Albania               | 134  | 0.963 |
| Chile                  | 59   | 0.977 | Morocco               | 135  | 0.963 |
| Finland                | 60   | 0.977 | Saudi Arabia          | 136  | 0.963 |
| Myanmar                | 61   | 0.977 | Algeria               | 137  | 0.962 |
| Honduras               | 62   | 0.977 | Guinea                | 138  | 0.962 |
| Costa Rica             | 63   | 0.977 | Qatar                 | 139  | 0.961 |
| Timor-Leste            | 64   | 0.977 | Kuwait                | 140  | 0.961 |
| Peru                   | 65   | 0.977 | Bhutan                | 141  | 0.960 |
| Ethiopia               | 66   | 0.976 | Bahrain               | 142  | 0.958 |
| Turkey                 | 67   | 0.976 | Viet Nam              | 143  | 0.957 |
| Jamaica                | 68   | 0.976 | Maldives              | 144  | 0.953 |
| Senegal                | 69   | 0.976 | Pakistan              | 145  | 0.946 |
| Congo, Dem. Rep.*      | 70   | 0.976 | Azerbaijan            | 146  | 0.941 |
| United States          | 71   | 0.976 | India                 | 147  | 0.940 |
| Barbados               | 72   | 0.976 | Armenia               | 148  | 0.939 |
| Macedonia, FYR         | 73   | 0.976 | China                 | 149  | 0.915 |
| Tajikistan             | 74   | 0.976 |                       |      |       |
| Cambodia               | 75   | 0.975 |                       |      |       |

Note: Countries highlighted in blue have reached parity on that subindex. \* New countries in 2018.

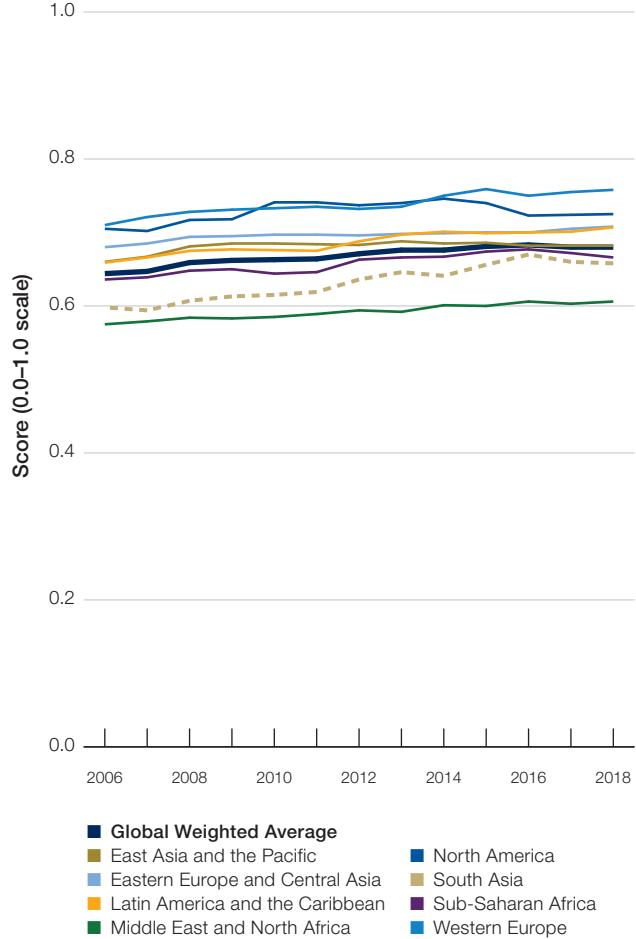
**Figure 4: Global Gender Gap Index and subindexes evolution, 2006–2018**



**Source:** Global Gender Gap Index 2018.

**Note:** Covers the 106 countries which have consistently been featured in the Index since 2006.

**Figure 5: Global Gender Gap Index and subindexes evolution, by region, 2006–2018**



**Source:** Global Gender Gap Index 2018.

**Note:** Population-weighted averages. Covers the 106 countries which have consistently been featured in the index since 2006.

## Progress Over Time

Since 2006, the *Global Gender Gap Report* has tracked progress in closing gender gaps. Each year, the rate of change can estimate the time required to close the divide between women and men in employment, education, health and politics.

Figure 4 charts the evolution of the Global Gender Gap Index and its subindexes since the report's first edition in 2006. Overall the gender gap has been reduced by 0.03% since last year and by 3.6% since 2006. All things being equal, with current trends, the overall global gender gap can be closed in 108 years. This is an increase of eight years compared to the estimate from last year's edition, due to the extremely slow progress registered this year.

As highlighted in the previous section, the gender gap's size varies greatly across the four subindexes. These differences are reflected in the estimated timelines needed to close the four gaps. Economic Participation and Opportunity is the only gap that has shrunk this

year, reducing by less than 1% over 2017 results and by approximately 2.5% since 2006. This year's step forward has been driven by marginal improvements in women's earned income and the presence of women among senior officials and technical workers, which have more than compensated marginal reversal in women's participation in the labour force. Despite positive trends overall and in most of the underlying factors, the economic opportunity gender gap remains the dimension that will require the longest time to close completely. Based on today's status and the trend observed over the past twelve years, it will now take 202 years to close the gap.

The gender gap in Political Empowerment will also be difficult to close, and now requires another 107 years to be bridged. After having improved significantly over the past decade (+8.7%), it has reversed this year and now stands at a low 22.3%.<sup>17</sup> Remarkably, the progress towards greater political representation has stalled in Western parliaments. Although these countries collectively

**Table 5: Rankings by region, 2018**

| EAST ASIA AND THE PACIFIC |              |               | EASTERN EUROPE AND CENTRAL ASIA |              |               | LATIN AMERICA AND THE CARIBBEAN |              |               | MIDDLE EAST AND NORTH AFRICA |              |               |
|---------------------------|--------------|---------------|---------------------------------|--------------|---------------|---------------------------------|--------------|---------------|------------------------------|--------------|---------------|
| Country                   | Overall rank | Overall score | Country                         | Overall rank | Overall score | Country                         | Overall rank | Overall score | Country                      | Overall rank | Overall score |
| New Zealand               | 7            | 0.801         | Slovenia                        | 11           | 0.784         | Nicaragua                       | 5            | 0.809         | Israel                       | 46           | 0.722         |
| Philippines               | 8            | 0.799         | Latvia                          | 17           | 0.758         | Barbados                        | 21           | 0.753         | Tunisia                      | 119          | 0.648         |
| Lao PDR                   | 26           | 0.748         | Bulgaria                        | 18           | 0.756         | Costa Rica                      | 22           | 0.749         | United Arab Emirates         | 121          | 0.642         |
| Australia                 | 39           | 0.730         | Lithuania                       | 24           | 0.749         | Cuba                            | 23           | 0.749         | Kuwait                       | 126          | 0.630         |
| Mongolia                  | 58           | 0.714         | Belarus                         | 28           | 0.747         | Bolivia                         | 25           | 0.748         | Qatar                        | 127          | 0.629         |
| Singapore                 | 67           | 0.707         | Estonia                         | 33           | 0.734         | Bahamas                         | 30           | 0.741         | Algeria                      | 128          | 0.629         |
| Thailand                  | 73           | 0.702         | Albania                         | 34           | 0.734         | Argentina                       | 36           | 0.733         | Turkey                       | 130          | 0.628         |
| Viet Nam                  | 77           | 0.698         | Moldova                         | 35           | 0.733         | Colombia                        | 40           | 0.729         | Bahrain                      | 132          | 0.627         |
| Indonesia                 | 85           | 0.691         | Serbia                          | 38           | 0.730         | Ecuador                         | 41           | 0.729         | Egypt                        | 135          | 0.614         |
| Myanmar                   | 88           | 0.690         | Poland                          | 42           | 0.728         | Jamaica                         | 44           | 0.724         | Mauritania                   | 136          | 0.607         |
| Brunei Darussalam         | 90           | 0.686         | Croatia                         | 59           | 0.712         | Panama                          | 45           | 0.722         | Morocco                      | 137          | 0.607         |
| Cambodia                  | 93           | 0.683         | Kazakhstan                      | 60           | 0.712         | Mexico                          | 50           | 0.721         | Jordan                       | 138          | 0.605         |
| Malaysia                  | 101          | 0.676         | Bosnia and Herzegovina          | 62           | 0.712         | Peru                            | 52           | 0.720         | Oman*                        | 139          | 0.605         |
| China                     | 103          | 0.673         | Romania                         | 63           | 0.711         | Chile                           | 54           | 0.717         | Lebanon                      | 140          | 0.595         |
| Fiji                      | 106          | 0.669         | Ukraine                         | 65           | 0.708         | Uruguay                         | 56           | 0.715         | Saudi Arabia                 | 141          | 0.590         |
| Japan                     | 110          | 0.662         | Macedonia, FYR                  | 66           | 0.707         | Venezuela                       | 64           | 0.709         | Iran, Islamic Rep.           | 142          | 0.589         |
| Korea, Rep.               | 115          | 0.657         | Montenegro                      | 69           | 0.706         | Honduras                        | 68           | 0.706         | Syria                        | 146          | 0.568         |
| Timor-Leste               | 124          | 0.638         | Russian Federation              | 75           | 0.701         | Dominican Republic              | 74           | 0.701         | Iraq*                        | 147          | 0.551         |
|                           |              |               | Czech Republic                  | 82           | 0.693         | Suriname                        | 79           | 0.695         | Yemen                        | 149          | 0.4994        |
|                           |              |               | Slovak Republic                 | 83           | 0.693         | El Salvador                     | 87           | 0.690         |                              |              |               |
|                           |              |               | Kyrgyz Republic                 | 86           | 0.691         | Brazil                          | 95           | 0.681         |                              |              |               |
|                           |              |               | Azerbaijan                      | 97           | 0.680         | Paraguay                        | 104          | 0.672         |                              |              |               |
|                           |              |               | Armenia                         | 98           | 0.678         | Guatemala                       | 107          | 0.668         |                              |              |               |
|                           |              |               | Georgia                         | 99           | 0.677         | Belize                          | 111          | 0.662         |                              |              |               |
|                           |              |               | Hungary                         | 102          | 0.674         |                                 |              |               |                              |              |               |
|                           |              |               | Tajikistan                      | 123          | 0.638         |                                 |              |               |                              |              |               |

(Continued on next page)

have closed 41% of their women in parliament gender gap (versus the 29% global average), they took a step back this year. Progress is ongoing, however, in several non-Western countries, where, on average, an additional 1% gap among women in parliamentary positions has been closed this year.

Closing gender gaps in the remaining two subindexes is likely to happen much sooner. The education-specific gender gap, on current trends, can be fully closed in just 14 years. The global performance is virtually unchanged since last year, after having reduced by 4% since 2006. As highlighted in the analysis above, the gender gap has been closed on average by 96%; but to achieve full parity it will require bridging still large regional gaps and improve participation of both men and women in higher education in many countries.

The time to close the Health and Survival gender gap remains undefined. Formally the smallest gap, it has remained substantially stable around over the years and can be considered virtually closed in most countries. However, it won't be fully closed as long as specific issues

remain in some of the largest, most populous countries (mainly China and India).

Looking at regional differences, progress towards gender parity is proceeding at different rates across the eight geographic areas. Figure 5 (page 15) tracks the evolution of the overall Index since 2006 by region. It highlights the progress towards gender parity made over the past decade in East Asia and the Pacific; Eastern Europe and Central Asia; North America; Western Europe; South Asia; Sub-Saharan Africa; Middle East and North Africa; and Latin America and the Caribbean. Six of the seven regional average scores improved over last year, and two registered a slight reversal. The most improved this year is Latin America and the Caribbean, with a progress of almost 0.6%, while the two regions taking a step-back are Sub-Saharan Africa (-0.6%) and South Asia (-0.2%). With current rates of progress, the overall global gender gap can be closed in 61 years in Western Europe, 70 years in South Asia, 74 years in Latin America and the Caribbean, 135 years in Sub-Saharan Africa, 124 years in Eastern Europe and Central Asia, 153 years in the Middle East and North

**Table 5: Rankings by region, 2018 (cont'd.)**

| NORTH AMERICA |              |               | SOUTH ASIA |              |               | SUB-SAHARAN AFRICA |              |               | WESTERN EUROPE |              |               |
|---------------|--------------|---------------|------------|--------------|---------------|--------------------|--------------|---------------|----------------|--------------|---------------|
| Country       | Overall rank | Overall score | Country    | Overall rank | Overall score | Country            | Overall rank | Overall score | Country        | Overall rank | Overall score |
| Canada        | 16           | 0.771         | Bangladesh | 48           | 0.721         | Rwanda             | 6            | 0.804         | Iceland        | 1            | 0.858         |
| United States | 51           | 0.720         | Sri Lanka  | 100          | 0.676         | Namibia            | 10           | 0.789         | Norway         | 2            | 0.835         |
|               |              |               | Nepal      | 105          | 0.671         | South Africa       | 19           | 0.755         | Sweden         | 3            | 0.822         |
|               |              |               | India      | 108          | 0.665         | Burundi            | 31           | 0.741         | Finland        | 4            | 0.821         |
|               |              |               | Maldives   | 113          | 0.662         | Uganda             | 43           | 0.724         | Ireland        | 9            | 0.796         |
|               |              |               | Bhutan     | 122          | 0.638         | Zimbabwe           | 47           | 0.721         | France         | 12           | 0.779         |
|               |              |               | Pakistan   | 148          | 0.550         | Mozambique         | 49           | 0.721         | Denmark        | 13           | 0.778         |
|               |              |               |            |              |               | Botswana           | 55           | 0.715         | Germany        | 14           | 0.776         |
|               |              |               |            |              |               | Cameroon           | 57           | 0.714         | United Kingdom | 15           | 0.774         |
|               |              |               |            |              |               | Tanzania           | 71           | 0.704         | Switzerland    | 20           | 0.755         |
|               |              |               |            |              |               | Cape Verde         | 72           | 0.702         | Netherlands    | 27           | 0.747         |
|               |              |               |            |              |               | Kenya              | 76           | 0.700         | Spain          | 29           | 0.746         |
|               |              |               |            |              |               | Eswatini           | 80           | 0.694         | Belgium        | 32           | 0.738         |
|               |              |               |            |              |               | Lesotho            | 81           | 0.693         | Portugal       | 37           | 0.732         |
|               |              |               |            |              |               | Madagascar         | 84           | 0.691         | Austria        | 53           | 0.718         |
|               |              |               |            |              |               | Ghana              | 89           | 0.688         | Luxembourg     | 61           | 0.712         |
|               |              |               |            |              |               | Senegal            | 94           | 0.682         | Italy          | 70           | 0.706         |
|               |              |               |            |              |               | Liberia            | 96           | 0.681         | Greece         | 78           | 0.696         |
|               |              |               |            |              |               | Mauritius          | 109          | 0.663         | Malta          | 91           | 0.686         |
|               |              |               |            |              |               | Malawi             | 112          | 0.662         | Cyprus         | 92           | 0.684         |
|               |              |               |            |              |               | Sierra Leone*      | 114          | 0.661         |                |              |               |
|               |              |               |            |              |               | Guinea             | 116          | 0.656         |                |              |               |
|               |              |               |            |              |               | Ethiopia           | 117          | 0.656         |                |              |               |
|               |              |               |            |              |               | Benin              | 118          | 0.654         |                |              |               |
|               |              |               |            |              |               | Gambia, The        | 120          | 0.642         |                |              |               |
|               |              |               |            |              |               | Angola             | 125          | 0.633         |                |              |               |
|               |              |               |            |              |               | Burkina Faso       | 129          | 0.6288        |                |              |               |
|               |              |               |            |              |               | Côte d'Ivoire      | 131          | 0.6271        |                |              |               |
|               |              |               |            |              |               | Nigeria            | 133          | 0.6207        |                |              |               |
|               |              |               |            |              |               | Togo*              | 134          | 0.6184        |                |              |               |
|               |              |               |            |              |               | Mali               | 143          | 0.5823        |                |              |               |
|               |              |               |            |              |               | Congo, Dem. Rep.*  | 144          | 0.5816        |                |              |               |
|               |              |               |            |              |               | Chad               | 145          | 0.5800        |                |              |               |

\* New countries in 2018

Africa, 171 years in East Asia and the Pacific, and 165 years in North America. While these estimates reflect the pace observed to date towards achieving gender parity, policy-makers and other stakeholders can fast-forward this process through stronger actions.

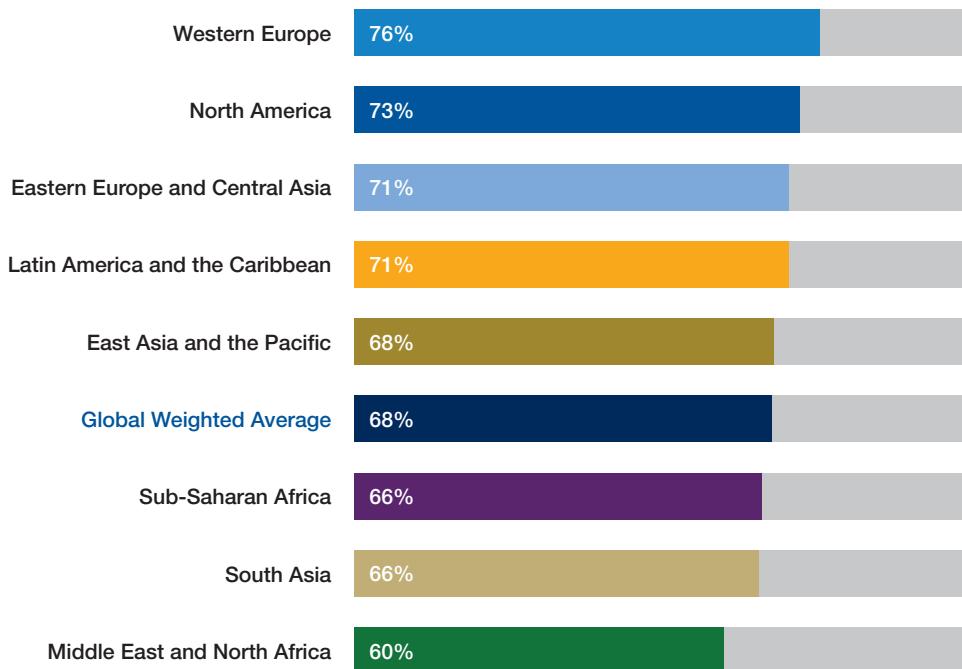
## Performance by Region and Country

The variation in time required to close the gender gap across regions described above, mirrors the current size of gender gap in each geography. Figure 6 (page 18) provides a snapshot of the current regional average gap closed so far. At a global level, in 2018, four regions have a remaining gender gap of less than 30%—unchanged from last year. Western Europe records a gender gap of 24%, placing it ahead of North America (gap of 27%), Latin America and the Caribbean (gap of 29%), and Eastern Europe and Central Asia (gap of 29%). The East Asia and the Pacific region ranks ahead of Sub-Saharan Africa, with

a remaining gender gap of 32% and 34% respectively, while South Asia, with a gap of 34%, ranks ahead of the Middle East and North Africa (gap of 40%). The reader should note that population-weighted group averages are used throughout the report.

As depicted in Figure 7 (page 19), performances vary considerable within regions as well. The figure reveals, for example, that, despite Western Europe's relatively high regional average, there is a wide spread of outcomes among the region's 20 countries. A similarly wide spread of country performance also exists among the 33 countries covered in the Sub-Saharan Africa region. Here, the heterogeneity of outcomes is frequently driven by widely varying performances on the Educational Attainment subindex. In other regions, the largest range of outcomes exists across the Economic Participation and Opportunity and Political Empowerment subindexes, while performance differences across the Educational Attainment and Health and Survival subindexes tend to be comparatively minor. The performance and ranking of the 149 economies assessed in this year's edition of the report is

**Figure 6: Global Gender Gap Index 2018, by region**



**Source:** Global Gender Gap Index 2018.

**Note:** Covers all 149 countries featured in the 2018 index.

summarized in Table 3 (pages 7–11) and Table 4 (pages 13–14). After discussing the performance of the ten best performers, this section details the regional and country-level results within each region.

## Top Ten

This year's edition of the Global Gender Gap Index sees one new entrant to its global top 10 list, as well as recording some notable rank changes. The top spots continue to be held by smaller Western European countries, particularly the Nordics, which occupy the top four positions. In addition, the list includes two countries from the East Asia and the Pacific region, one long-established and one new entrant from the Sub-Saharan Africa region, and one country from the Latin America and the Caribbean region. Compared to the world average, Index leaders tend to perform relatively better on Political Empowerment, with all but two also ranking in the top 10 for this subindex. All but three countries in the overall Index top 10 have now crossed the threshold of closing more than 80% of their overall gender gap—the same as last year. For comparison, five countries exceeded 80% in 2016 and 2015.

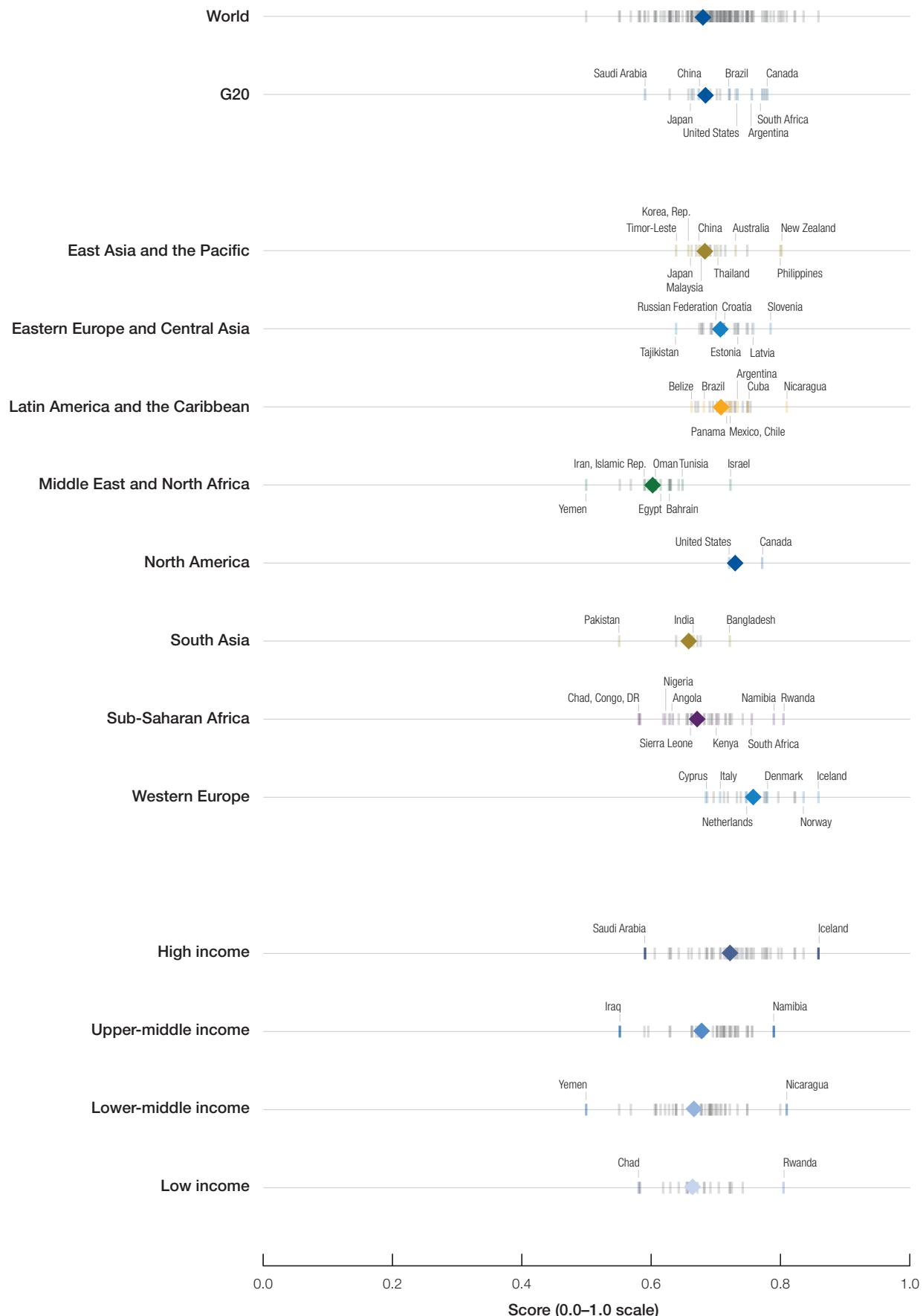
**Iceland** (1) completes a full decade in the Index's top spot this year, and has closed more than 85% of its overall gender gap. It remains the top performer on the Political Empowerment subindex, despite a widening gender gap

in the share of women in parliament. Concurrently, for the second year in a row, Iceland's performance on Economic Participation and Opportunity slides, due to an increased gender gap in the number of women among legislators, senior officials and managers. More positively, it takes the top spot on the wage equality for similar work indicator. Since the first edition of the Index in 2006, Iceland has continuously remained one of the fastest-improving countries in the world, although it is yet to re-surface its 2015 high mark.

**Norway** (2), for the second year in a row, comes in second place, having closed more than 83% of its overall gender gap. It continues a multi-year steady improvement on its gender gap regarding the number of women among legislators, senior officials and managers, but also a continued reversal on its previous improvements in wage equality for similar work. In addition, Norway records a slight increase in the share of women in parliament, moving up one spot on the Political Empowerment subindex to third, globally.

**Sweden** (3), after losing its long-held fourth place last year, regains two places this year, and now ranks third, having closed more than 82% of its overall gender gap. It maintains a strong position on the Economic Participation and Opportunity subindex, due to continued progress on women's labour force participation, while also making gains on the Political Empowerment subindex, due in part to a

**Figure 7: Global Gender Gap Index 2018, by region, income and political grouping**



Source: Global Gender Gap Index 2018.

Note: Population-weighted averages. Coloured diamonds correspond to regional and income classification averages.

narrowing gender gap in women's share of parliamentary seats. It does relatively less well on the Health and Survival subindex, where it continues to see a small but persistent gender gap in healthy life expectancy.

**Finland** is fourth this year, having closed more than 82% of its overall gender gap. It records a widening gender gap on Economic Participation and Opportunity, due to a decreasing share of women among legislators, senior officials and managers. However, it is currently the only top-ranked Nordic country with a fully closed gender gap on Educational Attainment.

**Nicaragua** (5) overtakes Rwanda and rises one place, to fifth. With more than 80% of its overall gender gap closed, it remains the country with the narrowest gender gap in the Latin America and the Caribbean region for the seventh year running. Nicaragua continues to maintain gender parity in ministerial positions and has one of the world's highest shares of women in parliament, placing the country in second place overall on the Political Empowerment subindex. However, this year it also records a deteriorating performance on the Economic Participation and Opportunity subindex, due to a widening gender gap in the share of women among legislators, senior officials and managers.

**Rwanda**'s (6) steady multi-year climb since entering the Index comes to a halt for the first time, with the country falling two places due to a widening gender gap on the Economic Participation and Opportunity subindex, driven by a fall in women's estimated earned income, professional and technical workers, and wage equality for similar work. More positively, it maintains its strong performance on Political Empowerment, remaining the country with the highest share of female parliamentarians in the world (61%), and near-parity in ministerial positions. As of this year, Rwanda has closed more than 80% of its gender gap, its second-highest value recorded by the Index.

**New Zealand** (7) rises two places, to seventh, due to improvements on the Political Empowerment subindex, on which the country enters the top 10 with a continuously increased share of women in parliament. It also fully closes its Educational Attainment gender gap for the first time since 2015. Overall, the country has closed more than 80% of its gender gap for the first time since the Index began.

**The Philippines** (8), the second country from the East Asia and the Pacific region in the top 10, also rises two spots, closing just under 80% of its overall gender gap, the highest value for the country ever recorded by the Index. It manages to narrow its Economic Participation and Opportunity gender gap due to increases in wage equality for similar work and women's estimated earned income. The country's Health and Survival gender gap remains open for a second year, although its Educational Attainment gender gap remains fully closed.

**Ireland** (9) slides one spot—a continued fall from last year—closing more than 79% of its overall gender gap. It records a slight gender gap in enrolment in primary

education, thereby re-opening its Educational Attainment gender gap for the first time since 2015. However, the country this year also records an improvement in gender parity on women's estimated earned income.

Rounding out this year's top performers, **Namibia** (10) climbs three spots and newly enters the Index's global top 10 list for the first time—the second country from the Sub-Saharan Africa region to do so, after Rwanda. It has closed nearly 79% of its overall gender gap, an improvement of more than 10% since the first edition of the Index in 2006. This year, Namibia sees significant advances in women's share of parliamentary seats, where it ranks fifth globally. Further, its Health and Survival gender gap has remained fully closed since 2013.

### East Asia and the Pacific

With an average remaining gender gap of 31.7%<sup>18</sup>, the East Asia and the Pacific region scores in the middle of the range of the Global Gender Gap Index. The region is home to two of the overall Index's top 10 performers, New Zealand and the Philippines, and both have closed about 80% of their total gender gap—far ahead of the region's next best-placed country. The lower half of the region's economies have yet to cross the 70% gender parity threshold.

The differences in gender gap size between the highest-ranked and lowest-ranked countries in the region is about 6.5% for Educational Attainment and 6.5% for Health and Survival. To date, only four out of 18 countries in the region have fully closed their Education Attainment gender gap. However, more than half of the countries in the region have closed the gender gap for professional and technical workers, indicating a relatively successful integration of tertiary educated, higher-skilled women into the labour force. The region is also home to three of the five most-improved countries over the past decade on the Health and Survival subindex. However, out of the 18 countries in the region, only Mongolia has fully closed that gap. Across the region, differences in gender parity outcomes are significantly higher on Economic Participation and Opportunity and, in particular, Political Empowerment, with a more than 30% and more than 40% difference in gender gap size between the region's best and worst performing countries on these dimensions, respectively.

In general, the East Asia and the Pacific region is characterized by relatively high female labour force participation, which translates into a comparatively high regional average on the Economic Participation and Opportunity subindex. Eleven out of the region's 18 countries have achieved a level of at least 70% gender parity on Economic Participation and Opportunity, including one—Lao PDR—that has crossed the 90% mark and is the top-ranked country on this subindex. On Political Empowerment, only two out of 18 countries have reached a level of gender parity of more than 40%; a further 11 countries have closed between 10% and 20% of

their political gender gap; while five countries have yet to achieve a gender parity level of at least 10%.

In terms of year-on-year progress, out of the 18 countries from the region covered by this year's Index, 14 countries have increased their overall scores compared to last year, while only four have decreased their overall scores.

**New Zealand** (7) and **The Philippines** (8) maintain their overall Index top 10 rankings on the back of strong scores on closing the Political Empowerment gender gap, in particular. **Lao PDR** (26) takes a leap forward in the rankings due to revised data availability for the country's estimated earned income; legislators, senior officials and managers; as well as professional and technical workers indicators. This suggests that a much more gender equal situation prevails in the country across these dimensions than previously assumed. In addition, Lao PDR also sees progress on its Educational Attainment gender gap this year, albeit from a low base of educational participation for both men and women.

**Australia** (39) records a slight widening of its gender gap on legislators, senior officials and managers as well as some reversal of progress on wage equality, resulting in a slight drop in rank. It has closed 73% of its gender gap. Australia is followed by **Mongolia** (58) which sees an increase in female legislators, senior officials and managers but also an overall drop in female labour force participation.

The next-ranked country is **Singapore** (67), which records improvements across its entire Economic Participation and Opportunity subindex as well as its first female head of state. **Thailand** (73) narrows its gender gap across the Educational Attainment subindex and is followed by **Viet Nam** (77), which sees some small improvements on its Economic Participation and Opportunity subindex. Likewise, **Indonesia** (85) manages to narrow its economic gender gap this year, but widens its pre-existing one in primary education. Collectively, this group of large ASEAN economies has closed between 69% and 71% of their gender gap so far.

**Myanmar** (88) moves down several ranks, after entering the Global Gender Gap Index for the first time last year. It nevertheless narrows its gender gap in estimated earned income this year. By contrast, **Brunei Darussalam** (90) significantly narrows its gender gaps in women's labour force participation, specifically with regard to legislators, senior officials and managers and professional and technical workers. **Cambodia** (93) rises several ranks on the back of narrowing gender gaps across Economic Participation and Opportunity and Educational Attainment, specifically with regard to professional and technical workers and basic literacy. **Malaysia** (101) records greater representation of women in parliament. Both countries rise several ranks and have closed about 68% of their overall gender gaps.

**China's** (103) progress towards gender parity has slowed this year. It sees marginal improvements in the

share of women in parliament and has fully closed its gender gaps in professional and technical roles and women's tertiary enrolment, pointing to a positive scenario for the integration of women in the white-collar workforce in China. However, it remains the world's lowest-ranked country with regard to sex ratio at birth, and its healthy life expectancy gender gap widened again this year, in both relative and absolute terms.

Both **Japan** (110) and **Korea, Rep.** (115) climb several spots this year. Japan improves across the entire Economic Participation and Opportunity subindex, on the women in parliament indicator—albeit from a low base—and continues a multi-year trend towards near-parity on enrolment in tertiary education, which will ultimately result in the country fully closing its Educational Attainment gender gap for the first time. However, its Health and Survival gender gap is no longer fully closed. Korea likewise sees progress across its Economic Participation and Opportunity subindex and fully closes its secondary education gender gap. All that now separates the country from full gender parity in education is a remaining tertiary enrolment gender gap.

In the Pacific region, **Fiji** (106) rises several ranks due to a narrowing of its gender gap across the Economic Participation and Opportunity subindex, having re-entered the Global Gender Gap Index last year.

**Timor-Leste** (124) takes the bottom spot in the East Asia and the Pacific region. The country has closed its gender gap in primary and secondary education and performs comparatively well with regard to share of female members of parliament, which has improved this year. However, a significant gender gap remains on its Economic Participation and Opportunity subindex.

## Eastern Europe and Central Asia

With an average remaining gap of 29.3% the Eastern Europe and Central Asia region ranks fourth globally, slightly behind Latin America and the Caribbean and about 5% below Western Europe's regional average. Overall, the performance of countries across the region is somewhat less divergent than in other regions. The gap between the top-ranked countries in the region, Slovenia, Latvia and Bulgaria—which score in the top 20 of the overall Index and have closed 78%, 76% and 76% of their overall gender gap, respectively—and the lowest-ranked countries, Georgia, Hungary and Tajikistan—which have closed 68%, 67% and 64% of their overall gender gap, respectively—is within a range of no more than 10%, with the exception of Tajikistan.

The difference in gender gap size between the highest-ranked and lowest-ranked countries is 5.6% for Educational Attainment and 4% for Health and Survival, with three out of 26 countries—Latvia, Czech Republic and Slovak Republic—fully closing both their Health and Survival and Educational Attainment gender gaps. However, four countries from the region—Georgia, Albania, Azerbaijan and Armenia—remain among the

lowest-performing countries in the entire Index on the Health and Survival subindex. Differences in gender parity are significantly higher on the Economic Participation and Opportunity and Political Empowerment subindexes, with a 29% and 32% difference, respectively, in gender gap size between the region's best- and worst-performing countries. Fourteen of the 26 countries in the region have closed at least 70% of their gender gap on Economic Participation and Opportunity, including two—Belarus and Latvia—that have crossed the 80% mark. In terms of Political Empowerment, 10 of the 26 countries have closed between 20% and 40% of their gender gaps, while 16 countries have only closed less than 20% of their gap.

With regard to year-on-year progress, out of the 26 countries from the region covered by the Index this year, 12 countries have increased their overall scores compared to last year, while 14 have decreased their overall scores.

The highest-ranked country in the region is **Slovenia** (11), which defends its regional top spot despite slipping out of the Index's global top 10 due to a widening gender gap in women in parliament as well as wage equality, despite a small improvement in women's labour force participation.

The second and third spots in the region continue to be held by **Latvia** (17) and **Bulgaria** (18). The former rises several spots this year due to progress in women's labour force participation and wage equality, while the latter's ranking remains unchanged, balancing progress on closing the gender gap in legislators, senior officials and managers against a decrease in wage equality. Both countries are followed by **Lithuania** (24), which moves up several places due to progress on the Economic Participation and Opportunity subindex, despite re-opening its gender gap in primary and secondary education, and **Belarus** (28), which likewise offsets progress on closing its economic gender gap with a slightly wider gender gap in education.

**Estonia** (33), **Albania** (34), **Moldova** (35) and **Serbia** (38) form a cluster around an overall gender parity level of 73%. Estonia recovers part of last year's lost ground due to improvements on the Political Empowerment subindex, while Albania and Serbia also improve due to narrower gender gaps in labour force participation and, in the case of Serbia, Political Empowerment. Moldova actually moves down five ranks, driven by a reversal of progress in gender parity among legislators, senior officials and managers.

**Poland**'s performance (42) remains essentially stable, balancing a slightly wider gender gap in primary education with modest improvements in Economic Participation and Opportunity.

**Croatia** (59), **Kazakhstan** (60), **Bosnia and Herzegovina** (62) and **Romania** (63) are nearly tied, having closed slightly more than 71% of their overall gender gaps. Among this group, only Bosnia and Herzegovina advances in the ranking, due to improved gender parity on the Health and Survival, Political Empowerment and Economic Participation and Opportunity subindexes. Croatia and

Romania both move down several places despite small improvements across a range of dimensions, whereas Kazakhstan sees a widening of its gender gap in women's labour force participation.

**Ukraine** (65), **Macedonia, FYR** (66) and **Montenegro** (69) follow closely. Despite narrowing its gender gap in estimated earned income and legislators, senior officials and managers, Ukraine sees itself overtaken by a number of faster-rising countries this year. Macedonia, FYR records a significant improvement in women's representation in parliament, while Montenegro rises several ranks on the back of narrowing its gender gaps on the Economic Participation and Opportunity subindex and in healthy life expectancy.

The **Russian Federation** (75) fully closes its gender gap in secondary education this year and sees improvements in wage equality and women's share of legislators, senior officials and managers. However, other countries' faster progress on the Political Empowerment subindex, in particular, means the country has moved down a few ranks.

The **Czech Republic** (82), **Slovak Republic** (83) and **Kyrgyz Republic** (86) are almost tied at having closed slightly more than 69% of their overall gender gap. Among them, the two neighbouring countries are moving in opposite directions. On the one hand, Czech Republic gains several places due to a reduced wage gap and an increase in women's representation in parliament; on the other, Slovak Republic moves down several ranks due to a widening gender gap in representation of women among legislators, senior officials and managers. By contrast, the Kyrgyz Republic remains stable, with few significant changes in performance this year.

At the lower ranks of the regional table, **Azerbaijan** (97) and **Armenia** (98) both see improvements in closing their education gender gap, despite remaining among the worst-performing countries globally on the Health and Survival subindex. In particular, they record some of the lowest female-to-male sex ratios at birth in the world, just above China's. They are followed closely by **Georgia** (99)—which also improves on Educational Attainment, yet reverses previous gains in wage equality and women's share of senior leadership positions—and **Hungary** (102), which sees a slight uptick of women in parliament despite remaining the region's, and one of the world's, lowest-performing countries with regard to closing the Political Empowerment gender gap. **Tajikistan** (123) takes this year's bottom spot in the region, slipping 28 places due to a widening Economic Participation and Opportunity gender gap, driven by updated data availability regarding women's share of legislators, senior officials, and managers as well as labour force participation and estimated earned income.

## Latin America and the Caribbean

With an average remaining gender gap of 29.2%, Latin America and the Caribbean is the third-highest ranked region in this year's Index, behind Western Europe and

North America, and slightly ahead of Eastern Europe and Central Asia. The region is home to some of the fastest-improving countries in the world since 2006—including Nicaragua, which continues to lead the regional rankings with more than 80% of its gender gap closed—while the lowest-ranked countries in the region, Guatemala and Belize, have closed 67% and 66% of their overall gender gap, respectively.

The difference in gender gap size between the highest-ranked and lowest-ranked countries in the region is about 3.2% on Educational Attainment and less than 1% on Health and Survival, with six out of 24 countries fully closing their gender gap in education and 12 out of 24 countries fully closing their gender gap in health. Three countries—Bahamas, Colombia and Brazil—have fully closed both these gaps this year. Regional differences in gender parity are significantly higher on Economic Participation and Opportunity and, in particular, Political Empowerment, with, respectively, 30% and 54% differences in gender gaps between the region's best- and worst-performing countries. Four out of the 24 countries have closed at least 70% of their gender gap on Economic Participation and Opportunity. Two of these—Barbados and Bahamas—have crossed the 80% mark and are in the Index's global top 5 on this subindex. On Political Empowerment, three of the 24 countries have closed the gender gap by more than 40%, a further ten countries have closed between 20% and 40% of their gender gap, while in 11 countries less than 20% of the gap has been closed.

In terms of year-on-year progress, out of the 24 countries from the region covered by the Index this year, 15 countries have increased their overall scores compared to last year, while nine have decreased their overall scores.

**Nicaragua** (5) rises one spot in the global top 10 and remains the highest-ranked country in the region for the seventh year in a row. **Barbados** (21) remains among the best-performing countries in the region and the world on closing the Economic Participation and Opportunity gender gap, despite a slight widening of the gender gap in legislators, senior officials and managers. It continues to take the top spot among the Caribbean nations, followed by the **Bahamas** (30)—which moves down several ranks due to a widening gender gap in labour force participation—and **Jamaica** (44), which sees progress on closing its gender gap in healthy life expectancy.

**Costa Rica** (22) moves up 19 places, largely driven by a significant increase in women in parliament, moving the country into the global top 10 on this indicator. Further, it fully closes its Educational Attainment gender gap. Similarly, **Cuba** (23) fully closes its gender gap in women in parliament. However, it continues to rank among the lowest countries in the region on the Economic Participation and Opportunity subindex, with insufficient data available to calculate its performance on the estimated earned income indicator. Meanwhile, **Bolivia** (25) drops out of the global Index top 20 due to a widening gender gap in labour

force participation. It, too, remains one of the countries in the world with full gender parity in women in parliament. However, it remains one of the two worst-performing countries in the region on Educational Attainment.

**Argentina** (36) and **Colombia** (40) remain the most gender-equal countries among the Latin America and the Caribbean region's large economies—but both move down several ranks this year. Argentina nevertheless sees a slight increase in gender parity in estimated earned income and legislators, senior officials and managers, whereas Colombia fully closes its Educational Attainment gender gap but also records a wider gender gap in wage equality.

**Mexico** (50) and **Chile** (54) follow suit, both climbing several ranks on the back of having closed 72% of their gaps, both countries' highest-recorded performances by the Index to date. Mexico shows improvement across all four subindexes, reversing last year's downward trend, with particularly strong progress in gender parity in women in parliament as well as healthy life expectancy. Chile, meanwhile, continues to make steady progress across the Economic Participation and Opportunity subindex, although it continues to rank among the region's lower-placed countries on this subindex. Progress is also evident on Political Empowerment, with an increased share of women in parliament. **Peru**'s (52) overall performance remains largely stable this year, with a narrower gender gap in labour force participation and among professional and technical workers, offset by a wider gap in legislators, senior officials and managers. Further, Peru retains one of the wider Educational Attainment gender gaps in the region.

**Ecuador** (41) and **Uruguay** (56) both see some improvement this year, driven by progress across several indicators within the Economic Participation and Opportunity subindex. Meanwhile, **Panama**'s (45) gender parity performance remains largely stable, with small improvements on the Economic Participation and Opportunity subindex offset by a slightly widening gender gap in primary education.

**Venezuela** (64) records progress in wage equality for similar work but continues to exhibit a gender gap in primary education. By contrast, **Honduras** (68) sees a widening gender gap in women in parliament, offsetting modest progress in labour force participation. Both the **Dominican Republic** (74) and **Suriname** (79) exhibit some improvement in gender parity on legislators, senior officials and managers as well as primary education, for the former, and labour force participation, for the latter. Conversely, **El Salvador** (87) experiences a notably strong decrease on legislators, senior officials and managers.

**Brazil** (95) sees a significant reversal in progress towards gender parity this year—with its overall gender gap standing at its widest point since 2011, largely driven by the country's Economic Participation and Opportunity subindex. However, both its Health and Survival and Educational Attainment gender gaps remain fully closed.

**Paraguay** (104), **Guatemala** (107) and **Belize** (111) make up the bottom ranks of the Latin America and the Caribbean region.

### Middle East and North Africa

The Middle East and North Africa region continues its progress from last year, with a remaining overall gender gap of less than 40% for a third consecutive year. However, the region continues to rank last globally on the overall Index, behind South Asia. On Economic Participation and Opportunity, it ranks ahead only of South Asia. On Educational Attainment, it ranks ahead of South Asia and Sub-Saharan Africa, and on Health and Survival it surpasses South Asia and East Asia and the Pacific. Still, across the region only one country has fully closed its gender gap on, respectively, Educational Attainment and Health and Survival. Overall, the performance of countries across the region is somewhat more divergent than in other world regions. In addition to Israel, which maintains a remaining overall gender gap of 28%, the region's best-performing countries this year are Tunisia, the United Arab Emirates and Kuwait, having closed 65%, 64% and 63%, respectively, of their overall gender gaps. The lower end of the regional table is made up of Syria, Iraq and Yemen, which have closed 57%, 55% and 50% of their overall gender gaps, respectively.

The difference in gender gap size between the region's best-performing and lowest-performing countries is a substantial 28% for the Educational Attainment subindex and more than 2% for Health and Survival. Differences in gender parity are similarly high on Economic Participation and Opportunity and on Political Empowerment, with an average 32% and 20% difference, respectively, in gender gap size between the region's best- and worst-performing countries. Only four of the region's 19 countries have managed to close at least 50% of their gender gaps on the Economic Participation and Opportunity subindex, whereas a further nine countries have closed between 40% and 50% of their economic gender gap, and another six countries have closed less than 40%. With regard to Political Empowerment, only two countries—Israel and Tunisia—have closed more than 20% of their gender gap, while 11 countries are yet to cross the 10% gender parity threshold. Four out of the world's five lowest-ranking countries on this subindex belong to the region.

In terms of year-on-year progress, out of the 19 countries from the region covered by the Index this year, 10 have increased their overall scores compared to last year, while seven have decreased their overall scores. One country—Oman—re-enters the Index this year, and another country—Iraq—joins the Index for the first time.

**Israel** (46) remains the top performer in the region, recording modest improvements on the Economic Participation and Opportunity subindex, driven by an increased share of women legislators, senior officials and managers. It is followed by **Tunisia** (119), which experiences a widening gender gap in wage equality and

healthy life expectancy. Despite this setback, it also has seen the region's strongest improvement on the Health and Survival subindex over the past decade. The **United Arab Emirates** (121) sees a reduction of the gap with regard to legislators, senior officials and managers and healthy life expectancy, counterbalanced by a widening gender gap in wage equality.

**Kuwait** (126) records notable narrowing of gender gaps in professional and technical workers, moving the country up several ranks. However, Kuwait also sees a widening gender gap in healthy life expectancy. The country is followed by **Qatar** (127), which also improves by several ranks and marks progress on the share of women parliamentarians, rising from no women in parliament to nearly 10% women. It also narrows its gender gap in labour force participation. However, the overall impact of these achievements is tempered by a decline in wage equality and gender parity in estimated earned income, highlighting the country's continued economic gender gap.

**Algeria**'s (128) performance remains largely stable, due to a narrowing gender gap in professional and technical workers that is counterbalanced by a widening Health and Survival gender gap. Meanwhile, **Turkey** (130) sees progress on closing its gender gap in labour force participation as well as professional and technical roles. However, it also experiences a worsening of wage equality for similar work. In addition, it improves its share of women in parliament.

**Bahrain** (132) records a widening gender gap in estimated earned income for the second year in a row, while simultaneously narrowing its gender gap in professional and technical workers. Similarly, **Mauritania** (136) experiences a decline in wage equality and a widening gender gap in women in parliament. **Egypt** (135) continues its steady improvement on the Educational Attainment subindex—due to smaller gender gaps in literacy and tertiary education—as well as progress on gender parity in professional and technical workers. A similar positive trend is observable for **Morocco** (137), which sees continued progress on the Economic Participation and Opportunity subindex, driven by increased wage equality. It also continues to improve on the Educational Attainment subindex, mostly due to increased gender parity in secondary education.

Another cluster of countries consists of **Jordan** (138), **Oman** (139) and **Lebanon** (140). The overall performances of Jordan and Lebanon remain largely unchanged, despite Lebanon's minimal progress on the ratio of women in parliament. Oman re-enters the Index this year, with a larger gender gap than previously recorded in 2016, mostly due to a wider gap on the Economic Participation and Opportunity subindex.

**Saudi Arabia** (141) marks improvements in wage equality and women's labour force participation, as well as a smaller gender gap in secondary and tertiary education. **Iran, Islamic Rep.** (142) likewise maintains steady, modest

progress on the Economic Participation and Opportunity subindex—albeit from a low base—due to an increase in the share of women in professional and technical roles. The Middle East and North Africa regional ranking is completed by **Syria** (146), **Iraq** (147) and **Yemen** (149).

### North America

With an average remaining gender gap of 27.5%, North America is one of the regions making the most progress towards gender parity overall. However, while both countries in the region have closed more than 70% of their overall gender gap, their paths have diverged markedly since 2015, when their scores and ranks were practically tied.

**Canada** (16) maintains the same Index rank this year, defending its top spot in the region as well as its position in the global top 20 on the overall Index, with modest improvements across a range of gender parity indicators. The country's gender gap on the Educational Attainment subindex remains fully closed since 2013, although its Health and Survival gender gap remains open. Currently, Canada has closed just over 77% of its overall gender gap, an increase of 3% since 2015.

The **United States** (51) moves down two spots compared to last year. It records some modest improvements on the Economic Opportunity and Participation subindex—particularly with regard to wage equality for similar work—but a directional reversal in education and virtually no change on the Political Empowerment subindex, which stands at its lowest level since 2007, due, in particular, to a significant decrease in gender parity in ministerial level positions. More positively, the United States continues to rank in the global Index top 20 on the Economic Opportunity and Participation subindex, highlighting the substantial potential of the country's next-generation female workforce. Currently, the United States has closed exactly 72% of its overall gender gap, a decrease of 2% since 2015.

### South Asia

With an average remaining gender gap of 34.2%, South Asia is the second-lowest scoring region on this year's Global Gender Gap Index, ahead of the Middle East and North Africa and behind Sub-Saharan Africa. Bangladesh and Sri Lanka are the top-ranked countries in the region, having closed just over 72% and nearly 68% of their overall gender gap, respectively, while the lowest-ranked countries are Bhutan and Pakistan, having closed just under 64% and 55% of their overall gender gap, respectively. With the exception of Bangladesh and Pakistan at either end of South Asia's regional table, gender parity outcomes are somewhat homogenous across the region.

The difference in gender gap size between the highest-ranked and lowest-ranked countries in the region is about 10% for the Educational Attainment subindex and about 4% for Health and Survival. Only one country in the region, Maldives, has fully closed its Educational

Attainment gender gap, and only one country, Sri Lanka, has fully closed its Health and Survival gender gap. Variance in gender parity outcomes is somewhat higher within the Economic Participation and Opportunity subindex, and even more so for the Political Empowerment subindex; there is a 30% and a nearly 50% difference, respectively, in gender gap size between the region's best- and worst-performing countries on these subindexes. Three of the seven countries have achieved a level of at least 60% gender parity on Economic Participation and Opportunity. On Political Empowerment, one country—Bangladesh—has reached a level of gender parity of more than 50%, while India has closed nearly 40% of its gender gap on this subindex. The region's remaining countries have yet to achieve a gender parity level of at least 20%. It is worth noting that, from a low base, South Asia has made the fastest progress on closing its gender gap of any world region over the past decade.

In terms of year-on-year progress, out of the seven countries from the region covered by the Index this year, four countries have increased their overall scores compared to last year, while three have decreased their overall scores.

**Bangladesh** (48) consolidates its position as the region's top performer and breaks into the global Index top 5 on the Political Empowerment subindex this year, recording progress on closing its political gender gap, despite a widening gender gap in terms of labour force participation. It is followed by **Sri Lanka** (100), which rises several ranks due to improvements on the Economic Participation and Opportunity subindex, specifically narrowing its gender gap on labour force participation. The country also moves closer toward fully closing its Educational Attainment gender gap, having already fully closed the gap on the Health and Survival subindex.

The next-ranked country is **Nepal** (105), which rises several spots due to narrowing its gender gap in labour force participation as well as greater representation of women in parliament. It also manages to keep its gender gap in enrolment in tertiary education fully closed for the second year running.

**India** (108) maintains a stable ranking this year but its gap is directionally larger this year with a 33% gap yet to be bridged. The country records improvements in wage equality for similar work, succeeds in fully closing its tertiary education gender gap for the first time, and keeps primary and secondary education gaps closed for the third year running. However, it continues to rank third-lowest in the world on Health and Survival, remaining the world's least-improved country on this subindex over the past decade. In fact, India actually widens the gender gap on this subindex this year.

The **Maldives** (113) records a somewhat larger-than-before gender gap in labour force participation, due to updated data availability, which has led to a fall in ranking despite counterbalancing positive developments

such as greater gender parity on estimated earned income and in the share of legislators, senior officials and managers. **Bhutan** (122), by contrast, experiences modest improvements in gender parity in healthy life expectancy but a slight reversal of its gender gap in labour force participation.

South Asia's regional ranking is completed by **Pakistan** (148), which makes some good progress this year in wage equality as well as on the Educational Attainment subindex. However, this progress is insufficiently rapid to avoid the country being overtaken by a number of faster-improving countries at the lower end of the Index's global rankings.

### Sub-Saharan Africa

With an average remaining gap of 33.7%, Sub-Saharan Africa records the third-largest gender gap among the eight regions in this year's Index, behind the East Asia and the Pacific region and ahead of South Asia. After making progress on closing its gender gap for six consecutive years, the region's gender gap has started to widen again. Sub-Saharan Africa is characterized by a higher variance in gender gap outcomes than practically any other world region. Rwanda and Namibia rank in the global Index top 10—having closed 80% and 79% of their gender gaps, respectively—while the lowest-ranked countries in the region, Congo DRC (covered by the Index for the first time this year) and Chad, have yet to close more than 40% of their overall gender gaps.

This high variance can partly be explained by high diversity in outcomes on the Educational Attainment subindex, with a more than 40% difference in gender gap size between the highest-ranked and lowest-ranked countries—much higher than for any other region, despite significant improvements over the past decade. While a gap of only 2% separates the highest-ranked and lowest-ranked countries on the Health and Survival subindex—where the region has improved more than any other over the past decade—in some cases, this relative parity masks continued unsatisfactory health outcomes for both men and women alike. Nevertheless, two countries from the region—Botswana and Lesotho—have fully closed both their Educational Attainment and Health and Survival gender gaps.

The Sub-Saharan Africa region is characterized by high female labour force participation, which translates into a comparatively high regional average on the Economic Participation and Opportunity subindex. The top six countries on this subindex—Benin, Burundi, Guinea, Cameroon, Namibia and Botswana—have closed more than 80% of their gaps and rank in the global Index top 20 for this dimension, while only the four bottom-ranked countries have not yet closed at least 60% of their economic gender gap. On the Political Empowerment subindex, the difference between the highest-performing and lowest-performing countries is once again significant: Rwanda, South Africa and Namibia have closed 54%,

40% and 38%, respectively, of their gender gaps, placing them in the global Index top 20. A further eight out of 33 countries score in the 20% to 35% range, while the remaining 22 countries have not yet closed 20% of their gap on this subindex.

In terms of year-on-year progress, out of the 33 countries from the region covered by the Index this year, 12 countries have increased their overall scores compared to last year, while 18 have seen decreasing scores. Three countries—Congo, DR; Sierra Leone and Togo—make an appearance in the Index for the first time this year due to improved data availability.

**Rwanda** (6) remains the region's top performer, despite moving down two ranks this year due to some reversal in progress on the Economic Participation and Opportunity subindex. It is joined in the global Index top 10 by **Namibia** (10), which manages to narrow its Political Empowerment gender gap due to an increased share of women in parliament. **South Africa** (19) also registers some progress on the Political Empowerment subindex, despite a slight decline in wage equality.

The fourth-ranked country in the region, **Burundi** (31), loses nine places this year. Despite having closed its gender gap in primary and secondary education and healthy life expectancy, newly available data reveals a wider-than-before gender gap in legislators, senior officials and managers as well as professional and technical workers, driving most of the change in its overall performance. **Uganda** (43) gains several ranks due to progress in healthy life expectancy and women in senior and managerial positions.

Both **Zimbabwe** (47) and **Mozambique** (49) have closed 72% of their overall gender gaps; however, they arrive at this outcome from opposite paths. Whereas Zimbabwe registers progress in wage equality and gender parity in estimated earned income, Mozambique moves down 20 spots due to reversed progress in women's labour force participation and a larger-than-before gender gap in women in senior and managerial positions, revealed by newly available data. Similarly, **Botswana** (55) and **Cameroon** (57) arrive at similar Index scores via opposite trends. Whereas Botswana moves down several places due to a widening labour force participation gap, Cameroon climbs 30 spots due to improved parity in estimated earned income and newly available data on gender parity in senior and managerial positions.

**Tanzania** (71) slightly narrows its gender gap across a range of indicators in all four subindexes, whereas **Cape Verde** (72) makes progress on Economic Participation and Opportunity as well as gender parity in healthy life expectancy. It is followed by **Kenya** (76), which sees modest improvements in its share of women in parliament this year.

A cluster of four countries—**Eswatini** (80), **Lesotho** (81), **Madagascar** (84) and **Ghana** (89)—share a similar level of gender parity outcomes, with each having closed

about 69% of their overall gender gaps. However, their underlying trends this year diverge significantly. Eswatini narrows its gender gap on the Economic Participation and Opportunity subindex, where it attains gender parity in professional and technical roles. Lesotho and Madagascar both slip several ranks due to stagnant progress on wage equality, while Ghana sees a reversal of past progress on gender parity in estimated earned income and legislators, senior officials and managers. They are followed by **Senegal** (94), which likewise widens its gender gap in legislators, senior officials and managers, and **Liberia** (96), which rises several places due to progress in women's labour force participation and wage equality.

With about 66% of their overall gender gaps closed, **Mauritius** (109), **Malawi** (112), **Sierra Leone** (114), **Guinea** (116) and **Ethiopia** (117) are clustered around a similar score. Out of this group, Mauritius is the only country recording progress this year, due to closing some of its gender gap on the Political Empowerment subindex. Malawi and Guinea move down several places due to wider economic gender gaps, while Ethiopia's score remains virtually unchanged from last year. Sierra Leone is a new addition to the index this year. It is close to achieving full gender parity with regard to labour force participation, primary education and healthy life expectancy, but lags when it comes to several other indicators.

**Benin** (118) narrows its gender gap in healthy life expectancy, whereas **Gambia** (120) records a widening gender gap on the Economic Participation and Opportunity subindex. **Angola** (125) registers a decrease in the share of women in parliament and wider gaps in education, counterbalancing progress on Economic Participation and Opportunity as well as healthy life expectancy. While **Burkina Faso** (129) moves down several ranks, **Côte d'Ivoire** (131) sees improvements in wage equality, women's labour force participation and healthy life expectancy.

**Nigeria** (133) continues last year's downward trend, falling several ranks this year. While this is partially due to newly available data revealing a larger-than-before gender gap among legislators, senior officials and managers, the country also sees some reversal of past progress on Educational Attainment and in healthy life expectancy. It places ahead of the newly-ranked **Togo** (134), which records significant gender gaps across the Economic Participation and Opportunity, Educational Attainment and Political Empowerment subindexes.

**Mali** (143), **Congo, DR** (144) and **Chad** (145) complete this year's Sub-Saharan regional rankings, with gender parity scores of about 58%. Congo enters the ranking 6th to last, with particularly low parity across all indicators on the Educational Attainment and Political Empowerment subindexes, while Chad, the lowest-ranked country in the region, shows encouragingly better gender parity on the Economic Participation, Educational Attainment and Political Empowerment subindexes, but registers larger gender gaps on life expectancy indicators.

## Western Europe

With an average overall gender gap of 24.2%, Western Europe remains the highest-performing region in the Index in 2018. It is home to four of the top five countries in the Index—Iceland, Norway, Sweden and Finland—highlighting the continued leadership of the Nordic countries with regard to gender parity outcomes. However, Western Europe is also one of the regions with wide observed performance variation. At the bottom ranks of the region, three countries have a remaining gender gap of more than 30%: Greece, Malta and Cyprus. The difference in gender gap size between the highest-ranked and lowest-ranked countries in the region is about 3.4% for Educational Attainment and just over 1% for Health and Survival, with seven of the 20 countries fully closing their gender gaps on education indicators. However, once again this year, no country in the region has managed to fully close its Health and Survival gender gap.

As in other regions, gender parity levels in countries across Western Europe are particularly uneven with regard to the Economic Participation and Opportunity and Political Empowerment subindexes; there are, respectively, 20% and over 50% differences in gender gap size between the region's best and worst performers. Eleven of the region's 20 countries have achieved a gender parity level of at least 70% on Economic Participation and Opportunity, including two—Sweden and Norway—that have crossed the 80% mark. On Political Empowerment, four countries have reached a gender parity level of more than 50%, and eight countries have closed between 30% and 50% of their gender gaps (although eight countries have yet to close at least 30% of their gender gaps on this subindex). Nine of the global Index top 20 performers on this subindex are from this region.

In terms of year-on-year progress, out of the 20 countries from the region covered by the Index this year, 14 have increased their overall scores compared to last year, while six have recorded lower scores.

**Iceland** (1), **Norway** (2), **Sweden** (3) and **Finland** (4) defend their top-ranked positions in the Index on the back of their sustained progress on the Political Empowerment subindex and continued strong performance on the Economic Participation and Opportunity subindex. However, the Index's estimated earned income scale reveals that in the Nordic countries, as elsewhere, additional efforts will continue to be needed to achieve full wage equality and fully close the gender gap in income. **Ireland** (9) likewise maintains its global top 10 position, with a marked improvement in closing the gender gap in estimated earned income.

**France** (12) records some improvements this year—particularly with regard to Political Empowerment, due to increased gender parity in the composition of the country's parliamentarians and a more narrow gender gap in women's estimated earned income. However, France remains in the bottom half of the Economic Participation

## G20

The distribution of performances across G20 countries is provided in Figure 7 (page 19). Currently, among the G20 group of countries, **France** (12) is the nation with the highest progress towards gender parity, followed by **Germany** (14), the **United Kingdom** (15), **Canada** (16), **South Africa** (19) and **Argentina** (36). **Saudi Arabia** (141), **Turkey** (130) and **Korea, Rep.** (115) make up the lower ranks of the group. With an (unweighted) average gender parity score of 69.4% for the G20 as a whole, 11 of the G20 countries have closed between 80% and 70% of their overall gender gaps, seven score in the 70% to 60% range, and one country has yet to close more than 60% of its gap. However, progress among G20 countries has turned directionally negative, on average, this year. Improvements in Mexico and Italy have been counterbalanced by directionally larger gaps in some of the largest G20 countries including Brazil, China, India and South Africa. Despite this year's step backward the G20 continues to place efforts to promote gender parity high on its agenda including, most recently, through its Business Women Leaders Task Force.<sup>1</sup>

### Note

1 See <https://www.g20.org/en/g20-argentina/work-streams/business-women-leaders-task-force>.

expectancy. Meanwhile, Belgium and the Netherlands move in opposite directions. On the one hand, the Netherlands makes progress on closing its gender gap on the Economic Participation and Opportunity subindex—the estimated earned income gap in particular—while Belgium experiences a widening gender gap in wage equality and healthy life expectancy.

**Austria** (53) and **Luxembourg** (61) both make some progress on closing their overall gender gap. Austria sees an increased share of women in parliament and Luxembourg achieves greater parity on the Economic Participation and Opportunity subindex.

**Italy** (70) improves its score and once more manages to close more than 70% of its overall gender gaps. This is attributable to a greater share of women parliamentarians, improvements on wage equality for similar work, and a further closing of the country's gender gap in estimated earned income. **Greece** (78), similarly, manages to increase its share of female legislators, senior officials and managers. The Western Europe regional table is completed by **Malta** (91) and **Cyprus** (92), the latter of which this year sees a widening gender gap among the number legislators, senior officials and managers, whereas the former reduces its gender gap in labour force participation.

## Assessing Gender Gaps in Artificial Intelligence

As roles and tasks shift in tandem with the expansion of new technologies, and the division of work between human and machine is redrawn, it is of critical importance to monitor how those changes will impact the evolution of economic gender gaps. Artificial Intelligence (AI) is a prominent driver of change within the transformations brought about by the Fourth Industrial Revolution (4IR), and can serve as key marker of the trajectory of innovation across industries.<sup>19</sup> In partnership with the LinkedIn Economic Graph Team, the World Economic Forum aims to provide fresh evidence of the emerging contours of gender parity in the new world of work through near-term labour market information.

The increasing expansion of AI is creating the demand for a range of new skills, among them neural networks, deep learning, machine learning, and “tools” such as Weka and Scikit-Learn. AI skills are among the fastest-growing specializations among professionals represented on the LinkedIn platform. To understand the prospects for gender parity among industries, we examined female representation within this new talent pool.<sup>20</sup> We find that there is a significant gender gap among AI professionals.<sup>21</sup> Only 22% of AI professionals globally are female, compared to 78% who are male. This accounts for a gender gap of 72% yet to close.

and Opportunity subindex ranking for the region. Its score is practically tied with next-placed **Denmark** (13), which also sees modest improvements this year, driven by an improvement in closing the gender gap on estimated earned income. Both countries have closed about 78% of their overall gender gap.

By contrast, **Germany** (14) experiences some reversal of recent progress, moving down two spots due to a widening gender gap in women in parliament. In addition, its gender gap on Educational Attainment remains open; Germany ranks last in the Western Europe region on this subindex. The **United Kingdom** (15) this year records a very similar overall level of gender parity to Germany's, driven by improvements on the Political Empowerment subindex.

**Switzerland**'s (20) performance remains stable compared to 2017, with some progress on the Political Empowerment subindex that is counterbalanced by some widening of the gender gap on the Economic Participation and Opportunity subindex.

The **Netherlands** (27), **Spain** (29), **Belgium** (32) and **Portugal** (37) rank in the bottom half of the Western Europe region. Spain and Portugal both record very similar overall gender parity outcomes to last year: Spain improves slightly on the Economic Opportunity and Participation subindex, and Portugal ranks higher on healthy life

Across the globe, some economies have been able to outperform the average. Table 6 shows the top 20 countries ranked according to the concentration of their AI talent pool.<sup>22</sup> The three countries in which AI talent is most prominent are the United States, closely followed by India and Germany. At the same time, Germany is also among the countries with the largest AI gender gap. Others include Brazil, Mexico and Argentina. In Germany a mere 16% of the AI talent pool is female. In Argentina, the same figure rises to 17%. With 23% female AI talent, the United States demonstrates a moderate gender gap relative to its top 20 peers. The three countries with the smallest gender gaps are Italy, Singapore and South Africa, where on average 28% of the AI talent pool is female in contrast to 72% male.

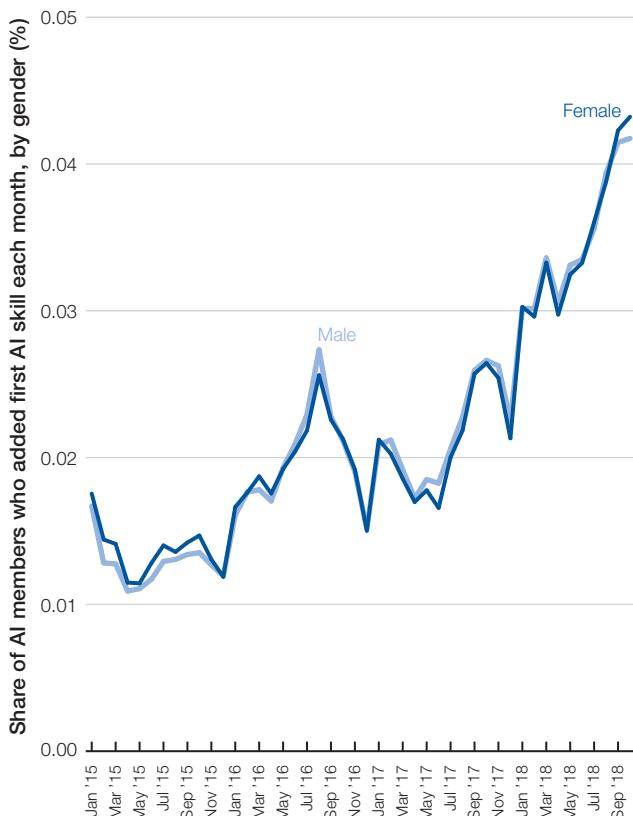
Over the past four years, the rate at which women and men have acquired AI skills has progressed in tandem.<sup>23</sup> This trend is illustrated in Figure 8A. While skills expansion across both genders ebbs and flows in the same rhythm, the absolute number of women who indicate they have AI skills on LinkedIn is much lower. As highlighted by Figure 8B the gender gap has remained constant over the past four

**Table 6: Share of professionals with AI skills, by gender and geography**

| Country Rank, AI skills | Country        | Female (%) | Male (%) | Remaining gender gap (f/m) |
|-------------------------|----------------|------------|----------|----------------------------|
| 1                       | United States  | 23         | 77       | 70                         |
| 2                       | India          | 22         | 78       | 72                         |
| 3                       | Germany        | 16         | 84       | 82                         |
| 4                       | Switzerland    | 19         | 81       | 76                         |
| 5                       | Canada         | 24         | 76       | 69                         |
| 6                       | France         | 21         | 79       | 73                         |
| 7                       | Spain          | 19         | 81       | 76                         |
| 8                       | Singapore      | 28         | 72       | 61                         |
| 9                       | Sweden         | 20         | 80       | 76                         |
| 10                      | United Kingdom | 20         | 80       | 74                         |
| 11                      | Netherlands    | 21         | 79       | 73                         |
| 12                      | Poland         | 16         | 84       | 81                         |
| 13                      | Australia      | 24         | 76       | 68                         |
| 14                      | Brazil         | 14         | 86       | 84                         |
| 15                      | Italy          | 28         | 72       | 61                         |
| 16                      | Turkey         | 24         | 76       | 68                         |
| 17                      | Belgium        | 19         | 81       | 77                         |
| 18                      | South Africa   | 28         | 72       | 62                         |
| 19                      | Mexico         | 15         | 85       | 82                         |
| 20                      | Argentina      | 17         | 83       | 79                         |

Source: LinkedIn.

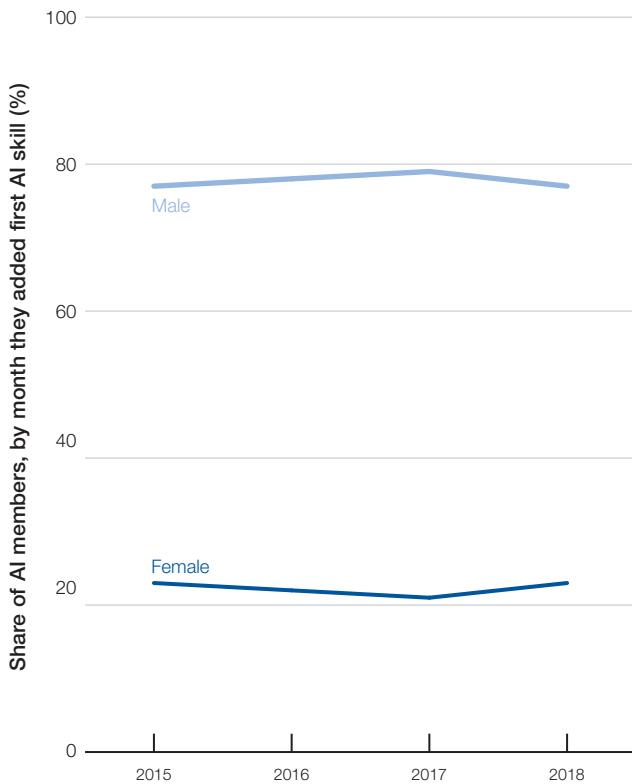
**Figure 8A: Trends in AI skills by gender and year: rate of adoption**



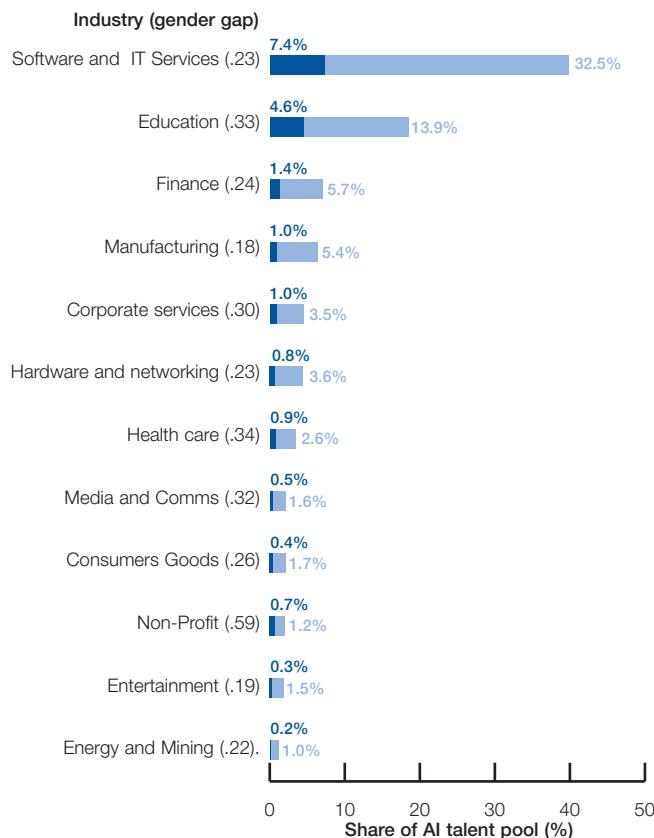
Source: LinkedIn.

Note: Adoption trends show how this pool of AI talent has grown over time, based on when members first indicated having an AI skill. To generate these trends, we first looked at the total number of members with AI skills and segmented this group by gender. We then identified the date when each member added the first AI skill to their profile and calculated this as a proportion of all members, by month, for each segment.

**Figure 8B: Trends in AI skills by gender and year: share of adoption**



**Figure 9: AI talent as distributed across industries, by gender**

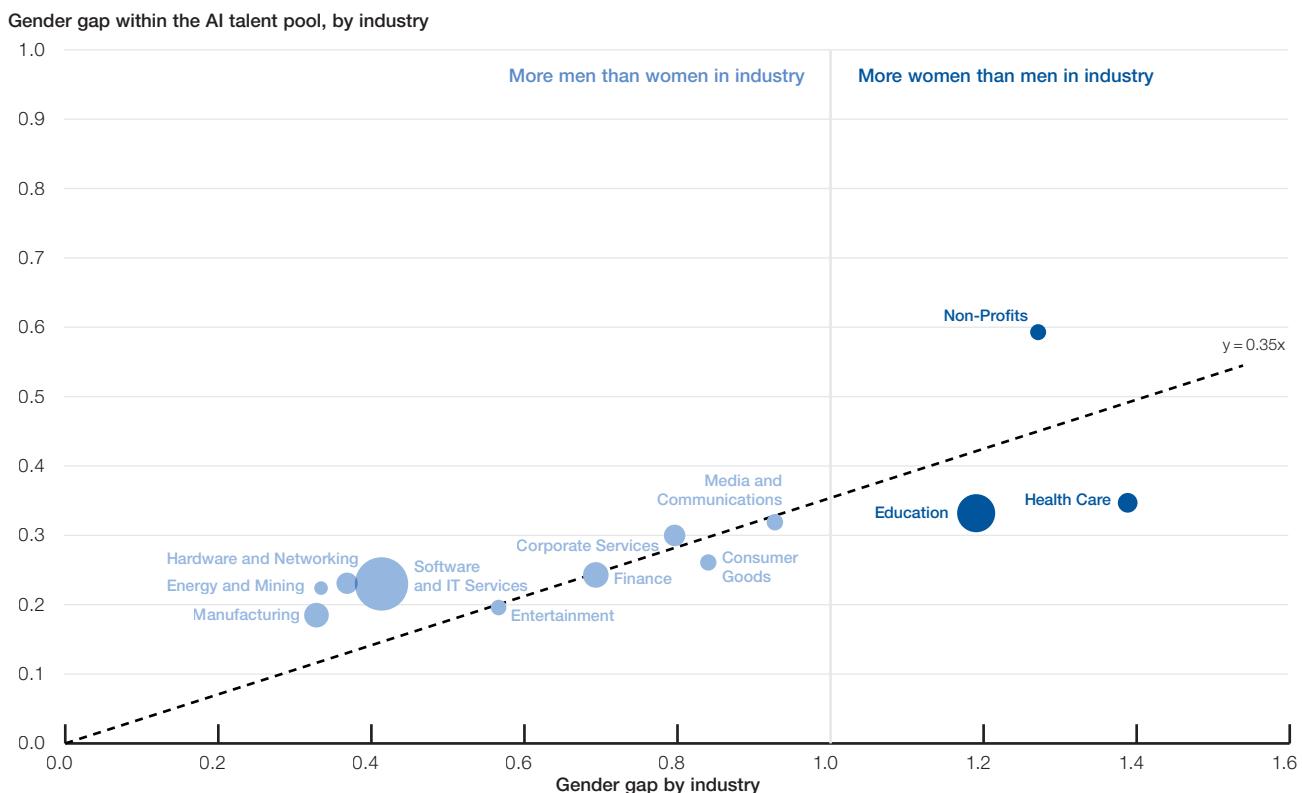


years even as the overall number of professionals with AI skills has risen, seeing the share of female AI talent oscillate between 21% and 23%. This four-year trend suggests a hardened talent gap that will require focused intervention.

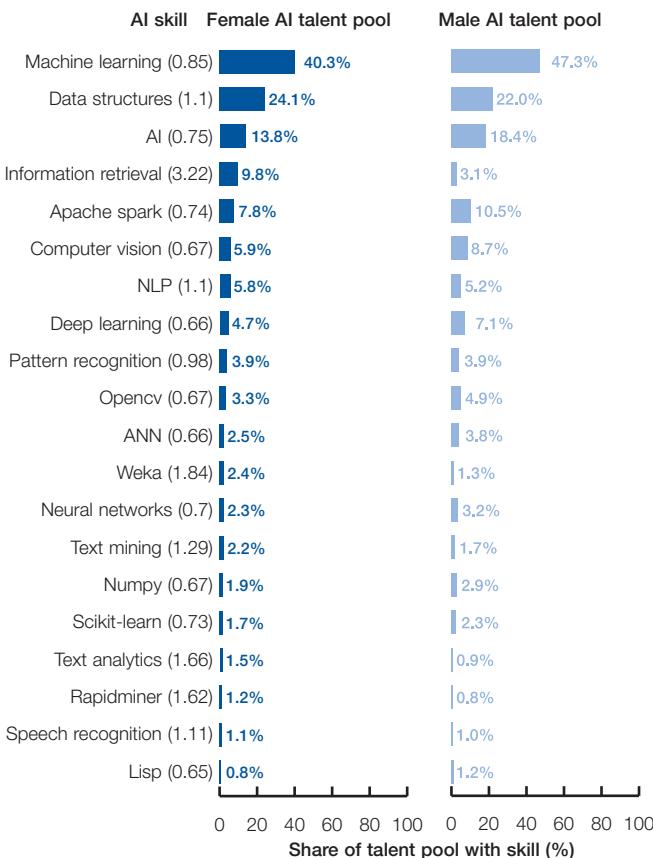
Underpinning this data is the uneven expansion of Artificial Intelligence across industries with varied gender representation. Figure 9 reveals that more than half of all professionals who possess some level of AI skills are employed across two industries Software and IT Services, and Education (inclusive of Higher Education), which account for 40% of and 19%, respectively, of the AI talent pool. Women employed in the Software and IT Services Industry make up 7.4% of the AI talent pool—or just one-quarter of the male AI talent pool. Women in the Education sector comprise 4.6% of that talent pool, or just under one-third of the male AI talent pool in this sector. The smallest AI talent gender gaps are found in the Non-Profits, Health Care and Education industries. However, the overall AI talent pool within the Non-Profits and Healthcare industries remains limited, with those industries making up 4% and 2% of the AI talent pool, respectively.

AI talent gender gaps are imperfectly correlated with the overall gender gaps in industries. As illustrated in Figure 10 the largest industry gender gaps can be found in Manufacturing, Energy and Mining, and Software and IT Services, which have closed 33%, 34% and 42% of their gender gaps, respectively. On the other end of the spectrum, in three industries the share of women is greater

**Figure 10: Gender gap within the AI talent pool, by industry, across all professionals**



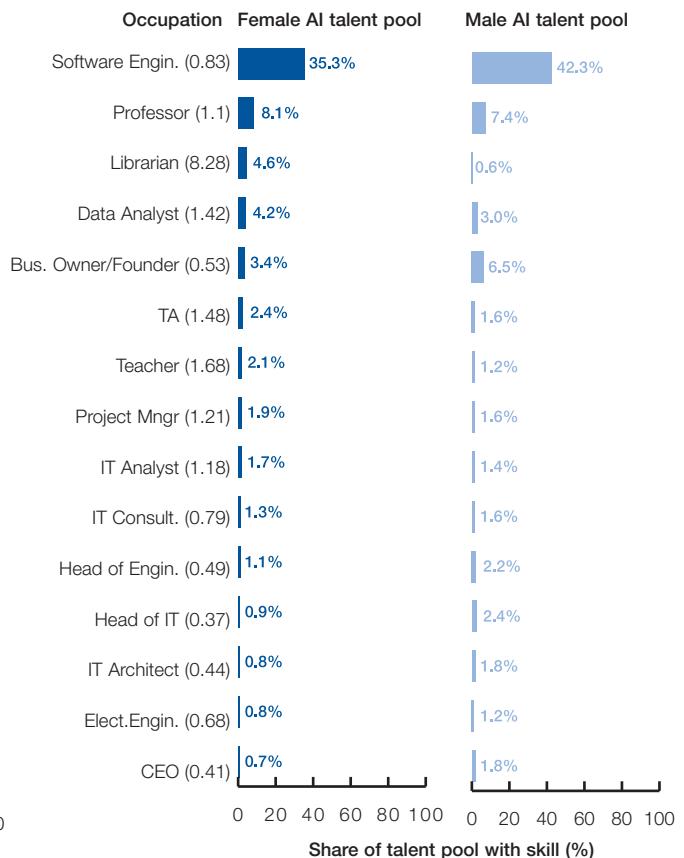
**Figure 11A: Share of female and male AI talent pool, by AI skill**



Source: LinkedIn.

Note: Gender gaps are indicated in parentheses in the y-axis labels and range from 0 (no women) to 1 (parity). AI = Artificial intelligence, NLP = Natural language processing, ANN = Artificial neural networks, TA = Teaching Assistant, CEO = Chief Executive Officer. ■ = female, □ = male.

**Figure 11B: Share of LinkedIn members with AI skills, by occupation and gender**



than men, namely Education, Non-Profits and Health Care. While industry gender gaps appear to contribute to AI talent pool gender gaps more broadly, the gaps within the AI talent pool are more significant, often as much as three times larger, and women are consistently outnumbered by their male counterparts irrespective of industry.

More granular analysis reveals that gender gaps are evident across the skills that AI professionals possess and the professions in which this talent pool is employed. Figures 11A and 11B examine in turn the female and male AI talent pool, according to two dimensions, skills and occupations. The data on the specializations of men and women who hold AI skills suggests that women are less likely to be positioned in senior roles and are less likely to gain expertise in a number of high-profile, emerging skills. Figure 11A examines the share of professionals who hold some of the top 20 AI-specialized skills within the female AI talent pool and within the male AI talent pool. Specialization across the female and male talent pools show some similar overarching trends—with machine learning and data structures leading the way as the most popular skills. Among female AI professionals, 40% of women have indicated that they have machine learning skills in contrast

to 47% of men AI professionals. However, a range of skills is more prominent among the female AI talent pool. In particular, information retrieval skills and skills in natural language processing and data structures are prevalent among female LinkedIn members. Several popular, emerging skills such as deep learning, neural networks and computer vision are less commonly found among female AI professionals than among male professionals.<sup>24</sup>

Varying skill specializations also reflect the types of occupational roles that women and men are more likely to hold in the labour market. Figure 11A provides in-depth information about the share of men and the share of women who hold specific roles within both the male and female AI talent pools. Women with AI skills are more likely than men to be employed as data analysts, as well as in research, information management and teaching positions. For example, 4.2% of women in the female AI talent pool are employed as data analysts in contrast to 3.0% of men. Male AI professionals are better represented in roles such as software engineer, head of engineering, head of IT as well as business owner and chief executive officer—positions that are generally more lucrative and of a more senior level.

Such data demonstrates a persistent structural gender gap among AI professionals, with well differentiated career trajectories taken by men and women in today's labour market. The gender gaps evident within the AI talent pool reflect both the broader gender gaps within specializations in Science, Technology, Engineering and Mathematics (STEM) studies; gender gaps across industries; and gender gaps in the acquisition of emerging skills.<sup>25</sup> Such figures should act as an early warning system to industries looking to achieve gender parity, revealing the depth of possible future gender gaps if current trajectories continue unchecked. Today, the growth of new fields such as Artificial Intelligence across industries seems likely to entrench and deepen gender gaps across traditionally male industries such as Manufacturing, Hardware and Networking as well as Software and IT Services. It appears, too, that AI is set to widen gender gaps across traditionally female sectors such as Non-Profits, Health Care and Education. Effective reskilling interventions and tangible job transition pathways will be key to narrowing these emerging gender gaps and can pave the way to reversing such trends.

The patterns identified in this analysis reiterate a common concern: fewer women are currently engaged in the creation of Artificial Intelligence and other innovative technologies. The diversity—including gender diversity—of views among innovators is vital to ensuring the economic opportunities created by AI do not increase existing gender inequalities, and that new AI systems serve the needs of society at large. It is of critical importance to reverse these trajectories at this early stage of professional expansion for innovative sectors and ensure that Artificial Intelligence is a field that is inclusive by design. Additionally, low integration of women into the AI talent pool, even in industries and geographies where the base of IT talent has a relatively high composition of women, reduces the diversity dividend among applications of these skills and indicates a significant missed opportunity in a professional domain where there is already insufficient supply of adequately qualified labour.

## Conclusion

The *Global Gender Gap Report 2018* provides a comprehensive overview of the current state of the global gender gap and of efforts and insights to close it. The Index offers a benchmarking tool to track progress and to reveal best practices across countries and subjects. This year the report finds that the gender gap has closed slightly since last year, yet it will still require 108 years to achieve full parity at the current pace.

The report also highlights wide performance variation across countries and underlying factors. The report's detailed Country Profiles and online Data Explorer tool—available on the report website ([wef.ch/gggr18](http://wef.ch/gggr18))—not only allow users to understand how close each country

has come to the equality benchmark in each of the four subindexes, but also provide a snapshot of the legal and social framework within which these outcomes are produced.

The magnitude of gender gaps in countries around the world is the combined result of various socioeconomic, policy and cultural variables. The Global Gender Gap Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. The Index does not seek to set priorities for countries but rather to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts.

The report continues to highlight the strong correlation between a country's gender gap and its economic performance and summarizes some of the latest research on the case for gender equality. This year, we also introduced a deeper analysis of gender gaps across industries and the role of gender-based occupational and skills imbalances. The report highlights the message to policy-makers that countries that want to remain competitive and inclusive will need to make gender equality a critical part of their nation's human capital development. In particular, learning between countries and public-private cooperation within countries will be critical elements of closing the gender gap.

We hope that the information contained in the *Global Gender Gap Report* series will serve as a basis for continued benchmarking by countries on their progress towards gender equality, help support the case for closing gender gaps and encourage further research on policies and practices that are effective at promoting change.

## Notes

1 For some further discussion of this point see Hausmann, 2016.

2 Following a methodology originally developed by the United Nations Development Programme (UNDP), the Global Gender Gap Index estimates the average income earned by women, relative to income earned by men, in a calculation that takes into account a country's GDP per capita (US\$), the share of women and men in the labour force, and their mean nominal wages. To account for globally rising income levels, beginning with last year's edition, the report no longer caps the maximum income per capita value considered in the calculation. This follows UNDP's own adjustment of the methodology and the fact that the US\$40,000 cap formerly used in previous editions of the Global Gender Gap Index had increasingly lost some of its ability to discern the level of gender-based income disparities among high-income nations such as the Nordics, the United States and the member states of the Gulf Cooperation Council. For a full overview of the 2016 methodology change, please refer to that report edition's Appendix D.

- 3 For more information about the Executive Opinion Survey, see World Economic Forum, 2018a, Appendix C.
- 4 Beginning with last year's edition, the report utilizes the United Nations Population Division's *World Population Prospects* as its sole reference source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's *World Factbook* as an alternative data source. With the exception of Haiti, Kazakhstan and Pakistan, discrepancies in reported values between the two data repositories are no more than 2% for all countries covered by the Index, resulting in minimal score differences in all cases.
- 5 This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, 2003.
- 6 This ratio is based on the standards used in the UNDP's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 7 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, 2005. The 2005 Index, which was attempting to capture women's empowerment, used a "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
- 8 As in previous editions of the Index, weights derived for the 2006 Index were used again this year to allow for comparisons over time. They may be revised in future editions to reflect the evolution of the gender gap over the past decade.
- 9 This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 10 Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall Index score is 1. This value is in fact  $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$ . However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 11 Since the indicators in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall Index are not a pure measure of the gap vis-à-vis the equality benchmark, and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
- 12 This is computed as the population-weighted average across the 149 countries assessed this year.
- 13 This does not include the President of Ethiopia, who took office after the 1 October cut-off date for inclusion in the Index.
- 14 This data point applies to the subset of 106 countries covered by the report since 2006. Scores are even lower when taking into account all the 149 countries covered this year.
- 15 The share of global female managers estimate is based on the ILO occupational definition OCU\_ISCO08\_1 and it has been computed comprising the subset of 108 countries for which 2014–2017 data is available. The 68% gender gap yet to close refers to the global population-average taking into account legislators, senior officials and managers for 144 countries with data not older than ten years.
- 16 This is based on the factor-weighted gender pay gap methodology in a subset of 64 countries. The standard average hourly pay gap stands at 16% in the 75 countries for which data is available. See ILO, 2018, [https://www.ilo.org/global/publications/books/WCMS\\_650553/lang--en/index.htm](https://www.ilo.org/global/publications/books/WCMS_650553/lang--en/index.htm).
- 17 Among the 106 economies tracked since 2006.
- 18 This value and all regional averages mentioned in the Performance by Region and Country section are computed as population-weighted averages for the sample of 149 countries included in the 2018 edition of the *Global Gender Gap Report*. The technical reader should note that a slightly different population-weighted constant sample of 108 countries consistently included in every edition of the *Global Gender Gap Report* between 2006 and 2018 is utilized in the Progress Over Time section.
- 19 See World Economic Forum, 2018b.
- 20 LinkedIn infers gender based on a member's first name. Members for whom we cannot infer a gender value with confidence have been removed from the analysis.
- 21 In the analysis below, members possessing one or several AI skills are referred to as AI professionals and a professional is said to have AI skills if they have listed at least one AI skills as part of their LinkedIn profile.
- 22 See Perisic, 2018.
- 23 Adoption of AI skills is determined by looking at the date each LinkedIn member added the first AI skill to their profile. Member counts are normalized for each gender on a 0-100 scale.
- 24 LinkedIn identified a set of 52 unique skills relevant to artificial intelligence and natural language processing tasks. The list of top skills is determined based on the most prevalent skills listed on LinkedIn member profiles.
- 25 See World Economic Forum, 2017c.

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# Appendix A: Regional and Income Group Classifications

**Table A1: Regional classifications, 2018**

The following regional classifications were used for creating the performance tables and figures in Part 1.

| EAST ASIA AND THE PACIFIC | EASTERN EUROPE AND CENTRAL ASIA | LATIN AMERICA AND THE CARIBBEAN | MIDDLE EAST AND NORTH AFRICA | NORTH AMERICA | SOUTH ASIA | SUB-SAHARAN AFRICA | WESTERN EUROPE |
|---------------------------|---------------------------------|---------------------------------|------------------------------|---------------|------------|--------------------|----------------|
| Australia                 | Albania                         | Argentina                       | Algeria                      | Canada        | Bangladesh | Angola             | Austria        |
| Brunei Darussalam         | Armenia                         | Bahamas                         | Bahrain                      | United States | Bhutan     | Benin              | Belgium        |
| Cambodia                  | Azerbaijan                      | Barbados                        | Egypt                        |               | India      | Botswana           | Cyprus         |
| China                     | Belarus                         | Belize                          | Iran, Islamic Rep.           |               | Maldives   | Burkina Faso       | Denmark        |
| Fiji                      | Bosnia and Herzegovina          | Bolivia                         | Iraq*                        |               | Nepal      | Burundi            | Finland        |
| Indonesia                 | Bulgaria                        | Brazil                          | Israel                       |               | Pakistan   | Cameroon           | France         |
| Japan                     | Croatia                         | Chile                           | Jordan                       |               | Sri Lanka  | Cape Verde         | Germany        |
| Korea, Rep.               | Czech Republic                  | Colombia                        | Kuwait                       |               |            | Chad               | Greece         |
| Lao PDR                   | Estonia                         | Costa Rica                      | Lebanon                      |               |            | Congo, Dem. Rep.*  | Iceland        |
| Malaysia                  | Georgia                         | Cuba                            | Mauritania                   |               |            | Côte d'Ivoire      | Ireland        |
| Mongolia                  | Hungary                         | Dominican Republic              | Morocco                      |               |            | Eswatini           | Italy          |
| Myanmar                   | Kazakhstan                      | Ecuador                         | Oman*                        |               |            | Ethiopia           | Luxembourg     |
| New Zealand               | Kyrgyz Republic                 | El Salvador                     | Qatar                        |               |            | Gambia, The        | Malta          |
| Philippines               | Latvia                          | Guatemala                       | Saudi Arabia                 |               |            | Ghana              | Netherlands    |
| Singapore                 | Lithuania                       | Honduras                        | Syria                        |               |            | Guinea             | Norway         |
| Thailand                  | Macedonia, FYR                  | Jamaica                         | Tunisia                      |               |            | Kenya              | Portugal       |
| Timor-Leste               | Moldova                         | Mexico                          | Turkey                       |               |            | Lesotho            | Spain          |
| Viet Nam                  | Montenegro                      | Nicaragua                       | United Arab Emirates         |               |            | Liberia            | Sweden         |
|                           | Poland                          | Panama                          | Yemen                        |               |            | Madagascar         | Switzerland    |
|                           | Romania                         | Paraguay                        |                              |               |            | Malawi             | United Kingdom |
|                           | Russian Federation              | Peru                            |                              |               |            | Mali               |                |
|                           | Serbia                          | Suriname                        |                              |               |            | Mauritius          |                |
|                           | Slovak Republic                 | Uruguay                         |                              |               |            | Mozambique         |                |
|                           | Slovenia                        | Venezuela                       |                              |               |            | Namibia            |                |
|                           | Tajikistan                      |                                 |                              |               |            | Nigeria            |                |
|                           | Ukraine                         |                                 |                              |               |            | Rwanda             |                |
|                           |                                 |                                 |                              |               |            | Senegal            |                |
|                           |                                 |                                 |                              |               |            | Sierra Leone*      |                |
|                           |                                 |                                 |                              |               |            | South Africa       |                |
|                           |                                 |                                 |                              |               |            | Tanzania           |                |
|                           |                                 |                                 |                              |               |            | Togo*              |                |
|                           |                                 |                                 |                              |               |            | Uganda             |                |
|                           |                                 |                                 |                              |               |            | Zimbabwe           |                |

\* New countries in 2018

## Appendix A: Regional and Income Group Classifications (cont'd.)

**Table A2: Income group classifications, 2018**

The following income group classifications were used for creating the performance tables and figures in Part 1.

| LOW INCOME<br>(US\$995 OR LESS) | LOWER-MIDDLE INCOME<br>(US\$996-3,895) | UPPER-MIDDLE INCOME<br>(US\$3,896-12,055) | HIGH INCOME<br>(US\$12,055 OR MORE) |
|---------------------------------|--|---|-------------------------------------|
| Benin                           | Armenia                                | Albania                                   | Australia                           |
| Burkina Faso                    | Bangladesh                             | Algeria                                   | Austria                             |
| Burundi                         | Bhutan                                 | Angola                                    | Bahamas                             |
| Chad                            | Bolivia                                | Argentina                                 | Bahrain                             |
| Congo, Dem. Rep.*               | Cambodia                               | Azerbaijan                                | Barbados                            |
| Ethiopia                        | Cameroon                               | Belarus                                   | Belgium                             |
| Gambia, The                     | Cape Verde                             | Belize                                    | Brunei Darussalam                   |
| Guinea                          | Côte d'Ivoire                          | Bosnia and Herzegovina                    | Canada                              |
| Liberia                         | Egypt                                  | Botswana                                  | Chile                               |
| Madagascar                      | El Salvador                            | Brazil                                    | Croatia                             |
| Malawi                          | Eswatini                               | Bulgaria                                  | Cyprus                              |
| Mali                            | Ghana                                  | China                                     | Czech Republic                      |
| Mozambique                      | Guatemala                              | Colombia                                  | Denmark                             |
| Nepal                           | Honduras                               | Costa Rica                                | Estonia                             |
| Rwanda                          | India                                  | Cuba                                      | Finland                             |
| Senegal                         | Indonesia                              | Dominican Republic                        | France                              |
| Sierra Leone*                   | Kenya                                  | Ecuador                                   | Germany                             |
| Tanzania                        | Kyrgyz Republic                        | Fiji                                      | Greece                              |
| Togo*                           | Lao PDR                                | Georgia                                   | Hungary                             |
| Uganda                          | Lesotho                                | Iran, Islamic Rep.                        | Iceland                             |
| Zimbabwe                        | Mauritania                             | Iraq*                                     | Ireland                             |
|                                 | Moldova                                | Jamaica                                   | Israel                              |
|                                 | Mongolia                               | Jordan                                    | Italy                               |
|                                 | Morocco                                | Kazakhstan                                | Japan                               |
|                                 | Myanmar                                | Lebanon                                   | Korea, Rep.                         |
|                                 | Nicaragua                              | Macedonia, FYR                            | Kuwait                              |
|                                 | Nigeria                                | Malaysia                                  | Latvia                              |
|                                 | Pakistan                               | Maldives                                  | Lithuania                           |
|                                 | Philippines                            | Mauritius                                 | Luxembourg                          |
|                                 | Sri Lanka                              | Mexico                                    | Malta                               |
|                                 | Syria                                  | Montenegro                                | Netherlands                         |
|                                 | Tajikistan                             | Namibia                                   | New Zealand                         |
|                                 | Timor-Leste                            | Panama                                    | Norway                              |
|                                 | Tunisia                                | Paraguay                                  | Oman*                               |
|                                 | Ukraine                                | Peru                                      | Poland                              |
|                                 | Viet Nam                               | Romania                                   | Portugal                            |
|                                 | Yemen                                  | Russian Federation                        | Qatar                               |
|                                 |  | Serbia                                    | Saudi Arabia                        |
|                                 |  | South Africa                              | Singapore                           |
|                                 |  | Suriname                                  | Slovak Republic                     |
|                                 |  | Thailand                                  | Slovenia                            |
|                                 |  | Turkey                                    | Spain                               |
|                                 |  | Venezuela                                 | Sweden                              |
|                                 |  |   | Switzerland                         |
|                                 |  |   | United Arab Emirates                |
|                                 |  |   | United Kingdom                      |
|                                 |  |   | United States                       |
|                                 |  |   | Uruguay                             |

**Note:** Classification corresponds to the World Bank's income classification based on gross national income per capita, for fiscal year 2019.

\* New countries in 2018

# **Part 2**

# **Country Profiles**



# User's Guide: Exploring the Global Gender Gap Index Data

The *Global Gender Gap Report 2018* is complemented by a digital portal, which provides detailed Country Profiles of all 149 countries featured in the Index as well as a Data Explorer tool enabling the reader to explore detailed Index results, rankings and comparisons by country, region, indicator and subindex.

The Global Gender Gap Data Explorer can be found at [wef.ch/gggr18](http://wef.ch/gggr18). In addition, static PDF versions of all Country Profiles are available on the report website and featured in Part 2 of the report.

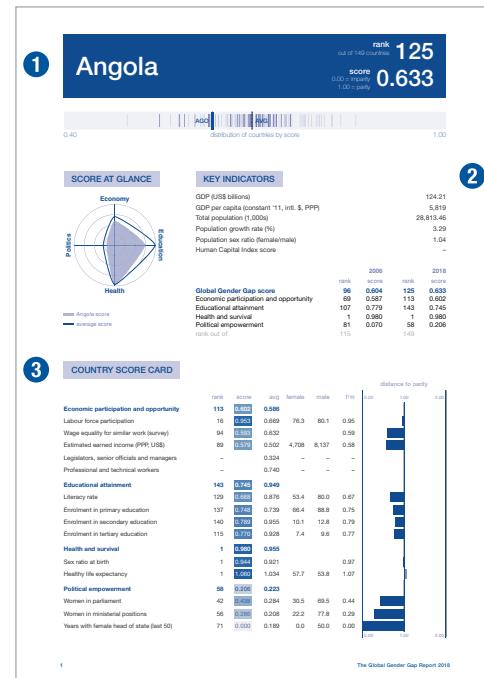
While these various ways and formats of accessing the report's data contain exactly the same information, it is our intention to make this information useful to the widest possible audience by meeting the needs of different groups of readers and stakeholders. This **User's Guide** aims to provide an intuitive overview of the various means of exploring and interpreting the *Global Gender Gap Report 2018* data, for the specialist and generalist reader alike.

## Country Profiles

Country Profiles are available on the online Data Explorer (available at [wef.ch/gggr18](http://wef.ch/gggr18)) and in Part 2 of the report. They're formatted identically in both locations.

## Country Rank, Score and Performance at a Glance

The first section (1) presents each country's overall Global Gender Gap Index 2018 rank out of the 149 reviewed countries and its progress towards closing the gender gap and achieving full gender parity, represented on a 0-to-1 scale.<sup>1</sup> The radar chart on the top left-hand side of each Country Profile gives an overview of the country's scores for each of the four subindexes relative to the equality benchmark and the global average score of all countries in the Index weighted by population across all 149 countries. In addition, the bar chart at the top of the page shows each country's position on the Global Gender Gap Index relative to the spread of all countries and the global population weighted average. Note that the bar has been truncated at 0.40 to enhance legibility.



## Key Indicators

The second section (2) provides economic and demographic headline indicators for each country. The “—” symbol indicates where data was unavailable. For a full overview of the Key Indicators featured in the Country Profile, please refer to the **Overview of Indicators** section below.

In addition, the section summarizes the country's performance on the Index this year compared to the first year in which the country was featured in the Global Gender Gap Index, providing a measure of the country's overall progress over time. Note that since the exact number and list of countries included in the report changes every year, rank changes, or lack thereof, alone are an imperfect measure of a country's performance over time. A country's score change is a more exact measure of its progress towards closing the gender gap.

4

0.633 / 125

AGO 5

| SELECTED CONTEXTUAL DATA   |        |      |       |      |  |
|--|--------|------|-------|------|--|
|  | female | male | value | date |  |
| Workforce Participation  |        |      |       |      |  |
| Non農業勞動者數, 總勞動人口   | —      | —    | —     | —    | Length of parental leave (days)            |
| Health care and education  | —      | —    | —     | —    | Length of maternity/paternity leave (days) |
| Unemployment rate  | —      | —    | —     | —    | Proportion of parental leave benefits      |
| Discouraged job seekers  | 44.8   | 33.2 | 2.02  | —    | Length of maternity/paternity leave (days) |
| Micro-finance access   | —      | —    | —     | —    | Proportion of parental leave benefits      |
| Micro-finance access, population                                     | 7.9    | 1.8  | 0.35  | 2015 | Government support to private childcare    |
| Micro-finance access, rural  | —      | —    | —     | —    | Government support to private childcare    |
| Micro-finance access, urban  | —      | —    | —     | —    | Government support to private childcare    |
| Micro-finance access, rural/urban                                    | —      | —    | —     | —    | Government support to private childcare    |
| Micro-finance access, rural/urban ratio                              | 1.2    | 0.9  | 1.32  | —    | —  |
| Micro-finance access, rural/urban ratio, population                  | —      | —    | —     | —    | —  |
| Micro-finance access, rural/urban ratio, population, age 15-24       | —      | —    | —     | —    | —  |
| Open access workers  | 48.7   | 41.6 | 1.16  | —    | Primary education attainment, adults       |
| Mobile phone ownership   | —      | —    | —     | —    | Primary education attainment, adults       |
| Proportion of unpaid work per day                                    | —      | —    | —     | —    | Primary education attainment, adults       |
| Economic Leadership  |        |      |       |      | Primary education attainment, adults       |
| Law mandates equal pay   | —      | —    | —     | —    | Primary education attainment, adults       |
| Discrimination against female managers                               | —      | —    | —     | —    | Out-of-school youth                        |
| Brands of publicly listed companies                                  | —      | —    | —     | —    | Secondary education attainment, adults     |
| Firms with female top managers                                       | —      | —    | —     | —    | Secondary education attainment, adults     |
| Firms with female top managers, population                           | 2.8    | 0.9  | 3.18  | —    | Secondary education attainment, adults     |
| Firms with female top managers, population, age 15-24                | —      | —    | —     | —    | Secondary education attainment, adults     |
| FIMI personnel   | 27.9   | 72.1 | 0.39  | —    | Tertiary education attainment, adults      |
| Access to Assets   |        |      |       |      | Tertiary education attainment, adults      |
| Hold an account at a financial institution                           | 22.2   | 36.1 | 0.62  | —    | Tertiary education attainment, adults      |
| Discrimination against female managers                               | —      | —    | —     | —    | Postsecondary graduation                   |
| Interest-free rights for droughts                                    | —      | —    | —     | —    | Postsecondary graduation                   |
| Women's access to land and credit, country average                   | —      | —    | —     | —    | Postsecondary graduation                   |
| Women's access to land and credit, women's ownership                 | —      | —    | —     | —    | Postsecondary graduation                   |
| Women's ownership rights (%), total sum                              | 44.8   | 10.9 | 0.41  | —    | Postsecondary graduation                   |
| Political Leadership   |        |      |       |      | Postsecondary graduation                   |
| Women's right to vote  | —      | —    | —     | —    | Postsecondary graduation                   |
| Women's right to vote, population                                    | —      | —    | —     | —    | Postsecondary graduation                   |
| Number of female ministers in cabinet                                | —      | —    | —     | —    | Postsecondary graduation                   |
| Electoral bid quota for women, national                              | —      | —    | —     | —    | Postsecondary graduation                   |
| Voluntary political parties  | —      | —    | —     | —    | Postsecondary graduation                   |
| Deals held in upper house  | —      | —    | —     | —    | Postsecondary graduation                   |
| Family   |        |      |       |      | Health                                     |
| Average length of丧葬  | 20.2   | 24.1 | 0.84  | —    | Mortality, children under age 5            |
| Population-weighted average  | —      | —    | —     | —    | Mortality, children under age 5            |
| Mean age of marriage for first birth                                 | 26.5   | 26.1 | 0.98  | —    | Mortality, children under age 5            |
| Mean age of marriage for first birth                                 | —      | —    | —     | —    | Mortality, children under age 5            |
| Women's control over family planning                                 | —      | —    | —     | —    | Mortality, children under age 5            |
| Political support (1=low)  | —      | —    | —     | —    | Mortality, children under age 5            |
| Party of government right to coverage                                | —      | —    | —     | —    | Mortality, children under age 5            |
| Party of government right to coverage, population                    | —      | —    | —     | —    | Mortality, children under age 5            |
| Party of government right to coverage, population, age 15-24         | —      | —    | —     | —    | Mortality, children under age 5            |
| Party of government right to coverage, population, age 15-24, female | —      | —    | —     | —    | Mortality, children under age 5            |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data as of 4 Dec 2018; 0 = world score; 1 = best score.

The Global Gender Gap Report 2018

## Country Score Card

The third section (3) of each Country Profile provides an overview of each country's ranks and scores on the four subindexes of the *Global Gender Gap Report 2018*, as well as on the individual indicators that compose each subindex. For each of the indicators that enter into the Global Gender Gap Index, column one displays the country's rank; column two displays the country's score; column three displays the population-weighted sample average (out of 149 countries); column four displays the female value; column five displays the male value; and, finally, column six displays the female-to-male ratio. The female and male values are displayed rounded to one decimal in order to facilitate reading. However, exact values have been used for calculating ratios and scores. The “—” symbol indicates where data was not available. Country scores are highlighted by a colour scale—ranging in 20% intervals from light blue (0.0–0.2; worst) to dark blue (0.8–1.0; best)—to help the reader visually interpret the Index results. To calculate the Index, all ratios were truncated at the parity benchmark of 1 and thus the highest score possible is 1—except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06) indicators. For further details on the Index methodology, please refer to the **Construction of the Index** section in Part 1.

The bar charts visually display the magnitude of female-to-male ratio imbalances for each of the 14 indicators, allowing the reader to see clearly when the female-to-male ratio is above or below the gender parity

benchmark. Values above 1 (the parity benchmark) favour women and values below 1 favour men. Please note that the parity benchmark is 1 for all indicators except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the parity benchmark of 1 in the bar charts for these two indicators is not strictly accurate. In the few cases where the ratio exceeds the scale of the bar chart (which ends at 2), the reader should refer to the number under the “female-to-male ratio” column for the actual value.

Finally, the online version of the Country Profile reader (available at [wef.ch/gggr18](http://wef.ch/gggr18)) provides mouse-over definitions and explanations of all indicators by clicking on the corresponding “score” field. From the blue **Go to Explorer** button in the pop-up dialogue field, detailed rankings for the selected indicator may also be directly accessed in the Data Explorer tool.

For a full, non-technical explanation and overview of each indicator composing the Global Gender Gap Index, please refer to the **Overview of Indicators** section below.

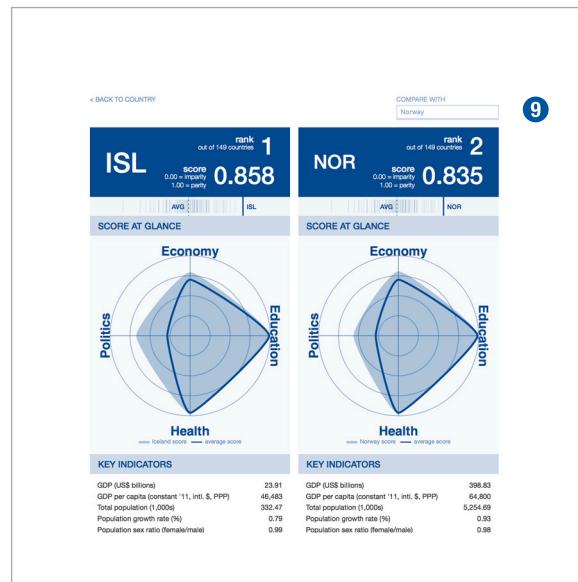
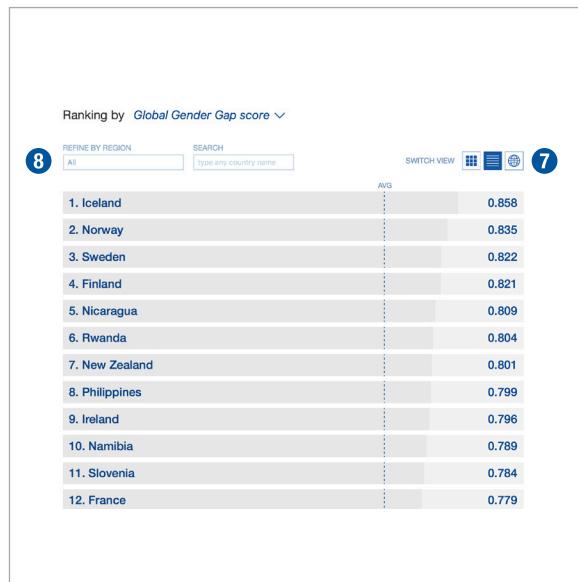
## Data Explorer Online Features

A number of additional features may be accessed in the online Data Explorer (available at [wef.ch/gggr18](http://wef.ch/gggr18)). The reader has the possibility to switch between Country Profiles and interactive Index rankings in a tile, bar chart or world map format by clicking on the menu option at the top-left corner of the page (4). There is also the possibility to directly compare two countries side-by-side by clicking on the menu option in the top-right corner of the page (5). Finally, the reader may directly access a shortcut to the rankings for a specific indicator by clicking on the blue **Go to Explorer** button in the dialogue field in the Country Score Card section (6).

## Interactive Ranking Tables

By clicking on the menu button at the top-right corner of the Data Explorer (7), the interactive rankings may be switched between a tile view, which visualizes countries' overall performance on each subindex for context; a bar chart view, which depicts a country's performance for the selected indicator relative to other countries; and a world map view, which allows the reader to explore geographical trends and patterns. In the map view, countries are highlighted by an extended colour scale to enhance contrast and readability—ranging in 20% intervals from dark grey (0.0–0.2; worst) to dark blue (0.8–1.0; best).

In addition, the reader has the possibility to: switch between selected indicators, narrow selections to a specific region or go directly to the results for a specific country of interest through the menu strip at the top of the Data Explorer (8).



## Country Comparison

The **Country Comparison Tool** (9) can be accessed through the menu option at the top-right corner of the Country Profile view. It enables a side-by-side view of indicators for the selected comparison country relative to the original country selected in the Country Profile view of the Data Explorer. The reader may return to the original view by clicking on the **Back to Country** menu option at the top-left corner of the page or may continue exploring the data by clicking through to the other views of the Data Explorer.

## Overview of Indicators

This section provides a non-technical explanation and overview of the meaning and definition of each indicator featured in the Global Gender Gap Index. For a more technical exposition, including full methodological details regarding Index construction, please refer to the separate **Construction of the Index** section in Part 1 of the report.

### Key Indicators

The indicators in this section present a range of important data points and factors that can be read in parallel with the Global Gender Gap Index indicators to contextualize gender gap outcomes in the country.

- **GDP (current US\$ billions).** Dollar figures for GDP are converted from domestic currencies using current official exchange rates. For a few countries where the official exchange rate does not reflect the rate effectively applied to actual foreign exchange transactions, an alternative conversion factor is used. Source: World Bank, *World Development Indicators* database, 2017 or latest available data (accessed October 2018).
- **GDP per capita, PPP (constant 2011 international dollars).** GDP per capita PPP is gross domestic product converted to international dollars using purchasing power parity rates. An international dollar has the same purchasing power over GDP as the US dollar has in the United States. Data are in constant 2011 international dollars. Source: World Bank, *World Development Indicators* database, 2017 or latest available data (accessed October 2018).
- **Total population (thousands of inhabitants).** People of all ages living in the country as of July 2017, regardless of residency status or citizenship (except for refugees not permanently settled in the country of asylum who are generally considered part of the population of their country of origin). Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed October 2018).
- **Population growth rate (annual percentage).** Annual population growth rate is the yearly increase in a country's population, expressed as a percentage of the population at the start of that period. It reflects the number of births and deaths during a period and the number of people migrating to and from a country. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed October 2018).
- **Population sex ratio (female/male).** The female-to-male population sex ratio is the number of females per 1,000 males in the population of a society. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed October 2018).
- **Global Human Capital Index score (%).** Source is the World Economic Forum's *Global Human Capital Report 2017*. A country's overall score on the World Economic Forum's Global Human Capital Index can roughly be interpreted as a percentage measure of the degree to which a country is successful in developing and deploying the full range of its people's human capital potential.

## Country Score Card

This section provides details on every indicator benchmarked to determine the country's Global Gender Gap Index 2018 performance. Each indicator is placed in one of the Index's four thematic subindexes: Economic Participation and Opportunity; Educational Attainment; Health and Survival; and Political Empowerment. Data updates are not necessarily made annually by all countries for all major international databases. Data older than 10 years was considered to be of insufficient relevance for the Index. However, our aim is to monitor the condition of women across the widest possible range of countries. Therefore, to enable certain countries to meet our data availability threshold (12 out of 14 indicators), we have, in exceptional circumstances, used secondary sources of data or re-used individual data points from previous editions of the report.

### Economic Participation and Opportunity Subindex

- **Female, male labour force participation rate, age 15-64 (%).** Measures the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. Labour force data doesn't take into account workers employed abroad. The dataset includes data as reported and ILO estimates for missing data. Source: *ILOSTAT, Modelled Estimates, Labour force participation rate by sex and age, 2017 or latest available data* (accessed October 2018).
- **Wage equality between women and men for similar work.** Response to the survey question, "In your country, for similar work, to what extent are wages for women equal to those of men?" (1 = not at all, significantly below those of men; 7 = fully, equal to those of men). The data is converted to a normalized 0-to-1 scale. Source: World Economic Forum, *Executive Opinion Survey, 2017–2018*.
- **Female, male estimated earned income (US\$, PPP).** Measures the amount of income that women and men in a country receive in the aggregate. Estimated using the proportion of working women and men, their relative wages, and overall GDP of the country in question in year 2017 or most recent data point available. Source: World Economic Forum calculation based on the methodology of the United Nations Development Programme (UNDP)'s *Human Development Report 2007/2008*.

- **Female, male legislators, senior officials and managers (%).** The ratio of women to men employed in senior roles, defined by the International Labour Organization as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. Corresponds to Major Group 1 of the International Standard Classification of Occupations (ISCO-08).<sup>2</sup> Source: *ILOSTAT, Annual Indicators, Employment by occupation*, 2017 or latest available data (accessed October 2018).
- **Female, male professional and technical workers (%).** The ratio of women to men employed in professional and technical roles, defined by the International Labour Organization as those who increase the existing stock of knowledge, apply scientific or artistic concepts and theories or those who perform technical and related tasks that require advanced knowledge and skill. Corresponds to the sum of Major Groups 2 and 3 of the International Standard Classification of Occupations (ISCO-08). Source: *ILOSTAT, Annual Indicators, Employment by occupation*, 2017 or latest available data (accessed October 2018).

### **Educational Attainment Subindex**

- **Female, male literacy rate (%).** Percentage of the population aged 15 and over with the ability to both read and write and make simple arithmetic calculations. Source: UNESCO Institute for Statistics, *Education Indicators*, 2017 or latest available data (accessed October 2018). When not available, data is sourced from United Nations Development Programme, *Human Development Reports 2009*, most recent year available between 1997 and 2007.
- **Female, male net primary education enrolment rate (%).** Percentage of girls and boys in the official primary school age range who are enrolled in primary education. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2017 or latest available data (accessed October 2018).
- **Female, male net secondary education enrolment rate (%).** Percentage of girls and boys in the official age range for secondary education who are enrolled in secondary education. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2017 or latest available data (accessed October 2018).

- **Female, male tertiary gross enrolment ratio (%).**

Total enrolment in tertiary education, regardless of age, expressed as a percentage of the most recent five-year age cohort that has left secondary school. Tertiary gross enrolment data should be examined within the context of a country structure regarding military service as well as propensity of students to seek education abroad. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2017 or latest available data (accessed October 2018).

### **Health and Survival Subindex**

- **Sex ratio at birth (%).** Refers to the number of boys born alive per 100 girls born alive. Data is converted to a female-over-male value. Biologically, this ratio should vary little and female births should be about 94.4% of male births. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed October 2018).
- **Female, male healthy life expectancy (years).** Average number of years that a person can expect to live in full health, calculated by taking into account years lived in less than full health due to disease and/or injury. Source: World Health Organization, *Global Health Observatory* database, 2017 or latest available data (accessed October 2018).

### **Political Empowerment Subindex**

- **Women in parliament (%).** Percentage of women holding parliamentary seats. In instances where a parliamentary system is bicameral, the figure used is the one for the lower house. Source: Inter-Parliamentary Union, *Women in National Parliaments* database. Data reflects information provided by National Parliaments by 1 October 2018.
- **Women in ministerial positions (%).** Percentage of women holding ministerial portfolios. Some overlap between ministers and heads of government that also hold a ministerial portfolio may occur. Source: Inter-Parliamentary Union, *Women in Politics 2017*, reflecting appointments as of 1 January 2017. Data is updated every two years.
- **Years with female head of state (last 50 years).** The number of years in the past fifty-year period for which a woman has held a post equivalent to an elected head of state or head of government in the country. Source: World Economic Forum calculations, reflecting situation as of 30 June 2018.

## Selected Contextual Data

The final section compiles a selection of contextual data that provides a more comprehensive overview of the country's gender gap and includes social and policy indicators, highlighting a wide range of factors of relevance to closing global gender gaps. The data presented was not used to calculate the Global Gender Gap Index. The indicators in this section are displayed in nine broad categories: workforce participation; economic leadership; access to assets; political leadership; family; care; education and skills; graduates by degree type; and health.

When both data points are available and relevant, female data is displayed first, and male data is displayed second, followed by the female-to-male ratio. A number of indicators not following this structure are clearly highlighted and, where relevant, explained further by superscripted notes at the bottom of each country profile. The “—” symbol indicates where data was not available. Column fields for indicators not following the standard data structure are blank. This year's edition of the *Gender Gap Report* re-produces 2017's editions statistics for this section. Newly updated figures for these indicators can be found at the original source indicated for each variable.

### Workforce Participation

- **Non-discrimination laws, hiring women.**

Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the question: “Does the law mandate non-discrimination based on gender in hiring?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).

- **Female, male youth not in employment or education (%).**

Proportion of people aged 15–24 not in employment and not in education or training. Source: International Labour Organization, *ILOSTAT, Annual Indicators, Share of youth not in employment and not in education*, 2016 or latest available data (accessed September 2017).

- **Adult unemployment (as % of female, male labour force).**

Adult unemployment refers to the share of the labour force aged 15–64 that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country. Source: International Labour Organization, *ILOSTAT, Annual Indicators, Unemployment rate by sex and age*, 2016 or latest available data (accessed September 2017).

- **Female, male discouraged job seekers (as % of total female, male economically inactive population).** Discouraged job-seekers refer to those persons of working age who, during a specified reference period, were without work and available for work but did not look for work in the recent past for specific reasons (for example, believing that there were no jobs available, believing there were none for which they would qualify, or having given up hope of finding employment). Source: International Labour Organization, *ILOSTAT, Annual Indicators, Discouraged job-seekers by sex and age*, 2016 or latest available data (accessed September 2017).

- **Workers in informal employment (as % of total female, male employment).**

Informal employment refers to workers holding informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households. Employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (such as paid annual or sick leave). Source: International Labour Organization, *ILOSTAT, Informal employment and informal sector as a percent of employment by sex*, 2016 or latest available data (accessed September 2017).

- **High-skilled share of labour force (%).** Measures the proportion of a country's working-age population with a tertiary degree (ISCED 5–8)<sup>3</sup> that engages actively in the labour market, either by working or looking for work.

Source: International Labour Organization, *ILOSTAT, Annual Indicators, Labour force participation rate by sex and education*, 2016 or latest available data (accessed September 2017).

- **Part-time employment (as % of total female, male employment).** Part-time employment refers to regular employment in which working time is substantially less than normal. Definitions of part-time employment differ by country. Source: International Labour Organization, *ILOSTAT, Annual Indicators, Incidence of part-time employment by sex*, 2016 or latest available data (accessed September 2017).

- **Contributing family workers (as % of female, male labour force).** Contributing family worker refers to a person who holds a self-employment job in a market-oriented establishment operated by a related person living in the same household, and who cannot be regarded as a partner because of the degree of his or her commitment to the operation of the establishment, in terms of the working time or other factors to be determined by national circumstances, is not at a level comparable with that of the head of the establishment. Source: International Labour Organization, *ILOSTAT, Annual Indicators, Employment by sex and status in employment*, 2016 or latest available data (accessed September 2017).
- **Own-account workers (as % of female, male labour force).** Own-account workers refers to those self-employed who do not hire paid employees on a continuous basis but may have assistance from contributing family workers (unpaid employee who usually live in same household and are related to family members). Source: International Labour Organization, *ILOSTAT, Employment by sex and status in employment*, 2016 or latest available data (accessed September 2017).
- **Average minutes spent on work per day (female, male) and Proportion of work spent on unpaid work per day (female, male).** Measure the average minutes spent per day on unpaid work, including routine housework, shopping, care for household members, care for non-household members volunteering, travel related to household activities and other unpaid activities for men and women aged 15–64 years. Source: OECD, *Database on Gender Equality*, 2016 or latest available data (accessed September 2017).

### Economic Leadership

- **Law mandates equal pay.** Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the question: “Does the law mandate equal remuneration for work of equal value?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).
- **Ability of women to rise to positions of leadership.** Response to the survey question: “In your country, to what extent do companies provide women the same opportunities as men to rise to positions of leadership? (1 = not at all, women have no opportunities to rise to positions of leadership; 7 = extensive, women have equal opportunities of leadership)”. Source: World Economic Forum, *Executive Opinion Survey 2016-17*.

- **Share of women on boards of listed companies (%).** The share of women on company boards is derived by calculating country averages of the percentages of women among the members of the board of directors of each company in the OECD *ORBIS* dataset. The calculation is restricted to companies with at least two board members. The share is also derived for the subset of listed companies. Source: OECD, *iLibrary* online database, 2016 (accessed September 2017).
- **Firms with female participation in ownership (% of firms).** Refers to the percentage of firms in the private sector with a woman among the principal owners. Source: World Bank, *Enterprise Surveys* database, 2016 or latest available data (accessed September 2017).
- **Firms with female top managers (% of firms).** Refers to the percentage of firms in the private sector who report having females as top managers. Top manager refers to the highest-ranking manager or CEO of the establishment. This person may be the owner if he/she works as the manager of the firm. Source: World Bank, *Enterprise Surveys* database, 2016 or latest available data (accessed September 2017).
- **Employers (as % of female, male labour force).** Employers refers to those who are “self-employed”, in the sense that their remuneration is directly dependent upon the profits derived from the goods and services produced, and who, in this capacity, have engaged, on a continuous basis, one or more persons to work for them as employees. Source: International Labour Organization, *ILOSTAT, Employment by sex and status in employment*, 2016 or latest available data (accessed September 2017).
- **R&D personnel (female, male).** Measures the percentage of male and female workers employed directly on Research and Development (R&D), as well as those providing direct services such as R&D managers, administrators and clerical staff. People providing indirect services such as canteen and security staff are excluded. Source: UNESCO, Institute for Statistics, *Science, Technology and Innovation Indicators*, 2016 or latest available data (accessed September 2017).

### Access to Assets

- **Percentage of women/men with an account at a financial institution (%).** Measures the percentage of women and men who report having an account (self or jointly with someone else) at a bank or another type of financial institution. Source: World Bank, *Global Financial Inclusion Database*, 2016 or latest available data (accessed September 2017).

- **Women's access to financial services.** Refers to whether women and men have equal access to financial service. Data originally recorded on a 0-to-1 scale, which has been converted to a qualitative statement (“yes”, “no”, “part”) to avoid confusion with the data structure elsewhere in the report. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).
- **Inheritance rights for daughters.** Refers to whether daughters and sons have equal inheritance rights. Data originally recorded on a 0-to-1 scale, which has been converted to a qualitative statement (“yes”, “no”, “part”) to avoid confusion with the data structure elsewhere in the report. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).
- **Women's secure access to land use, control and ownership** and **Women's secure access to non-land assets use, control and ownership.** Refer to whether women and men have equal and secure access to land use, control and ownership and whether women and men have equal and secure access to non-land assets use, control and ownership. Data originally recorded on a 0-to-1 scale, which has been converted to a qualitative statement (“yes”, “no”, “part”) to avoid confusion with the data structure elsewhere in the report. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).
- **Mean monthly earnings (local currency unit, thousands).** Mean earnings of employees, in local currency units, in nominal terms—meaning not adjusted for inflation. The figure excludes employer's contribution to social security and pension schemes. Source: International Labour Organization, *ILOSTAT, Mean nominal monthly earnings of employees by sex and economic activity (Local currency)*, 2016 or latest available data (accessed September 2017).

## Political Leadership

- **Year women received right to vote and Years since any women received voting rights.** Refer to the year in which the right to vote or stand for election on a universal and equal basis was recognized. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election. Source: United Nations Development Programme, *Human Development Report 2009*.
- **Number of female heads of state to date.** Source: World Economic Forum calculations, situation as of 30 June 2017.

- **Quota for women on candidate lists in national elections** and **Quota for women on candidate lists in local elections.** Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the questions: “What are the quotas for women representatives on candidate lists in national elections?” and “What are the quotas for women representatives on candidate lists in local elections?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).
- **Voluntary political party quotas.** Source: International Institute for Democracy and Electoral Assistance, Stockholm University and Inter-Parliamentarian Union, *Quota Project, Global Database of Quotas for women* (accessed September 2017); [www.quotaproject.org](http://www.quotaproject.org).
- **Seats held in upper house (%).** Percentage of women in the upper house or first chamber of parliament, where applicable. Source: Inter-Parliamentary Union, *Women in National Parliaments*. Data reflects information provided by National Parliaments by 1 September 2017.

## Family

- **Average length of single life (years) (female, male).** The singulate mean age at marriage is an estimate of the average number of years lived in the single state among those who marry before age 50. Source: United Nations Statistics Division, *Statistics and Indicators on Women and Men in Families*, 2013 or latest available data (accessed September 2017).
- **Proportion of individuals married by age 25 (female, male).** Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Marriage Data 2015* (accessed September 2017).
- **Mean age of women at the birth of the first child (years).** The mean age of mothers at first child's birth is defined as the average completed year of age of women when their first child is born. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed September 2017).
- **Average number of children per woman.** Measures the average number of children a hypothetical cohort of women would have at the end of their reproductive period if they were subject during their whole lives to the fertility rates of a given period and if they were not subject to mortality. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed September 2017).

- **Women with unmet demand for family planning (%)**. 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. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).
- **Potential support ratio (%)**. The ratio of people living in the country aged 15–64 as a percentage of the population aged 65 and above, as of July 2016. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed September 2017).
- **Total dependency ratio (%)**. The ratio of people living in the country aged under 15 and 65 and above as a percentage of the population between age 15 and 64, as of July 2016. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2017 Revision* (accessed September 2017).
- **Parity of parental rights in marriage and Parity of parental rights after divorce**. Refer to legal guardianship of a child during marriage and to custody rights over a child after divorce. Data originally recorded on a 0-to-1 scale, which has been converted to a qualitative statement (“yes”, “no”, “part”) to avoid confusion with the data structure elsewhere in the Report. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).

## Care

- **Length of parental leave (days) and Provider of parental leave benefits**. Consolidated survey responses—representing the expert view of local practitioners in family, labour and criminal law—answering the questions: “What is the length of paid parental leave?”, “Who pays parental leave benefits?” and “What percentage of wages is paid during parental leave?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).
- **Length of maternity / paternity leave (days), Wages paid during maternity / paternity leave and Provider of maternity / paternity leave benefits**. Consolidated survey responses—representing the expert view of local practitioners in family, labour and criminal law—answering the questions: “What is the length of paid maternity / paternity leave?”, “Who pays maternity / paternity leave benefits?” and “What percentage of wages is paid during maternity / paternity leave?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).

- **Government supports or provides childcare**. Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the question: “Does the government support or provide childcare services?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).
- **Government provides child allowance to parents**. Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the question: “Does the government provide a child allowance to parents?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).

## Education and Skills

- **Percentage of out-of-school children of primary school age (female, male)**. Measures the male and female share of the total number of out-of-school children of primary school age. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Female, male primary education attainment rate (% aged 25 and over)**. Percentage of the population aged 25 and over with at least a primary education (ISCED 1). Data is cumulative, which means that those with secondary education and above are counted in the figures. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Female, male primary education attainment rate (% aged 25–54)**. Percentage of the population aged 25–54 with at least a primary education (ISCED 1). Data is cumulative, which means that those with secondary education and above are counted in the figures. Source: Lutz et al., *IIASA/VID Educational Attainment Model, GET Projection*, 2015, Wittgenstein Centre for Demography and Global Human Capital (accessed September 2017); Barro and Lee, “A New Data Set of Educational Attainment in the World, 1950–2010”, *Journal of Development Economics*, 2010 (accessed September 2017).
- **Female, male primary education attainment rate (% aged 65 and over)**. Percentage of the population aged 65 and over with at least a primary education (ISCED 1). Data is cumulative, which means that those with secondary education and above are counted in the figures. Source: Lutz et al., 2015, and Barro and Lee, 2010, op. cit. (accessed September 2017).

- **Out-of-school youth of upper secondary school age (female, male) (%).** Measures the male and female share of the total number of out-of-school youth of upper secondary school age. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Female, male secondary education attainment rate (% aged 25 and over).** Percentage of the population aged 25 and over with at least a secondary education (ISCED 2–4). This data is cumulative, which means that those with tertiary education are counted in the figures. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Female, male secondary education attainment rate (% aged 25–54).** Percentage of the population aged 25–54 with at least a secondary education (ISCED 2–4). This data is cumulative, which means that those with tertiary education are counted in the figures. Source: Lutz et al., 2015, and Barro and Lee, 2010, op. cit. (accessed September 2017).
- **Female, male secondary education attainment rate (% aged 65 and over).** Percentage of the population aged 65 and over with at least a secondary education (ISCED 2–4). This data is cumulative, which means that those with tertiary education are counted in the figures. Source: Lutz et al., 2015, and Barro and Lee, 2010, op. cit. (accessed September 2017).
- **Female, male tertiary education attainment rate (% aged 25 and over).** Percentage of the population aged 25 and over with a tertiary education (ISCED 5–8). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Female, male tertiary education attainment rate (% aged 25–54).** Percentage of the population aged 25–54 with a tertiary education (ISCED 5–8). Source: Lutz et al., 2015, and Barro and Lee, 2010, op. cit. (accessed September 2017).
- **Female, male tertiary education attainment rate (% aged 65 and over).** Percentage of the population aged 65 and over with a tertiary education (ISCED 5–8). Source: Lutz et al., 2015, and Barro and Lee, 2010, op. cit. (accessed September 2017).
- **PhD graduates (female, male).** Measures the percentage of graduates from tertiary (ISCED 8), doctoral or equivalent level programmes, expressed as a percentage of total graduates from tertiary education programmes (ISCED 5–8). A graduate is a person who, during the reference academic year, has successfully completed an education programme. Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of individuals using the internet (female, male).** Refers to the proportion of individuals who used the internet from any location in the last three months. Source: World International Telecommunications Union, *ICT Indicators* database, 2016 or latest available data (accessed September 2017).

### **Graduates by Degree Type**

- **Percentage of tertiary-level graduates in Agriculture, Forestry, Fisheries and Veterinary (female, male).** Measures the percentage of female and male graduates in ISCED 5–8 programmes in Agriculture, Forestry, Fisheries and Veterinary (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Arts and Humanities (female, male).** Measures the percentage of female and male graduates in ISCED 5–8 programmes in Arts and Humanities (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Business, Administration and Law (female, male).** Measures the percentage of female and male graduates in ISCED 5–8 programmes in Business, Administration and Law (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Education (female, male).** Measures the percentage of female and male graduates in ISCED 5–8 programmes in Education (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).

- **Percentage of tertiary-level graduates in Engineering, Manufacturing and Construction (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Engineering, Manufacturing and Construction (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Health and Welfare (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Health and Welfare (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Information and Communication Technologies (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Information and Communication Technologies (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Natural Sciences, Mathematics and Statistics (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Natural Sciences, Mathematics and Statistics (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Services (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Services (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).
- **Percentage of tertiary-level graduates in Social Sciences, Journalism and Information (female, male).** Measures the percentage of female and male graduates in ISCED 5-8 programmes in Social Sciences, Journalism and Information (% of total number of graduates). Source: UNESCO, Institute for Statistics, *Education Indicators*, 2016 or latest available data (accessed September 2017).

## Health

- **Mortality of children under age 5, all causes, age-standardized deaths per 100,000 (female, male).** Measures the age-standardized death rates per 100,000 population for all causes for children under the age of 5 years. Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).
- **Mortality due to non-communicable diseases, age-standardized deaths per 100,000 (female, male).** Measures the age-standardized death rates per 100,000 population for non-communicable diseases, including malignant neoplasms (all forms of cancer), diabetes, neurological conditions, cardiovascular diseases, respiratory diseases, digestive diseases, genitourinary diseases and others. Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).
- **Mortality due to infectious and parasitic diseases, age-standardized deaths per 100,000 (female, male).** Measures the age-standardized death rates per 100,000 population for infectious and parasitic diseases, including tuberculosis, HIV/AIDS and other sexually transmitted diseases, diarrhoeal diseases, childhood-cluster diseases (whooping cough, diphtheria, measles and tetanus), meningitis, encephalitis, hepatitis and parasitic and vector diseases (malaria, schistosomiasis, dengue, yellow fever, rabies and others). Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).
- **Mortality due to accidental injuries, age-standardized deaths per 100,000 (female, male).** Measures the age-standardized death rates per 100,000 population for accidental injuries, including road injury, poisonings, falls, fire, heat and hot substances, drowning, exposure to mechanical forces and natural disasters. Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).

- Mortality due to intentional injuries and self-harm, age-standardized deaths per 100,000 (female, male).** Measures the age-standardized death rates per 100,000 population for intentional injuries, including self-harm, interpersonal violence, collective violence and conflict. Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).

- Maternal mortality in childbirth (per 100,000 live births).** The maternal mortality ratio is the annual number of female deaths from any cause related to or aggravated by pregnancy or its management (excluding accidental or incidental causes) during pregnancy and childbirth or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, per 100,000 live births, for a specified year. Source: World Health Organization, Department of Information, Evidence and Research, *Estimated Deaths by Cause, Age, Sex and WHO Member State*, 2015 database (accessed September 2017).

- Existence of legislation on domestic violence.** Consolidated survey response—representing the expert view of local practitioners in family, labour and criminal law—answering the question: “Is there domestic violence legislation?”. Source: World Bank, *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2017).

- Prevalence of gender violence in lifetime.** Percentage of women who have experienced physical and/or sexual violence from an intimate partner at some time in their lives. Source: OECD, *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2017).

- Law permits abortion to preserve a woman’s physical health.** Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Policies* database, 2015 or latest available data (accessed September 2017).

- Births attended by skilled health personnel (%).** Measures the percentage of live births attended by skilled health personnel in a given period of time. Source: World Health Organization, *Global Health Observatory, Maternal Health*, 2015 or latest available data (accessed September 2017).

- Antenatal care coverage, at least four visits (%).**

Measures the percentage of women aged 15–49 with a live birth in a given time period that received antenatal care provided by skilled health personnel (doctors, nurses or midwives) at least four times during pregnancy. Source: World Health Organization, *Global Health Observatory, Maternal Health*, 2015 or latest available data (accessed September 2017).

## Notes

- 1 Please note that the parity benchmark is 1 for all indicators, except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the parity benchmark of 1 for the Health and Survival subindex is not strictly accurate.
- 2 International Standard Classification of Occupations (ISCO), [www.ilo.org/public/english/bureau/stat/isco/](http://www.ilo.org/public/english/bureau/stat/isco/).
- 3 International Standard Classification of Education (ISCED), [www.unesco.org/Education/Documents/isced-2011-en.pdf](http://www.unesco.org/Education/Documents/isced-2011-en.pdf).

# List of Countries

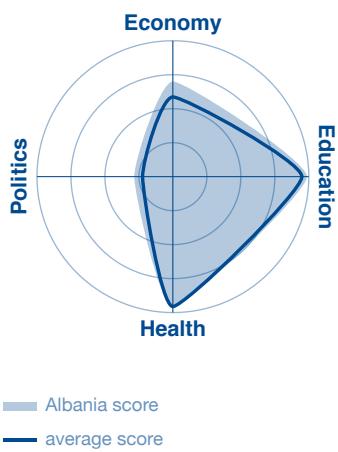
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# Albania

rank  
out of 149 countries **34**  
score  
0.00 = imparity  
1.00 = parity **0.734**



## SCORE AT GLANCE

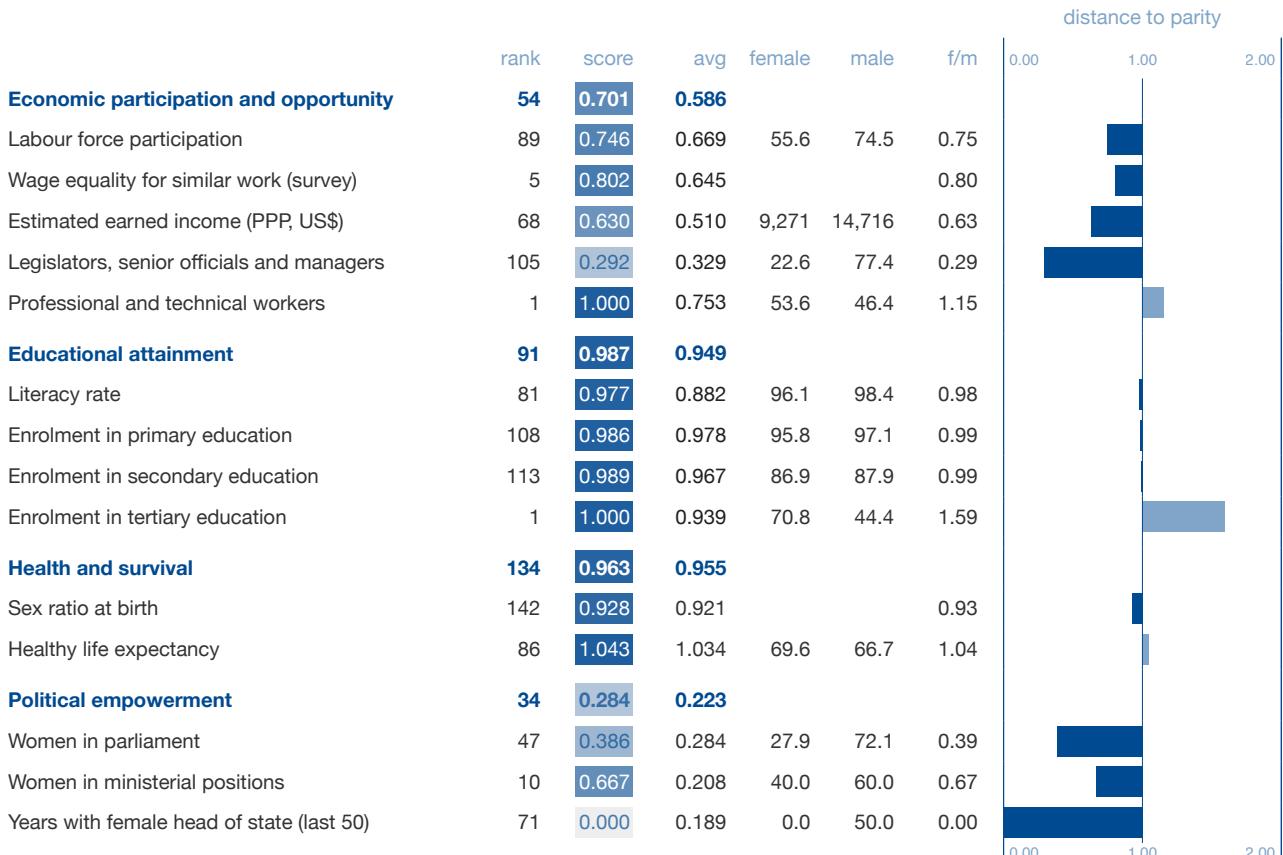


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 13.04    |
| GDP per capita (constant '11, intl. \$, PPP) | 11,803   |
| Total population (1,000s)                    | 2,926.35 |
| Population growth rate (%)                   | 0.14     |
| Population sex ratio (female/male)           | 0.98     |
| Human Capital Index score                    | 58.22    |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>61</b> | <b>0.661</b> | <b>34</b> | <b>0.734</b> |
| Economic participation and opportunity | 38        | 0.661        | 54        | 0.701        |
| Educational attainment                 | 58        | 0.989        | 91        | 0.987        |
| Health and survival                    | 110       | 0.955        | 134       | 0.963        |
| Political empowerment                  | 105       | 0.038        | 34        | 0.284        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 31.8   | 29.3 | 1.09              | Length of maternity/paternity leave (days)                 | 365.0  | -    |                   |
| Unemployed adults  | 17.1   | 17.1 | 1.00              | Wages paid during maternity/paternity leave                | 65.0   | -    |                   |
| Discouraged job seekers                                      | 52.0   | 48.0 | 1.08              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -    |                   |
| High-skilled share of labour force                           | 9.9    | 8.8  | 1.12              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 27.3   | 17.9 | 1.52              | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 39.8   | 22.3 | 1.79              |  |        |      |                   |
| Own-account workers  | 16.7   | 34.4 | 0.48              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 4.7    | 3.5  | 1.37              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.81 | Primary education attainment, adults                       | 94.3   | 96.9 | 0.97              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 98.5   | 98.5 | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.14              | Primary education attainment, 65+                          | 78.6   | 95.3 | 0.82              |
| Firms with female top managers                               |        |      | 0.13              | Out-of-school youth  | 20.6   | 19.1 | 1.07              |
| Employers  | 1.0    | 22.3 | 0.04              | Secondary education attainment, adults                     | 44.5   | 46.2 | 0.96              |
| R&D personnel  | 49.0   | 51.0 | 0.96              | Secondary education attainment, 25-54                      | 46.8   | 52.3 | 0.90              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 12.9   | 35.3 | 0.37              |
| Hold an account at a financial institution                   | 33.6   | 42.5 | 0.79              | Tertiary education attainment, adults                      | 12.4   | 13.5 | 0.92              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 1.6    | 1.2  | 1.33              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.1    | 0.4  | 0.20              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.1    | 0.1  | 1.59              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1920              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 97                | Agri., Forestry, Fisheries and Veterinary                  | 3.0    | 6.8  | 0.45              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 12.8   | 9.7  | 1.32              |
| Election list quotas for women, national                     |        |      | 30                | Business, Admin. and Law                                   | 26.9   | 33.5 | 0.80              |
| Election list quotas for women, local                        |        |      | 30                | Education  | 15.0   | 6.7  | 2.23              |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | 5.0    | 12.7 | 0.40              |
| Seats held in upper house                                    | 7.0    | 93.0 | 0.08              | Health and Welfare   | 17.4   | 9.8  | 1.78              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 3.8    | 7.1  | 0.54              |
| Average length of single life                                | 25.1   | 29.2 | 0.86              | Natural Sci., Mathematics and Statistics                   | 6.0    | 4.0  | 1.52              |
| Proportion married by age 25                                 | 37.5   | 9.8  | 3.83              | Services   | 1.8    | 4.1  | 0.43              |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 8.6    | 5.7  | 1.51              |
| Average number of children per woman                         |        |      | 1.71              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 13.00             | Mortality, children under age 5                            | 0.3    | 0.4  | <sup>1</sup> 0.75 |
| Potential support ratio                                      |        |      | 5                 | Mortality, non-communicable diseases                       | 8.7    | 11.4 | <sup>1</sup> 0.77 |
| Total dependency ratio                                       |        |      | 44                | Mortality, infectious and parasitic diseases               | 0.0    | 0.1  | <sup>1</sup> 0.60 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.2    | 0.5  | <sup>1</sup> 0.34 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.1    | 0.2  | <sup>1</sup> 0.31 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 29   |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 31.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 99.30             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 66.80             |

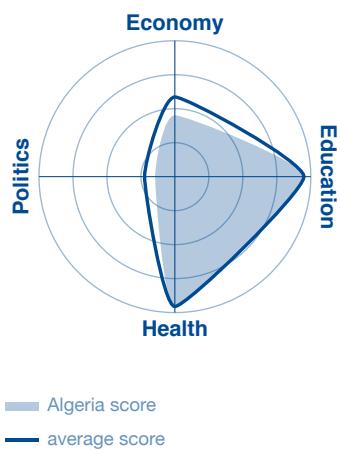
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Algeria

rank  
out of 149 countries **128**  
score  
0.00 = imparity  
1.00 = parity **0.629**



## SCORE AT GLANCE

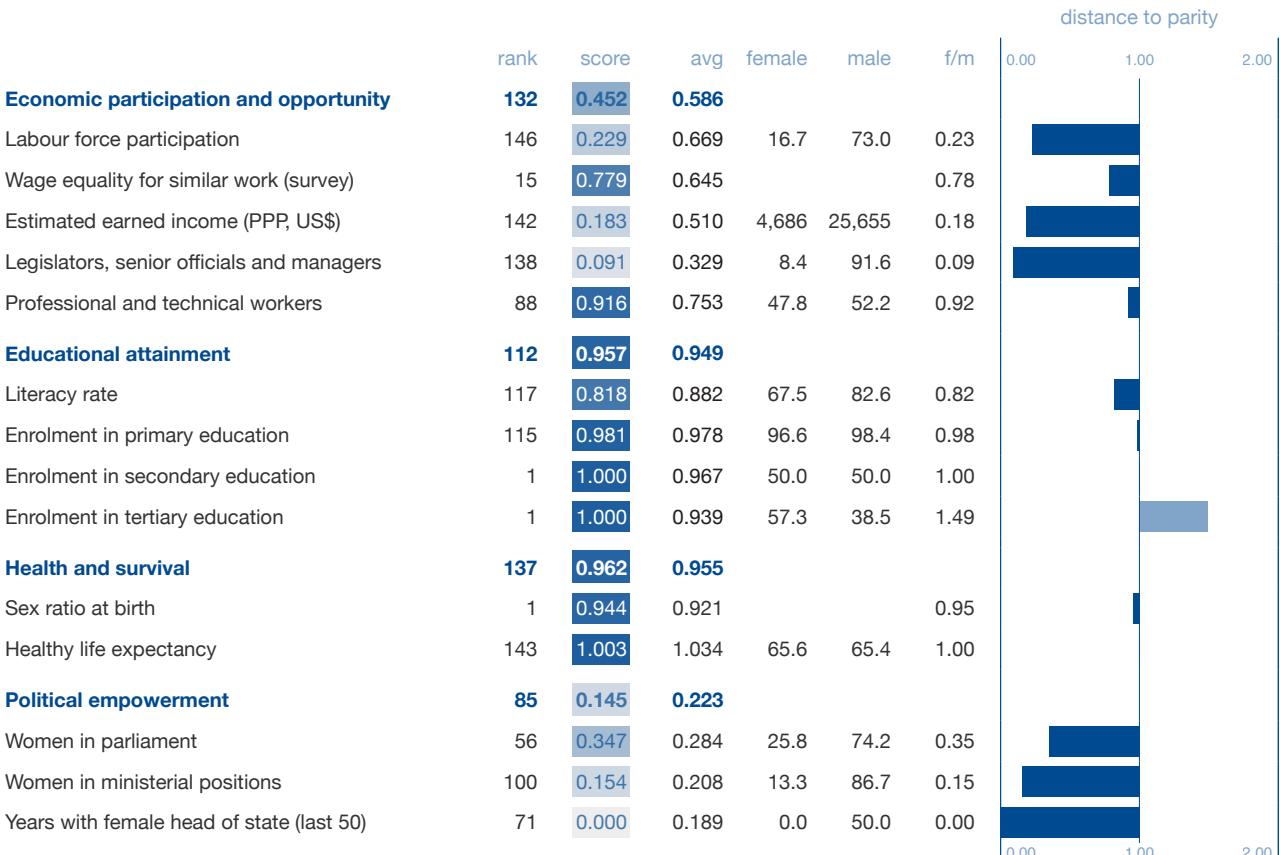


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 170.37    |
| GDP per capita (constant '11, intl. \$, PPP) | 13,914    |
| Total population (1,000s)                    | 40,606.05 |
| Population growth rate (%)                   | 1.70      |
| Population sex ratio (female/male)           | 0.98      |
| Human Capital Index score                    | 51.51     |

|  | rank      | 2006         | rank       | 2018         |
|--|-----------|--------------|------------|--------------|
|  |           | score        |            | score        |
| <b>Global Gender Gap score</b>         | <b>97</b> | <b>0.602</b> | <b>128</b> | <b>0.629</b> |
| Economic participation and opportunity | 103       | 0.443        | 132        | 0.452        |
| Educational attainment                 | 84        | 0.944        | 112        | 0.957        |
| Health and survival                    | 78        | 0.971        | 137        | 0.962        |
| Political empowerment                  | 98        | 0.049        | 85         | 0.145        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 32.1   | 10.8 | 2.97              | Length of maternity/paternity leave (days)                 | 98.0   | 3.0   |                   |
| Unemployed adults  | 17.1   | 9.2  | 1.87              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 4.6    | 18.1 | 0.25              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 28.7   | 9.8  | 2.93              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 1.6    | 1.6  | 1.01              |  |        |       |                   |
| Own-account workers  | 19.6   | 24.0 | 0.82              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 3.6    | 1.8   | 2.00              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.68 | Primary education attainment, adults                       | 55.2   | 73.5  | 0.75              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 56.8   | 56.8  | 1.00              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 4.4    | 15.3  | 0.29              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | -      | -     | -                 |
| Employers  | 1.3    | 1.6  | 0.83              | Secondary education attainment, adults                     | 22.7   | 28.1  | 0.81              |
| R&D personnel  | 33.4   | 66.6 | 0.50              | Secondary education attainment, 25-54                      | 28.3   | 30.1  | 0.94              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 1.2    | 6.0   | 0.20              |
| Hold an account at a financial institution                   | 40.1   | 60.9 | 0.66              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 8.0    | 7.2   | 1.12              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.3    | 2.7   | 0.13              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1962              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 55                | Agri., Forestry, Fisheries and Veterinary                  | 1.7    | 1.5   | 1.15              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 28.5   | 14.0  | 2.04              |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 19.6   | 22.2  | 0.88              |
| Election list quotas for women, local                        |        |      | 35                | Education  | 2.3    | 1.2   | 2.00              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 10.9   | 27.8  | 0.39              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 3.6    | 3.6   | 0.99              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.4    | 3.7   | 0.64              |
| Average length of single life                                | 29.1   | 32.9 | 0.88              | Natural Sci., Mathematics and Statistics                   | 13.4   | 7.4   | 1.81              |
| Proportion married by age 25                                 | 22.1   | 2.0  | 11.18             | Services   | 0.7    | 2.7   | 0.26              |
| Mean age of women at birth of first child                    |        |      | 31                | Social Sci., Journalism and Information                    | 15.9   | 10.7  | 1.49              |
| Average number of children per woman                         |        |      | 2.78              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 10.00             | Mortality, children under age 5                            | 11.3   | 13.0  | <sup>1</sup> 0.87 |
| Potential support ratio                                      |        |      | 11                | Mortality, non-communicable diseases                       | 68.6   | 75.5  | <sup>1</sup> 0.91 |
| Total dependency ratio                                       |        |      | 54                | Mortality, infectious and parasitic diseases               | 3.0    | 4.8   | <sup>1</sup> 0.63 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 4.7    | 12.0  | <sup>1</sup> 0.39 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.6    | 2.5   | <sup>1</sup> 0.23 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 140  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 96.60             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 67.30             |

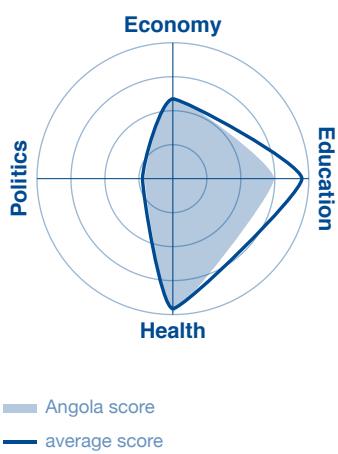
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Angola

rank  
out of 149 countries **125**  
**score**  
0.00 = impartiality  
1.00 = parity **0.633**



## SCORE AT GLANCE

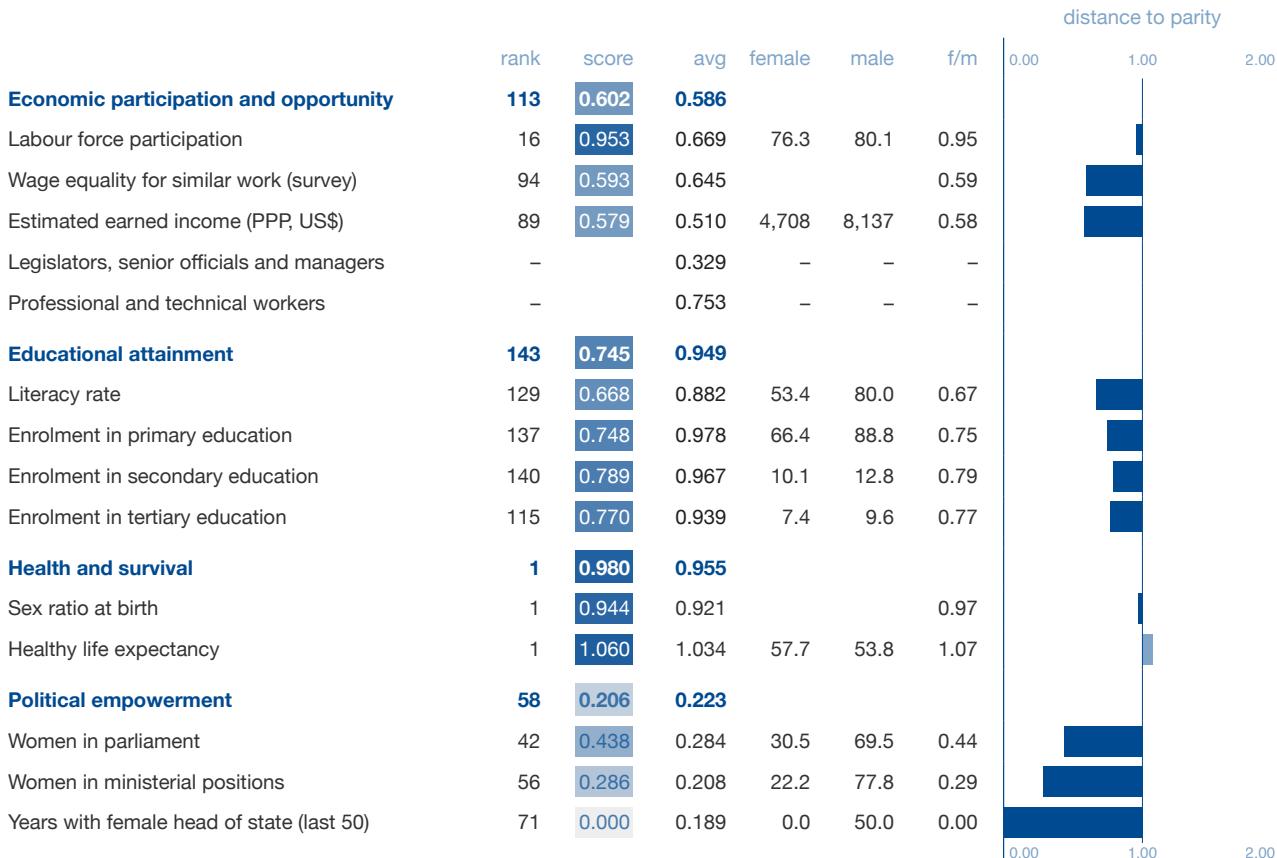


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 124.21    |
| GDP per capita (constant '11, intl. \$, PPP) | 5,819     |
| Total population (1,000s)                    | 28,813.46 |
| Population growth rate (%)                   | 3.29      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | -         |

|  |           | 2006         | 2018       |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>96</b> | <b>0.604</b> | <b>125</b> |
| Economic participation and opportunity | 69        | 0.587        | 113        |
| Educational attainment                 | 107       | 0.779        | 143        |
| Health and survival                    | 1         | 0.980        | 1          |
| Political empowerment                  | 81        | 0.070        | 58         |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



# 0.633 / 125 AGO

## SELECTED CONTEXTUAL DATA

|  | female | male | value          |  | female | male | value |
|--|--------|------|----------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no             | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -              | Length of maternity/paternity leave (days)                 | 90.0   | 0.0  |       |
| Unemployed adults  | -      | -    | -              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 66.8   | 33.2 | 2.02           | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | 79.5   | 59.3 | 1.34           | Provider of maternity/paternity leave benefits             | gov    | -    |       |
| High-skilled share of labour force                           | 1.4    | 2.0  | 0.70           | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | -      | -    | -              | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | 12.1   | 9.5  | 1.28           |  |        |      |       |
| Own-account workers  | 68.7   | 44.8 | 1.53           |  |        |      |       |
| Work, minutes per day  | -      | -    | -              |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -              |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value          | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | yes            | Out-of-school children                                     | 27.0   | 5.1  | 5.31  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> - | Primary education attainment, adults                       | -      | -    | -     |
| Boards of publicly traded companies                          | -      | -    | -              | Primary education attainment, 25-54                        | -      | -    | -     |
| Firms with female (co-)owners                                |        |      | 1.30           | Primary education attainment, 65+                          | -      | -    | -     |
| Firms with female top managers                               |        |      | 0.16           | Out-of-school youth  | 83.7   | 77.1 | 1.09  |
| Employers  | 2.5    | 9.5  | 0.26           | Secondary education attainment, adults                     | -      | -    | -     |
| R&D personnel  | 27.9   | 72.1 | 0.39           | Secondary education attainment, 25-54                      | -      | -    | -     |
| <b>Access to Assets</b>                                      | female | male | value          | Secondary education attainment, 65+                        | -      | -    | -     |
| Hold an account at a financial institution                   | 22.3   | 36.1 | 0.62           | Tertiary education attainment, adults                      | -      | -    | -     |
| Women's access to financial services                         |        |      | part           | Tertiary education attainment, age 25-54                   | -      | -    | -     |
| Inheritance rights for daughters                             |        |      | part           | Tertiary education attainment, age 65+                     | -      | -    | -     |
| Women's access to land use, control and ownership            |        |      | part           | PhD graduates  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | part           | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 44.8   | 59.8 | 0.75           |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value          |  |        |      |       |
| Year women received right to vote                            |        |      | 1975           | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 42             | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 0.8  | 0.51  |
| Number of female heads of state to date                      |        |      | 0              | Arts and Humanities  | 1.4    | 1.6  | 0.90  |
| Election list quotas for women, national                     |        |      | -              | Business, Admin. and Law                                   | 32.3   | 27.6 | 1.17  |
| Election list quotas for women, local                        |        |      | -              | Education  | 21.6   | 26.9 | 0.80  |
| Voluntary political party quotas                             |        |      | no             | Engineering, Manuf. and Construction                       | 3.7    | 13.9 | 0.27  |
| Seats held in upper house                                    | -      | -    | -              | Health and Welfare   | 17.1   | 5.5  | 3.11  |
| <b>Family</b>  | female | male | value          | Information and Comm. Technologies                         | 2.5    | 7.9  | 0.32  |
| Average length of single life                                | 20.4   | 24.1 | 0.85           | Natural Sci., Mathematics and Statistics                   | 1.5    | 2.1  | 0.72  |
| Proportion married by age 25                                 | 68.1   | 39.7 | 1.72           | Services   | 0.7    | -    | -     |
| Mean age of women at birth of first child                    |        |      | 29             | Social Sci., Journalism and Information                    | 18.7   | 13.3 | 1.40  |
| Average number of children per woman                         |        |      | 5.69           | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 27.00          | Mortality, children under age 5                            | 79.1   | 90.1 |       |
| Potential support ratio                                      |        |      | 22             | Mortality, non-communicable diseases                       | 47.0   | 46.1 |       |
| Total dependency ratio                                       |        |      | 97             | Mortality, infectious and parasitic diseases               | 44.7   | 49.7 |       |
| Parity of parental rights in marriage                        |        |      | yes            | Mortality, accidental injuries                             | 10.9   | 18.1 |       |
| Parity of parental rights after divorce                      |        |      | yes            | Mortality, intentional injuries, self-harm                 | 2.1    | 5.4  |       |
|  |        |      |                | Mortality, childbirth                                      |        |      |       |
|  |        |      |                | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                | Prevalence of gender violence in lifetime                  |        |      | 78.0  |
|  |        |      |                | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |      |                | Births attended by skilled health personnel                |        |      | 47.30 |
|  |        |      |                | Antenatal care, at least four visits                       |        |      | -     |

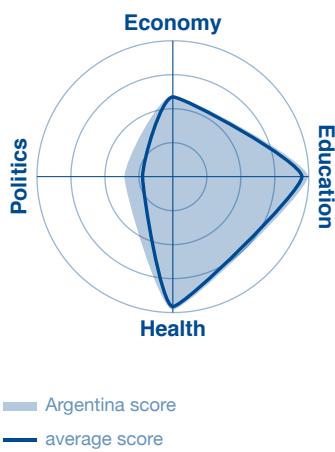
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Argentina

rank  
out of 149 countries **36**  
score  
0.00 = imparity  
1.00 = parity **0.733**



## SCORE AT GLANCE

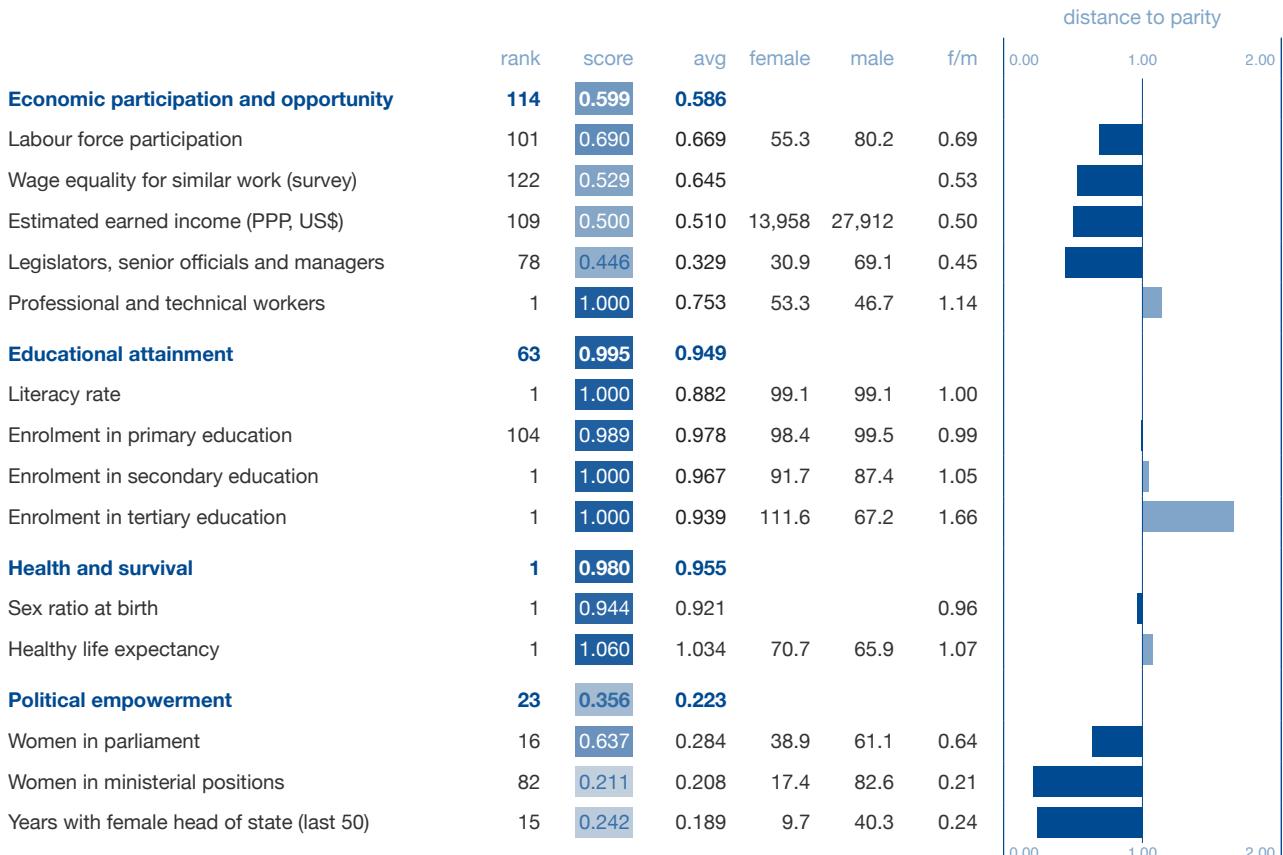


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 637.59    |
| GDP per capita (constant '11, intl. \$, PPP) | 18,934    |
| Total population (1,000s)                    | 43,847.43 |
| Population growth rate (%)                   | 0.95      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | 64.34     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 82   | 0.551 | 114  | 0.599 |
| Educational attainment                 | 29   | 0.997 | 63   | 0.995 |
| Health and survival                    | 1    | 0.980 | 1    | 0.980 |
| Political empowerment                  | 23   | 0.204 | 23   | 0.356 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 23.7   | 13.8 | 1.72              | Length of maternity/paternity leave (days)                 | 90.0   | 2.0   |                   |
| Unemployed adults  | 8.2    | 6.2  | 1.33              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 46.3   | 53.7 | 0.86              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 50.7   | 50.8 | 1.00              | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 11.3   | 8.1  | 1.40              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 41.5   | 16.8 | 2.48              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 1.3    | 0.5  | 2.56              |  |        |       |                   |
| Own-account workers  | 16.5   | 23.2 | 0.71              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 0.5    | 0.1   | 4.12              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.55 | Primary education attainment, adults                       | 89.4   | 90.6  | 0.99              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 98.8   | 98.5  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.61              | Primary education attainment, 65+                          | 94.1   | 95.0  | 0.99              |
| Firms with female top managers                               |        |      | 0.10              | Out-of-school youth  | 6.7    | 16.4  | 0.41              |
| Employers  | 2.3    | 0.5  | 4.66              | Secondary education attainment, adults                     | 43.9   | 40.3  | 1.09              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 69.9   | 62.7  | 1.11              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 35.4   | 37.8  | 0.94              |
| Hold an account at a financial institution                   | 50.9   | 49.5 | 1.03              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 23.1   | 11.8  | 1.96              |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 9.3    | 9.4   | 0.99              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 5.6    | 7.7  | 0.73              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1947              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 70                | Agri., Forestry, Fisheries and Veterinary                  | 2.0    | 4.0   | 0.50              |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | 10.6   | 7.9   | 1.33              |
| Election list quotas for women, national                     |        |      | 30                | Business, Admin. and Law                                   | 21.3   | 28.3  | 0.75              |
| Election list quotas for women, local                        |        |      | 30                | Education  | 21.6   | 9.3   | 2.32              |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 3.6    | 12.2  | 0.29              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 19.8   | 13.4  | 1.48              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.8    | 6.7   | 0.27              |
| Average length of single life                                | 24.6   | 26.6 | 0.92              | Natural Sci., Mathematics and Statistics                   | 3.7    | 2.9   | 1.27              |
| Proportion married by age 25                                 | 39.6   | 27.3 | 1.45              | Services   | 2.5    | 6.4   | 0.39              |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 11.2   | 8.7   | 1.29              |
| Average number of children per woman                         |        |      | 2.29              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 6.00              | Mortality, children under age 5                            | 4.2    | 5.3   | <sup>1</sup> 0.79 |
| Potential support ratio                                      |        |      | 6                 | Mortality, non-communicable diseases                       | 132.0  | 134.6 | <sup>1</sup> 0.98 |
| Total dependency ratio                                       |        |      | 57                | Mortality, infectious and parasitic diseases               | 1.9    | 3.7   | <sup>1</sup> 0.51 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 5.0    | 10.3  | <sup>1</sup> 0.49 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 1.4    | 6.8   | <sup>1</sup> 0.21 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 52   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 89.80             |

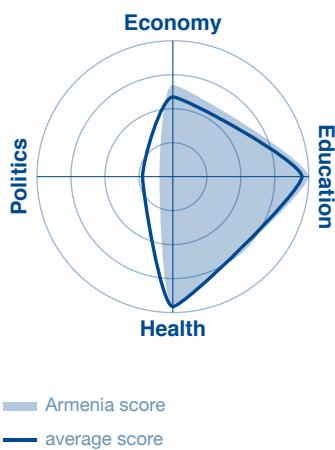
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Armenia

rank  
out of 149 countries **98**  
score  
0.00 = imparity  
1.00 = parity **0.678**



## SCORE AT GLANCE

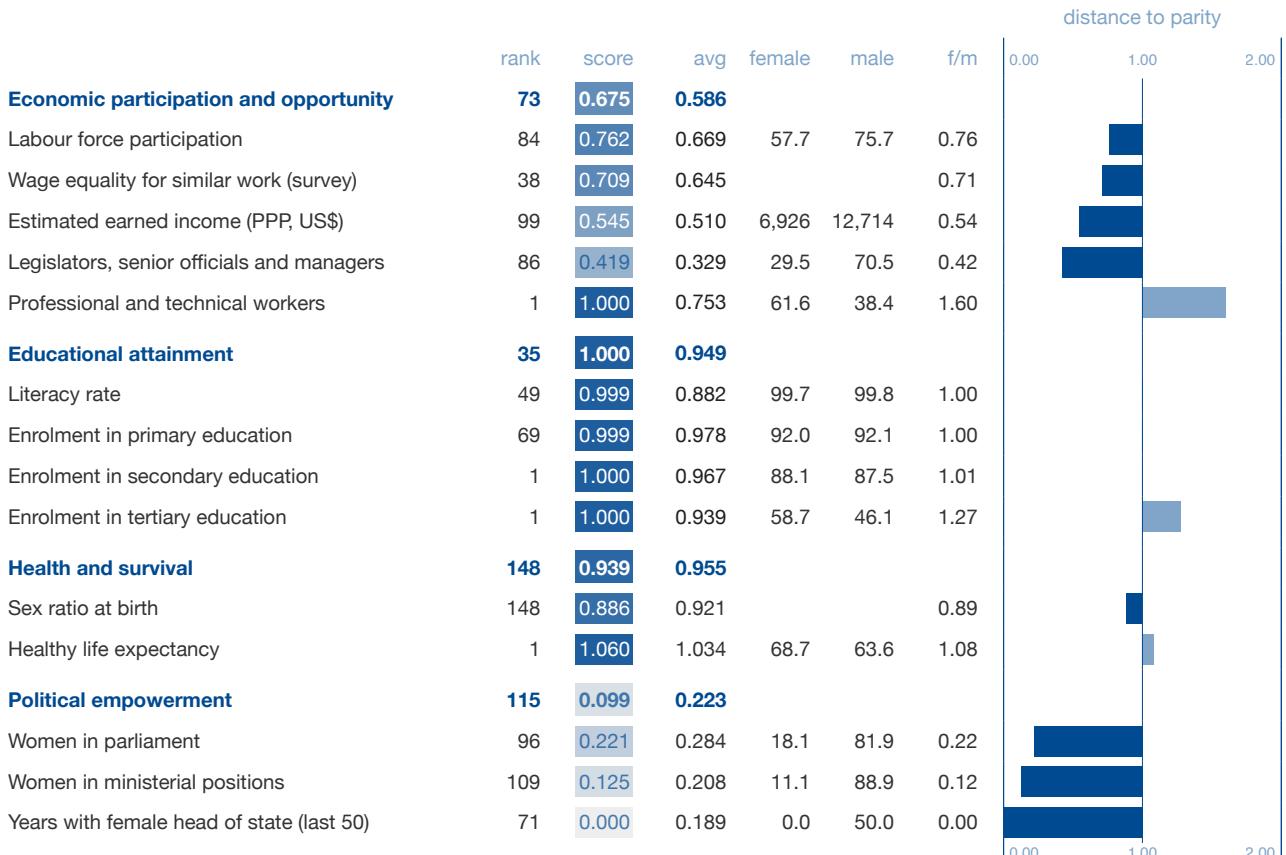


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 11.54    |
| GDP per capita (constant '11, intl. \$, PPP) | 8,788    |
| Total population (1,000s)                    | 2,924.82 |
| Population growth rate (%)                   | 0.16     |
| Population sex ratio (female/male)           | 1.13     |
| Human Capital Index score                    | 64.46    |

|  | 2006 rank | 2018 score | 2006 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>98</b> | <b>0.678</b> |
| Economic participation and opportunity | -         | -          | 73        | 0.675        |
| Educational attainment                 | -         | -          | 35        | 1.000        |
| Health and survival                    | -         | -          | 148       | 0.939        |
| Political empowerment                  | -         | -          | 115       | 0.099        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male | value  |
|--|--------|-------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |      | 0      |
| Youth not in employment or education                         | 34.8   | 36.4  | 0.96   | Length of maternity/paternity leave (days)                 | 140.0  | 0.0  |        |
| Unemployed adults  | 19.2   | 17.4  | 1.11   | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 82.0   | 18.0  | 4.56   | Provider of parental leave benefits                        |        |      | –      |
| Workers in informal employment                               | 19.1   | 32.4  | 0.59   | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 15.0   | 13.9  | 1.07   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 41.0   | 22.2  | 1.84   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 10.5   | 4.4   | 2.38   |  |        |      |        |
| Own-account workers  | 32.0   | 36.9  | 0.87   |  |        |      |        |
| Work, minutes per day  | –      | –     | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –     | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 3.7    | 3.5  | 1.08   |
| Advancement of women to leadership roles                     |        |       | ² 0.68 | Primary education attainment, adults                       | 99.3   | 99.6 | 1.00   |
| Boards of publicly traded companies                          | –      | –     | –      | Primary education attainment, 25-54                        | 99.9   | 99.8 | 1.00   |
| Firms with female (co-)owners                                |        |       | 0.34   | Primary education attainment, 65+                          | 99.2   | 99.7 | 1.00   |
| Firms with female top managers                               |        |       | 0.24   | Out-of-school youth  | 11.3   | 26.4 | 0.43   |
| Employers  | 0.3    | 4.4   | 0.08   | Secondary education attainment, adults                     | 92.0   | 91.6 | 1.00   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 98.9   | 97.8 | 1.01   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 85.9   | 88.1 | 0.97   |
| Hold an account at a financial institution                   | 14.3   | 20.7  | 0.69   | Tertiary education attainment, adults                      | 27.0   | 27.7 | 0.97   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 28.6   | 24.2 | 1.18   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 18.7   | 22.8 | 0.82   |
| Women's access to land use, control and ownership            |        |       | part   | PhD graduates  | 0.2    | 0.5  | 0.49   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 53.0   | 56.6 | 0.94   |
| Mean monthly earnings (1,000s, local curr.)                  | 79.5   | 119.2 | 0.67   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |      |        |
| Year women received right to vote                            |        |       | 1918   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |       | 99     | Agri., Forestry, Fisheries and Veterinary                  | 2.3    | 5.7  | 0.41   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 28.0   | 22.8 | 1.23   |
| Election list quotas for women, national                     |        |       | 20     | Business, Admin. and Law                                   | 16.7   | 21.0 | 0.80   |
| Election list quotas for women, local                        |        |       | –      | Education  | 21.8   | 7.1  | 3.07   |
| Voluntary political party quotas                             |        |       | no     | Engineering, Manuf. and Construction                       | 4.1    | 16.2 | 0.26   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 16.6   | 8.1  | 2.06   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.8    | 2.3  | 0.35   |
| Average length of single life                                | 24.6   | 28.3  | 0.87   | Natural Sci., Mathematics and Statistics                   | 5.1    | 7.7  | 0.66   |
| Proportion married by age 25                                 | 41.3   | 13.5  | 3.06   | Services   | 0.5    | 4.1  | 0.11   |
| Mean age of women at birth of first child                    |        |       | 27     | Social Sci., Journalism and Information                    | 1.0    | 0.3  | 2.87   |
| Average number of children per woman                         |        |       | 1.61   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |       | 14.00  | Mortality, children under age 5                            | 0.2    | 0.3  | ¹ 0.70 |
| Potential support ratio                                      |        |       | 6      | Mortality, non-communicable diseases                       | 14.2   | 13.1 | ¹ 1.08 |
| Total dependency ratio                                       |        |       | 45     | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | ¹ 0.41 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 0.3    | 0.6  | ¹ 0.41 |
| Parity of parental rights after divorce                      |        |       | part   | Mortality, intentional injuries, self-harm                 | 0.0    | 0.2  | ¹ 0.30 |
|  |        |       |        | Mortality, childbirth                                      |        |      | ¹ 25   |
|  |        |       |        | Legislation on domestic violence                           |        |      | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |      | 10.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |      | 92.80  |

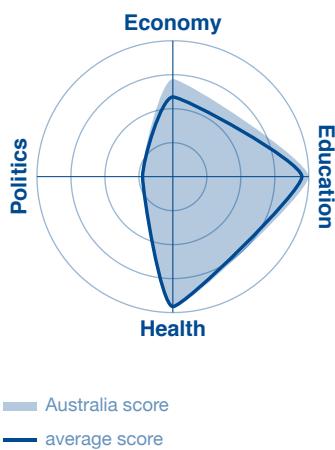
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Australia

rank  
out of 149 countries **39**  
score  
0.00 = imparity  
1.00 = parity **0.730**



## SCORE AT GLANCE

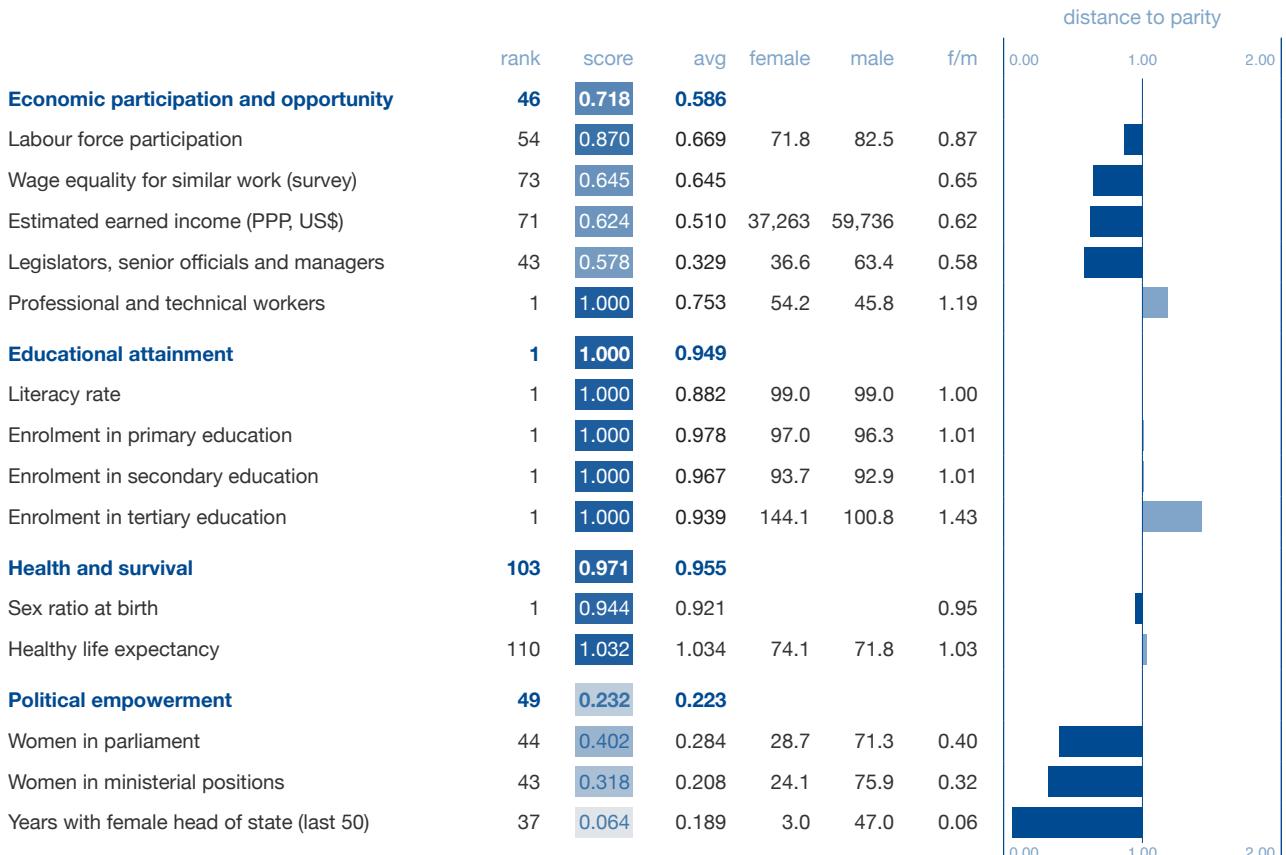


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 1,323.42  |
| GDP per capita (constant '11, intl. \$, PPP) | 44,649    |
| Total population (1,000s)                    | 24,125.85 |
| Population growth rate (%)                   | 1.32      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 71.56     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>15</b> | <b>0.716</b> | <b>39</b> | <b>0.730</b> |
| Economic participation and opportunity | 12        | 0.726        | 46        | 0.718        |
| Educational attainment                 | 1         | 1.000        | 1         | 1.000        |
| Health and survival                    | 57        | 0.976        | 103       | 0.971        |
| Political empowerment                  | 32        | 0.163        | 49        | 0.232        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 126    |
| Youth not in employment or education                         | 10.3   | 9.4   | 1.09   | Length of maternity/paternity leave (days)                 | –      | –     |        |
| Unemployed adults  | 5.8    | 5.7   | 1.02   | Wages paid during maternity/paternity leave                | –      | –     |        |
| Discouraged job seekers                                      | 54.0   | 43.5  | 1.24   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | –      | –     |        |
| High-skilled share of labour force                           | 20.1   | 18.0  | 1.12   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 46.8   | 24.4  | 1.92   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.3    | 0.2   | 1.40   |  |        |       |        |
| Own-account workers  | 8.1    | 12.8  | 0.64   |  |        |       |        |
| Work, minutes per day  | 483.0  | 475.7 | 1.02   |  |        |       |        |
| Proportion of unpaid work per day                            | 64.4   | 36.1  | 1.78   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 2.5    | 3.1   | 0.80   |
| Advancement of women to leadership roles                     |        |       | 2 0.72 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00   |
| Boards of publicly traded companies                          | 23.1   | 76.9  | 0.30   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 99.1   | 99.4  | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 5.3    | 9.0   | 0.59   |
| Employers  | 4.2    | 0.2   | 22.99  | Secondary education attainment, adults                     | 73.3   | 77.8  | 0.94   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 99.9   | 99.8  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 76.5   | 80.2  | 0.95   |
| Hold an account at a financial institution                   | 99.0   | 98.7  | 1.00   | Tertiary education attainment, adults                      | 31.8   | 27.7  | 1.15   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 36.2   | 28.7  | 1.26   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 17.6   | 21.3  | 0.83   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 1.0    | 1.7   | 0.59   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | –      | –     | –      |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –     | –      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1902   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 115    | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 1.0   | 0.76   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 10.8   | 9.0   | 1.20   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 34.2   | 39.4  | 0.87   |
| Election list quotas for women, local                        |        |       | –      | Education  | 10.0   | 4.5   | 2.20   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 4.1    | 16.5  | 0.25   |
| Seats held in upper house                                    | 29.4   | 70.6  | 0.42   | Health and Welfare   | 24.9   | 9.9   | 2.52   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.2    | 7.1   | 0.17   |
| Average length of single life                                | 29.9   | 31.4  | 0.95   | Natural Sci., Mathematics and Statistics                   | 4.1    | 5.3   | 0.77   |
| Proportion married by age 25                                 | 9.8    | 4.5   | 2.19   | Services   | 2.6    | 2.3   | 1.11   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 7.1    | 4.8   | 1.48   |
| Average number of children per woman                         |        |       | 1.85   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.5    | 0.6   | 1 0.78 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 67.4   | 68.1  | 1 0.99 |
| Total dependency ratio                                       |        |       | 52     | Mortality, infectious and parasitic diseases               | 1.1    | 1.1   | 1 1.00 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 2.6    | 3.2   | 1 0.80 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.9    | 2.2   | 1 0.39 |
|  |        |       |        | Mortality, childbirth                                      | –      | –     | 1 6    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 25.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 99.30  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 85.00  |

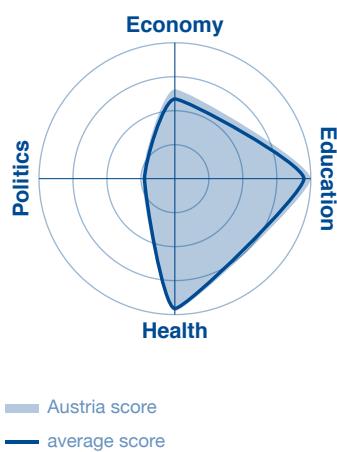
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Austria

rank  
out of 149 countries **53**  
score  
0.00 = imparity  
1.00 = parity **0.718**



## SCORE AT GLANCE

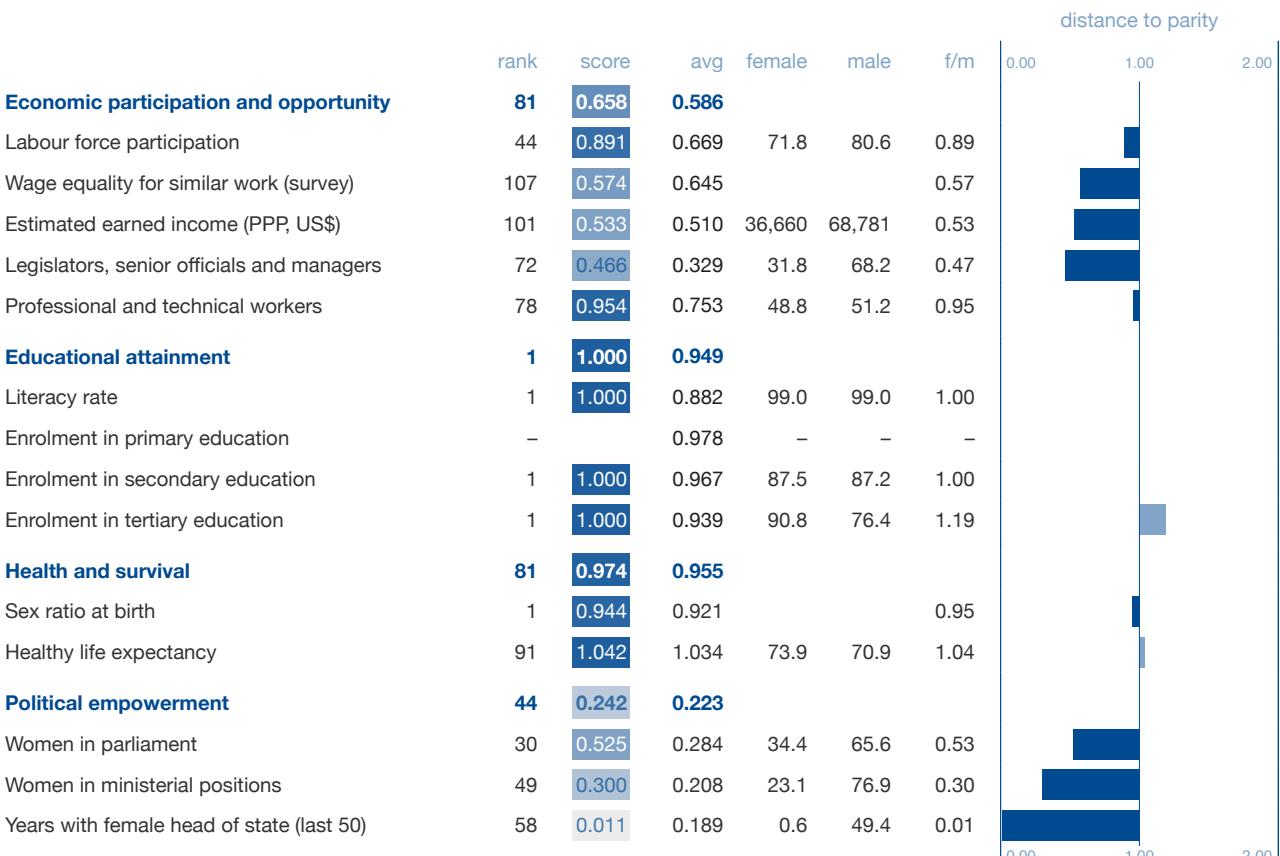


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 416.60   |
| GDP per capita (constant '11, intl. \$, PPP) | 45,437   |
| Total population (1,000s)                    | 8,712.14 |
| Population growth rate (%)                   | 0.23     |
| Population sex ratio (female/male)           | 1.04     |
| Human Capital Index score                    | 73.29    |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 27   | 0.699 | 53   | 0.718 |
| Educational attainment                 | 68   | 0.980 | 1    | 1.000 |
| Health and survival                    | 1    | 0.980 | 81   | 0.974 |
| Political empowerment                  | 14   | 0.282 | 44   | 0.242 |
| rank out of                            |      | 115   |      | 149   |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value |
|--|--------|-------|--------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |       | 0     |
| Youth not in employment or education                         | 7.3    | 7.7   | 0.95   | Length of maternity/paternity leave (days)                 | 112.0  | –     |       |
| Unemployed adults  | 5.5    | 6.4   | 0.86   | Wages paid during maternity/paternity leave                | 100.0  | –     |       |
| Discouraged job seekers                                      | 37.6   | 62.4  | 0.60   | Provider of parental leave benefits                        |        |       | –     |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | –     |       |
| High-skilled share of labour force                           | 15.9   | 17.2  | 0.92   | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 48.9   | 22.0  | 2.22   | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 1.6    | 1.4   | 1.18   |  |        |       |       |
| Own-account workers  | 5.9    | 7.4   | 0.80   |  |        |       |       |
| Work, minutes per day  | 517.7  | 500.1 | 1.04   |  |        |       |       |
| Proportion of unpaid work per day                            | 51.9   | 27.1  | 1.92   |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | –      | –     | –     |
| Advancement of women to leadership roles                     |        |       | ² 0.66 | Primary education attainment, adults                       | –      | –     | –     |
| Boards of publicly traded companies                          | 20.0   | 80.0  | 0.25   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00  |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | –      | –     | –     |
| Employers  | 2.5    | 1.4   | 1.83   | Secondary education attainment, adults                     | 72.5   | 86.0  | 0.84  |
| R&D personnel  | 22.9   | 77.1  | 0.30   | Secondary education attainment, 25-54                      | 94.2   | 95.3  | 0.99  |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 96.9   | 97.6  | 0.99  |
| Hold an account at a financial institution                   | 97.4   | 96.1  | 1.01   | Tertiary education attainment, adults                      | 12.5   | 13.7  | 0.91  |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 16.8   | 18.2  | 0.92  |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 5.6    | 16.4  | 0.34  |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.5    | 1.2   | 0.44  |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 79.7   | 88.2  | 0.90  |
| Mean monthly earnings (1,000s, local curr.)                  | 1.9    | 3.1   | 0.63   | <b>Graduates by Degree Type</b>                            | female | male  | value |
| <b>Political Leadership</b>                                  | female | male  | value  | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 1.9   | 0.75  |
| Year women received right to vote                            |        |       | 1918   | Arts and Humanities  | 11.1   | 6.5   | 1.71  |
| Years since any women received voting rights                 |        |       | 99     | Business, Admin. and Law                                   | 22.4   | 20.7  | 1.08  |
| Number of female heads of state to date                      |        |       | 2      | Education  | 18.8   | 5.1   | 3.69  |
| Election list quotas for women, national                     |        |       | –      | Engineering, Manuf. and Construction                       | 7.5    | 34.8  | 0.22  |
| Election list quotas for women, local                        |        |       | –      | Health and Welfare   | 8.3    | 4.6   | 1.83  |
| Voluntary political party quotas                             |        |       | yes    | Information and Comm. Technologies                         | 1.0    | 7.8   | 0.13  |
| Seats held in upper house                                    | 41.7   | 58.3  | 0.71   | Natural Sci., Mathematics and Statistics                   | 4.9    | 6.4   | 0.76  |
| <b>Family</b>  | female | male  | value  | Services   | 6.0    | 4.1   | 1.46  |
| Average length of single life                                | 27.1   | 29.8  | 0.91   | Social Sci., Journalism and Information                    | 11.8   | 8.1   | 1.46  |
| Proportion married by age 25                                 | 25.6   | 13.0  | 1.98   | <b>Health</b>  | female | male  | value |
| Mean age of women at birth of first child                    |        |       | 31     | Mortality, children under age 5                            | 0.1    | 0.2   |       |
| Average number of children per woman                         |        |       | 1.49   | Mortality, non-communicable diseases                       | 38.4   | 33.8  |       |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, infectious and parasitic diseases               | 0.2    | 0.2   |       |
| Potential support ratio                                      |        |       | 4      | Mortality, accidental injuries                             | 1.3    | 1.7   |       |
| Total dependency ratio                                       |        |       | 50     | Mortality, intentional injuries, self-harm                 | 0.4    | 1.1   |       |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, childbirth                                      | ¹      | 4     |       |
| Parity of parental rights after divorce                      |        |       | yes    | Legislation on domestic violence                           |        |       | yes   |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 13.0  |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 98.50 |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –     |

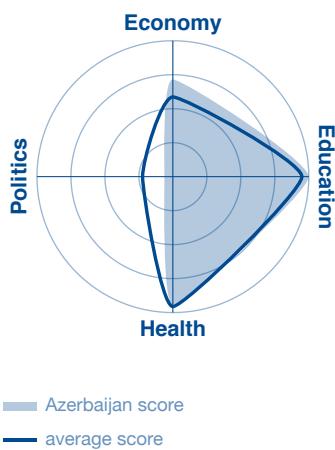
<sup>¹</sup> Age-standardized death rates per 100,000 population. <sup>²</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Azerbaijan

rank  
out of 149 countries **97**  
score  
0.00 = imparity  
1.00 = parity **0.680**



## SCORE AT GLANCE

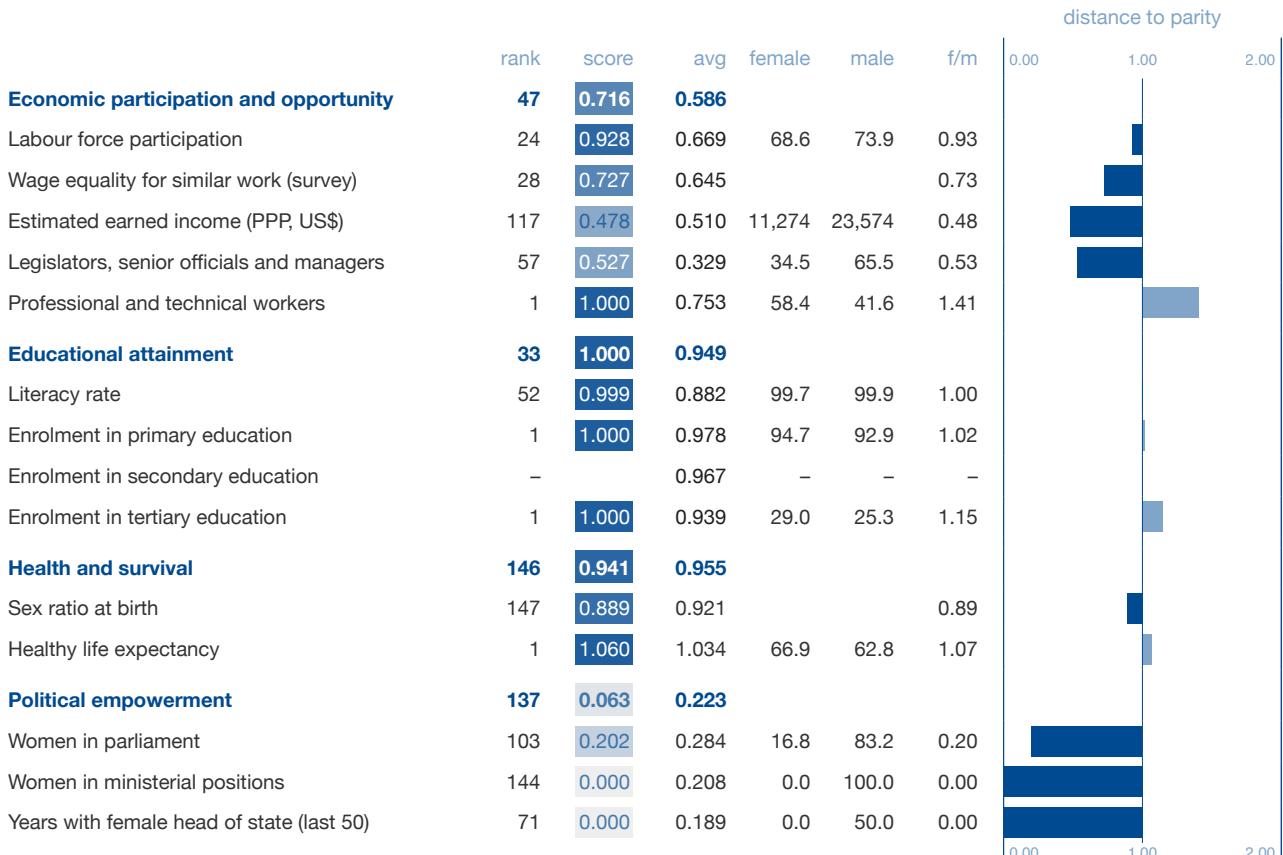


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 40.75    |
| GDP per capita (constant '11, intl. \$, PPP) | 15,847   |
| Total population (1,000s)                    | 9,725.38 |
| Population growth rate (%)                   | 1.01     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | -        |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>97</b> | <b>0.680</b> |
| Economic participation and opportunity | -         | -          | 47        | 0.716        |
| Educational attainment                 | -         | -          | 33        | 1.000        |
| Health and survival                    | -         | -          | 146       | 0.941        |
| Political empowerment                  | -         | -          | 137       | 0.063        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | 1039              |
| Youth not in employment or education                         | 12.4   | 7.0  | 1.78              | Length of maternity/paternity leave (days)                 | 126.0  | 0.0  |                   |
| Unemployed adults  | 5.9    | 4.1  | 1.44              | Wages paid during maternity/paternity leave                | 100.0  | –    |                   |
| Discouraged job seekers                                      | –      | –    | –                 | Provider of parental leave benefits                        |        |      | gov               |
| Workers in informal employment                               | –      | –    | –                 | Provider of maternity/paternity leave benefits             | gov    | –    |                   |
| High-skilled share of labour force                           | 13.2   | 13.6 | 0.97              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 23.5   | 14.3 | 1.64              | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 41.3   | 26.0 | 1.59              |  |        |      |                   |
| Own-account workers  | 20.7   | 22.6 | 0.92              | <b>Education and Skills</b>                                | female | male | value             |
| Work, minutes per day  | –      | –    | –                 | Out-of-school children                                     | 7.0    | 4.6  | 1.53              |
| Proportion of unpaid work per day                            | –      | –    | –                 | Primary education attainment, adults                       | 97.9   | 99.2 | 0.99              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, 25-54                        | –      | –    | –                 |
| Law mandates equal pay                                       |        |      | yes               | Primary education attainment, 65+                          | –      | –    | –                 |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.69 | Out-of-school youth  | –      | –    | –                 |
| Boards of publicly traded companies                          | –      | –    | –                 | Secondary education attainment, adults                     | 85.4   | 92.3 | 0.93              |
| Firms with female (co-)owners                                |        |      | 0.05              | Secondary education attainment, 25-54                      | –      | –    | –                 |
| Firms with female top managers                               |        |      | 0.02              | Secondary education attainment, 65+                        | –      | –    | –                 |
| Employers  | 10.7   | 26.0 | 0.41              | Tertiary education attainment, adults                      | 12.6   | 19.1 | 0.66              |
| R&D personnel  | –      | –    | –                 | Tertiary education attainment, age 25-54                   | –      | –    | –                 |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 65+                     | –      | –    | –                 |
| Hold an account at a financial institution                   | 25.9   | 32.6 | 0.79              | PhD graduates  | 0.0    | 0.0  | –                 |
| Women's access to financial services                         |        |      | part              | Individuals using the internet                             | –      | –    | –                 |
| Inheritance rights for daughters                             |        |      | yes               | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Women's access to land use, control and ownership            |        |      | yes               | Agri., Forestry, Fisheries and Veterinary                  | 1.0    | 1.8  | 0.57              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Arts and Humanities  | 11.5   | 6.2  | 1.87              |
| Mean monthly earnings (1,000s, local curr.)                  | 0.3    | 0.6  | 0.50              | Business, Admin. and Law                                   | 16.5   | 29.0 | 0.57              |
| <b>Political Leadership</b>                                  | female | male | value             | Education  | 39.6   | 9.1  | 4.35              |
| Year women received right to vote                            |        |      | 1918              | Engineering, Manuf. and Construction                       | 6.8    | 26.2 | 0.26              |
| Years since any women received voting rights                 |        |      | 99                | Health and Welfare   | 7.8    | 3.9  | 2.01              |
| Number of female heads of state to date                      |        |      | 0                 | Information and Comm. Technologies                         | 2.8    | 6.2  | 0.45              |
| Election list quotas for women, national                     |        |      | –                 | Natural Sci., Mathematics and Statistics                   | 5.1    | 3.2  | 1.60              |
| Election list quotas for women, local                        |        |      | –                 | Services   | 1.7    | 7.5  | 0.22              |
| Voluntary political party quotas                             |        |      | –                 | Social Sci., Journalism and Information                    | 6.7    | 6.9  | 0.97              |
| Seats held in upper house                                    | –      | –    | –                 | <b>Health</b>  | female | male | value             |
| <b>Family</b>  | female | male | value             | Mortality, children under age 5                            | 3.0    | 4.2  | <sup>1</sup> 0.72 |
| Average length of single life                                | 24.3   | 28.2 | 0.86              | Mortality, non-communicable diseases                       | 25.8   | 31.9 | <sup>1</sup> 0.81 |
| Proportion married by age 25                                 | 46.0   | 15.4 | 2.98              | Mortality, infectious and parasitic diseases               | 0.5    | 0.7  | <sup>1</sup> 0.65 |
| Mean age of women at birth of first child                    |        |      | 26                | Mortality, accidental injuries                             | 0.7    | 1.8  | <sup>1</sup> 0.39 |
| Average number of children per woman                         |        |      | 2.08              | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4  | <sup>1</sup> 0.22 |
| Women's unmet demand for family planning                     |        |      | 15.00             | Mortality, childbirth                                      |        |      | <sup>1</sup> 25   |
| Potential support ratio                                      |        |      | 12                | Legislation on domestic violence                           |        |      | yes               |
| Total dependency ratio                                       |        |      | 41                | Prevalence of gender violence in lifetime                  |        |      | 14.0              |
| Parity of parental rights in marriage                        |        |      | yes               | Law permits abortion to preserve a woman's physical health |        |      | yes               |
| Parity of parental rights after divorce                      |        |      | part              | Births attended by skilled health personnel                |        |      | –                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 66.10             |

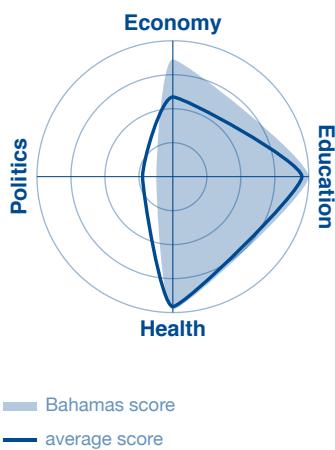
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Bahamas

rank  
out of 149 countries **30**  
score  
0.00 = imparity  
1.00 = parity **0.741**



## SCORE AT GLANCE

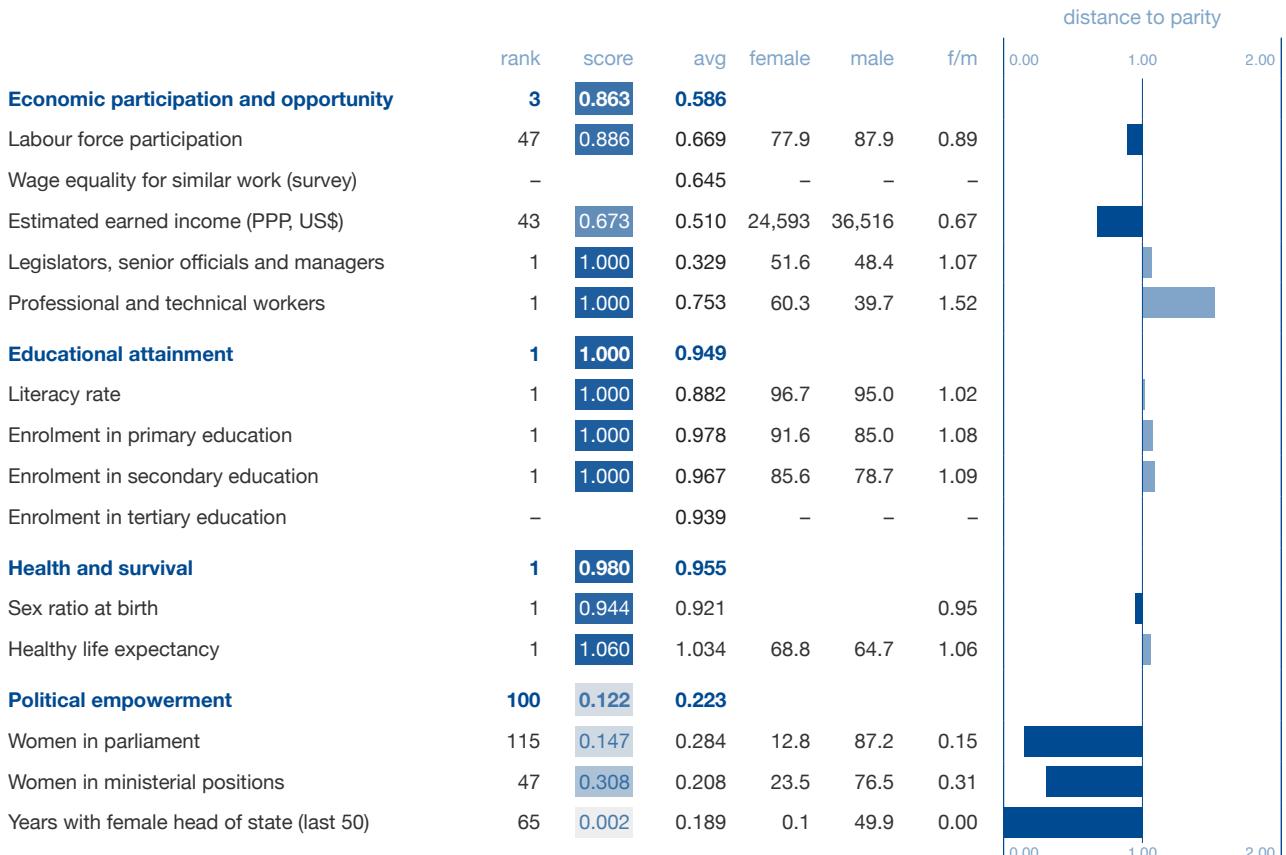


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 12.16  |
| GDP per capita (constant '11, intl. \$, PPP) | 27,718 |
| Total population (1,000s)                    | 391.23 |
| Population growth rate (%)                   | 1.02   |
| Population sex ratio (female/male)           | 1.04   |
| Human Capital Index score                    | -      |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>30</b> | <b>0.741</b> |
| Economic participation and opportunity | -         | -          | 3         | 0.863        |
| Educational attainment                 | -         | -          | 1         | 1.000        |
| Health and survival                    | -         | -          | 1         | 0.980        |
| Political empowerment                  | -         | -          | 100       | 0.122        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value          |  | female | male | value             |
|--|--------|------|----------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | yes            | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -              | Length of maternity/paternity leave (days)                 | 91.0   | 0.0  |                   |
| Unemployed adults  | 16.3   | 16.1 | 1.01           | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -              | Provider of maternity/paternity leave benefits             | dual   | -    |                   |
| High-skilled share of labour force                           | 13.3   | 7.0  | 1.90           | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 0.2    | 0.2  | 0.93           |  |        |      |                   |
| Own-account workers  | 17.9   | 12.5 | 1.43           |  |        |      |                   |
| Work, minutes per day  | -      | -    | -              |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -              |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value          | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no             | Out-of-school children                                     | 1.0    | 6.5  | 0.16              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> - | Primary education attainment, adults                       | 95.3   | 94.9 | 1.00              |
| Boards of publicly traded companies                          | -      | -    | -              | Primary education attainment, 25-54                        | 99.4   | 99.2 | 1.00              |
| Firms with female (co-)owners                                |        |      | 1.40           | Primary education attainment, 65+                          | 97.9   | 97.2 | 1.01              |
| Firms with female top managers                               |        |      | 0.50           | Out-of-school youth  | 6.4    | 10.0 | 0.64              |
| Employers  | -      | 0.2  | -              | Secondary education attainment, adults                     | 82.5   | 81.2 | 1.02              |
| R&D personnel  | -      | -    | -              | Secondary education attainment, 25-54                      | 95.8   | 95.6 | 1.00              |
| <b>Access to Assets</b>                                      | female | male | value          | Secondary education attainment, 65+                        | 78.7   | 78.6 | 1.00              |
| Hold an account at a financial institution                   | -      | -    | -              | Tertiary education attainment, adults                      | 17.5   | 12.7 | 1.38              |
| Women's access to financial services                         |        |      | -              | Tertiary education attainment, age 25-54                   | 30.0   | 19.4 | 1.54              |
| Inheritance rights for daughters                             |        |      | -              | Tertiary education attainment, age 65+                     | 16.0   | 18.4 | 0.87              |
| Women's access to land use, control and ownership            |        |      | -              | PhD graduates  | 0.4    | 0.5  | 0.74              |
| Women's access to non-land assets use, control and ownership |        |      | -              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value          | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Year women received right to vote                            |        |      | 1961           | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                 |
| Years since any women received voting rights                 |        |      | 56             | Arts and Humanities  | -      | -    | -                 |
| Number of female heads of state to date                      |        |      | 1              | Business, Admin. and Law                                   | -      | -    | -                 |
| Election list quotas for women, national                     |        |      | -              | Education  | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -              | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| Voluntary political party quotas                             |        |      | -              | Health and Welfare   | -      | -    | -                 |
| Seats held in upper house                                    | -      | -    | -              | Information and Comm. Technologies                         | -      | -    | -                 |
| <b>Family</b>  | female | male | value          | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Average length of single life                                | 27.9   | 30.6 | 0.91           | Services   | -      | -    | -                 |
| Proportion married by age 25                                 | 17.9   | 8.8  | 2.04           | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 29             |  |        |      |                   |
| Average number of children per woman                         |        |      | 1.77           | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | -              | Mortality, children under age 5                            | 0.0    | 0.0  | <sup>1</sup> 0.82 |
| Potential support ratio                                      |        |      | 8              | Mortality, non-communicable diseases                       | 0.9    | 1.0  | <sup>1</sup> 0.90 |
| Total dependency ratio                                       |        |      | 41             | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | <sup>1</sup> 0.56 |
| Parity of parental rights in marriage                        |        |      | -              | Mortality, accidental injuries                             | 0.0    | 0.1  | <sup>1</sup> 0.35 |
| Parity of parental rights after divorce                      |        |      | -              | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1  | <sup>1</sup> 0.19 |
|  |        |      |                | Mortality, childbirth                                      |        |      | <sup>1</sup> 80   |
|  |        |      |                | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                | Births attended by skilled health personnel                |        |      | 98.00             |
|  |        |      |                | Antenatal care, at least four visits                       |        |      | 85.00             |

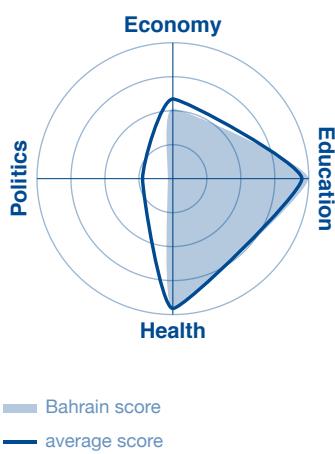
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Bahrain

rank  
out of 149 countries **132**  
  
**score**  
0.00 = impurity  
1.00 = parity **0.627**



## SCORE AT GLANCE

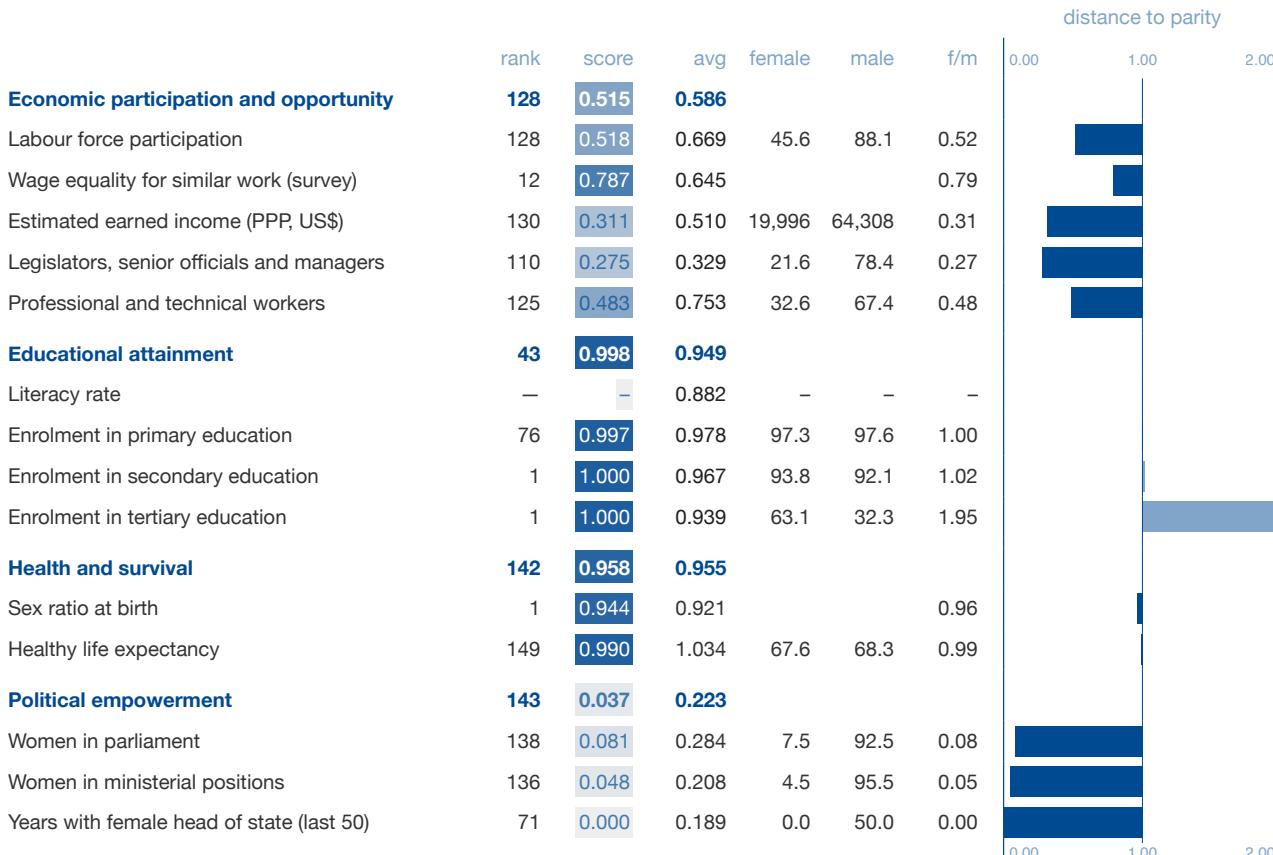


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 35.31    |
| GDP per capita (constant '11, intl. \$, PPP) | 43,291   |
| Total population (1,000s)                    | 1,425.17 |
| Population growth rate (%)                   | 4.74     |
| Population sex ratio (female/male)           | 0.61     |
| Human Capital Index score                    | 64.98    |

|  |            | 2006         | 2018       |
|--|------------|--------------|------------|
|  | rank       | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>102</b> | <b>0.589</b> | <b>132</b> |
| Economic participation and opportunity | 111        | 0.383        | 128        |
| Educational attainment                 | 54         | 0.989        | 43         |
| Health and survival                    | 104        | 0.962        | 142        |
| Political empowerment                  | 110        | 0.024        | 143        |
| rank out of                            | 115        |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 60.0   | 1.0   |                   |
| Unemployed adults  | 3.9    | 0.5  | 8.26              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 3.1    | 6.9  | 0.45              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 0.6    | 0.4  | 1.52              |  |        |       |                   |
| Own-account workers  | 0.3    | 0.6  | 0.52              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 1.5    | 2.5   | 0.62              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.75 | Primary education attainment, adults                       | 63.9   | 70.5  | 0.91              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 97.3   | 99.0  | 0.98              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 39.6   | 79.4  | 0.50              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 7.0    | 10.5  | 0.67              |
| Employers  | 2.2    | 0.4  | 5.27              | Secondary education attainment, adults                     | 45.2   | 40.6  | 1.11              |
| R&D personnel  | 42.2   | 57.8 | 0.73              | Secondary education attainment, 25-54                      | 84.9   | 81.9  | 1.04              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 15.7   | 51.4  | 0.31              |
| Hold an account at a financial institution                   | 66.7   | 90.2 | 0.74              | Tertiary education attainment, adults                      | 10.8   | 8.8   | 1.23              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 19.6   | 14.7  | 1.33              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 3.6    | 15.3  | 0.23              |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.1    | 0.2   | 0.59              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 98.2   | 94.6  | 1.04              |
| Mean monthly earnings (1,000s, local curr.)                  | 0.3    | 0.2  | 1.45              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |      | 1973              | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Years since any women received voting rights                 |        |      | 44                | Arts and Humanities  | 6.0    | 1.5   | 3.91              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 57.7   | 53.3  | 1.08              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 5.8    | 3.7   | 1.59              |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 5.7    | 18.8  | 0.30              |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | 8.2    | 5.4   | 1.51              |
| Seats held in upper house                                    | 40.8   | 59.2 | 0.69              | Information and Comm. Technologies                         | 5.1    | 8.2   | 0.62              |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 2.4    | 0.8   | 3.01              |
| Average length of single life                                | 26.3   | 30.0 | 0.88              | Services   | 2.9    | 1.5   | 1.94              |
| Proportion married by age 25                                 | 34.9   | 13.5 | 2.59              | Social Sci., Journalism and Information                    | 5.2    | 5.2   | 1.01              |
| Mean age of women at birth of first child                    |        |      | 30                | <b>Health</b>  | female | male  | value             |
| Average number of children per woman                         |        |      | 2.03              | Mortality, children under age 5                            | 0.1    | 0.1   | <sup>1</sup> 0.88 |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, non-communicable diseases                       | 1.1    | 1.6   | <sup>1</sup> 0.73 |
| Potential support ratio                                      |        |      | 33                | Mortality, infectious and parasitic diseases               | 0.0    | 0.0   | <sup>1</sup> 0.40 |
| Total dependency ratio                                       |        |      | 29                | Mortality, accidental injuries                             | 0.0    | 0.2   | <sup>1</sup> 0.23 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1   | <sup>1</sup> 0.17 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, childbirth                                      |        |       | <sup>1</sup> 15   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 100.00            |

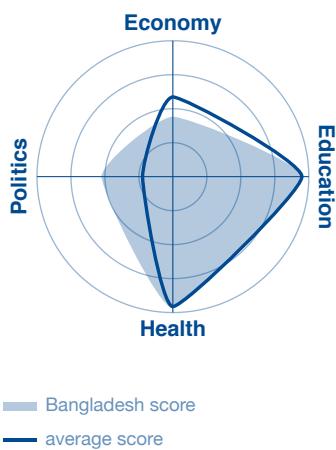
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Bangladesh

rank  
out of 149 countries **48**  
score  
0.00 = imparity  
1.00 = parity **0.721**



## SCORE AT GLANCE

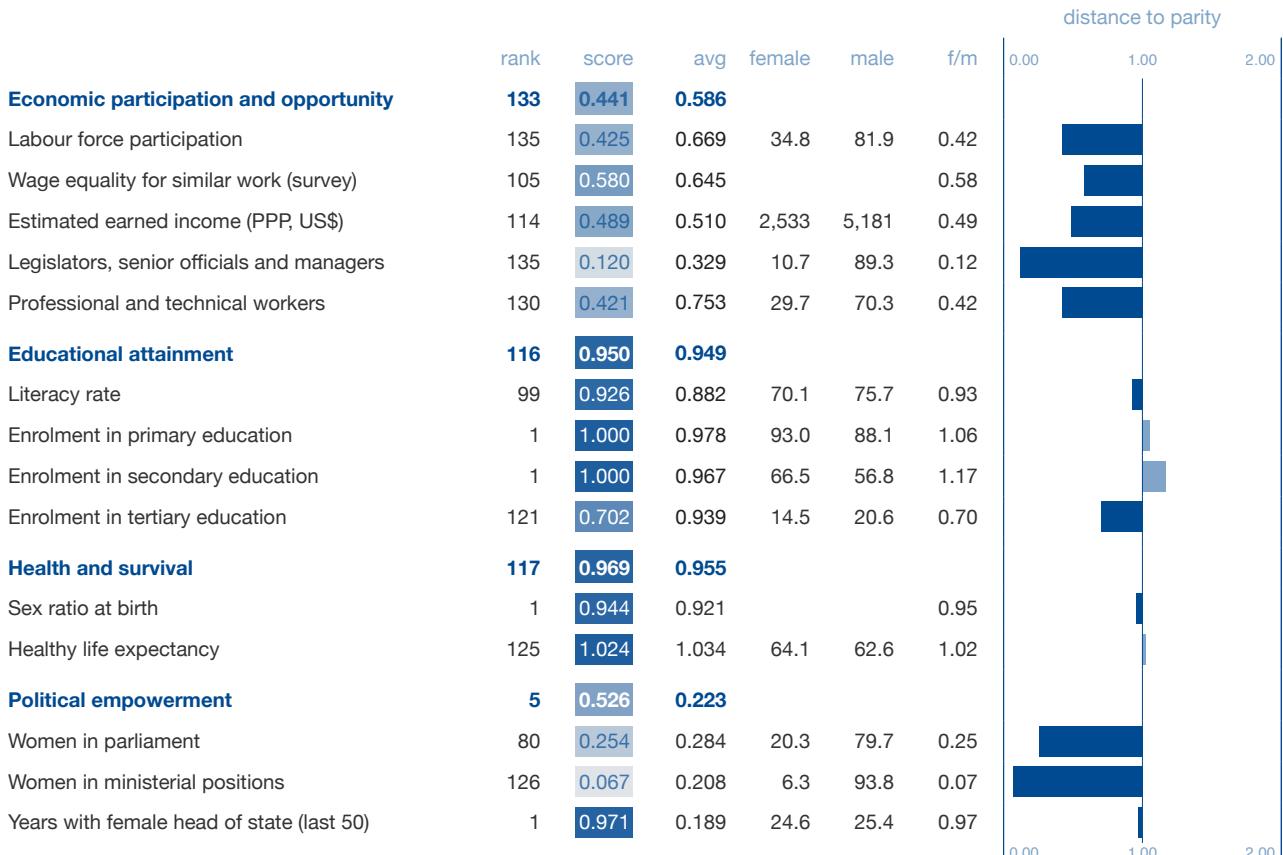


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 249.72     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,524      |
| Total population (1,000s)                    | 162,951.56 |
| Population growth rate (%)                   | 1.04       |
| Population sex ratio (female/male)           | 0.98       |
| Human Capital Index score                    | 51.75      |

| Global Gender Gap score                |           |              | rank out of |              |
|--|-----------|--------------|-------------|--------------|
|  | rank      | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>91</b> | <b>0.627</b> | <b>48</b>   | <b>0.721</b> |
| Economic participation and opportunity | 107       | 0.423        | 133         | 0.441        |
| Educational attainment                 | 95        | 0.868        | 116         | 0.950        |
| Health and survival                    | 113       | 0.950        | 117         | 0.969        |
| Political empowerment                  | 17        | 0.267        | 5           | 0.526        |
| rank out of                            | 115       |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 30.7   | 8.8  | 3.47              | Length of maternity/paternity leave (days)                 | 112.0  | -     | -                 |
| Unemployed adults  | 7.4    | 3.2  | 2.35              | Wages paid during maternity/paternity leave                | 100.0  | -     | -                 |
| Discouraged job seekers                                      | 64.2   | 35.8 | 1.79              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 87.7   | 80.7 | 1.09              | Provider of maternity/paternity leave benefits             | empl   | -     | -                 |
| High-skilled share of labour force                           | 1.2    | 4.4  | 0.27              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 29.4   | 6.1  | 4.85              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 37.6   | 4.6  | 8.12              |  |        |       |                   |
| Own-account workers  | 33.1   | 47.6 | 0.70              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 0.0    | 9.9   | 0.00              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.57 | Primary education attainment, adults                       | 41.5   | 52.9  | 0.79              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 67.7   | 75.5  | 0.90              |
| Firms with female (co-)owners                                |        |      | 0.15              | Primary education attainment, 65+                          | 23.7   | 59.3  | 0.40              |
| Firms with female top managers                               |        |      | 0.05              | Out-of-school youth  | 53.3   | 55.5  | 0.96              |
| Employers  | 0.4    | 4.6  | 0.08              | Secondary education attainment, adults                     | 13.4   | 20.8  | 0.64              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 39.2   | 51.9  | 0.75              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 6.3    | 35.9  | 0.18              |
| Hold an account at a financial institution                   | 25.2   | 32.9 | 0.77              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 10.7   | 20.6  | 0.52              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.9    | 12.7  | 0.07              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 5.1    | 8.2   | 0.62              |
| Mean monthly earnings (1,000s, local curr.)                  | 12.1   | 13.1 | 0.92              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1935              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 82                | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 1.2   | 0.35              |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | 37.1   | 29.8  | 1.24              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 12.9   | 28.9  | 0.45              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 8.1    | 1.7   | 4.78              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 0.2    | 4.5   | 0.05              |
| Seats held in upper house                                    | 31.1   | 68.9 | 0.45              | Health and Welfare   | 1.6    | 2.3   | 0.69              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.2    | 2.0   | 0.08              |
| Average length of single life                                | 18.6   | 25.2 | 0.74              | Natural Sci., Mathematics and Statistics                   | 9.4    | 13.9  | 0.67              |
| Proportion married by age 25                                 | 84.0   | 30.7 | 2.74              | Services   | 0.0    | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 25                | Social Sci., Journalism and Information                    | 28.2   | 15.6  | 1.81              |
| Average number of children per woman                         |        |      | 2.10              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 14.00             | Mortality, children under age 5                            | 52.9   | 64.1  | <sup>1</sup> 0.83 |
| Potential support ratio                                      |        |      | 13                | Mortality, non-communicable diseases                       | 270.9  | 306.5 | <sup>1</sup> 0.88 |
| Total dependency ratio                                       |        |      | 51                | Mortality, infectious and parasitic diseases               | 45.4   | 72.5  | <sup>1</sup> 0.63 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 18.4   | 36.1  | <sup>1</sup> 0.51 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 6.8    | 6.7   | <sup>1</sup> 1.02 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 176  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 53.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 42.10             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 31.20             |

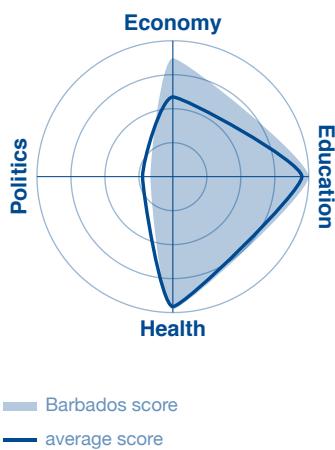
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Barbados

rank  
out of 149 countries **21**  
score  
0.00 = imparity  
1.00 = parity **0.753**



## SCORE AT GLANCE

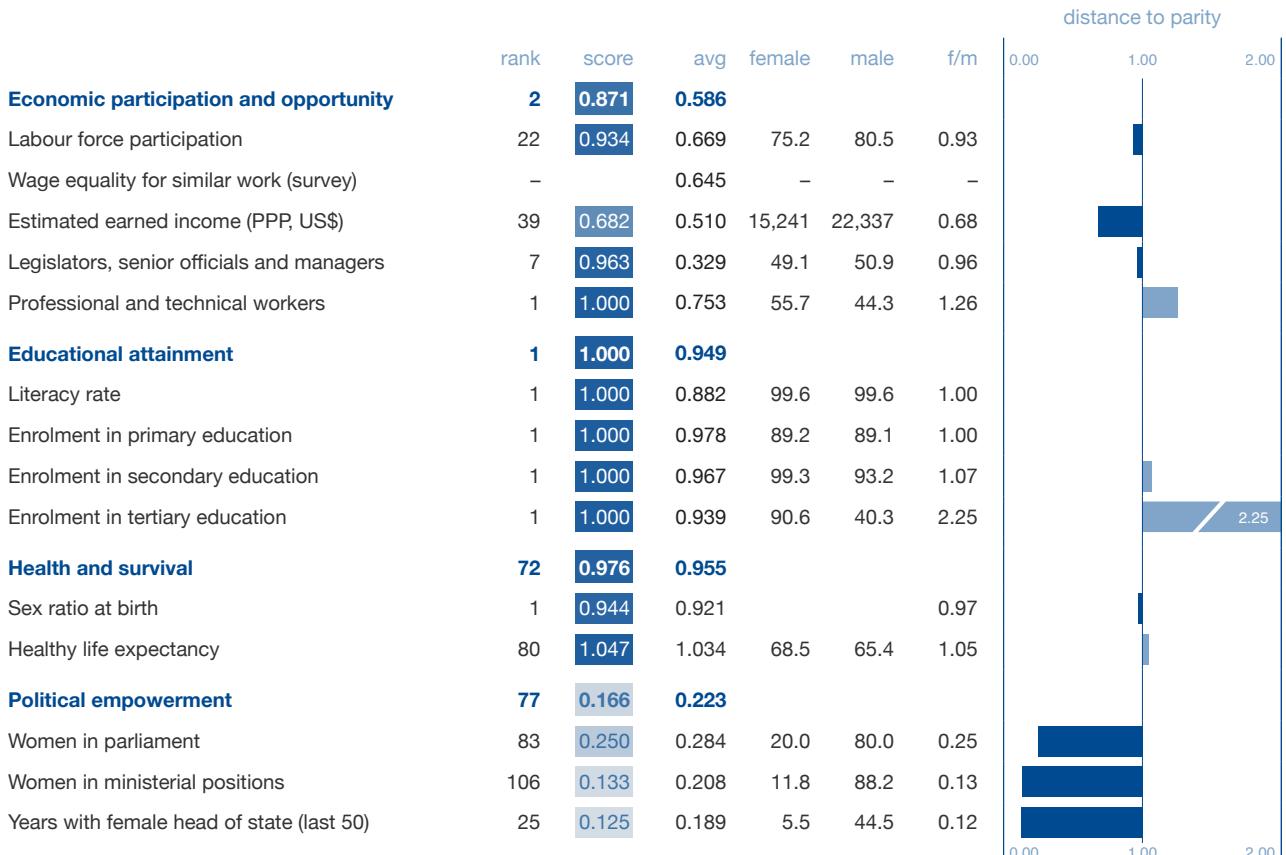


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 4.80   |
| GDP per capita (constant '11, intl. \$, PPP) | 16,978 |
| Total population (1,000s)                    | 285.00 |
| Population growth rate (%)                   | 0.24   |
| Population sex ratio (female/male)           | 1.09   |
| Human Capital Index score                    | 59.21  |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>21</b> | <b>0.753</b> |
| Economic participation and opportunity | —         | —          | 2         | 0.871        |
| Educational attainment                 | —         | —          | 1         | 1.000        |
| Health and survival                    | —         | —          | 72        | 0.976        |
| Political empowerment                  | —         | —          | 77        | 0.166        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>                                    |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                |        |      | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)     | 84.0   | -    |        |
| Unemployed adults  | 10.3   | 12.4 | 0.84  | Wages paid during maternity/paternity leave    | 100.0  | -    |        |
| Discouraged job seekers                                      | -      | -    | -     | Provider of parental leave benefits            |        |      | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits | gov    | -    |        |
| High-skilled share of labour force                           | -      | -    | -     | Government supports or provides childcare      |        |      | yes    |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance            |        |      | no     |
| Contributing family workers                                  | 0.2    | 0.0  | -     |  |        |      |        |
| Own-account workers  | 11.1   | 20.3 | 0.55  |  |        |      |        |
| Work, minutes per day  | -      | -    | -     | <b>Education and Skills</b>                    |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -     | Out-of-school children                         | 7.5    | 9.4  | 0.80   |
| <b>Economic Leadership</b>                                   | female | male | value | Primary education attainment, adults           | 86.4   | 86.4 | 1.00   |
| Law mandates equal pay                                       |        |      | no    | Primary education attainment, 25-54            | 97.0   | 97.0 | 1.00   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, 65+              | 85.1   | 84.9 | 1.00   |
| Boards of publicly traded companies                          | -      | -    | -     | Out-of-school youth                            | 1.7    | 4.1  | 0.42   |
| Firms with female (co-)owners                                |        |      | 0.77  | Secondary education attainment, adults         | 25.4   | 22.9 | 1.11   |
| Firms with female top managers                               |        |      | 0.34  | Secondary education attainment, 25-54          | 30.9   | 22.6 | 1.36   |
| Employers  | 0.6    | 0.0  | -     | Secondary education attainment, 65+            | 23.5   | 23.0 | 1.02   |
| R&D personnel  | -      | -    | -     | Tertiary education attainment, adults          | -      | -    | -      |
| <b>Access to Assets</b>                                      | female | male | value | Tertiary education attainment, age 25-54       | 2.7    | 0.8  | 3.30   |
| Hold an account at a financial institution                   | -      | -    | -     | Tertiary education attainment, age 65+         | 0.6    | 0.6  | 1.01   |
| Women's access to financial services                         |        |      | -     | PhD graduates                                  | -      | -    | -      |
| Inheritance rights for daughters                             |        |      | -     | Individuals using the internet                 | -      | -    | -      |
| Women's access to land use, control and ownership            |        |      | -     |  |        |      |        |
| Women's access to non-land assets use, control and ownership |        |      | -     | <b>Graduates by Degree Type</b>                |        |      |        |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -     | Agri., Forestry, Fisheries and Veterinary      | -      | -    | -      |
| <b>Political Leadership</b>                                  | female | male | value | Arts and Humanities                            | -      | -    | -      |
| Year women received right to vote                            |        |      | 1950  | Business, Admin. and Law                       | -      | -    | -      |
| Years since any women received voting rights                 |        |      | 67    | Education                                      | -      | -    | -      |
| Number of female heads of state to date                      |        |      | 1     | Engineering, Manuf. and Construction           | -      | -    | -      |
| Election list quotas for women, national                     |        |      | -     | Health and Welfare                             | -      | -    | -      |
| Election list quotas for women, local                        |        |      | -     | Information and Comm. Technologies             | -      | -    | -      |
| Voluntary political party quotas                             |        |      | -     | Natural Sci., Mathematics and Statistics       | -      | -    | -      |
| Seats held in upper house                                    | -      | -    | -     | Services                                       | -      | -    | -      |
| <b>Family</b>  | female | male | value | Social Sci., Journalism and Information        | -      | -    | -      |
| Average length of single life                                | 31.8   | 34.3 | 0.93  |  |        |      |        |
| Proportion married by age 25                                 | -      | -    | -     | <b>Health</b>                                  |        |      |        |
| Mean age of women at birth of first child                    |        |      | 29    | Mortality, children under age 5                | 0.0    | 0.0  | 1 0.81 |
| Average number of children per woman                         |        |      | 1.80  | Mortality, non-communicable diseases           | 1.3    | 1.3  | 1 1.02 |
| Women's unmet demand for family planning                     |        |      | -     | Mortality, infectious and parasitic diseases   | 0.0    | 0.1  | 1 0.54 |
| Potential support ratio                                      |        |      | 5     | Mortality, accidental injuries                 | 0.0    | 0.1  | 1 0.86 |
| Total dependency ratio                                       |        |      | 51    | Mortality, intentional injuries, self-harm     | 0.0    | 0.0  | 1 0.43 |
| Parity of parental rights in marriage                        |        |      | -     | Mortality, childbirth                          |        |      | 1 27   |
| Parity of parental rights after divorce                      |        |      | -     | Legislation on domestic violence               |        |      | yes    |

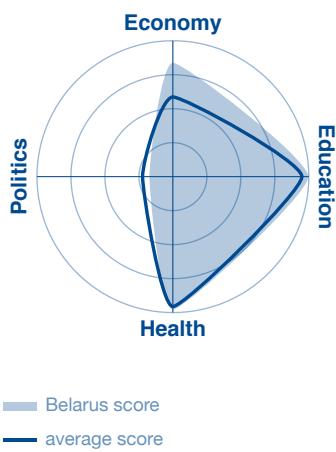
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Belarus

rank  
out of 149 countries **28**  
score  
0.00 = imparity  
1.00 = parity **0.747**



## SCORE AT GLANCE

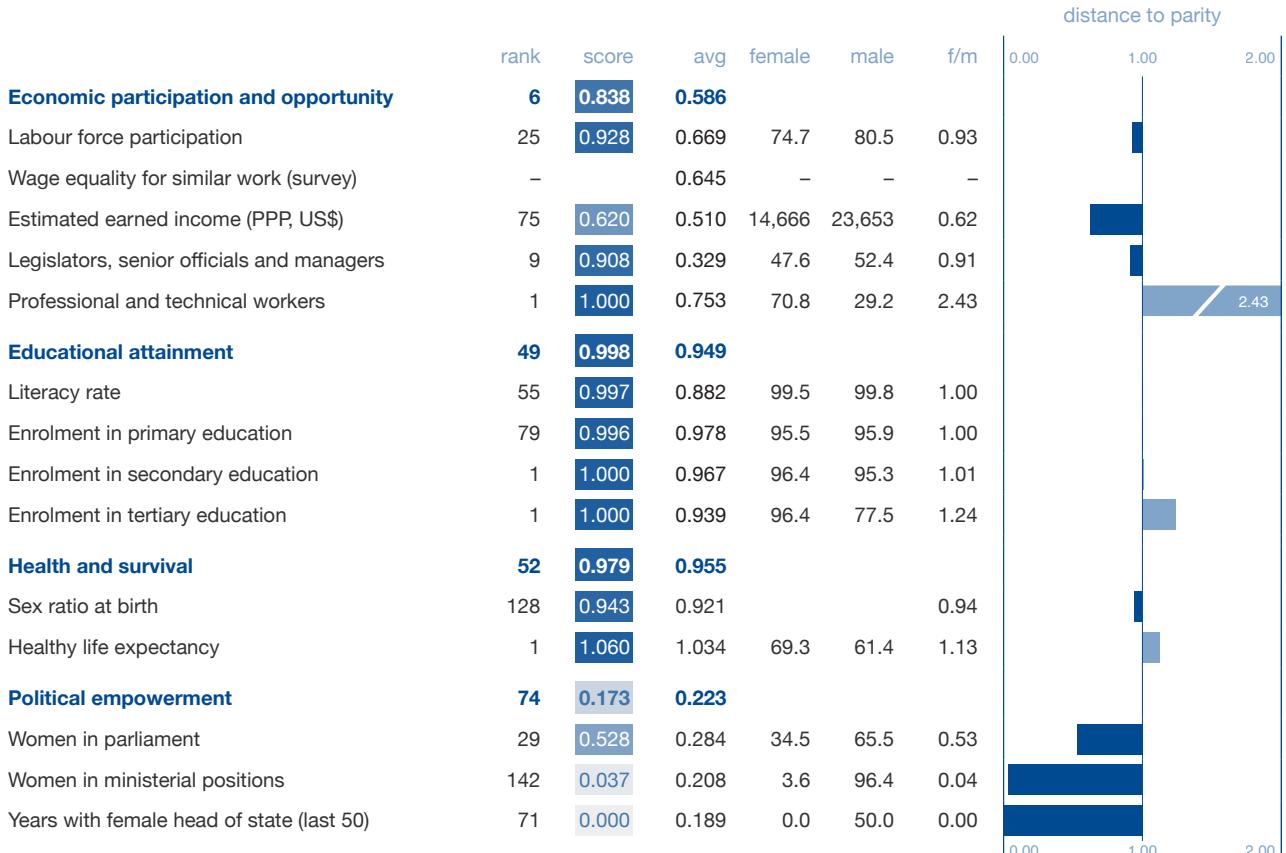


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 54.44    |
| GDP per capita (constant '11, intl. \$, PPP) | 17,168   |
| Total population (1,000s)                    | 9,480.04 |
| Population growth rate (%)                   | -0.15    |
| Population sex ratio (female/male)           | 1.15     |
| Human Capital Index score                    | -        |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>28</b> | <b>0.747</b> |
| Economic participation and opportunity | -         | -          | 6         | 0.838        |
| Educational attainment                 | -         | -          | 49        | 0.998        |
| Health and survival                    | -         | -          | 52        | 0.979        |
| Political empowerment                  | -         | -          | 74        | 0.173        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |      | 1095   |
| Youth not in employment or education                         | 13.8   | 10.5 | 1.31  | Length of maternity/paternity leave (days)                 | 126.0  | –    |        |
| Unemployed adults  | 0.7    | 1.2  | 0.58  | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 38.0   | 62.0 | 0.61  | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | –      | –    | –     | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 13.5   | 10.8 | 1.25  | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | –      | –    | –     | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.1    | 0.1  | 0.97  |  |        |      |        |
| Own-account workers  | 1.6    | 2.4  | 0.68  |  |        |      |        |
| Work, minutes per day  | –      | –    | –     |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –     |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | yes   | Out-of-school children                                     | 3.6    | 5.1  | 0.70   |
| Advancement of women to leadership roles                     |        | 2    | –     | Primary education attainment, adults                       | 98.6   | 99.6 | 0.99   |
| Boards of publicly traded companies                          | –      | –    | –     | Primary education attainment, 25-54                        | –      | –    | –      |
| Firms with female (co-)owners                                |        |      | 0.77  | Primary education attainment, 65+                          | –      | –    | –      |
| Firms with female top managers                               |        |      | 0.49  | Out-of-school youth  | 1.0    | 3.4  | 0.29   |
| Employers  | 0.7    | 0.1  | 7.77  | Secondary education attainment, adults                     | 82.5   | 87.8 | 0.94   |
| R&D personnel  | –      | –    | –     | Secondary education attainment, 25-54                      | –      | –    | –      |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | –      | –    | –      |
| Hold an account at a financial institution                   | 72.0   | 72.0 | 1.00  | Tertiary education attainment, adults                      | –      | –    | –      |
| Women's access to financial services                         |        |      | yes   | Tertiary education attainment, age 25-54                   | –      | –    | –      |
| Inheritance rights for daughters                             |        |      | yes   | Tertiary education attainment, age 65+                     | –      | –    | –      |
| Women's access to land use, control and ownership            |        |      | yes   | PhD graduates  | –      | –    | –      |
| Women's access to non-land assets use, control and ownership |        |      | yes   | Individuals using the internet                             | –      | –    | –      |
| Mean monthly earnings (1,000s, local curr.)                  | 0.7    | 0.9  | 0.78  |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |      |        |
| Year women received right to vote                            |        |      | 1918  | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 99    | Agri., Forestry, Fisheries and Veterinary                  | 4.0    | 4.9  | 0.81   |
| Number of female heads of state to date                      |        |      | 0     | Arts and Humanities  | 7.1    | 2.9  | 2.48   |
| Election list quotas for women, national                     |        |      | –     | Business, Admin. and Law                                   | 43.9   | 20.0 | 2.19   |
| Election list quotas for women, local                        |        |      | –     | Education  | 12.4   | 5.9  | 2.12   |
| Voluntary political party quotas                             |        |      | –     | Engineering, Manuf. and Construction                       | 10.6   | 47.8 | 0.22   |
| Seats held in upper house                                    | 43.8   | 56.3 | 0.78  | Health and Welfare   | 9.0    | 2.2  | 4.12   |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | 1.8    | 7.6  | 0.24   |
| Average length of single life                                | 22.5   | 24.8 | 0.91  | Natural Sci., Mathematics and Statistics                   | 2.9    | 2.6  | 1.11   |
| Proportion married by age 25                                 | 57.9   | 36.9 | 1.57  | Services   | 3.8    | 4.6  | 0.83   |
| Mean age of women at birth of first child                    |        |      | 29    | Social Sci., Journalism and Information                    | 4.8    | 1.5  | 3.23   |
| Average number of children per woman                         |        |      | 1.70  | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | 27.00 | Mortality, children under age 5                            | 0.2    | 0.3  | 1 0.73 |
| Potential support ratio                                      |        |      | 5     | Mortality, non-communicable diseases                       | 58.9   | 53.6 | 1 1.10 |
| Total dependency ratio                                       |        |      | 45    | Mortality, infectious and parasitic diseases               | 0.7    | 1.6  | 1 0.42 |
| Parity of parental rights in marriage                        |        |      | yes   | Mortality, accidental injuries                             | 1.8    | 6.3  | 1 0.29 |
| Parity of parental rights after divorce                      |        |      | part  | Mortality, intentional injuries, self-harm                 | 0.5    | 2.2  | 1 0.24 |
|  |        |      |       | Mortality, childbirth                                      |        |      | 1 4    |
|  |        |      |       | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |      | 25.0   |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |       | Births attended by skilled health personnel                |        |      | 100.00 |
|  |        |      |       | Antenatal care, at least four visits                       |        |      | 99.70  |

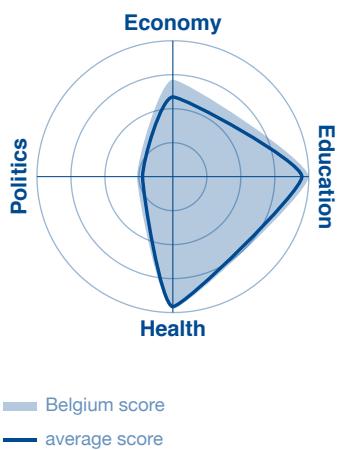
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Belgium

rank  
out of 149 countries **32**  
score  
0.00 = imparity  
1.00 = parity **0.738**



## SCORE AT GLANCE

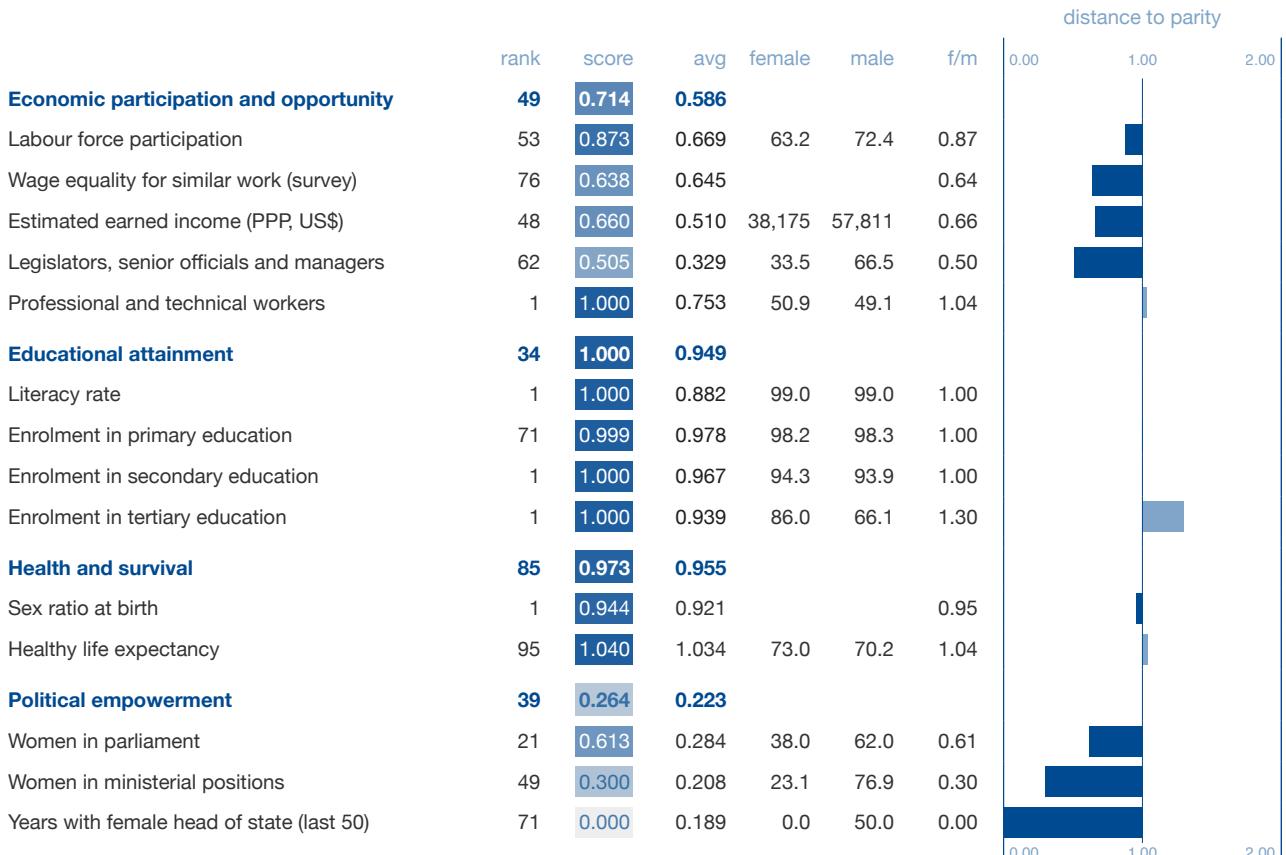


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 492.68    |
| GDP per capita (constant '11, intl. \$, PPP) | 42,659    |
| Total population (1,000s)                    | 11,358.38 |
| Population growth rate (%)                   | 0.61      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 72.46     |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>20</b> | <b>0.708</b> | <b>32</b> | <b>0.738</b> |
| Economic participation and opportunity | 54        | 0.620        | 49        | 0.714        |
| Educational attainment                 | 1         | 1.000        | 34        | 1.000        |
| Health and survival                    | 1         | 0.980        | 85        | 0.973        |
| Political empowerment                  | 19        | 0.232        | 39        | 0.264        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 120    |
| Youth not in employment or education                         | 11.8   | 12.5  | 0.94   | Length of maternity/paternity leave (days)                 | 105.0  | 10.0  |        |
| Unemployed adults  | 7.6    | 8.1   | 0.94   | Wages paid during maternity/paternity leave                | 77.0   | 80.0  |        |
| Discouraged job seekers                                      | 33.2   | 66.8  | 0.50   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | dual  |        |
| High-skilled share of labour force                           | 22.5   | 19.7  | 1.14   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 40.9   | 18.4  | 2.23   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 1.2    | 0.5   | 2.61   |  |        |       |        |
| Own-account workers  | 7.1    | 12.3  | 0.58   |  |        |       |        |
| Work, minutes per day  | 434.0  | 416.4 | 1.04   |  |        |       |        |
| Proportion of unpaid work per day                            | 56.5   | 36.2  | 1.56   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.7    | 0.8   | 0.85   |
| Advancement of women to leadership roles                     |        |       | 2 0.69 | Primary education attainment, adults                       | 94.3   | 95.9  | 0.98   |
| Boards of publicly traded companies                          | 27.0   | 73.0  | 0.37   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 0.1    | 0.5   | 0.30   |
| Employers  | 2.3    | 0.5   | 5.12   | Secondary education attainment, adults                     | 64.7   | 67.8  | 0.95   |
| R&D personnel  | 27.4   | 72.6  | 0.38   | Secondary education attainment, 25-54                      | 91.1   | 91.8  | 0.99   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 61.5   | 70.3  | 0.87   |
| Hold an account at a financial institution                   | 99.5   | 96.7  | 1.03   | Tertiary education attainment, adults                      | 32.5   | 30.9  | 1.05   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 43.8   | 34.8  | 1.26   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 15.8   | 22.5  | 0.70   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.4    | 0.8   | 0.48   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 84.3   | 85.8  | 0.98   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.6    | 3.3   | 0.78   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1919   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 98     | Agri., Forestry, Fisheries and Veterinary                  | 2.2    | 2.5   | 0.90   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 11.4   | 9.8   | 1.17   |
| Election list quotas for women, national                     |        |       | 50     | Business, Admin. and Law                                   | 16.2   | 21.3  | 0.76   |
| Election list quotas for women, local                        |        |       | 50     | Education  | 12.0   | 4.6   | 2.58   |
| Voluntary political party quotas                             |        |       | no     | Engineering, Manuf. and Construction                       | 5.0    | 23.7  | 0.21   |
| Seats held in upper house                                    | 22.5   | 77.5  | 0.29   | Health and Welfare   | 32.3   | 14.8  | 2.18   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.2    | 4.0   | 0.05   |
| Average length of single life                                | 26.3   | 28.6  | 0.92   | Natural Sci., Mathematics and Statistics                   | 2.7    | 5.2   | 0.52   |
| Proportion married by age 25                                 | 27.1   | 13.5  | 2.01   | Services   | 1.3    | 1.8   | 0.71   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 13.5   | 8.9   | 1.52   |
| Average number of children per woman                         |        |       | 1.79   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | 3.00   | Mortality, children under age 5                            | 0.2    | 0.3   | 1 0.77 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 48.0   | 45.6  | 1 1.05 |
| Total dependency ratio                                       |        |       | 55     | Mortality, infectious and parasitic diseases               | 0.8    | 0.7   | 1 1.13 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 2.2    | 2.4   | 1 0.92 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.8    | 1.7   | 1 0.46 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 7    |
|  |        |       |        | Legislation on domestic violence                           |        |       | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 24.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –      |

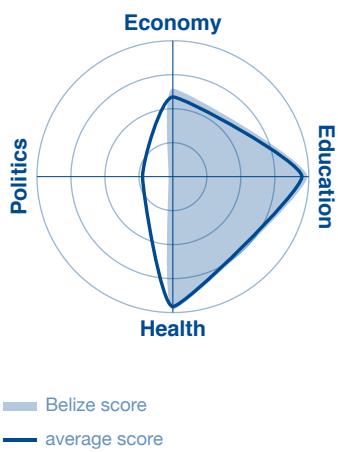
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Belize

rank  
out of 149 countries **111**  
score  
0.00 = imparity  
1.00 = parity **0.662**



## SCORE AT GLANCE

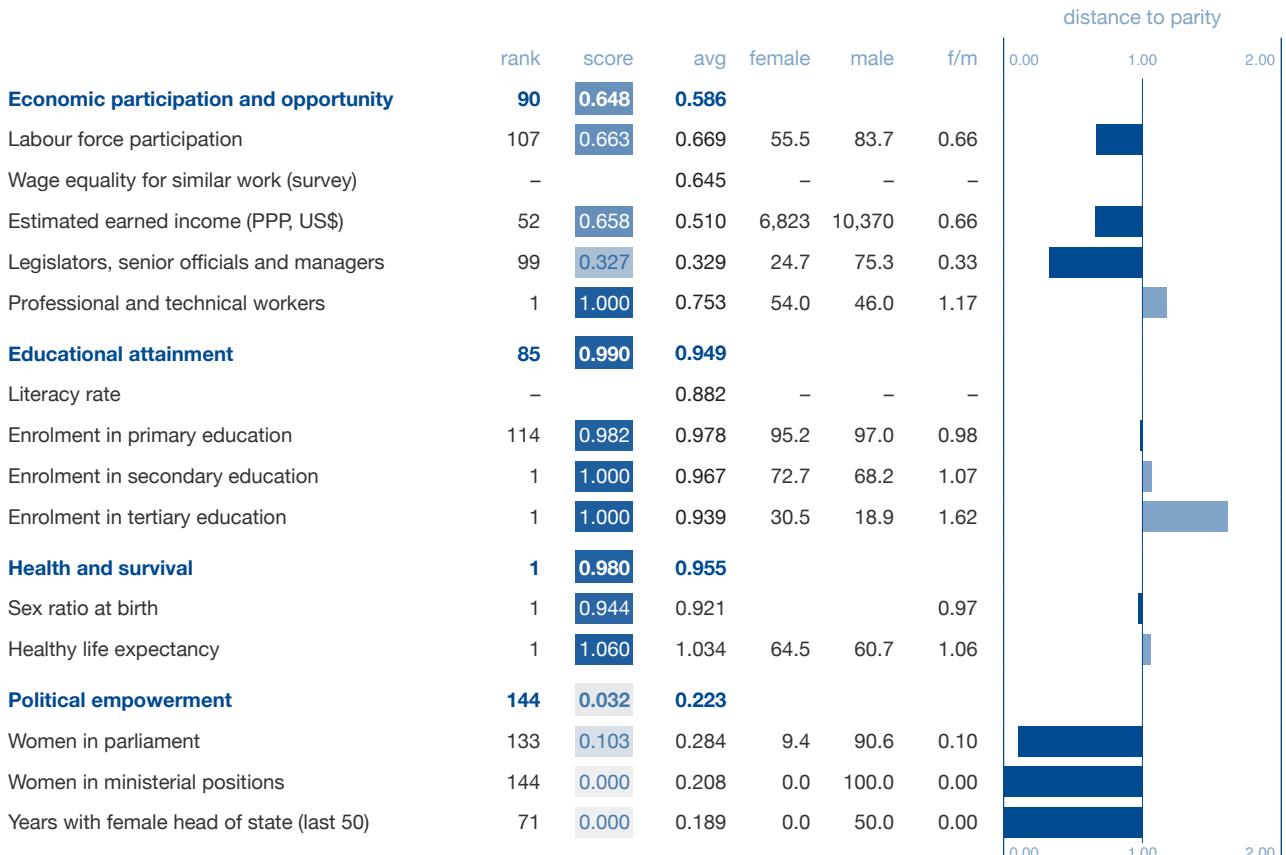


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 1.84   |
| GDP per capita (constant '11, intl. \$, PPP) | 7,824  |
| Total population (1,000s)                    | 366.95 |
| Population growth rate (%)                   | 2.07   |
| Population sex ratio (female/male)           | 1.01   |
| Human Capital Index score                    | —      |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>111</b> | <b>0.662</b> |
| Economic participation and opportunity | —         | —          | 90         | 0.648        |
| Educational attainment                 | —         | —          | 85         | 0.990        |
| Health and survival                    | —         | —          | 1          | 0.980        |
| Political empowerment                  | —         | —          | 144        | 0.032        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | 10.1   | 6.6  | 1.53  | Length of maternity/paternity leave (days)                 | 98.0   | -    |        |
| Unemployed adults  | 15.1   | 6.8  | 2.22  | Wages paid during maternity/paternity leave                | 80.0   | -    |        |
| Discouraged job seekers                                      | 74.6   | 25.2 | 2.96  | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | gov    | -    |        |
| High-skilled share of labour force                           | 3.1    | 2.5  | 1.22  | Government supports or provides childcare                  |        |      | no     |
| Workers employed part-time                                   | 19.2   | 11.2 | 1.71  | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 4.8    | 3.5  | 1.36  |  |        |      |        |
| Own-account workers  | 25.4   | 20.3 | 1.25  |  |        |      |        |
| Work, minutes per day  | -      | -    | -     |  |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 1.3    | 0.3  | 4.06   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | 99.8   | 99.8 | 1.00   |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 97.1   | 96.9 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.44  | Primary education attainment, 65+                          | 85.9   | 86.0 | 1.00   |
| Firms with female top managers                               |        |      | 0.34  | Out-of-school youth  | 37.0   | 39.5 | 0.94   |
| Employers  | 3.8    | 3.5  | 1.06  | Secondary education attainment, adults                     | 37.3   | 36.4 | 1.02   |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | 36.6   | 32.4 | 1.13   |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 14.1   | 17.5 | 0.81   |
| Hold an account at a financial institution                   | 52.3   | 44.1 | 1.19  | Tertiary education attainment, adults                      | -      | -    | -      |
| Women's access to financial services                         |        |      | -     | Tertiary education attainment, age 25-54                   | 16.6   | 14.8 | 1.12   |
| Inheritance rights for daughters                             |        |      | -     | Tertiary education attainment, age 65+                     | 7.4    | 9.1  | 0.81   |
| Women's access to land use, control and ownership            |        |      | -     | PhD graduates  | -      | -    | -      |
| Women's access to non-land assets use, control and ownership |        |      | -     | Individuals using the internet                             | -      | -    | -      |
| Mean monthly earnings (1,000s, local curr.)                  | 1.2    | 1.2  | 0.99  |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |      |        |
| Year women received right to vote                            |        |      | 1954  | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 63    | Agri., Forestry, Fisheries and Veterinary                  | 1.1    | 3.6  | 0.30   |
| Number of female heads of state to date                      |        |      | 0     | Arts and Humanities  | 3.2    | 2.3  | 1.39   |
| Election list quotas for women, national                     |        |      | -     | Business, Admin. and Law                                   | 41.7   | 34.3 | 1.22   |
| Election list quotas for women, local                        |        |      | -     | Education  | 21.0   | 7.6  | 2.77   |
| Voluntary political party quotas                             |        |      | -     | Engineering, Manuf. and Construction                       | 0.2    | 3.3  | 0.06   |
| Seats held in upper house                                    | -      | -    | -     | Health and Welfare   | 4.7    | 3.6  | 1.29   |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | 1.3    | 9.6  | 0.13   |
| Average length of single life                                | 28.6   | 30.1 | 0.95  | Natural Sci., Mathematics and Statistics                   | 10.3   | 16.5 | 0.62   |
| Proportion married by age 25                                 | 19.5   | 10.7 | 1.83  | Services   | 6.3    | 11.5 | 0.55   |
| Mean age of women at birth of first child                    |        |      | 27    | Social Sci., Journalism and Information                    | 3.4    | 2.6  | 1.29   |
| Average number of children per woman                         |        |      | 2.51  | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | -     | Mortality, children under age 5                            | 0.1    | 0.1  | 1 0.77 |
| Potential support ratio                                      |        |      | 17    | Mortality, non-communicable diseases                       | 0.6    | 0.8  | 1 0.83 |
| Total dependency ratio                                       |        |      | 56    | Mortality, infectious and parasitic diseases               | 0.1    | 0.1  | 1 0.69 |
| Parity of parental rights in marriage                        |        |      | -     | Mortality, accidental injuries                             | 0.0    | 0.1  | 1 0.27 |
| Parity of parental rights after divorce                      |        |      | -     | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1  | 1 0.22 |
|  |        |      |       | Mortality, childbirth                                      |        |      | 1 28   |
|  |        |      |       | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |      | -      |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |       | Births attended by skilled health personnel                |        |      | -      |
|  |        |      |       | Antenatal care, at least four visits                       |        |      | 83.10  |

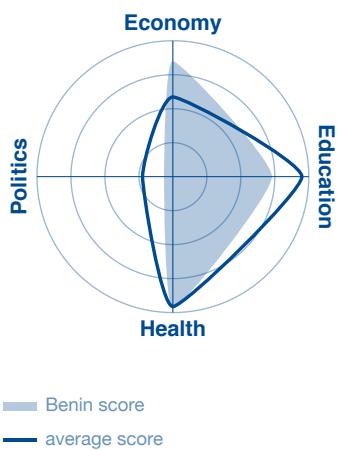
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Benin

rank  
out of 149 countries **118**  
score  
0.00 = imparity  
1.00 = parity **0.654**



## SCORE AT GLANCE

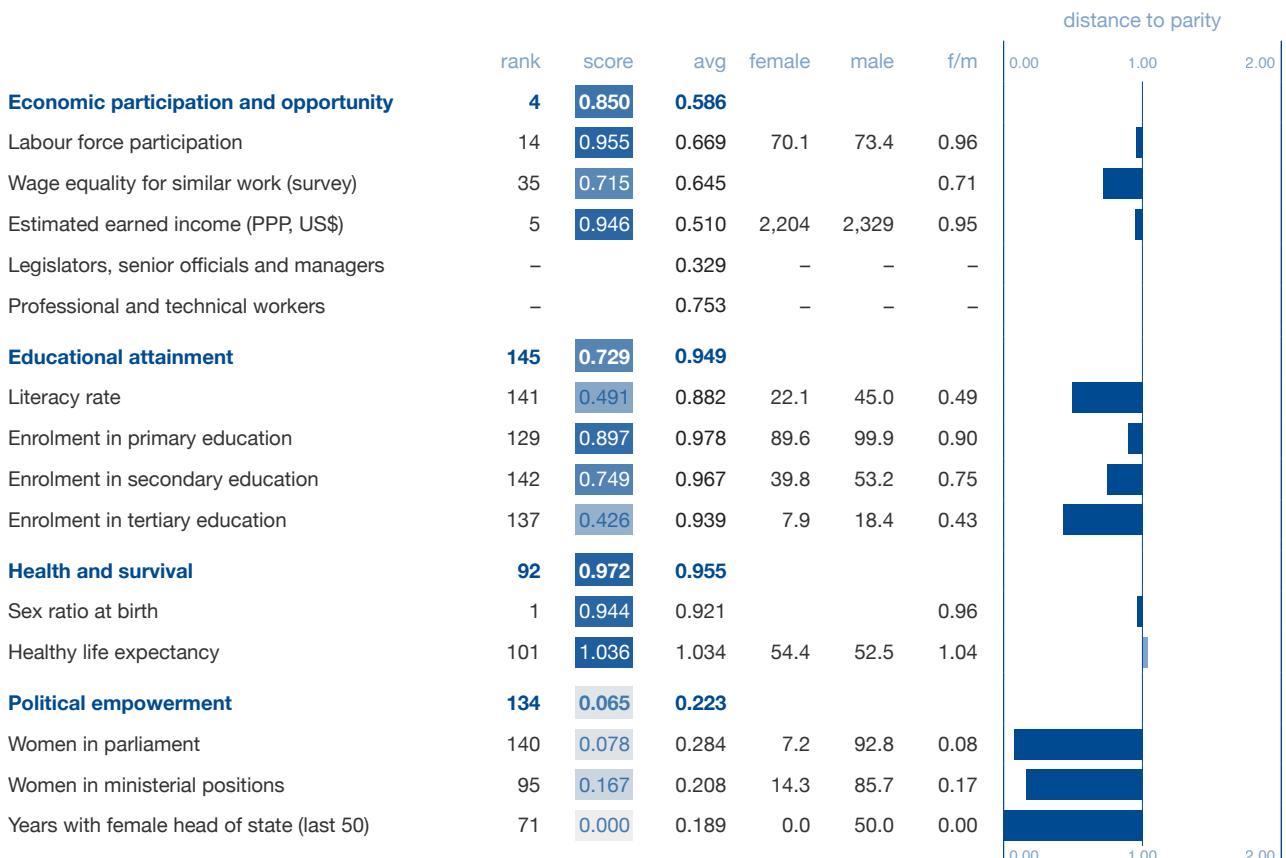


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 9.27      |
| GDP per capita (constant '11, intl. \$, PPP) | 2,064     |
| Total population (1,000s)                    | 10,872.30 |
| Population growth rate (%)                   | 2.74      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 54.58     |

|  | rank       | score        | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  |            |              | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>110</b> | <b>0.578</b> | <b>118</b> | <b>0.654</b> |
| Economic participation and opportunity | 55         | 0.618        | 4          | 0.850        |
| Educational attainment                 | 113        | 0.643        | 145        | 0.729        |
| Health and survival                    | 86         | 0.969        | 92         | 0.972        |
| Political empowerment                  | 76         | 0.082        | 134        | 0.065        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 25.7   | 15.0 | 1.71              | Length of maternity/paternity leave (days)                 | 98.0   | 3.0   |                   |
| Unemployed adults  | 1.1    | 0.9  | 1.23              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 97.7   | 90.2 | 1.08              | Provider of maternity/paternity leave benefits             | dual   | empl  |                   |
| High-skilled share of labour force                           | 0.8    | 2.7  | 0.29              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 21.2   | 13.3 | 1.60              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 21.0   | 12.5 | 1.67              |  |        |       |                   |
| Own-account workers  | 73.6   | 70.0 | 1.05              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 11.8   | 0.1   | 85.93             |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.55 | Primary education attainment, adults                       | -      | -     | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 42.8   | 69.3  | 0.62              |
| Firms with female (co-)owners                                |        |      | 0.58              | Primary education attainment, 65+                          | 11.9   | 34.9  | 0.34              |
| Firms with female top managers                               |        |      | 0.35              | Out-of-school youth  | 68.1   | 48.0  | 1.42              |
| Employers  | 0.7    | 12.5 | 0.05              | Secondary education attainment, adults                     | -      | -     | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 16.5   | 36.1  | 0.46              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 3.6    | 12.3  | 0.29              |
| Hold an account at a financial institution                   | 12.9   | 19.2 | 0.67              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 1.9    | 6.0   | 0.32              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.4    | 2.9   | 0.14              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 0.1    | 0.1  | 0.98              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1956              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 61                | Agri., Forestry, Fisheries and Veterinary                  | 0.3    | 0.7   | 0.43              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 5.9    | 20.3  | 0.29              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 62.0   | 45.8  | 1.35              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 2.0    | 4.4   | 0.45              |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | 5.6    | 10.9  | 0.52              |
| Seats held in upper house                                    | 23.8   | 76.2 | 0.31              | Health and Welfare   | 1.4    | 1.6   | 0.85              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.6    | 2.3   | 0.70              |
| Average length of single life                                | 21.3   | 26.2 | 0.81              | Natural Sci., Mathematics and Statistics                   | 1.6    | 1.9   | 0.87              |
| Proportion married by age 25                                 | 64.6   | 19.1 | 3.38              | Services   | 2.1    | 2.2   | 0.94              |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | 3.9    | 3.4   | 1.15              |
| Average number of children per woman                         |        |      | 4.98              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 33.00             | Mortality, children under age 5                            | 17.2   | 19.7  | <sup>1</sup> 0.87 |
| Potential support ratio                                      |        |      | 17                | Mortality, non-communicable diseases                       | 19.4   | 16.9  | <sup>1</sup> 1.15 |
| Total dependency ratio                                       |        |      | 86                | Mortality, infectious and parasitic diseases               | 11.0   | 11.5  | <sup>1</sup> 0.96 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 3.1    | 5.5   | <sup>1</sup> 0.55 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.4    | 1.3   | <sup>1</sup> 0.33 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 405  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 77.20             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 58.80             |

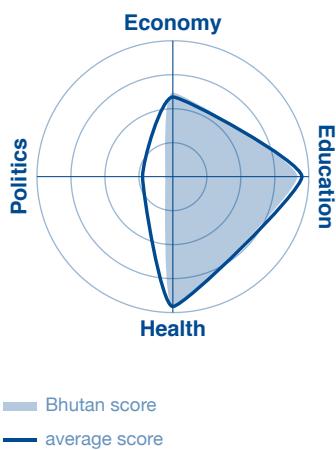
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Bhutan

rank  
out of 149 countries **122**  
score  
0.00 = imparity  
1.00 = parity **0.638**



## SCORE AT GLANCE

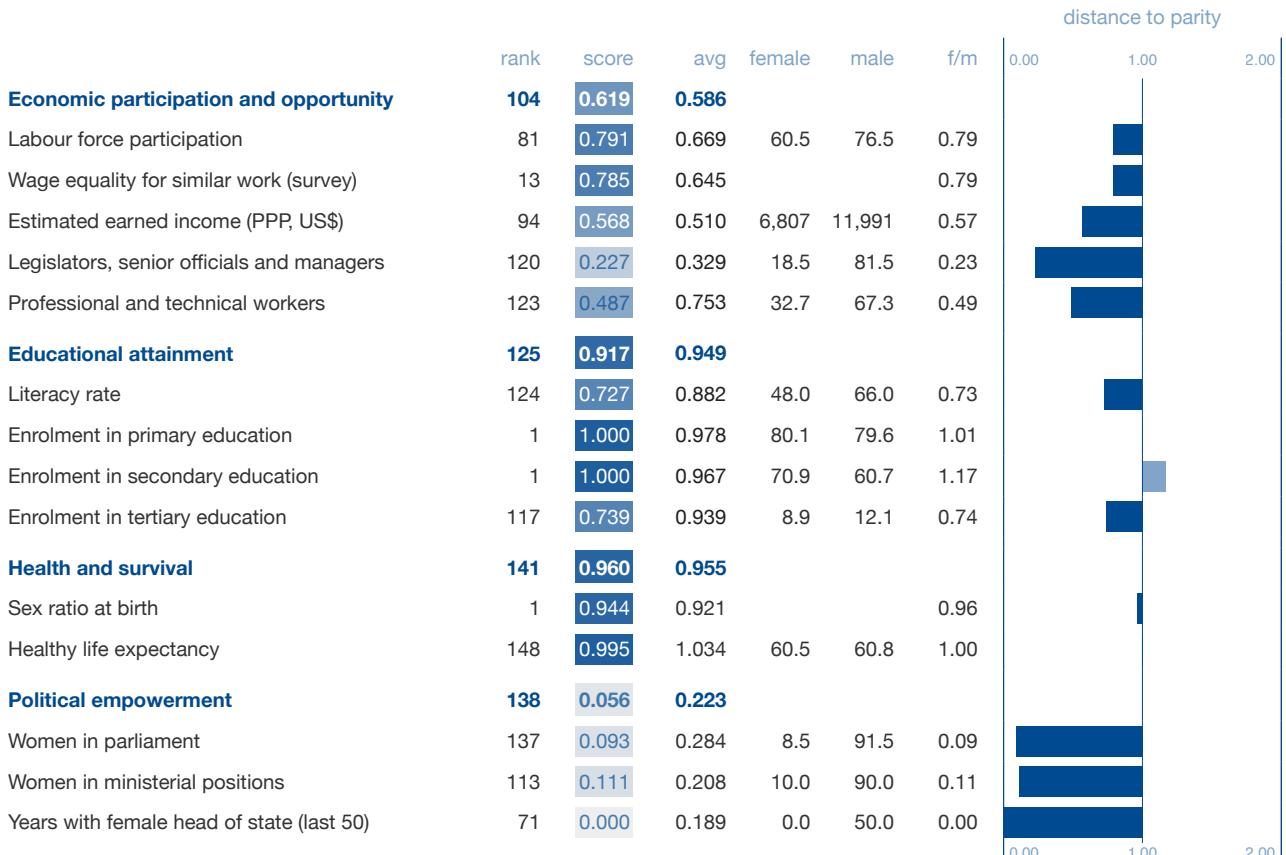


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 2.51   |
| GDP per capita (constant '11, intl. \$, PPP) | 8,709  |
| Total population (1,000s)                    | 797.77 |
| Population growth rate (%)                   | 1.20   |
| Population sex ratio (female/male)           | 0.88   |
| Human Capital Index score                    | —      |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>122</b> | <b>0.638</b> |
| Economic participation and opportunity | —         | —          | 104        | 0.619        |
| Educational attainment                 | —         | —          | 125        | 0.917        |
| Health and survival                    | —         | —          | 141        | 0.960        |
| Political empowerment                  | —         | —          | 138        | 0.056        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 56.0   | 5.0   |                   |
| Unemployed adults  | 3.2    | 1.9  | 1.70              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 56.2   | 43.8 | 1.28              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 1.6    | 3.4  | 0.48              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 7.1    | 2.9  | 2.43              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 48.2   | 24.6 | 1.96              |  |        |       |                   |
| Own-account workers  | 35.9   | 38.6 | 0.93              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 9.7    | 12.3  | 0.79              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.79 | Primary education attainment, adults                       | 14.7   | 26.3  | 0.56              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -     | -                 |
| Firms with female (co-)owners                                |        |      | 0.76              | Primary education attainment, 65+                          | -      | -     | -                 |
| Firms with female top managers                               |        |      | 0.36              | Out-of-school youth  | 30.6   | 37.0  | 0.83              |
| Employers  | 0.0    | 24.6 | 0.00              | Secondary education attainment, adults                     | 2.9    | 8.2   | 0.36              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | -      | -     | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | -      | -     | -                 |
| Hold an account at a financial institution                   | 27.7   | 39.0 | 0.71              | Tertiary education attainment, adults                      | 2.6    | 6.6   | 0.39              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | -      | -     | -                 |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | -      | -     | -                 |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.0    | 0.1   | 0.22              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1953              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 64                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |        |      | -                 | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | 30.4   | 69.6 | 0.44              | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 21.8   | 25.4 | 0.86              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 59.6   | 27.8 | 2.15              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |        |      | 2.05              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 12.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 14                | Mortality, children under age 5                            | 0.2    | 0.2   | <sup>1</sup> 0.79 |
| Total dependency ratio                                       |        |      | 46                | Mortality, non-communicable diseases                       | 1.5    | 1.7   | <sup>1</sup> 0.87 |
| Parity of parental rights in marriage                        |        |      | -                 | Mortality, infectious and parasitic diseases               | 0.2    | 0.4   | <sup>1</sup> 0.63 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, accidental injuries                             | 0.1    | 0.2   | <sup>1</sup> 0.54 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1   | <sup>1</sup> 0.54 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 148  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 74.60             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 81.50             |

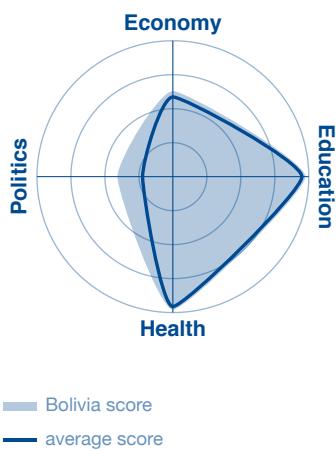
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Bolivia

rank  
out of 149 countries **25**  
score  
0.00 = imparity  
1.00 = parity **0.748**



## SCORE AT GLANCE

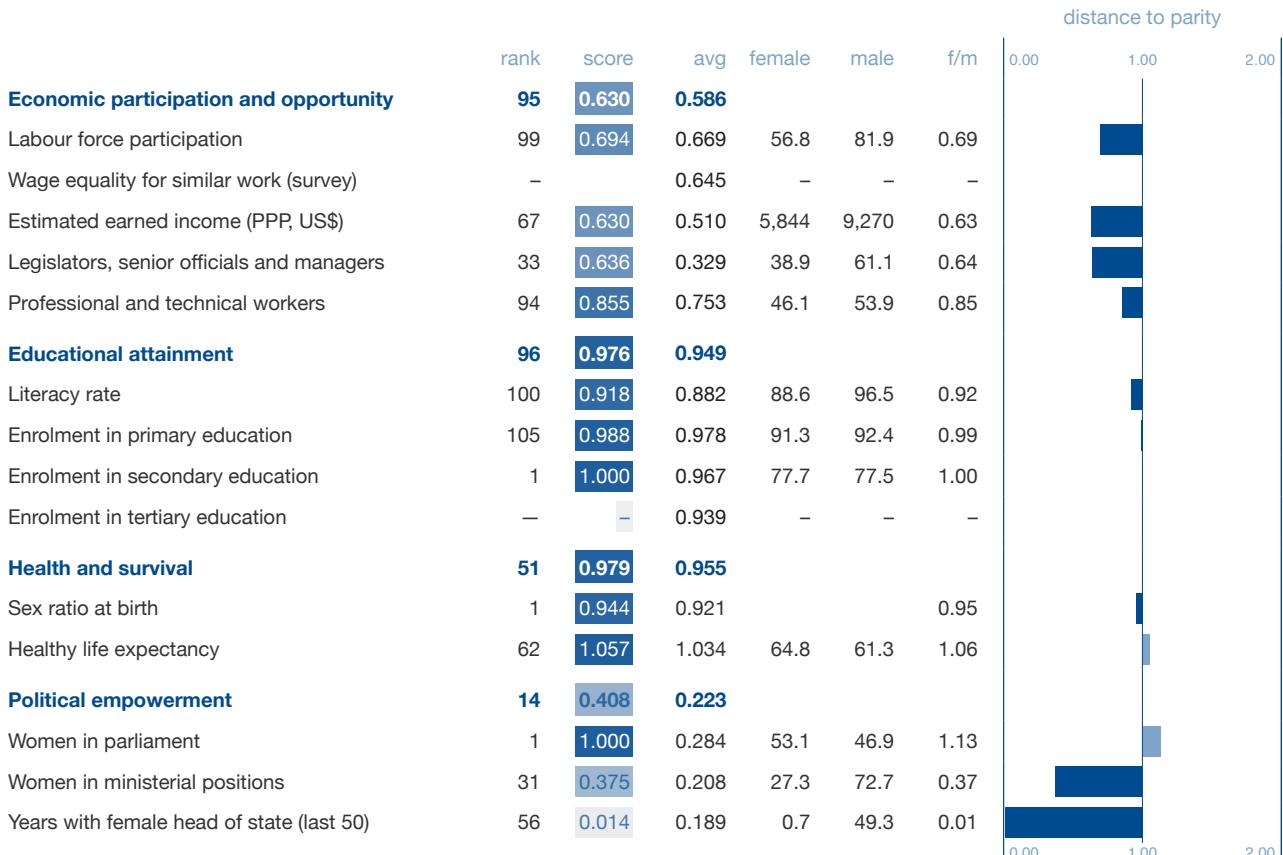


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 37.51     |
| GDP per capita (constant '11, intl. \$, PPP) | 6,886     |
| Total population (1,000s)                    | 10,887.88 |
| Population growth rate (%)                   | 1.48      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 64.06     |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>87</b> | <b>0.634</b> | <b>25</b> | <b>0.748</b> |
| Economic participation and opportunity | 77        | 0.559        | 95        | 0.630        |
| Educational attainment                 | 89        | 0.917        | 96        | 0.976        |
| Health and survival                    | 79        | 0.970        | 51        | 0.979        |
| Political empowerment                  | 71        | 0.087        | 14        | 0.408        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male  | value  |
|--|--------|------|-------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 90.0   | 3.0   |        |
| Unemployed adults  | 4.9    | 2.5  | 1.96  | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 63.0   | 37.0 | 1.70  | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 80.2   | 76.9 | 1.04  | Provider of maternity/paternity leave benefits             | dual   | empl  |        |
| High-skilled share of labour force                           | 5.4    | 6.8  | 0.79  | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 33.5   | 19.5 | 1.72  | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 25.0   | 6.9  | 3.63  |  |        |       |        |
| Own-account workers  | 38.9   | 44.5 | 0.87  |  |        |       |        |
| Work, minutes per day  | -      | -    | -     |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes   | Out-of-school children                                     | 10.8   | 9.4   | 1.14   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | 52.8   | 64.5  | 0.82   |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 95.1   | 98.1  | 0.97   |
| Firms with female (co-)owners                                |        |      | -     | Primary education attainment, 65+                          | 58.0   | 84.9  | 0.68   |
| Firms with female top managers                               |        |      | -     | Out-of-school youth  | 17.5   | 16.0  | 1.09   |
| Employers  | 2.5    | 6.9  | 0.37  | Secondary education attainment, adults                     | 39.5   | 46.9  | 0.84   |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | 66.6   | 77.8  | 0.86   |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 24.5   | 39.3  | 0.62   |
| Hold an account at a financial institution                   | 37.6   | 44.0 | 0.86  | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | yes   | Tertiary education attainment, age 25-54                   | 24.9   | 25.7  | 0.97   |
| Inheritance rights for daughters                             |        |      | part  | Tertiary education attainment, age 65+                     | 9.5    | 14.9  | 0.64   |
| Women's access to land use, control and ownership            |        |      | part  | PhD graduates  | 0.2    | 0.4   | 0.56   |
| Women's access to non-land assets use, control and ownership |        |      | yes   | Individuals using the internet                             | 32.2   | 37.1  | 0.87   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.5    | 3.1  | 0.81  |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |       |        |
| Year women received right to vote                            |        |      | 1938  | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 79    | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -      |
| Number of female heads of state to date                      |        |      | 1     | Arts and Humanities  | -      | -     | -      |
| Election list quotas for women, national                     |        |      | 50    | Business, Admin. and Law                                   | -      | -     | -      |
| Election list quotas for women, local                        |        |      | 50    | Education  | -      | -     | -      |
| Voluntary political party quotas                             |        |      | yes   | Engineering, Manuf. and Construction                       | -      | -     | -      |
| Seats held in upper house                                    | 50.0   | 50.0 | 1.00  | Health and Welfare   | -      | -     | -      |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | -      | -     | -      |
| Average length of single life                                | 24.1   | 26.6 | 0.91  | Natural Sci., Mathematics and Statistics                   | -      | -     | -      |
| Proportion married by age 25                                 | 41.5   | 27.9 | 1.49  | Services   | -      | -     | -      |
| Mean age of women at birth of first child                    |        |      | 28    | Social Sci., Journalism and Information                    | -      | -     | -      |
| Average number of children per woman                         |        |      | 2.88  |  |        |       |        |
| Women's unmet demand for family planning                     |        |      | 20.00 | <b>Health</b>  | female | male  | value  |
| Potential support ratio                                      |        |      | 9     | Mortality, children under age 5                            | 4.2    | 5.3   | 1 0.79 |
| Total dependency ratio                                       |        |      | 63    | Mortality, non-communicable diseases                       | 21.1   | 23.0  | 1 0.92 |
| Parity of parental rights in marriage                        |        |      | yes   | Mortality, infectious and parasitic diseases               | 1.6    | 2.2   | 1 0.71 |
| Parity of parental rights after divorce                      |        |      | yes   | Mortality, accidental injuries                             | 2.7    | 4.7   | 1 0.57 |
|  |        |      |       | Mortality, intentional injuries, self-harm                 | 1.0    | 2.4   | 1 0.42 |
|  |        |      |       | Mortality, childbirth                                      |        |       | 1 -    |
|  |        |      |       | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | 64.0   |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |       | Births attended by skilled health personnel                |        |       | -      |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | -      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

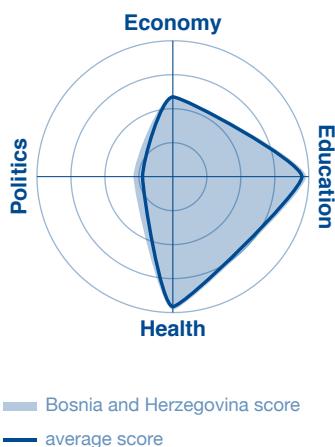
# Bosnia and Herzegovina

rank  
out of 149 countries **62**

score  
0.00 = imparity  
1.00 = parity **0.712**



## SCORE AT GLANCE

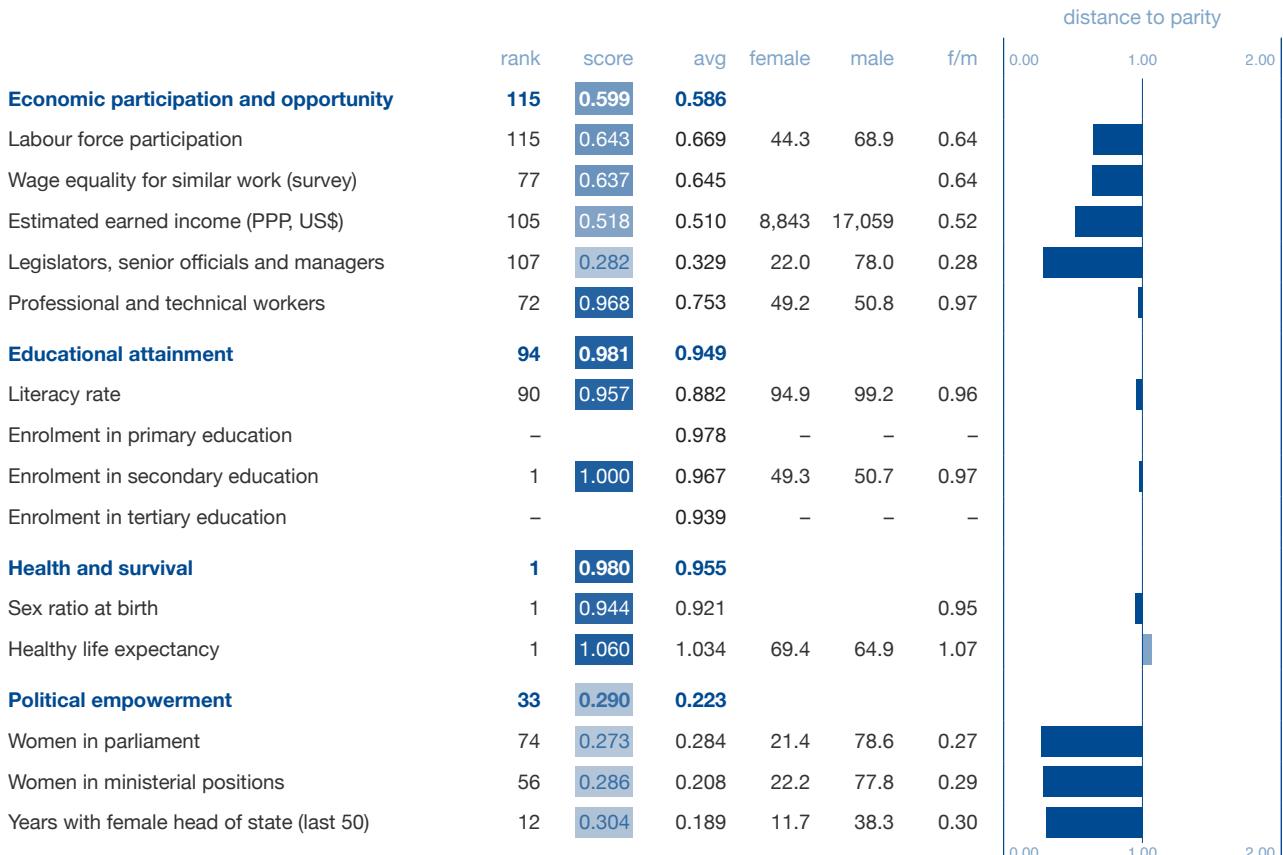


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 18.17    |
| GDP per capita (constant '11, intl. \$, PPP) | 11,714   |
| Total population (1,000s)                    | 3,516.82 |
| Population growth rate (%)                   | -0.19    |
| Population sex ratio (female/male)           | 1.04     |
| Human Capital Index score                    | —        |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>62</b> | <b>0.712</b> |
| Economic participation and opportunity | —         | —          | 115       | 0.599        |
| Educational attainment                 | —         | —          | 94        | 0.981        |
| Health and survival                    | —         | —          | 1         | 0.980        |
| Political empowerment                  | —         | —          | 33        | 0.290        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | –                 |
| Youth not in employment or education                         | 26.0   | 29.2 | 0.89              | Length of maternity/paternity leave (days)                 | 365.0  | 7.0   |                   |
| Unemployed adults  | 30.7   | 25.2 | 1.22              | Wages paid during maternity/paternity leave                | 60.0   | 100.0 |                   |
| Discouraged job seekers                                      | 61.2   | –    | –                 | Provider of parental leave benefits                        |        |       | –                 |
| Workers in informal employment                               | –      | –    | –                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 8.6    | 8.1  | 1.06              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 10.7   | 4.0  | 2.69              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 8.3    | 1.7  | 4.95              |  |        |       |                   |
| Own-account workers  | 13.3   | 18.6 | 0.71              | <b>Education and Skills</b>                                | female | male  | value             |
| Work, minutes per day  | –      | –    | –                 | Out-of-school children                                     | –      | –     | –                 |
| Proportion of unpaid work per day                            | –      | –    | –                 | Primary education attainment, adults                       | 71.7   | 88.7  | 0.81              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, 25-54                        | –      | –     | –                 |
| Law mandates equal pay                                       |        |      | yes               | Primary education attainment, 65+                          | –      | –     | –                 |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.53 | Out-of-school youth  | –      | –     | –                 |
| Boards of publicly traded companies                          | –      | –    | –                 | Secondary education attainment, adults                     | 49.7   | 72.9  | 0.68              |
| Firms with female (co-)owners                                |        |      | 0.37              | Secondary education attainment, 25-54                      | –      | –     | –                 |
| Firms with female top managers                               |        |      | 0.32              | Secondary education attainment, 65+                        | –      | –     | –                 |
| Employers  | 3.5    | 1.7  | 2.11              | Tertiary education attainment, adults                      | 7.0    | 8.1   | 0.87              |
| R&D personnel  | 46.7   | 53.3 | 0.88              | Tertiary education attainment, age 25-54                   | –      | –     | –                 |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 65+                     | –      | –     | –                 |
| Hold an account at a financial institution                   | 47.1   | 58.8 | 0.80              | PhD graduates  | 0.1    | 0.1   | 0.36              |
| Women's access to financial services                         |        |      | yes               | Individuals using the internet                             | –      | –     | –                 |
| Inheritance rights for daughters                             |        |      | part              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Women's access to land use, control and ownership            |        |      | part              | Agri., Forestry, Fisheries and Veterinary                  | 3.7    | 4.6   | 0.80              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Arts and Humanities  | 9.1    | 6.2   | 1.48              |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –    | –                 | Business, Admin. and Law                                   | 27.2   | 26.9  | 1.01              |
| <b>Political Leadership</b>                                  | female | male | value             | Education  | 14.1   | 8.7   | 1.62              |
| Year women received right to vote                            |        |      | 1946              | Engineering, Manuf. and Construction                       | 6.5    | 15.6  | 0.42              |
| Years since any women received voting rights                 |        |      | 71                | Health and Welfare   | 16.7   | 8.2   | 2.03              |
| Number of female heads of state to date                      |        |      | 3                 | Information and Comm. Technologies                         | 1.4    | 5.4   | 0.26              |
| Election list quotas for women, national                     |        |      | 40                | Natural Sci., Mathematics and Statistics                   | 4.2    | 3.1   | 1.36              |
| Election list quotas for women, local                        |        |      | 40                | Services   | 3.4    | 7.1   | 0.48              |
| Voluntary political party quotas                             |        |      | no                | Social Sci., Journalism and Information                    | 13.1   | 12.1  | 1.08              |
| Seats held in upper house                                    | 15.4   | 84.6 | 0.18              | <b>Health</b>  | female | male  | value             |
| <b>Family</b>  | female | male | value             | Mortality, children under age 5                            | 0.1    | 0.1   | <sup>1</sup> 0.77 |
| Average length of single life                                | 25.7   | 29.4 | 0.87              | Mortality, non-communicable diseases                       | 18.6   | 18.2  | <sup>1</sup> 1.02 |
| Proportion married by age 25                                 | 24.3   | 6.1  | 3.98              | Mortality, infectious and parasitic diseases               | 0.1    | 0.1   | <sup>1</sup> 0.55 |
| Mean age of women at birth of first child                    |        |      | 29                | Mortality, accidental injuries                             | 0.4    | 1.0   | <sup>1</sup> 0.37 |
| Average number of children per woman                         |        |      | 1.36              | Mortality, intentional injuries, self-harm                 | 0.1    | 0.3   | <sup>1</sup> 0.23 |
| Women's unmet demand for family planning                     |        |      | 9.00              | Mortality, childbirth                                      |        |       | <sup>1</sup> 11   |
| Potential support ratio                                      |        |      | 4                 | Legislation on domestic violence                           |        |       | yes               |
| Total dependency ratio                                       |        |      | 44                | Prevalence of gender violence in lifetime                  |        |       | –                 |
| Parity of parental rights in marriage                        |        |      | yes               | Law permits abortion to preserve a woman's physical health |        |       | yes               |
| Parity of parental rights after divorce                      |        |      | yes               | Births attended by skilled health personnel                |        |       | 99.90             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 84.20             |

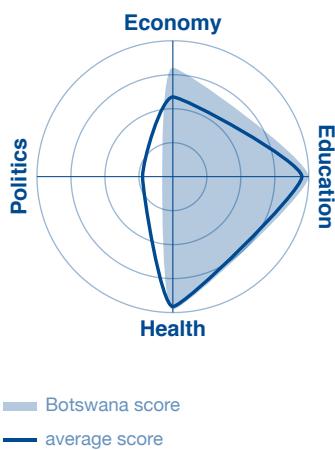
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Botswana

rank  
out of 149 countries **55**  
score  
0.00 = imparity  
1.00 = parity **0.715**



## SCORE AT GLANCE

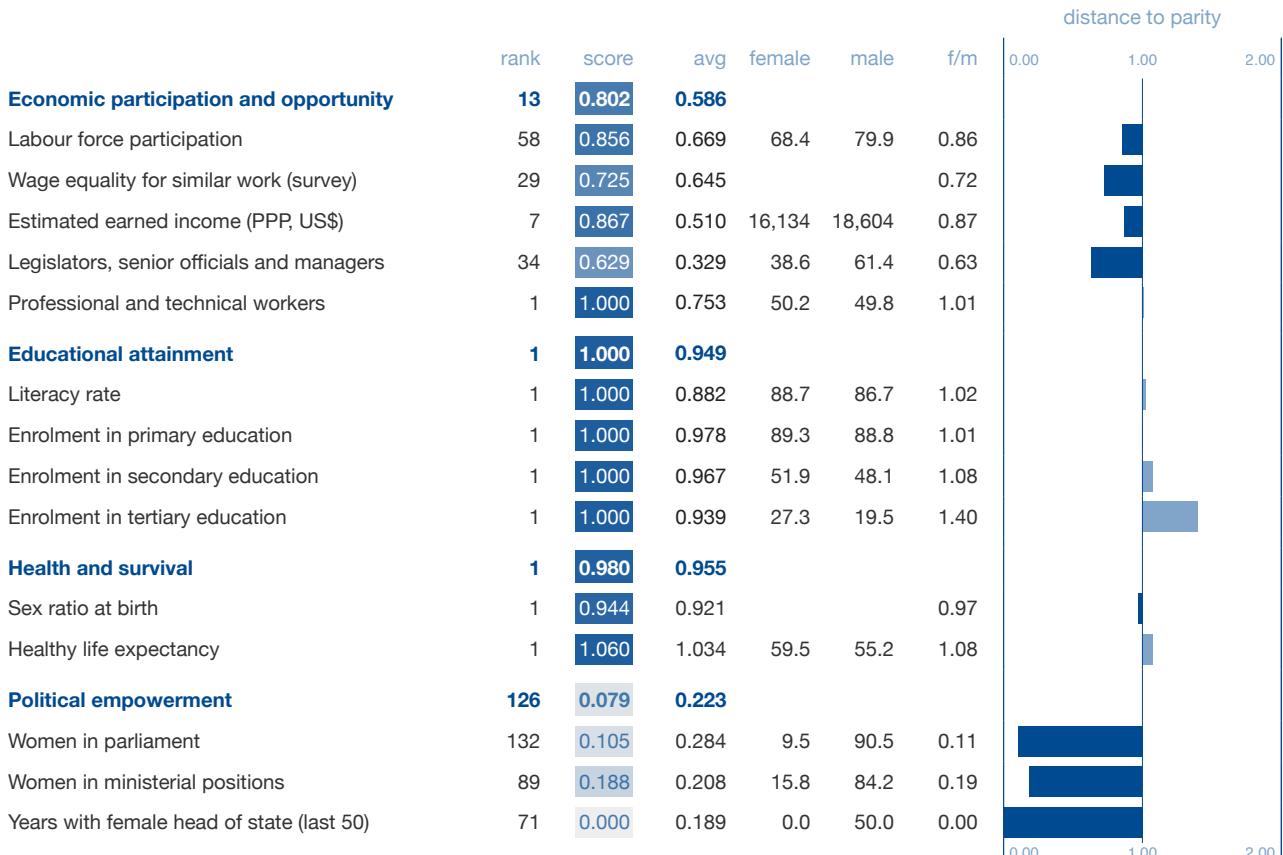


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 17.41    |
| GDP per capita (constant '11, intl. \$, PPP) | 15,807   |
| Total population (1,000s)                    | 2,250.26 |
| Population growth rate (%)                   | 1.81     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 57.56    |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>34</b> | <b>0.690</b> | <b>55</b> | <b>0.715</b> |
| Economic participation and opportunity | 23        | 0.693        | 13        | 0.802        |
| Educational attainment                 | 67        | 0.981        | 1         | 1.000        |
| Health and survival                    | 109       | 0.956        | 1         | 0.980        |
| Political empowerment                  | 47        | 0.129        | 126       | 0.079        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 42.1   | 28.5 | 1.48              | Length of maternity/paternity leave (days)                 | 84.0   | -    |                   |
| Unemployed adults  | 21.4   | 14.6 | 1.47              | Wages paid during maternity/paternity leave                | 50.0   | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 7.4    | 8.4  | 0.88              | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | 12.9   | 10.3 | 1.26              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 3.9    | 3.6  | 1.09              |  |        |      |                   |
| Own-account workers  | 9.2    | 9.3  | 0.98              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 8.0    | 9.3  | 0.86              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.68 | Primary education attainment, adults                       | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 91.7   | 91.7 | 1.00              |
| Firms with female (co-)owners                                |        |      | 1.24              | Primary education attainment, 65+                          | 30.8   | 34.5 | 0.89              |
| Firms with female top managers                               |        |      | 0.20              | Out-of-school youth  | 22.3   | 22.8 | 0.98              |
| Employers  | 1.2    | 3.6  | 0.34              | Secondary education attainment, adults                     | -      | -    | -                 |
| R&D personnel  | 37.5   | 62.5 | 0.60              | Secondary education attainment, 25-54                      | 38.4   | 41.6 | 0.92              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 5.8    | 14.0 | 0.41              |
| Hold an account at a financial institution                   | 45.9   | 52.7 | 0.87              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 2.4    | 3.0  | 0.79              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 1.0    | 3.9  | 0.27              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 4.7    | 4.8  | 0.97              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1965              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 52                | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                 |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | -      | -    | -                 |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -                 | Education  | -      | -    | -                 |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | -      | -    | -                 |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -    | -                 |
| Average length of single life                                | 26.4   | 30.9 | 0.85              | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Proportion married by age 25                                 | 28.8   | 10.7 | 2.69              | Services   | -      | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Average number of children per woman                         |        |      | 2.73              |  |        |      |                   |
| Women's unmet demand for family planning                     |        |      | 21.00             | <b>Health</b>  | female | male | value             |
| Potential support ratio                                      |        |      | 17                | Mortality, children under age 5                            | 1.1    | 1.4  | <sup>1</sup> 0.82 |
| Total dependency ratio                                       |        |      | 55                | Mortality, non-communicable diseases                       | 3.5    | 3.2  | <sup>1</sup> 1.10 |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, infectious and parasitic diseases               | 2.2    | 3.1  | <sup>1</sup> 0.71 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, accidental injuries                             | 0.3    | 0.6  | <sup>1</sup> 0.46 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 0.1    | 0.3  | <sup>1</sup> 0.34 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 129  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 99.90             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 73.30             |

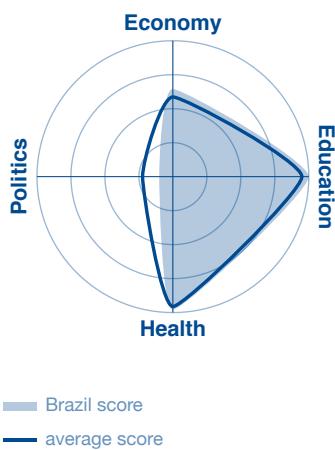
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Brazil

rank  
out of 149 countries **95**  
score  
0.00 = imparity  
1.00 = parity **0.681**



## SCORE AT GLANCE

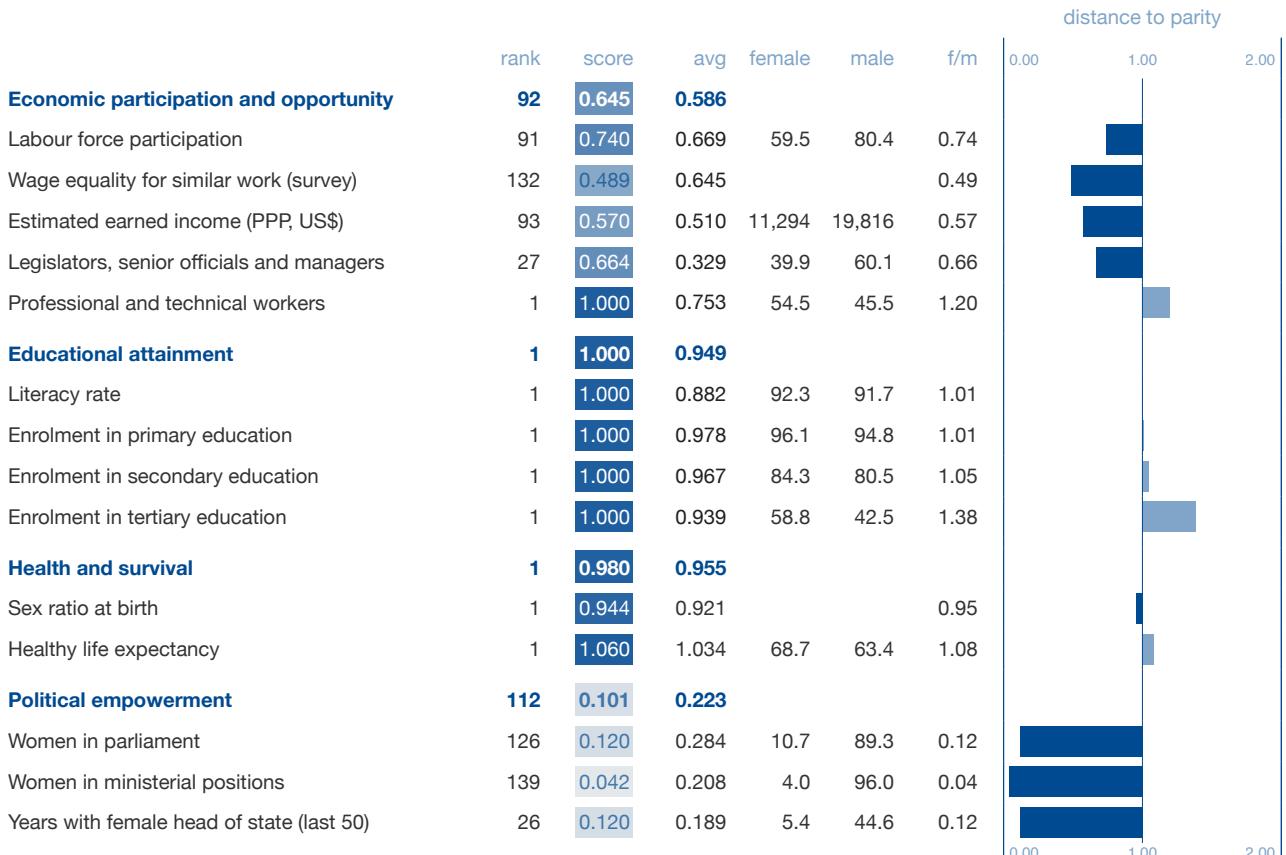


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 2,055.51   |
| GDP per capita (constant '11, intl. \$, PPP) | 14,103     |
| Total population (1,000s)                    | 207,652.87 |
| Population growth rate (%)                   | 0.77       |
| Population sex ratio (female/male)           | 1.03       |
| Human Capital Index score                    | 59.73      |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>67</b> | <b>0.654</b> | <b>95</b> | <b>0.681</b> |
| Economic participation and opportunity | 63        | 0.604        | 92        | 0.645        |
| Educational attainment                 | 74        | 0.972        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 86        | 0.061        | 112       | 0.101        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 28.5   | 18.2 | 1.56   | Length of maternity/paternity leave (days)                 | 120.0  | 5.0   |        |
| Unemployed adults  | 13.4   | 10.1 | 1.32   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 56.4   | 43.6 | 1.29   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 10.1   | 8.3  | 1.21   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 22.3   | 11.5 | 1.95   | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 3.5    | 1.4  | 2.53   |  |        |       |        |
| Own-account workers  | 19.0   | 29.7 | 0.64   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 4.5    | 5.9   | 0.77   |
| Advancement of women to leadership roles                     |        |      | ² 0.52 | Primary education attainment, adults                       | 77.5   | 76.2  | 1.02   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | 96.1   | 94.2  | 1.02   |
| Firms with female (co-)owners                                |        |      | 1.01   | Primary education attainment, 65+                          | 74.2   | 77.1  | 0.96   |
| Firms with female top managers                               |        |      | 0.24   | Out-of-school youth  | 15.9   | 15.6  | 1.01   |
| Employers  | 3.0    | 1.4  | 2.16   | Secondary education attainment, adults                     | 44.6   | 40.3  | 1.11   |
| R&D personnel  | -      | -    | -      | Secondary education attainment, 25-54                      | 66.9   | 60.2  | 1.11   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 26.5   | 29.3  | 0.90   |
| Hold an account at a financial institution                   | 64.8   | 71.7 | 0.90   | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | 12.4   | 7.9   | 1.56   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 7.5    | 9.1   | 0.82   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 54.2   | 55.0  | 0.99   |
| Mean monthly earnings (1,000s, local curr.)                  | 1.8    | 2.3  | 0.79   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1932   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 85     | Agri., Forestry, Fisheries and Veterinary                  | 1.8    | 3.4   | 0.54   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 3.1    | 3.6   | 0.86   |
| Election list quotas for women, national                     |        |      | 30     | Business, Admin. and Law                                   | 35.7   | 40.6  | 0.88   |
| Election list quotas for women, local                        |        |      | 30     | Education  | 25.5   | 12.1  | 2.10   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 5.8    | 16.7  | 0.35   |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | 16.9   | 8.0   | 2.11   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.9    | 7.3   | 0.12   |
| Average length of single life                                | 29.7   | 31.9 | 0.93   | Natural Sci., Mathematics and Statistics                   | 2.6    | 2.7   | 0.96   |
| Proportion married by age 25                                 | 19.0   | 9.9  | 1.92   | Services   | 0.6    | 1.9   | 0.30   |
| Mean age of women at birth of first child                    |        |      | 26     | Social Sci., Journalism and Information                    | 5.0    | 3.7   | 1.36   |
| Average number of children per woman                         |        |      | 1.73   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 6.00   | Mortality, children under age 5                            | 23.4   | 29.0  | ¹ 0.81 |
| Potential support ratio                                      |        |      | 8      | Mortality, non-communicable diseases                       | 436.1  | 480.9 | ¹ 0.91 |
| Total dependency ratio                                       |        |      | 44     | Mortality, infectious and parasitic diseases               | 22.5   | 30.9  | ¹ 0.73 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 22.0   | 63.6  | ¹ 0.35 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 8.8    | 67.9  | ¹ 0.13 |
|  |        |      |        | Mortality, childbirth                                      |        |       | ¹ 44   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 31.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 99.10  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 88.90  |

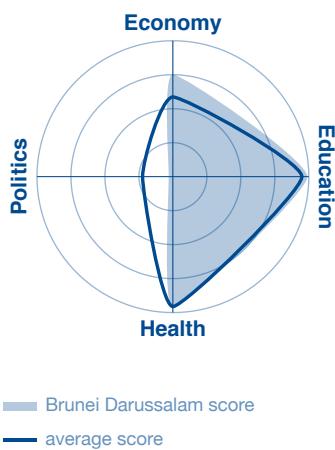
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Brunei Darussalam

rank  
out of 149 countries **90**  
score  
0.00 = imparity  
1.00 = parity **0.686**



## SCORE AT GLANCE

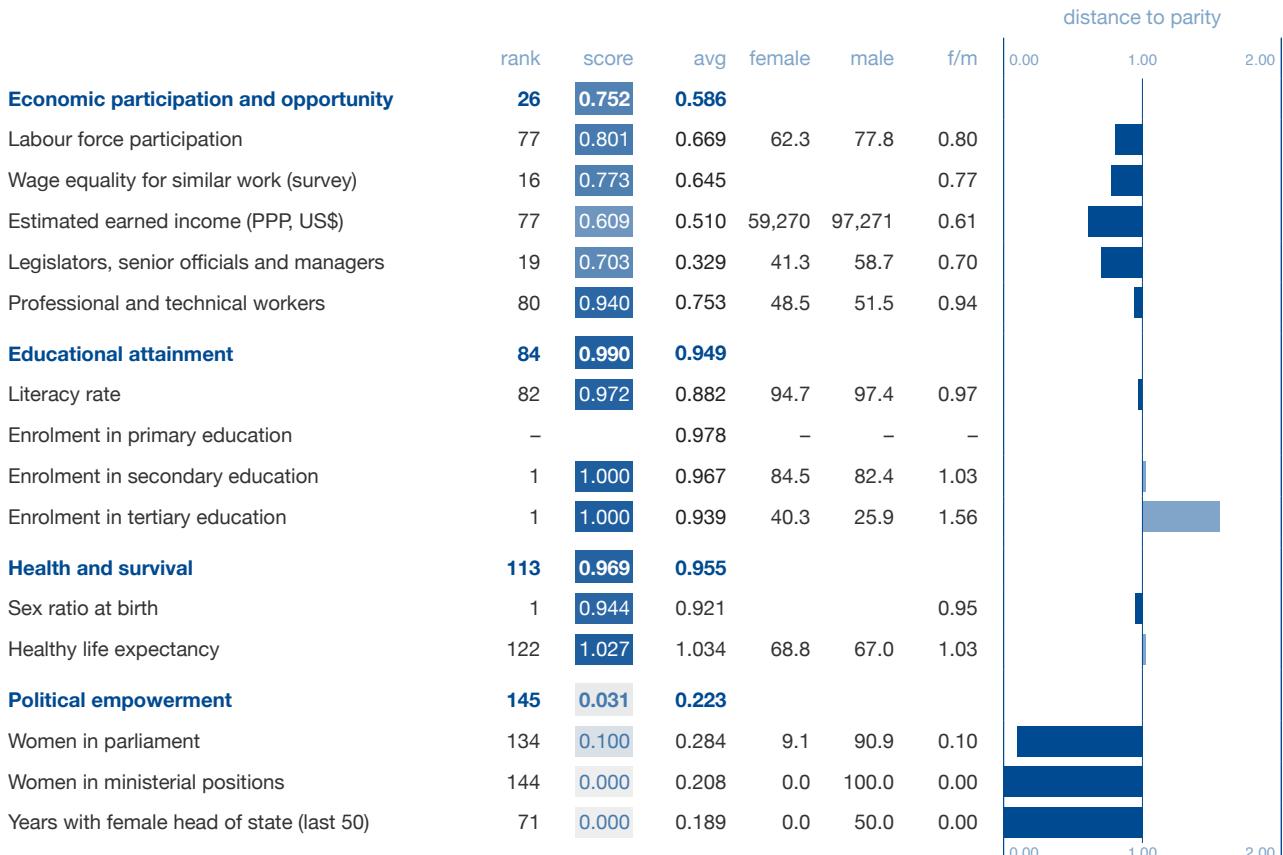


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 12.13  |
| GDP per capita (constant '11, intl. \$, PPP) | 71,809 |
| Total population (1,000s)                    | 423.20 |
| Population growth rate (%)                   | 1.27   |
| Population sex ratio (female/male)           | 0.94   |
| Human Capital Index score                    | 62.82  |

|  | 2006 rank | 2018 score | 2006 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>90</b> | <b>0.686</b> |
| Economic participation and opportunity | -         | -          | 26        | 0.752        |
| Educational attainment                 | -         | -          | 84        | 0.990        |
| Health and survival                    | -         | -          | 113       | 0.969        |
| Political empowerment                  | -         | -          | 145       | 0.031        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 19.3   | 15.4 | 1.25              | Length of maternity/paternity leave (days)                 | 91.0   | -    |                   |
| Unemployed adults  | 7.9    | 6.3  | 1.26              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 42.2   | 57.9 | 0.73              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | 30.3   | 35.0 | 0.86              | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 10.6   | 10.5 | 1.02              | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | 12.2   | 8.3  | 1.47              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 0.8    | 0.3  | 2.27              |  |        |      |                   |
| Own-account workers  | 4.1    | 4.1  | 1.00              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 | <b>Education and Skills</b>                                |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 | Out-of-school children                                     | -      | -    | -                 |
|  |        |      |                   | Primary education attainment, adults                       | -      | -    | -                 |
|  |        |      |                   | Primary education attainment, 25-54                        | 79.1   | 79.1 | 1.00              |
|  |        |      |                   | Primary education attainment, 65+                          | 25.4   | 64.2 | 0.40              |
| <b>Economic Leadership</b>                                   | female | male | value             | Out-of-school youth  | 17.8   | 21.4 | 0.83              |
| Law mandates equal pay                                       |        |      | no                | Secondary education attainment, adults                     | -      | -    | -                 |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.71 | Secondary education attainment, 25-54                      | 44.3   | 45.4 | 0.98              |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, 65+                        | 11.0   | 27.5 | 0.40              |
| Firms with female (co-)owners                                |        |      | -                 | Tertiary education attainment, adults                      | -      | -    | -                 |
| Firms with female top managers                               |        |      | -                 | Tertiary education attainment, age 25-54                   | 7.0    | 6.6  | 1.06              |
| Employers  | 2.4    | 0.3  | 7.13              | Tertiary education attainment, age 65+                     | 3.2    | 9.9  | 0.33              |
| R&D personnel  | -      | -    | -                 | PhD graduates  | -      | -    | -                 |
|  |        |      |                   | Individuals using the internet                             | -      | -    | -                 |
| <b>Access to Assets</b>                                      | female | male | value             |  |        |      |                   |
| Hold an account at a financial institution                   | -      | -    | -                 | <b>Graduates by Degree Type</b>                            |        |      |                   |
| Women's access to financial services                         |        |      | -                 | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                 |
| Inheritance rights for daughters                             |        |      | -                 | Arts and Humanities  | 18.8   | 13.7 | 1.37              |
| Women's access to land use, control and ownership            |        |      | -                 | Business, Admin. and Law                                   | 30.3   | 28.3 | 1.07              |
| Women's access to non-land assets use, control and ownership |        |      | -                 | Education  | 17.8   | 9.5  | 1.87              |
| Mean monthly earnings (1,000s, local curr.)                  | 2.0    | 2.2  | 0.92              | Engineering, Manuf. and Construction                       | 6.0    | 11.4 | 0.53              |
|  |        |      |                   | Health and Welfare   | 5.4    | 2.5  | 2.17              |
| <b>Political Leadership</b>                                  | female | male | value             | Information and Comm. Technologies                         | 11.1   | 24.5 | 0.45              |
| Year women received right to vote                            |        |      | -                 | Natural Sci., Mathematics and Statistics                   | 6.5    | 6.5  | 1.00              |
| Years since any women received voting rights                 |        |      | -                 | Services   | 1.3    | 1.1  | 1.15              |
| Number of female heads of state to date                      |        |      | 0                 | Social Sci., Journalism and Information                    | 0.4    | 0.8  | 0.50              |
| Election list quotas for women, national                     |        |      | -                 |  |        |      |                   |
| Election list quotas for women, local                        |        |      | -                 | <b>Health</b>  |        |      |                   |
| Voluntary political party quotas                             |        |      | -                 | Mortality, children under age 5                            | 0.0    | 0.0  | <sup>1</sup> 0.80 |
| Seats held in upper house                                    | 8.0    | 92.0 | 0.09              | Mortality, non-communicable diseases                       | 0.5    | 0.6  | <sup>1</sup> 0.86 |
|  |        |      |                   | Mortality, infectious and parasitic diseases               | 0.0    | 0.1  | <sup>1</sup> 0.54 |
| <b>Family</b>  | female | male | value             | Mortality, accidental injuries                             | 0.0    | 0.1  | <sup>1</sup> 0.51 |
| Average length of single life                                | 25.1   | 27.3 | 0.92              | Mortality, intentional injuries, self-harm                 | 0.0    | 0.0  | <sup>1</sup> 0.36 |
| Proportion married by age 25                                 | -      | -    | -                 | Mortality, childbirth                                      |        |      | <sup>1</sup> 23   |
| Mean age of women at birth of first child                    |        |      | 30                | Legislation on domestic violence                           |        |      | yes               |
| Average number of children per woman                         |        |      | 1.87              | Prevalence of gender violence in lifetime                  |        |      | -                 |
| Women's unmet demand for family planning                     |        |      | -                 | Law permits abortion to preserve a woman's physical health |        |      | no                |
| Potential support ratio                                      |        |      | 17                | Births attended by skilled health personnel                |        |      | -                 |
| Total dependency ratio                                       |        |      | 38                | Antenatal care, at least four visits                       |        |      | 93.20             |
| Parity of parental rights in marriage                        |        |      | -                 |  |        |      |                   |
| Parity of parental rights after divorce                      |        |      | -                 |  |        |      |                   |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

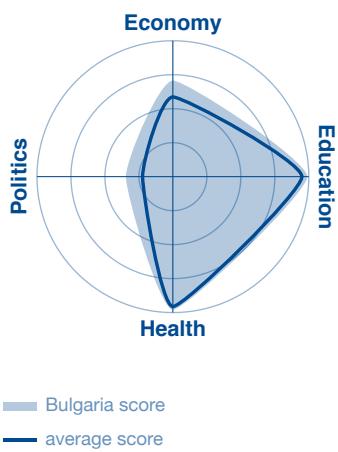
# Bulgaria

**rank**  
out of 149 countries **18**

**score**  
= impartiality  
00 = parity **0.756**



## SCORE AT GLANCE

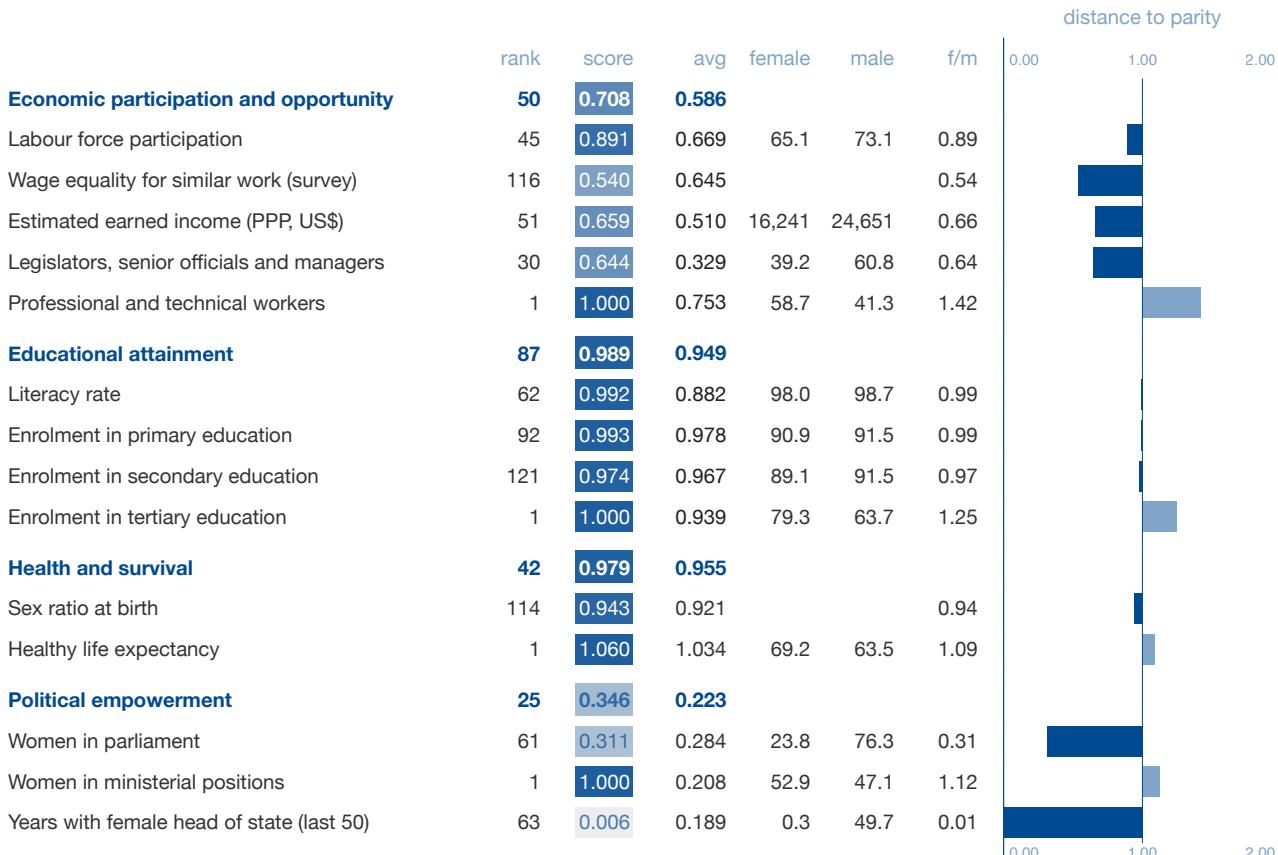


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 56.83    |
| GDP per capita (constant '11, intl. \$, PPP) | 18,563   |
| Total population (1,000s)                    | 7,131.49 |
| Population growth rate (%)                   | -0.67    |
| Population sex ratio (female/male)           | 1.06     |
| Human Capital Index score                    | 68.49    |

|  |           | 2006         | 2018      |
|--|-----------|--------------|-----------|
|  | rank      | score        | rank      |
| <b>Global Gender Gap score</b>         | <b>37</b> | <b>0.687</b> | <b>18</b> |
| Economic participation and opportunity | 58        | 0.613        | 50        |
| Educational attainment                 | 56        | 0.989        | 87        |
| Health and survival                    | 36        | 0.979        | 42        |
| Political empowerment                  | 30        | 0.167        | 25        |
| rank out of                            | 115       |              | 149       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value  |      |
|--|--------|------|--------|--|--------|------|--------|------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |      | 365    |      |
| Youth not in employment or education                         | 20.0   | 18.6 | 1.07   | Length of maternity/paternity leave (days)                 | 410.0  | 15.0 |        |      |
| Unemployed adults  | 7.0    | 8.1  | 0.86   | Wages paid during maternity/paternity leave                | 90.0   | 90.0 |        |      |
| Discouraged job seekers                                      | 42.0   | 58.0 | 0.72   | Provider of parental leave benefits                        |        |      | gov    |      |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | gov  |        |      |
| High-skilled share of labour force                           | 18.4   | 12.7 | 1.45   | Government supports or provides childcare                  |        |      | yes    |      |
| Workers employed part-time                                   | 9.4    | 5.2  | 1.80   | Government provides child allowance                        |        |      | yes    |      |
| Contributing family workers                                  | 0.8    | 0.4  | 1.93   |  |        |      |        |      |
| Own-account workers  | 6.0    | 8.9  | 0.67   | <b>Education and Skills</b>                                | female | male | value  |      |
| Work, minutes per day  | –      | –    | –      | Out-of-school children                                     |        | 5.2  | 5.0    | 1.04 |
| Proportion of unpaid work per day                            | –      | –    | –      | Primary education attainment, adults                       | 96.1   | 97.9 | 0.98   |      |
| <b>Economic Leadership</b>                                   | female | male | value  | Primary education attainment, 25-54                        | 98.6   | 98.7 | 1.00   |      |
| Law mandates equal pay                                       |        |      | yes    | Primary education attainment, 65+                          | 97.8   | 99.0 | 0.99   |      |
| Advancement of women to leadership roles                     |        |      | 2 0.60 | Out-of-school youth  | 18.2   | 14.3 | 1.27   |      |
| Boards of publicly traded companies                          | –      | –    | –      | Secondary education attainment, adults                     | 73.7   | 76.3 | 0.97   |      |
| Firms with female (co-)owners                                |        |      | 0.64   | Secondary education attainment, 25-54                      | 94.6   | 95.0 | 1.00   |      |
| Firms with female top managers                               |        |      | 0.31   | Secondary education attainment, 65+                        | 85.8   | 91.7 | 0.94   |      |
| Employers  | 2.1    | 0.4  | 4.98   | Tertiary education attainment, adults                      | –      | –    | –      |      |
| R&D personnel  | 43.7   | 56.3 | 0.78   | Tertiary education attainment, age 25-54                   | 33.5   | 19.9 | 1.68   |      |
| <b>Access to Assets</b>                                      | female | male | value  | Tertiary education attainment, age 65+                     | 16.7   | 17.2 | 0.97   |      |
| Hold an account at a financial institution                   | 63.2   | 62.8 | 1.01   | PhD graduates  | –      | –    | –      |      |
| Women's access to financial services                         |        |      | yes    | Individuals using the internet                             | 55.9   | 57.5 | 0.97   |      |
| Inheritance rights for daughters                             |        |      | yes    | <b>Graduates by Degree Type</b>                            | female | male | value  |      |
| Women's access to land use, control and ownership            |        |      | yes    | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 2.1  | 0.66   |      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Arts and Humanities  | 7.7    | 5.1  | 1.53   |      |
| Mean monthly earnings (1,000s, local curr.)                  | 0.8    | 1.0  | 0.79   | Business, Admin. and Law                                   | 38.1   | 27.8 | 1.37   |      |
| <b>Political Leadership</b>                                  | female | male | value  | Education  | 10.6   | 4.1  | 2.61   |      |
| Year women received right to vote                            |        |      | 1937   | Engineering, Manuf. and Construction                       | 6.8    | 24.9 | 0.27   |      |
| Years since any women received voting rights                 |        |      | 80     | Health and Welfare   | 7.4    | 5.4  | 1.38   |      |
| Number of female heads of state to date                      |        |      | 1      | Information and Comm. Technologies                         | 2.0    | 4.8  | 0.42   |      |
| Election list quotas for women, national                     |        |      | –      | Natural Sci., Mathematics and Statistics                   | 4.1    | 3.0  | 1.38   |      |
| Election list quotas for women, local                        |        |      | –      | Services   | 4.7    | 9.2  | 0.51   |      |
| Voluntary political party quotas                             |        |      | –      | Social Sci., Journalism and Information                    | 17.2   | 13.8 | 1.24   |      |
| Seats held in upper house                                    | 47.2   | 52.8 | 0.89   | <b>Health</b>  | female | male | value  |      |
| <b>Family</b>  | female | male | value  | Mortality, children under age 5                            | 0.3    | 0.4  | 1 0.76 |      |
| Average length of single life                                | 31.7   | 34.9 | 0.91   | Mortality, non-communicable diseases                       | 50.2   | 51.2 | 1 0.98 |      |
| Proportion married by age 25                                 | 10.2   | 2.9  | 3.48   | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | 1 0.56 |      |
| Mean age of women at birth of first child                    |        |      | 28     | Mortality, accidental injuries                             | 0.6    | 1.4  | 1 0.40 |      |
| Average number of children per woman                         |        |      | 1.56   | Mortality, intentional injuries, self-harm                 | 0.3    | 0.9  | 1 0.32 |      |
| Women's unmet demand for family planning                     |        |      | 30.00  | Mortality, childbirth                                      | 1      | 11   |        |      |
| Potential support ratio                                      |        |      | 3      | Legislation on domestic violence                           |        |      | yes    |      |
| Total dependency ratio                                       |        |      | 53     | Prevalence of gender violence in lifetime                  |        |      | 23.0   |      |
| Parity of parental rights in marriage                        |        |      | yes    | Law permits abortion to preserve a woman's physical health |        |      | yes    |      |
| Parity of parental rights after divorce                      |        |      | yes    | Births attended by skilled health personnel                |        |      | 99.70  |      |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | –      |      |

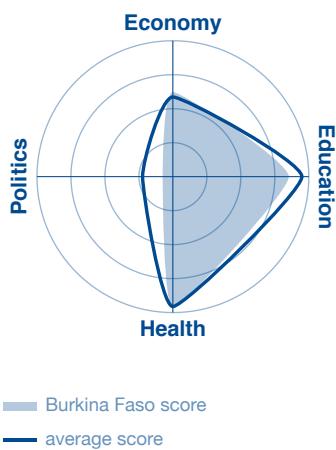
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Burkina Faso

rank  
out of 149 countries **129**  
score  
0.00 = imparity  
1.00 = parity **0.629**



## SCORE AT GLANCE

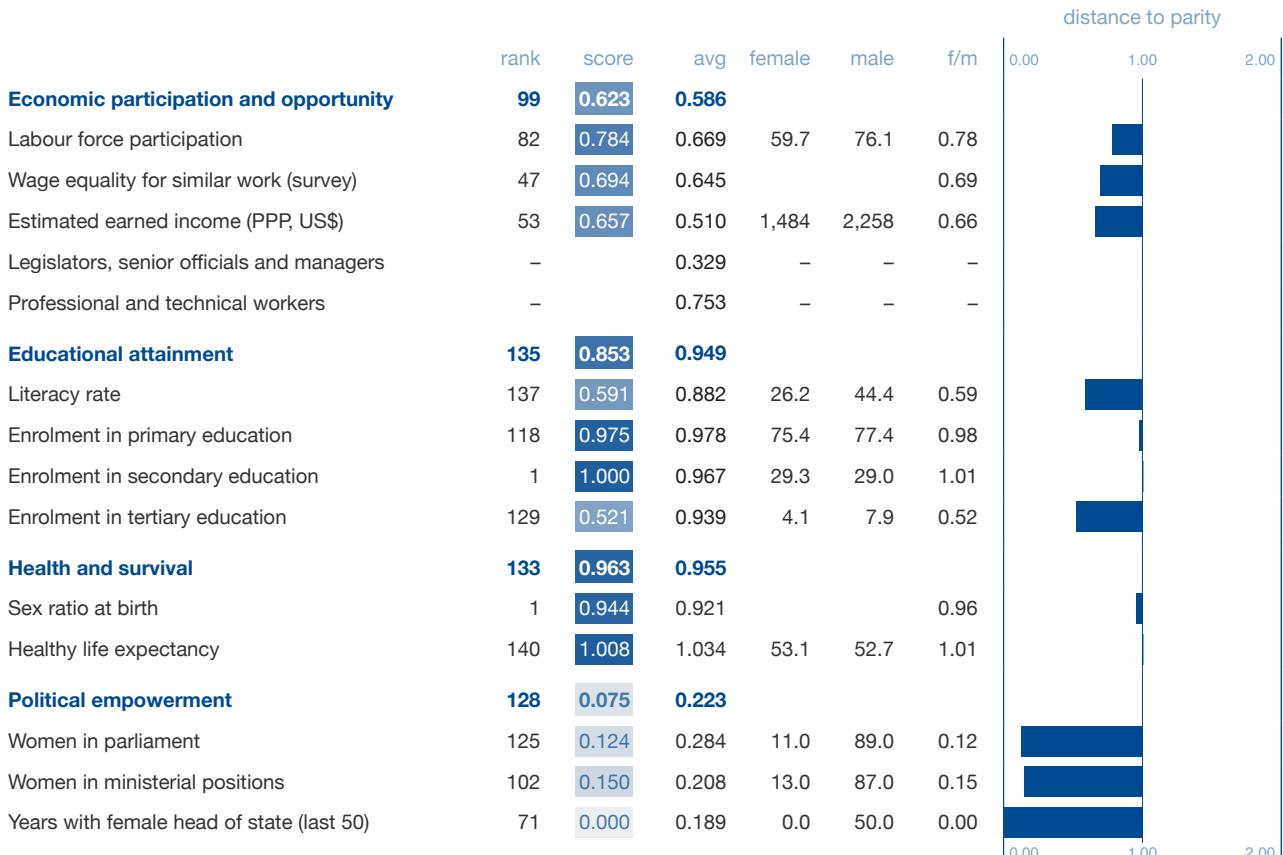


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 12.87     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,703     |
| Total population (1,000s)                    | 18,646.43 |
| Population growth rate (%)                   | 2.88      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | —         |

|  | 2006       | 2018         | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  | rank       | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>104</b> | <b>0.585</b> | <b>129</b> | <b>0.629</b> |
| Economic participation and opportunity | 49         | 0.639        | 99         | 0.623        |
| Educational attainment                 | 112        | 0.646        | 135        | 0.853        |
| Health and survival                    | 68         | 0.973        | 133        | 0.963        |
| Political empowerment                  | 74         | 0.084        | 128        | 0.075        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male  | value |
|--|--------|------|-------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 98.0   | 3.0   |       |
| Unemployed adults  | 3.9    | 2.8  | 1.39  | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 50.2   | 49.8 | 1.01  | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | dual   | empl  |       |
| High-skilled share of labour force                           | 0.4    | 1.2  | 0.36  | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 52.7   | 31.3 | 1.69  |  |        |       |       |
| Own-account workers  | 37.4   | 53.2 | 0.70  |  |        |       |       |
| Work, minutes per day  | -      | -    | -     |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 32.1   | 28.6  | 1.12  |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | 2.6    | 8.0   | 0.32  |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 26.8   | 39.9  | 0.67  |
| Firms with female (co-)owners                                |        |      | 0.24  | Primary education attainment, 65+                          | 3.4    | 12.0  | 0.28  |
| Firms with female top managers                               |        |      | 0.13  | Out-of-school youth  | 74.4   | 71.5  | 1.04  |
| Employers  | 0.3    | 31.3 | 0.01  | Secondary education attainment, adults                     | 1.6    | 4.3   | 0.37  |
| R&D personnel  | 26.3   | 73.7 | 0.36  | Secondary education attainment, 25-54                      | 12.7   | 22.2  | 0.57  |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 1.1    | 4.7   | 0.23  |
| Hold an account at a financial institution                   | 11.8   | 15.1 | 0.78  | Tertiary education attainment, adults                      | 0.0    | 0.0   | -     |
| Women's access to financial services                         |        |      | part  | Tertiary education attainment, age 25-54                   | 1.7    | 6.0   | 0.28  |
| Inheritance rights for daughters                             |        |      | part  | Tertiary education attainment, age 65+                     | 0.1    | 1.1   | 0.06  |
| Women's access to land use, control and ownership            |        |      | part  | PhD graduates  | 0.0    | 0.0   | -     |
| Women's access to non-land assets use, control and ownership |        |      | part  | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -     |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Year women received right to vote                            |        |      | 1958  | Agri., Forestry, Fisheries and Veterinary                  | 0.2    | 0.7   | 0.33  |
| Years since any women received voting rights                 |        |      | 59    | Arts and Humanities  | 10.9   | 6.0   | 1.81  |
| Number of female heads of state to date                      |        |      | 0     | Business, Admin. and Law                                   | 41.9   | 26.0  | 1.61  |
| Election list quotas for women, national                     |        |      | 30    | Education  | 5.1    | 12.6  | 0.40  |
| Election list quotas for women, local                        |        |      | 30    | Engineering, Manuf. and Construction                       | 4.1    | 8.8   | 0.46  |
| Voluntary political party quotas                             |        |      | no    | Health and Welfare   | 1.4    | 0.8   | 1.78  |
| Seats held in upper house                                    | 13.3   | 86.7 | 0.15  | Information and Comm. Technologies                         | 0.5    | 1.9   | 0.24  |
| <b>Family</b>  | female | male | value | Natural Sci., Mathematics and Statistics                   | 7.9    | 13.1  | 0.60  |
| Average length of single life                                | 19.9   | 25.3 | 0.79  | Services   | 1.1    | 0.9   | 1.23  |
| Proportion married by age 25                                 | 82.8   | 31.0 | 2.67  | Social Sci., Journalism and Information                    | 17.0   | 17.3  | 0.98  |
| Mean age of women at birth of first child                    |        |      | 29    | <b>Health</b>  | female | male  | value |
| Average number of children per woman                         |        |      | 5.35  | Mortality, children under age 5                            | 27.3   | 32.0  |       |
| Women's unmet demand for family planning                     |        |      | 25.00 | Mortality, non-communicable diseases                       | 28.5   | 22.5  |       |
| Potential support ratio                                      |        |      | 22    | Mortality, infectious and parasitic diseases               | 22.5   | 21.5  |       |
| Total dependency ratio                                       |        |      | 92    | Mortality, accidental injuries                             | 6.1    | 8.7   |       |
| Parity of parental rights in marriage                        |        |      | yes   | Mortality, intentional injuries, self-harm                 | 1.1    | 2.4   |       |
| Parity of parental rights after divorce                      |        |      | yes   | Mortality, childbirth                                      |        |       |       |
|  |        |      |       | Legislation on domestic violence                           |        |       | no    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | 15.0  |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |       | Births attended by skilled health personnel                |        |       | 65.90 |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | 33.70 |

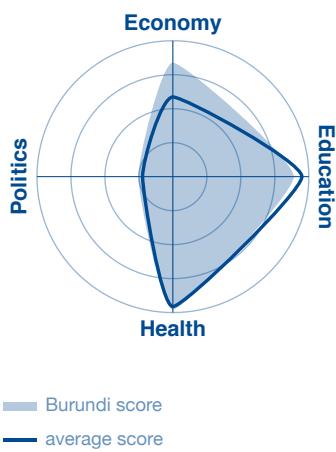
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Burundi

rank  
out of 149 countries **31**  
score  
0.00 = imparity  
1.00 = parity **0.741**



## SCORE AT GLANCE

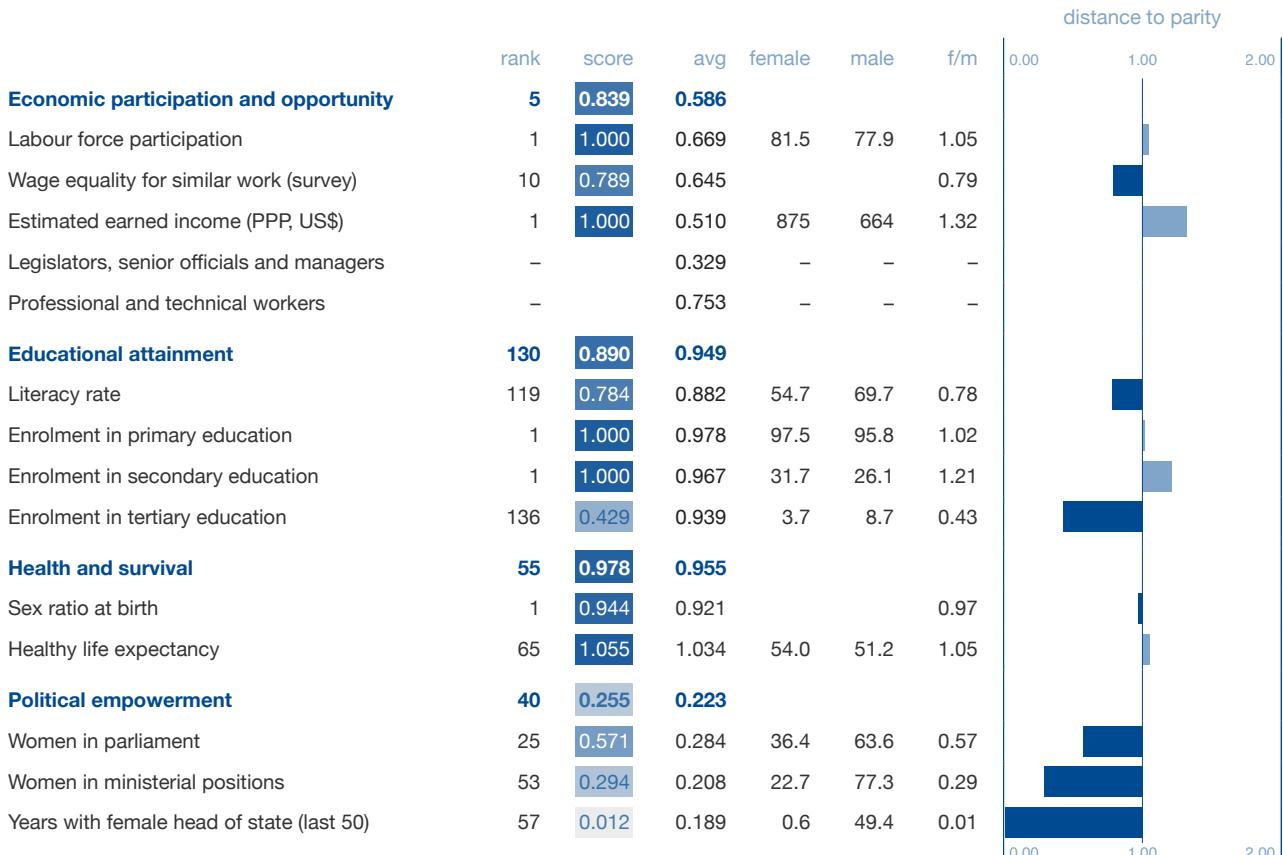


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 3.48      |
| GDP per capita (constant '11, intl. \$, PPP) | 702       |
| Total population (1,000s)                    | 10,524.12 |
| Population growth rate (%)                   | 3.19      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 55.45     |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>31</b> | <b>0.741</b> |
| Economic participation and opportunity | —         | —          | 5         | 0.839        |
| Educational attainment                 | —         | —          | 130       | 0.890        |
| Health and survival                    | —         | —          | 55        | 0.978        |
| Political empowerment                  | —         | —          | 40        | 0.255        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -     | -                 | Length of maternity/paternity leave (days)                 | 84.0   | 4.0   |                   |
| Unemployed adults  | -      | -     | -                 | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -     | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | dual   | empl  |                   |
| High-skilled share of labour force                           | -      | -     | -                 | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | -      | -     | -                 | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 65.9   | 10.8  | 6.10              |  |        |       |                   |
| Own-account workers  | 27.9   | 66.5  | 0.42              |  |        |       |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 4.5    | 6.3   | 0.71              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.57 | Primary education attainment, adults                       | 7.9    | 14.4  | 0.55              |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 30.4   | 30.4  | 1.00              |
| Firms with female (co-)owners                                |        |       | 0.79              | Primary education attainment, 65+                          | 8.6    | 10.4  | 0.83              |
| Firms with female top managers                               |        |       | 0.19              | Out-of-school youth  | 65.2   | 62.1  | 1.05              |
| Employers  | 0.3    | 10.8  | 0.03              | Secondary education attainment, adults                     | 2.3    | 4.5   | 0.50              |
| R&D personnel  | -      | -     | -                 | Secondary education attainment, 25-54                      | 3.9    | 5.9   | 0.67              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 0.9    | 1.2   | 0.76              |
| Hold an account at a financial institution                   | 6.5    | 7.3   | 0.89              | Tertiary education attainment, adults                      | 0.4    | 1.3   | 0.30              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 0.4    | 0.8   | 0.48              |
| Inheritance rights for daughters                             |        |       | no                | Tertiary education attainment, age 65+                     | 0.2    | 0.2   | 0.70              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | 0.9    | 1.7   | 0.53              |
| Mean monthly earnings (1,000s, local curr.)                  | 127.6  | 100.2 | 1.27              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |       | 1961              | Agri., Forestry, Fisheries and Veterinary                  | 1.5    | 6.1   | 0.25              |
| Years since any women received voting rights                 |        |       | 56                | Arts and Humanities  | 3.4    | 1.9   | 1.79              |
| Number of female heads of state to date                      |        |       | 1                 | Business, Admin. and Law                                   | 29.4   | 21.3  | 1.38              |
| Election list quotas for women, national                     |        |       | -                 | Education  | 16.1   | 32.8  | 0.49              |
| Election list quotas for women, local                        |        |       | -                 | Engineering, Manuf. and Construction                       | 0.0    | 2.1   | 0.02              |
| Voluntary political party quotas                             |        |       | no                | Health and Welfare   | 28.1   | 9.8   | 2.86              |
| Seats held in upper house                                    | -      | -     | -                 | Information and Comm. Technologies                         | 5.7    | 5.1   | 1.13              |
| <b>Family</b>  | female | male  | value             | Natural Sci., Mathematics and Statistics                   | 4.9    | 2.7   | 1.81              |
| Average length of single life                                | 22.5   | 25.4  | 0.89              | Services   | 0.7    | 3.8   | 0.18              |
| Proportion married by age 25                                 | 65.0   | 29.1  | 2.23              | Social Sci., Journalism and Information                    | 9.9    | 14.3  | 0.69              |
| Mean age of women at birth of first child                    |        |       | 30                |  |        |       |                   |
| Average number of children per woman                         |        |       | 5.70              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | 32.00             | Mortality, children under age 5                            | 16.9   | 20.1  | <sup>1</sup> 0.84 |
| Potential support ratio                                      |        |       | 21                | Mortality, non-communicable diseases                       | 15.8   | 16.5  | <sup>1</sup> 0.96 |
| Total dependency ratio                                       |        |       | 90                | Mortality, infectious and parasitic diseases               | 12.5   | 15.0  | <sup>1</sup> 0.84 |
| Parity of parental rights in marriage                        |        |       | part              | Mortality, accidental injuries                             | 3.7    | 7.3   | <sup>1</sup> 0.50 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 0.4    | 1.2   | <sup>1</sup> 0.31 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 712  |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 60.30             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | 33.40             |

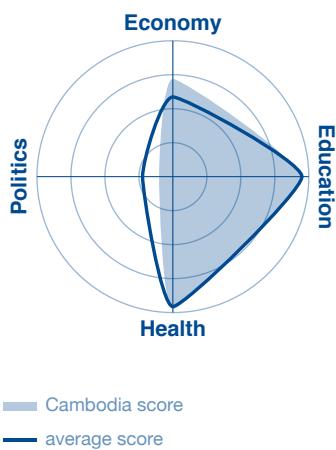
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Cambodia

rank  
out of 149 countries **93**  
score  
0.00 = imparity  
1.00 = parity **0.683**



## SCORE AT GLANCE

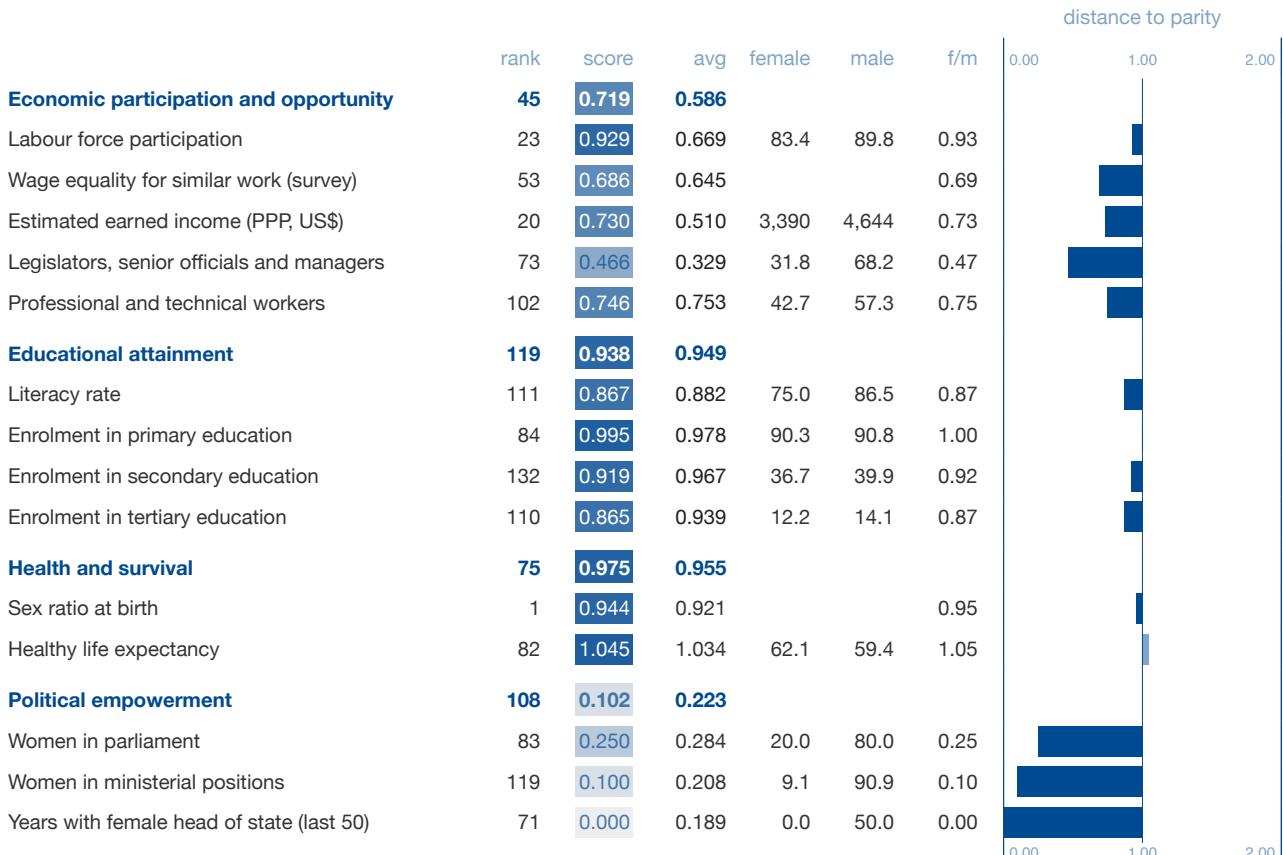


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 22.16     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,645     |
| Total population (1,000s)                    | 15,762.37 |
| Population growth rate (%)                   | 1.51      |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | 57.28     |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>89</b> | <b>0.629</b> | <b>93</b> | <b>0.683</b> |
| Economic participation and opportunity | 29        | 0.675        | 45        | 0.719        |
| Educational attainment                 | 105       | 0.809        | 119       | 0.938        |
| Health and survival                    | 1         | 0.980        | 75        | 0.975        |
| Political empowerment                  | 94        | 0.053        | 108       | 0.102        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value             |  | female | male | value             |
|--|--------|-------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |       |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |       | yes               | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 15.2   | 10.3  | 1.48              | Length of maternity/paternity leave (days)                 | 90.0   | -    |                   |
| Unemployed adults  | 0.2    | 0.2   | 1.25              | Wages paid during maternity/paternity leave                | 50.0   | -    |                   |
| Discouraged job seekers                                      | 48.4   | 51.6  | 0.94              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | 93.8   | 86.9  | 1.08              | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 0.8    | 2.0   | 0.39              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 22.9   | 16.2  | 1.41              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 6.1    | 5.2   | 1.17              |  |        |      |                   |
| Own-account workers  | 54.2   | 45.4  | 1.19              |  |        |      |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |       | yes               | Out-of-school children                                     | 3.8    | 6.3  | 0.60              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.66 | Primary education attainment, adults                       | 25.3   | 47.9 | 0.53              |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 77.3   | 87.9 | 0.88              |
| Firms with female (co-)owners                                |        |       | 0.86              | Primary education attainment, 65+                          | 32.3   | 79.9 | 0.40              |
| Firms with female top managers                               |        |       | 1.34              | Out-of-school youth  | 60.9   | 51.9 | 1.17              |
| Employers  | 0.1    | 5.2   | 0.02              | Secondary education attainment, adults                     | 3.3    | 9.8  | 0.34              |
| R&D personnel  | 35.5   | 64.5  | 0.55              | Secondary education attainment, 25-54                      | 23.4   | 43.4 | 0.54              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 4.6    | 22.1 | 0.21              |
| Hold an account at a financial institution                   | 10.7   | 14.9  | 0.71              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 1.1    | 3.2  | 0.33              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 0.2    | 1.2  | 0.19              |
| Women's access to land use, control and ownership            |        |       | yes               | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 426.1  | 527.6 | 0.81              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |      |                   |
| Year women received right to vote                            |        |       | 1955              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |       | 62                | Agri., Forestry, Fisheries and Veterinary                  | 2.7    | 4.4  | 0.61              |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | 1.0    | 1.2  | 0.81              |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 63.7   | 48.7 | 1.31              |
| Election list quotas for women, local                        |        |       | -                 | Education  | 14.5   | 14.1 | 1.03              |
| Voluntary political party quotas                             |        |       | -                 | Engineering, Manuf. and Construction                       | 1.5    | 6.2  | 0.24              |
| Seats held in upper house                                    | 14.8   | 85.2  | 0.17              | Health and Welfare   | 9.4    | 5.5  | 1.71              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 1.5    | 11.8 | 0.12              |
| Average length of single life                                | 22.4   | 24.9  | 0.90              | Natural Sci., Mathematics and Statistics                   | 3.1    | 4.5  | 0.69              |
| Proportion married by age 25                                 | 56.9   | 33.2  | 1.71              | Services   | 2.5    | 1.2  | 2.06              |
| Mean age of women at birth of first child                    |        |       | 27                | Social Sci., Journalism and Information                    | 0.6    | 1.6  | 0.40              |
| Average number of children per woman                         |        |       | 2.56              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |       | 17.00             | Mortality, children under age 5                            | 4.4    | 5.9  | <sup>1</sup> 0.74 |
| Potential support ratio                                      |        |       | 15                | Mortality, non-communicable diseases                       | 31.2   | 25.9 | <sup>1</sup> 1.21 |
| Total dependency ratio                                       |        |       | 55                | Mortality, infectious and parasitic diseases               | 6.0    | 9.1  | <sup>1</sup> 0.66 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 2.2    | 5.5  | <sup>1</sup> 0.39 |
| Parity of parental rights after divorce                      |        |       | part              | Mortality, intentional injuries, self-harm                 | 0.7    | 1.5  | <sup>1</sup> 0.47 |
|  |        |       |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 161  |
|  |        |       |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |      | 14.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |      | 89.00             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |      | 75.60             |

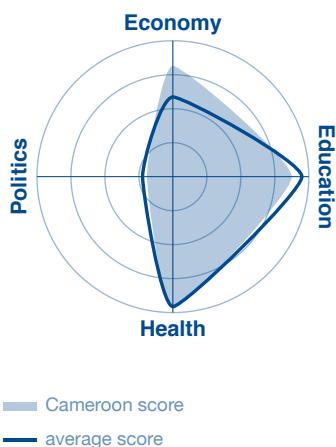
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Cameroon

rank  
out of 149 countries **57**  
score  
0.00 = imparity  
1.00 = parity **0.714**



## SCORE AT GLANCE

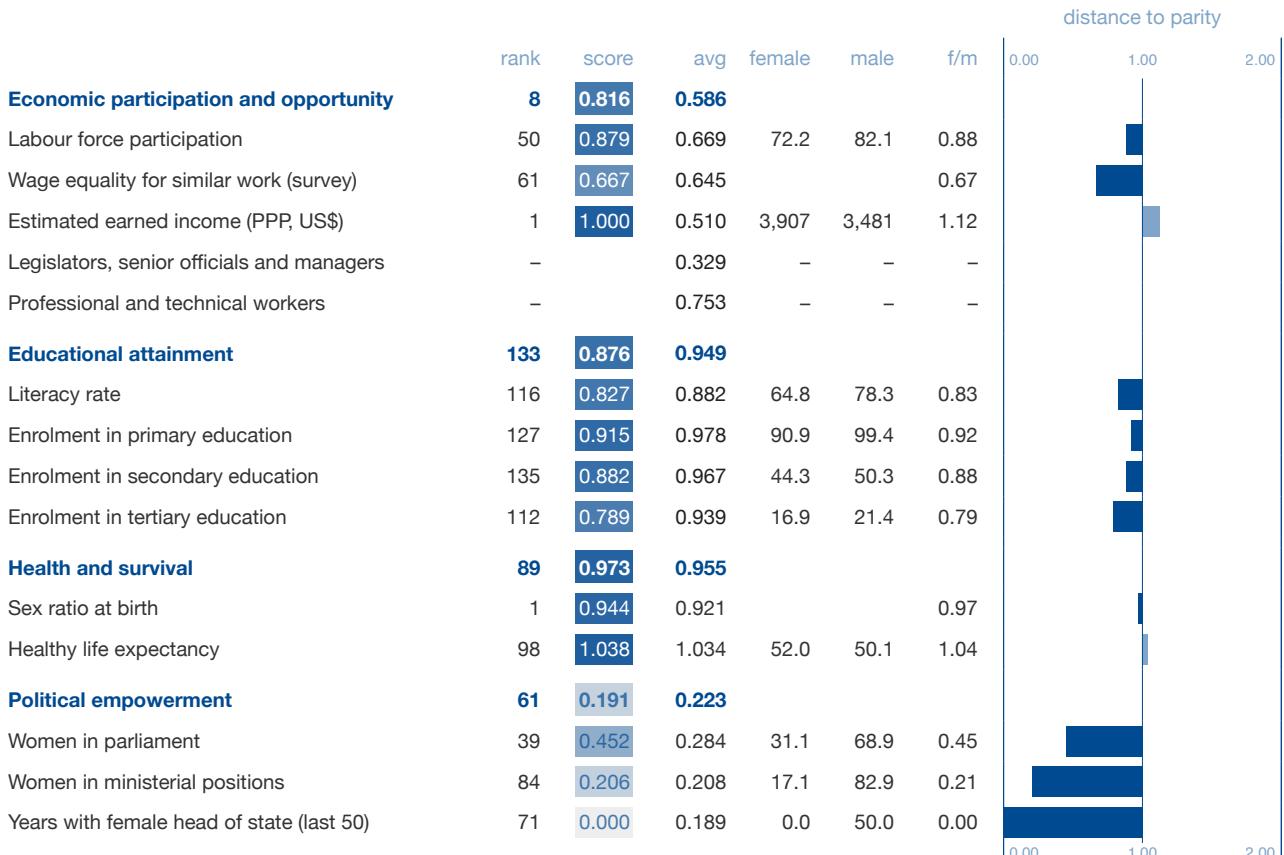


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 34.80     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,365     |
| Total population (1,000s)                    | 23,439.19 |
| Population growth rate (%)                   | 2.58      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 60.76     |

|  | rank       | 2006         | 2018      |              |
|--|------------|--------------|-----------|--------------|
|  |            | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>103</b> | <b>0.587</b> | <b>57</b> | <b>0.714</b> |
| Economic participation and opportunity | 94         | 0.495        | 8         | 0.816        |
| Educational attainment                 | 101        | 0.824        | 133       | 0.876        |
| Health and survival                    | 97         | 0.966        | 89        | 0.973        |
| Political empowerment                  | 85         | 0.061        | 61        | 0.191        |
| rank out of                            | 115        |              | 149       |              |

## COUNTRY SCORE CARD



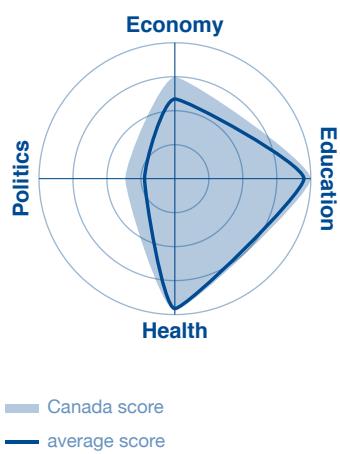
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 16.1   | 4.7  | 3.43              | Length of maternity/paternity leave (days)                 | 98.0   | 3.0   |       |
| Unemployed adults  | 4.5    | 3.1  | 1.42              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 63.3   | 36.7 | 1.73              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |       |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 33.8   | 26.0 | 1.30              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 2.3    | 1.1  | 2.09              |  |        |       |       |
| Own-account workers  | 77.3   | 60.5 | 1.28              |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 9.4    | 0.4   | 21.50 |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.58 | Primary education attainment, adults                       | 26.4   | 47.0  | 0.56  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 82.2   | 91.4  | 0.90  |
| Firms with female (co-)owners                                |        |      | 0.66              | Primary education attainment, 65+                          | 32.6   | 62.4  | 0.52  |
| Firms with female top managers                               |        |      | 0.30              | Out-of-school youth  | 59.3   | 50.8  | 1.17  |
| Employers  | 3.0    | 1.1  | 2.76              | Secondary education attainment, adults                     | 11.5   | 25.4  | 0.45  |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 46.5   | 56.9  | 0.82  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 6.6    | 23.0  | 0.29  |
| Hold an account at a financial institution                   | 8.9    | 13.8 | 0.64              | Tertiary education attainment, adults                      | -      | -     | -     |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 5.7    | 10.2  | 0.56  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.5    | 3.8   | 0.15  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |        |      | no                | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |       |
| Year women received right to vote                            |        |      | 1946              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 71                | Agri., Forestry, Fisheries and Veterinary                  | 0.2    | 0.6   | 0.35  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 8.9    | 4.3   | 2.07  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 47.0   | 33.6  | 1.40  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 9.9    | 10.6  | 0.93  |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 1.5    | 6.6   | 0.23  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 3.0    | 1.8   | 1.63  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.6    | 4.4   | 0.37  |
| Average length of single life                                | 22.7   | 27.2 | 0.83              | Natural Sci., Mathematics and Statistics                   | 9.2    | 17.7  | 0.52  |
| Proportion married by age 25                                 | 67.4   | 20.5 | 3.29              | Services   | 0.1    | -     | -     |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | 18.7   | 20.3  | 0.92  |
| Average number of children per woman                         |        |      | 4.71              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 24.00             | Mortality, children under age 5                            | 32.9   | 39.0  |       |
| Potential support ratio                                      |        |      | 17                | Mortality, non-communicable diseases                       | 42.4   | 40.2  |       |
| Total dependency ratio                                       |        |      | 85                | Mortality, infectious and parasitic diseases               | 38.2   | 40.6  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 6.9    | 12.7  |       |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 1.4    | 4.3   |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no    |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 51.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 64.70 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 58.80 |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

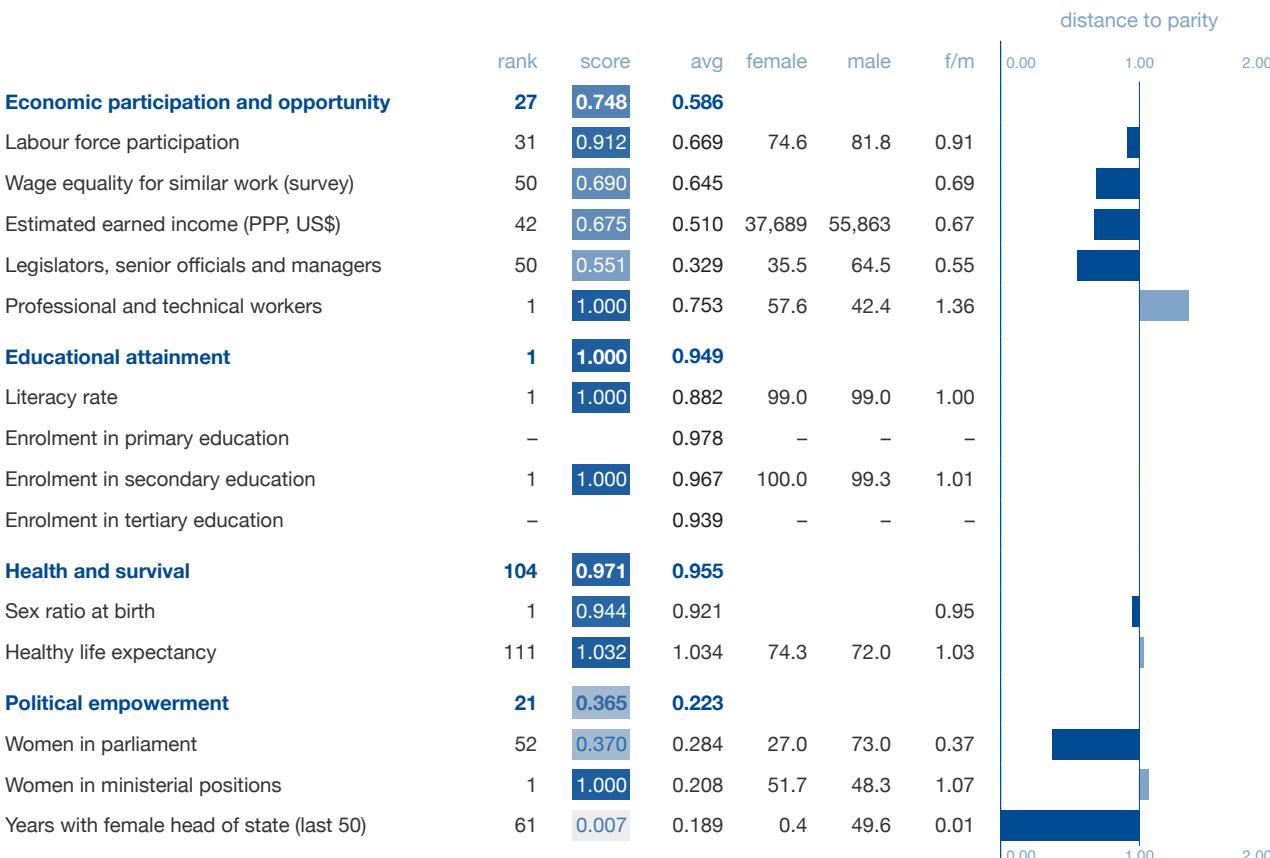


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 1,653.04  |
| GDP per capita (constant '11, intl. \$, PPP) | 44,018    |
| Total population (1,000s)                    | 36,289.82 |
| Population growth rate (%)                   | 0.91      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 73.06     |

| Global Gender Gap score                |      |       |      |       |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 14   | 0.716 | 16   | 0.771 |
| Educational attainment                 | 21   | 0.999 | 1    | 1.000 |
| Health and survival                    | 51   | 0.978 | 104  | 0.971 |
| Political empowerment                  | 33   | 0.159 | 21   | 0.365 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |       | 245    |
| Youth not in employment or education                         | 9.6    | 11.0  | 0.87   | Length of maternity/paternity leave (days)                 | 105.0  | –     |        |
| Unemployed adults  | 6.2    | 7.7   | 0.81   | Wages paid during maternity/paternity leave                | 34.0   | –     |        |
| Discouraged job seekers                                      | 44.3   | 56.0  | 0.79   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | –     |        |
| High-skilled share of labour force                           | 32.2   | 32.5  | 0.99   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 39.1   | 22.7  | 1.72   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.2    | 0.1   | 1.49   |  |        |       |        |
| Own-account workers  | 9.0    | 12.1  | 0.74   |  |        |       |        |
| Work, minutes per day  | 520.6  | 501.0 | 1.04   |  |        |       |        |
| Proportion of unpaid work per day                            | 48.7   | 31.9  | 1.53   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.1    | 0.3   | 0.52   |
| Advancement of women to leadership roles                     |        |       | 2 0.76 | Primary education attainment, adults                       | –      | –     | –      |
| Boards of publicly traded companies                          | 19.4   | 80.6  | 0.24   | Primary education attainment, 25-54                        | 99.9   | 99.9  | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 98.9   | 99.3  | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | –      | –     | –      |
| Employers  | 2.6    | 0.1   | 24.48  | Secondary education attainment, adults                     | 82.7   | 82.8  | 1.00   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 94.7   | 93.9  | 1.01   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 77.6   | 81.7  | 0.95   |
| Hold an account at a financial institution                   | 99.2   | 99.0  | 1.00   | Tertiary education attainment, adults                      | –      | –     | –      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 51.0   | 41.8  | 1.22   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 28.5   | 30.6  | 0.93   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | –      | –     | –      |
| Mean monthly earnings (1,000s, local curr.)                  | 0.8    | 1.1   | 0.76   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1917   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 100    | Agri., Forestry, Fisheries and Veterinary                  | 1.7    | 2.3   | 0.74   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 13.4   | 10.8  | 1.25   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 20.5   | 22.7  | 0.90   |
| Election list quotas for women, local                        |        |       | –      | Education  | 14.6   | 6.5   | 2.26   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 4.7    | 21.2  | 0.22   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 16.5   | 5.4   | 3.03   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 2.2    | 8.4   | 0.26   |
| Average length of single life                                | 26.9   | 28.6  | 0.94   | Natural Sci., Mathematics and Statistics                   | 5.4    | 6.5   | 0.84   |
| Proportion married by age 25                                 | 22.2   | 12.2  | 1.82   | Services   | 4.2    | 4.2   | 1.00   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 13.3   | 9.8   | 1.35   |
| Average number of children per woman                         |        |       | 1.58   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.8    | 1.0   | 1 0.80 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 109.4  | 107.4 | 1 1.02 |
| Total dependency ratio                                       |        |       | 48     | Mortality, infectious and parasitic diseases               | 3.3    | 2.8   | 1 1.19 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 5.0    | 5.6   | 1 0.89 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 1.3    | 3.7   | 1 0.36 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 7    |
|  |        |       |        | Legislation on domestic violence                           |        |       | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 6.0    |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 98.40  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 98.90  |

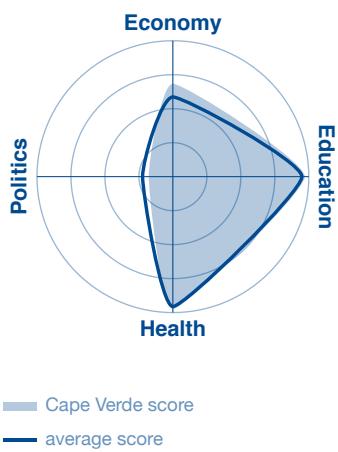
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Cape Verde

rank  
out of 149 countries **72**  
score  
0.00 = imparity  
1.00 = parity **0.702**



## SCORE AT GLANCE

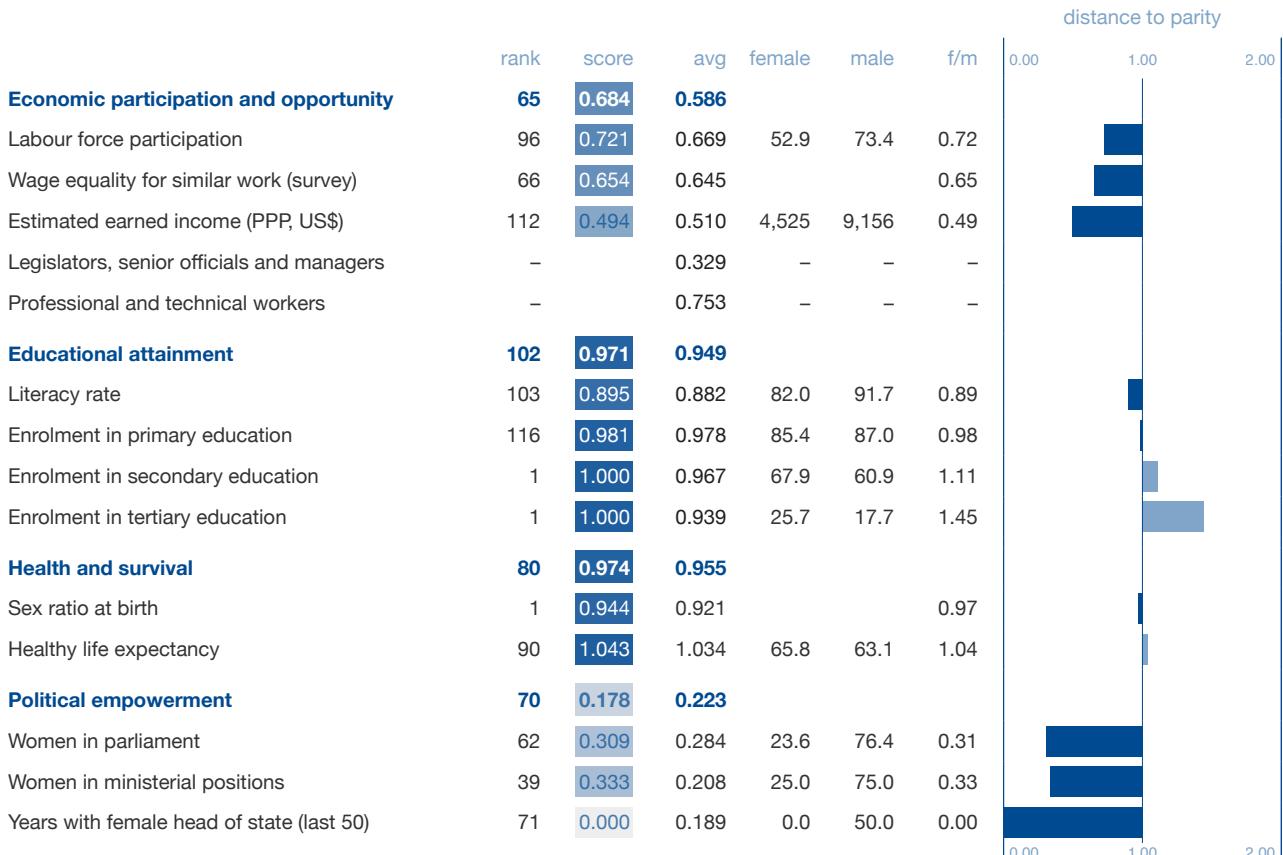


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 1.75   |
| GDP per capita (constant '11, intl. \$, PPP) | 6,223  |
| Total population (1,000s)                    | 539.56 |
| Population growth rate (%)                   | 1.26   |
| Population sex ratio (female/male)           | 1.01   |
| Human Capital Index score                    | —      |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>72</b> | <b>0.702</b> |
| Economic participation and opportunity | —         | —          | 65        | 0.684        |
| Educational attainment                 | —         | —          | 102       | 0.971        |
| Health and survival                    | —         | —          | 80        | 0.974        |
| Political empowerment                  | —         | —          | 70        | 0.178        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 60.0   | -    |                   |
| Unemployed adults  | -      | -    | -                 | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | -    |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 14.8   | 6.5  | 2.28              |  |        |      |                   |
| Own-account workers  | 29.2   | 29.4 | 1.00              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 2.6    | 2.8  | 0.94              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.63 | Primary education attainment, adults                       | 49.5   | 54.6 | 0.91              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -    | -                 |
| Firms with female (co-)owners                                |        |      | 0.49              | Primary education attainment, 65+                          | -      | -    | -                 |
| Firms with female top managers                               |        |      | 0.20              | Out-of-school youth  | 26.5   | 33.4 | 0.79              |
| Employers  | 1.6    | 6.5  | 0.25              | Secondary education attainment, adults                     | 19.8   | 20.3 | 0.98              |
| R&D personnel  | 43.2   | 56.8 | 0.76              | Secondary education attainment, 25-54                      | -      | -    | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | -      | -    | -                 |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, adults                      | 7.0    | 6.8  | 1.03              |
| Women's access to financial services                         |        |      | -                 | Tertiary education attainment, age 25-54                   | -      | -    | -                 |
| Inheritance rights for daughters                             |        |      | -                 | Tertiary education attainment, age 65+                     | -      | -    | -                 |
| Women's access to land use, control and ownership            |        |      | -                 | PhD graduates  | 0.1    | 0.0  | -                 |
| Women's access to non-land assets use, control and ownership |        |      | -                 | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1975              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 42                | Agri., Forestry, Fisheries and Veterinary                  | 0.7    | 0.8  | 0.85              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 2.6    | 2.4  | 1.06              |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 33.3   | 28.6 | 1.16              |
| Election list quotas for women, local                        |        |      | 50                | Education  | 11.6   | 9.1  | 1.27              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 5.5    | 20.8 | 0.26              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 14.3   | 4.7  | 3.03              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 4.2    | 15.0 | 0.28              |
| Average length of single life                                | 22.8   | 27.9 | 0.82              | Natural Sci., Mathematics and Statistics                   | 4.6    | 4.4  | 1.06              |
| Proportion married by age 25                                 | 41.3   | 23.4 | 1.77              | Services   | 0.1    | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 23.2   | 13.9 | 1.68              |
| Average number of children per woman                         |        |      | 2.33              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, children under age 5                            | 0.1    | 0.1  | <sup>1</sup> 0.80 |
| Potential support ratio                                      |        |      | 15                | Mortality, non-communicable diseases                       | 1.0    | 0.8  | <sup>1</sup> 1.27 |
| Total dependency ratio                                       |        |      | 54                | Mortality, infectious and parasitic diseases               | 0.1    | 0.1  | <sup>1</sup> 0.38 |
| Parity of parental rights in marriage                        |        |      | -                 | Mortality, accidental injuries                             | 0.1    | 0.1  | <sup>1</sup> 0.70 |
| Parity of parental rights after divorce                      |        |      | -                 | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1  | <sup>1</sup> 0.41 |
|  |        |      | -                 | Mortality, childbirth                                      |        |      | -                 |
|  |        |      | -                 | Legislation on domestic violence                           |        |      | yes               |
|  |        |      | -                 | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      | -                 | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      | -                 | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      | -                 | Antenatal care, at least four visits                       |        |      | -                 |

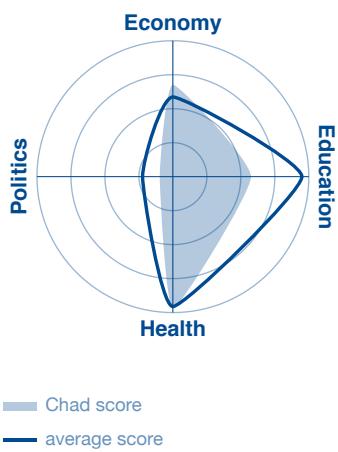
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Chad

rank  
out of 149 countries **145**  
score  
0.00 = imparity  
1.00 = parity **0.580**



## SCORE AT GLANCE

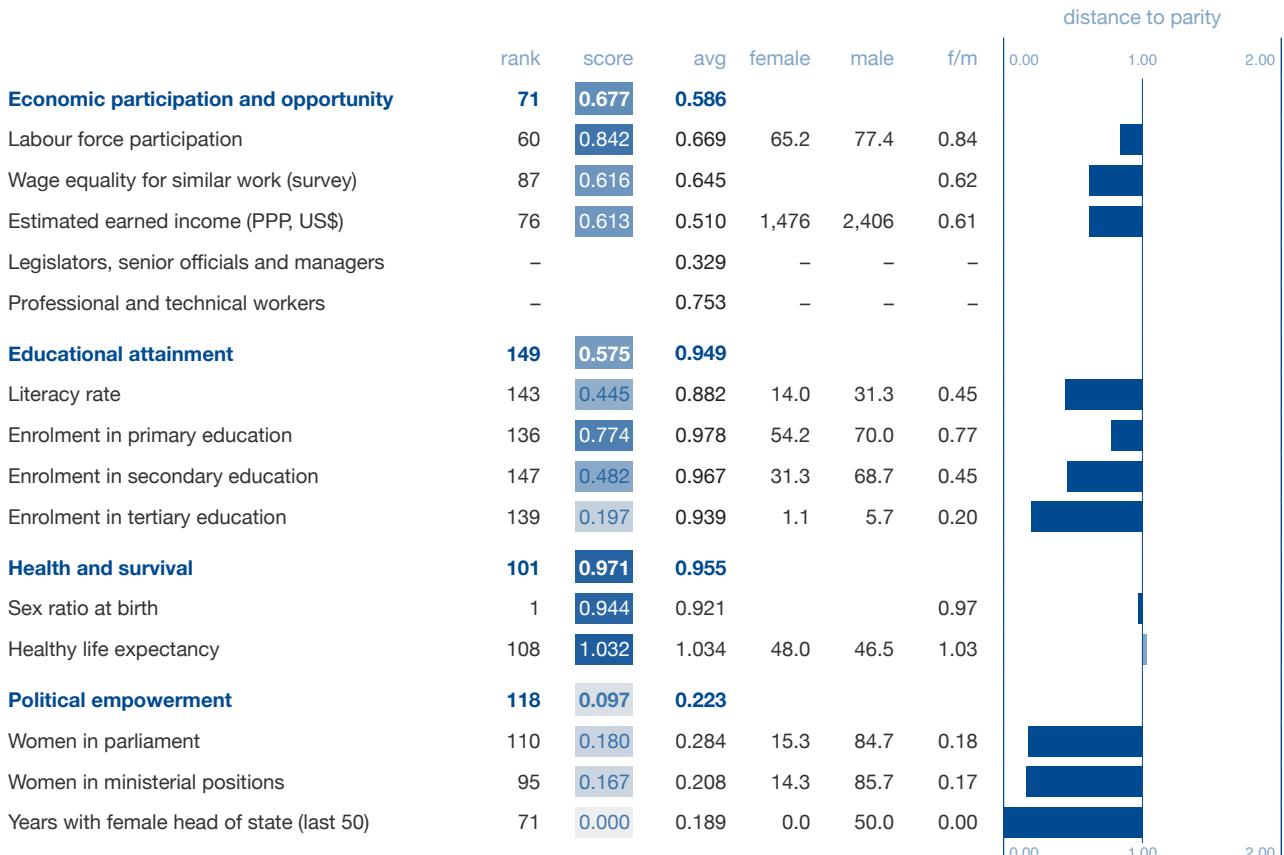


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 9.98      |
| GDP per capita (constant '11, intl. \$, PPP) | 1,768     |
| Total population (1,000s)                    | 14,452.54 |
| Population growth rate (%)                   | 3.02      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 47.53     |

|  | rank       | score        | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  |            |              | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>113</b> | <b>0.525</b> | <b>145</b> | <b>0.580</b> |
| Economic participation and opportunity | 65         | 0.601        | 71         | 0.677        |
| Educational attainment                 | 115        | 0.468        | 149        | 0.575        |
| Health and survival                    | 56         | 0.976        | 101        | 0.971        |
| Political empowerment                  | 91         | 0.054        | 118        | 0.097        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 98.0   | 1.0   |                   |
| Unemployed adults  | -      | -    | -                 | Wages paid during maternity/paternity leave                | 50.0   | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | -      | -    | -                 |  |        |       |                   |
| Own-account workers  | -      | -    | -                 |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 31.3   | 10.6  | 2.95              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.49 | Primary education attainment, adults                       | 3.5    | 14.3  | 0.24              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 35.4   | 63.3  | 0.56              |
| Firms with female (co-)owners                                |        |      | 0.67              | Primary education attainment, 65+                          | 3.2    | 26.3  | 0.12              |
| Firms with female top managers                               |        |      | 0.07              | Out-of-school youth  | 93.8   | 80.8  | 1.16              |
| Employers  | -      | -    | -                 | Secondary education attainment, adults                     | 1.7    | 9.9   | 0.17              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 9.9    | 32.2  | 0.31              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 0.6    | 6.1   | 0.10              |
| Hold an account at a financial institution                   | 4.0    | 11.7 | 0.34              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 0.9    | 3.2   | 0.29              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.2    | 0.8   | 0.30              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |      | 1958              | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Years since any women received voting rights                 |        |      | 59                | Arts and Humanities  | 37.4   | 41.0  | 0.91              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 29.7   | 9.3   | 3.19              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 12.1   | 17.0  | 0.71              |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | -      | -     | -                 |
| Seats held in upper house                                    | 41.9   | 58.1 | 0.72              | Information and Comm. Technologies                         | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 4.4    | 15.1  | 0.29              |
| Average length of single life                                | 18.4   | 24.5 | 0.75              | Services   | -      | -     | -                 |
| Proportion married by age 25                                 | 90.2   | 38.0 | 2.37              | Social Sci., Journalism and Information                    | 16.5   | 17.6  | 0.94              |
| Mean age of women at birth of first child                    |        |      | 29                | <b>Health</b>  | female | male  | value             |
| Average number of children per woman                         |        |      | 5.95              | Mortality, children under age 5                            | 38.5   | 44.1  | <sup>1</sup> 0.87 |
| Women's unmet demand for family planning                     |        |      | 28.00             | Mortality, non-communicable diseases                       | 22.1   | 22.3  | <sup>1</sup> 0.99 |
| Potential support ratio                                      |        |      | 20                | Mortality, infectious and parasitic diseases               | 27.6   | 30.0  | <sup>1</sup> 0.92 |
| Total dependency ratio                                       |        |      | 99                | Mortality, accidental injuries                             | 5.0    | 9.7   | <sup>1</sup> 0.51 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.7    | 1.9   | <sup>1</sup> 0.34 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, childbirth                                      |        |       | <sup>1</sup> 856  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 57.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 20.20             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 31.00             |

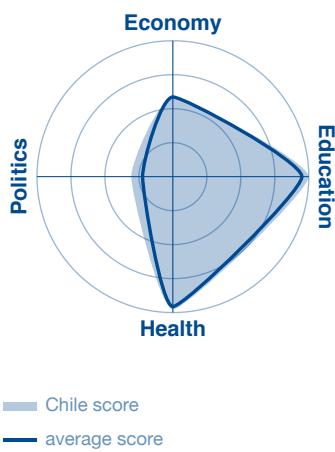
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Chile

rank  
out of 149 countries **54**  
score  
0.00 = imparity  
1.00 = parity **0.717**



## SCORE AT GLANCE

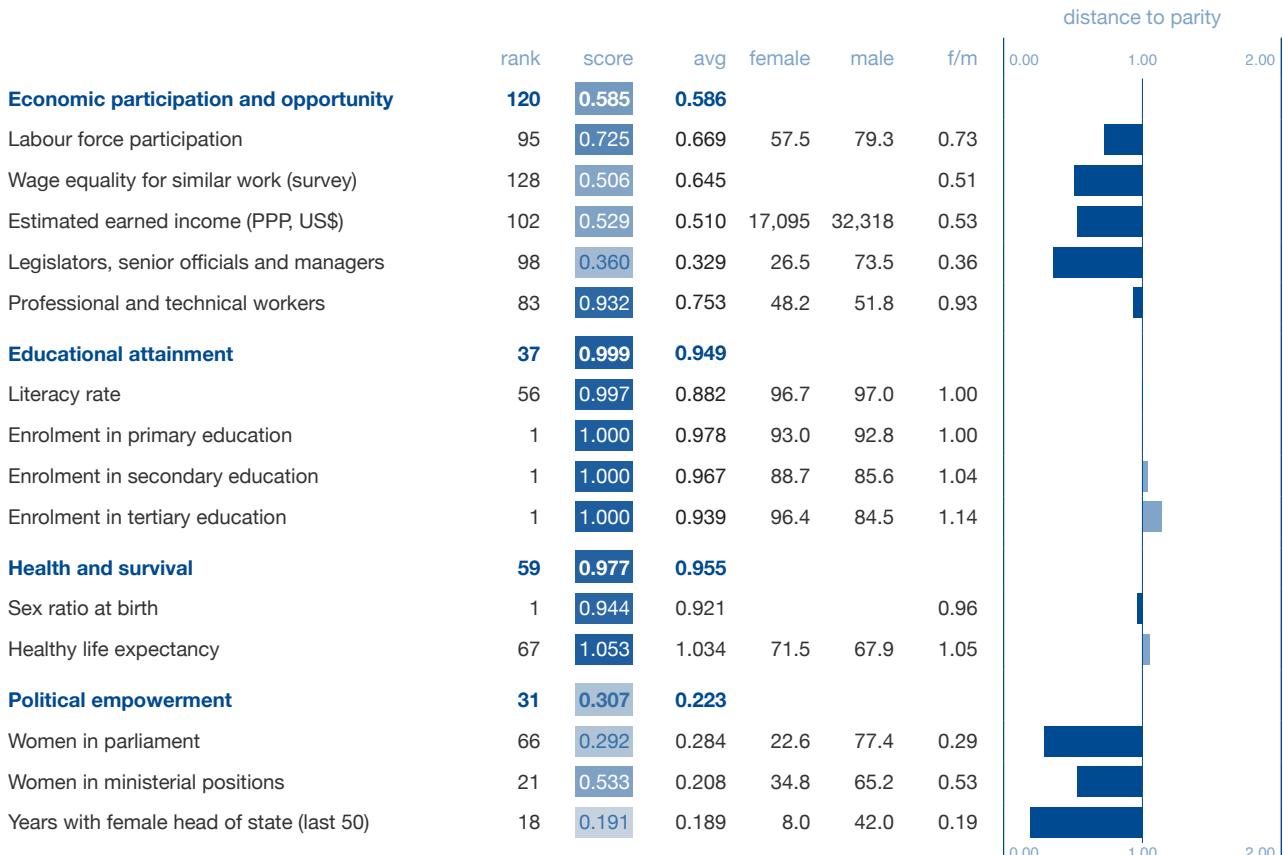


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 277.08    |
| GDP per capita (constant '11, intl. \$, PPP) | 22,767    |
| Total population (1,000s)                    | 17,909.75 |
| Population growth rate (%)                   | 0.80      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 64.22     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>78</b> | <b>0.645</b> | <b>54</b> | <b>0.717</b> |
| Economic participation and opportunity | 90        | 0.514        | 120       | 0.585        |
| Educational attainment                 | 69        | 0.980        | 37        | 0.999        |
| Health and survival                    | 1         | 0.980        | 59        | 0.977        |
| Political empowerment                  | 56        | 0.109        | 31        | 0.307        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



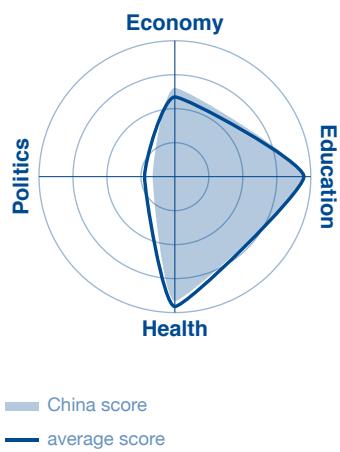
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 84     |
| Youth not in employment or education                         | 16.6   | 8.4  | 1.97   | Length of maternity/paternity leave (days)                 | 126.0  | 5.0   |        |
| Unemployed adults  | 7.3    | 6.4  | 1.14   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 57.7   | 42.3 | 1.36   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | 40.6   | 36.5 | 1.11   | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 7.3    | 8.9  | 0.81   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 34.1   | 19.8 | 1.72   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 4.4    | 2.6  | 1.68   |  |        |       |        |
| Own-account workers  | 20.7   | 20.2 | 1.03   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 5.7    | 5.6   | 1.03   |
| Advancement of women to leadership roles                     |        |      | 2 0.51 | Primary education attainment, adults                       | 84.7   | 86.8  | 0.98   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 98.7   | 98.5  | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.42   | Primary education attainment, 65+                          | 91.5   | 93.0  | 0.98   |
| Firms with female top managers                               |        |      | 0.05   | Out-of-school youth  | 5.4    | 6.5   | 0.84   |
| Employers  | 2.3    | 2.6  | 0.90   | Secondary education attainment, adults                     | 53.1   | 55.2  | 0.96   |
| R&D personnel  | 37.9   | 62.1 | 0.61   | Secondary education attainment, 25-54                      | 80.2   | 78.7  | 1.02   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 48.4   | 53.3  | 0.91   |
| Hold an account at a financial institution                   | 59.1   | 67.8 | 0.87   | Tertiary education attainment, adults                      | 11.5   | 13.2  | 0.86   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 34.0   | 32.3  | 1.05   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 12.1   | 17.9  | 0.68   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | –      | –     | –      |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –    | –      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1949   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 68     | Agri., Forestry, Fisheries and Veterinary                  | 1.9    | 2.7   | 0.70   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 4.0    | 4.0   | 0.98   |
| Election list quotas for women, national                     |        |      | 40     | Business, Admin. and Law                                   | 21.9   | 22.8  | 0.96   |
| Election list quotas for women, local                        |        |      | –      | Education  | 20.6   | 7.9   | 2.62   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 4.9    | 28.4  | 0.17   |
| Seats held in upper house                                    | 14.8   | 85.2 | 0.17   | Health and Welfare   | 29.8   | 11.1  | 2.69   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.7    | 6.9   | 0.10   |
| Average length of single life                                | 27.4   | 29.3 | 0.94   | Natural Sci., Mathematics and Statistics                   | 1.1    | 1.5   | 0.72   |
| Proportion married by age 25                                 | 24.2   | 16.6 | 1.46   | Services   | 8.7    | 10.8  | 0.81   |
| Mean age of women at birth of first child                    |        |      | 28     | Social Sci., Journalism and Information                    | 7.2    | 3.9   | 1.87   |
| Average number of children per woman                         |        |      | 1.77   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.9    | 1.0   | 1 0.82 |
| Potential support ratio                                      |        |      | 6      | Mortality, non-communicable diseases                       | 43.2   | 44.1  | 1 0.98 |
| Total dependency ratio                                       |        |      | 46     | Mortality, infectious and parasitic diseases               | 1.2    | 1.6   | 1 0.73 |
| Parity of parental rights in marriage                        |        |      | no     | Mortality, accidental injuries                             | 1.5    | 3.6   | 1 0.43 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.4    | 2.2   | 1 0.19 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 22   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 36.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | –      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

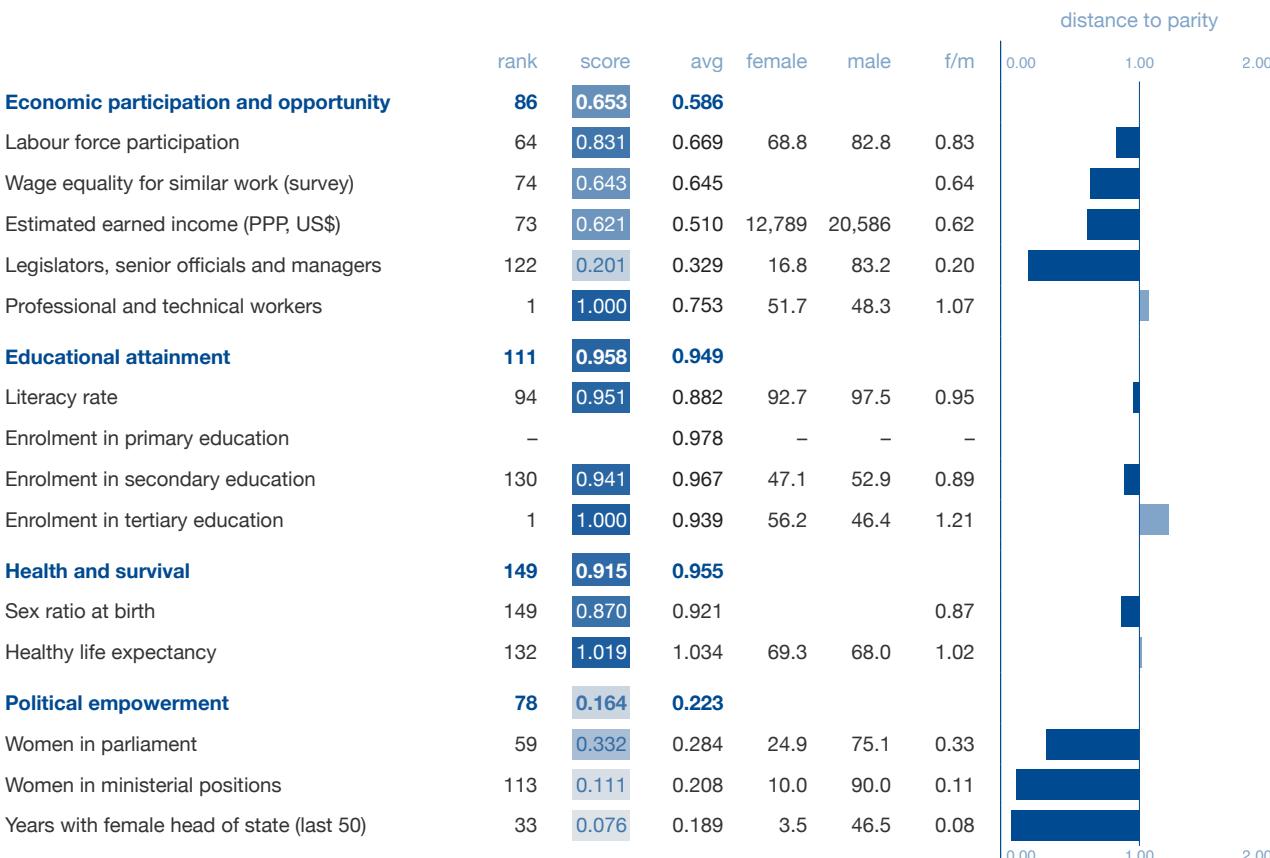


## KEY INDICATORS

|  |              |
|--|--------------|
| GDP (US\$ billions)                          | 12,237.70    |
| GDP per capita (constant '11, intl. \$, PPP) | 15,309       |
| Total population (1,000s)                    | 1,403,500.37 |
| Population growth rate (%)                   | 0.41         |
| Population sex ratio (female/male)           | 0.94         |
| Human Capital Index score                    | 67.72        |

|  | 2006      | 2018         | rank       | score        | rank | score |
|--|-----------|--------------|------------|--------------|------|-------|
| <b>Global Gender Gap score</b>         | <b>63</b> | <b>0.656</b> | <b>103</b> | <b>0.673</b> |      |       |
| Economic participation and opportunity | 53        | 0.621        | 86         | 0.653        |      |       |
| Educational attainment                 | 78        | 0.957        | 111        | 0.958        |      |       |
| Health and survival                    | 114       | 0.936        | 149        | 0.915        |      |       |
| Political empowerment                  | 52        | 0.111        | 78         | 0.164        |      |       |
| rank out of                            | 115       |              | 149        |              |      |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value             |  | female  | male    | value             |
|--|--------|-------|-------------------|--|---------|---------|-------------------|
| <b>Workforce Participation</b>                               |        |       |                   | <b>Care</b>  |         |         |                   |
| Non-discrimination laws, hiring women                        |        |       | yes               | Length of parental leave (days)                            |         |         | -                 |
| Youth not in employment or education                         | -      | -     | -                 | Length of maternity/paternity leave (days)                 | 128.0   | 3.0     |                   |
| Unemployed adults  | -      | -     | -                 | Wages paid during maternity/paternity leave                | 100.0   | 100.0   |                   |
| Discouraged job seekers                                      | -      | -     | -                 | Provider of parental leave benefits                        |         |         | -                 |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | dual    | empl    |                   |
| High-skilled share of labour force                           | -      | -     | -                 | Government supports or provides childcare                  |         |         | yes               |
| Workers employed part-time                                   | -      | -     | -                 | Government provides child allowance                        |         |         | yes               |
| Contributing family workers                                  | -      | -     | -                 |  |         |         |                   |
| Own-account workers  | -      | -     | -                 |  |         |         |                   |
| Work, minutes per day  | 525.0  | 481.0 | 1.09              |  |         |         |                   |
| Proportion of unpaid work per day                            | 44.6   | 18.9  | 2.36              |  |         |         |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female  | male    | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | -       | -       | -                 |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.65 | Primary education attainment, adults                       | -       | -       | -                 |
| Boards of publicly traded companies                          | 9.4    | 90.6  | 0.10              | Primary education attainment, 25-54                        | 96.8    | 98.8    | 0.98              |
| Firms with female (co-)owners                                |        |       | 1.79              | Primary education attainment, 65+                          | 61.7    | 87.5    | 0.71              |
| Firms with female top managers                               |        |       | 0.21              | Out-of-school youth  | -       | -       | -                 |
| Employers  | -      | -     | -                 | Secondary education attainment, adults                     | 19.2    | 25.4    | 0.76              |
| R&D personnel  | -      | -     | -                 | Secondary education attainment, 25-54                      | 72.4    | 81.9    | 0.88              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 18.9    | 39.6    | 0.48              |
| Hold an account at a financial institution                   | 76.4   | 81.4  | 0.94              | Tertiary education attainment, adults                      | 3.0     | 4.1     | 0.72              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 7.5     | 9.2     | 0.81              |
| Inheritance rights for daughters                             |        |       | part              | Tertiary education attainment, age 65+                     | 1.6     | 4.7     | 0.35              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -       | -       | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -       | -       | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -     | -                 |  |         |         |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |         |         |                   |
| Year women received right to vote                            |        |       | 1949              | <b>Graduates by Degree Type</b>                            | female  | male    | value             |
| Years since any women received voting rights                 |        |       | 68                | Agri., Forestry, Fisheries and Veterinary                  | -       | -       | -                 |
| Number of female heads of state to date                      |        |       | 1                 | Arts and Humanities  | -       | -       | -                 |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | -       | -       | -                 |
| Election list quotas for women, local                        |        |       | -                 | Education  | -       | -       | -                 |
| Voluntary political party quotas                             |        |       | no                | Engineering, Manuf. and Construction                       | -       | -       | -                 |
| Seats held in upper house                                    | 20.0   | 80.0  | 0.25              | Health and Welfare   | -       | -       | -                 |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | -       | -       | -                 |
| Average length of single life                                | 24.4   | 26.2  | 0.93              | Natural Sci., Mathematics and Statistics                   | -       | -       | -                 |
| Proportion married by age 25                                 | 35.6   | 20.3  | 1.75              | Services   | -       | -       | -                 |
| Mean age of women at birth of first child                    |        |       | 27                | Social Sci., Journalism and Information                    | -       | -       | -                 |
| Average number of children per woman                         |        |       | 1.62              |  |         |         |                   |
| Women's unmet demand for family planning                     |        |       | 2.00              | <b>Health</b>  | female  | male    | value             |
| Potential support ratio                                      |        |       | 7                 | Mortality, children under age 5                            | 78.4    | 103.1   | <sup>1</sup> 0.76 |
| Total dependency ratio                                       |        |       | 39                | Mortality, non-communicable diseases                       | 4,050.5 | 4,691.8 | <sup>1</sup> 0.86 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, infectious and parasitic diseases               | 46.3    | 72.3    | <sup>1</sup> 0.64 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, accidental injuries                             | 188.1   | 355.3   | <sup>1</sup> 0.53 |
|  |        |       |                   | Mortality, intentional injuries, self-harm                 | 80.9    | 72.0    | <sup>1</sup> 1.12 |
|  |        |       |                   | Mortality, childbirth                                      |         |         | <sup>1</sup> 27   |
|  |        |       |                   | Legislation on domestic violence                           |         |         | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |         |         | 15.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |         |         | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |         |         | 99.90             |
|  |        |       |                   | Antenatal care, at least four visits                       |         |         | -                 |

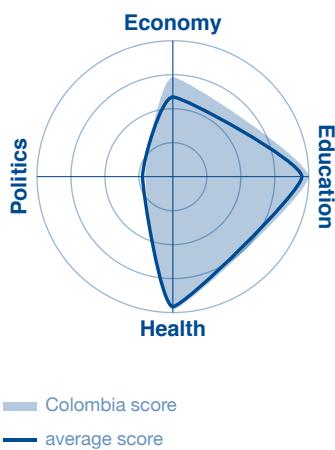
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Colombia

rank  
out of 149 countries **40**  
score  
0.00 = imparity  
1.00 = parity **0.729**



## SCORE AT GLANCE

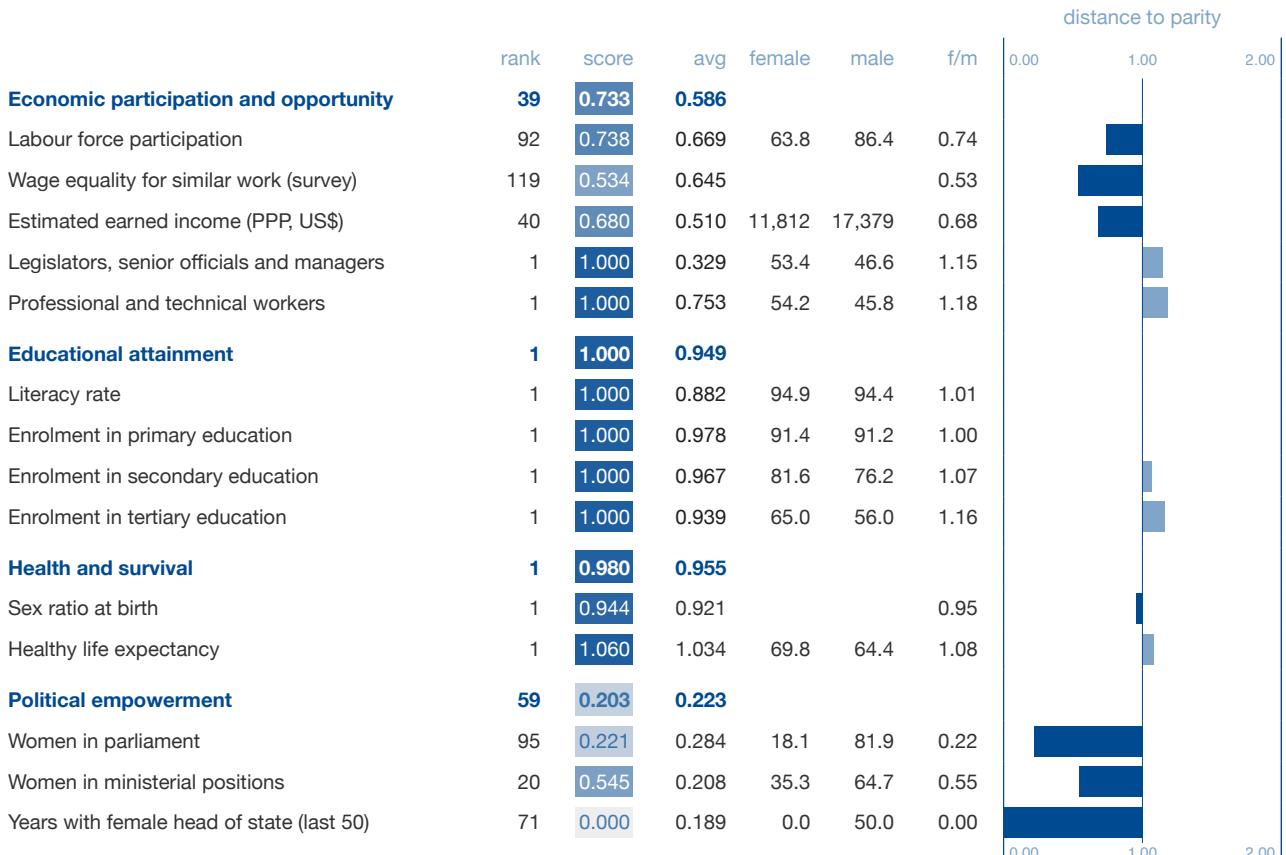


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 309.19    |
| GDP per capita (constant '11, intl. \$, PPP) | 13,255    |
| Total population (1,000s)                    | 48,653.42 |
| Population growth rate (%)                   | 0.83      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 61.80     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>22</b> | <b>0.705</b> | <b>40</b> | <b>0.729</b> |
| Economic participation and opportunity | 39        | 0.661        | 39        | 0.733        |
| Educational attainment                 | 14        | 1.000        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 27        | 0.180        | 59        | 0.203        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female  | male    | value             |  | female | male  | value |
|--|---------|---------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |         |         |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |         |         | no                | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 30.3    | 12.3    | 2.47              | Length of maternity/paternity leave (days)                 | 98.0   | 10.0  |       |
| Unemployed adults  | 11.1    | 6.8     | 1.64              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 72.6    | 27.4    | 2.65              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | 59.0    | 55.0    | 1.07              | Provider of maternity/paternity leave benefits             | gov    | gov   |       |
| High-skilled share of labour force                           | 14.8    | 13.3    | 1.11              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 31.7    | 14.2    | 2.23              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 5.7     | 2.0     | 2.79              |  |        |       |       |
| Own-account workers  | 41.0    | 45.2    | 0.91              |  |        |       |       |
| Work, minutes per day  | -       | -       | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -       | -       | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female  | male    | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |         |         | yes               | Out-of-school children                                     | 6.6    | 7.1   | 0.92  |
| Advancement of women to leadership roles                     |         |         | <sup>2</sup> 0.56 | Primary education attainment, adults                       | 76.4   | 75.6  | 1.01  |
| Boards of publicly traded companies                          | -       | -       | -                 | Primary education attainment, 25-54                        | 97.7   | 97.2  | 1.00  |
| Firms with female (co-)owners                                |         |         | 0.55              | Primary education attainment, 65+                          | 82.4   | 85.3  | 0.97  |
| Firms with female top managers                               |         |         | 0.14              | Out-of-school youth  | 14.9   | 17.4  | 0.86  |
| Employers  | 2.5     | 2.0     | 1.24              | Secondary education attainment, adults                     | 46.1   | 44.6  | 1.03  |
| R&D personnel  | -       | -       | -                 | Secondary education attainment, 25-54                      | 71.9   | 67.9  | 1.06  |
| <b>Access to Assets</b>                                      | female  | male    | value             | Secondary education attainment, 65+                        | 27.4   | 31.1  | 0.88  |
| Hold an account at a financial institution                   | 33.6    | 43.5    | 0.77              | Tertiary education attainment, adults                      | 10.6   | 10.0  | 1.05  |
| Women's access to financial services                         |         |         | yes               | Tertiary education attainment, age 25-54                   | 21.9   | 18.7  | 1.17  |
| Inheritance rights for daughters                             |         |         | yes               | Tertiary education attainment, age 65+                     | 5.2    | 9.6   | 0.54  |
| Women's access to land use, control and ownership            |         |         | yes               | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |         |         | yes               | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 1,089.4 | 1,193.4 | 0.91              |  |        |       |       |
| <b>Political Leadership</b>                                  | female  | male    | value             |  |        |       |       |
| Year women received right to vote                            |         |         | 1954              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |         |         | 63                | Agri., Forestry, Fisheries and Veterinary                  | 1.3    | 2.2   | 0.58  |
| Number of female heads of state to date                      |         |         | 0                 | Arts and Humanities  | 3.8    | 4.5   | 0.85  |
| Election list quotas for women, national                     |         |         | 30                | Business, Admin. and Law                                   | 50.9   | 38.5  | 1.32  |
| Election list quotas for women, local                        |         |         | 30                | Education  | 10.3   | 6.3   | 1.64  |
| Voluntary political party quotas                             |         |         | no                | Engineering, Manuf. and Construction                       | 9.6    | 23.9  | 0.40  |
| Seats held in upper house                                    | 43.0    | 57.0    | 0.75              | Health and Welfare   | 9.0    | 4.3   | 2.09  |
| <b>Family</b>  | female  | male    | value             | Information and Comm. Technologies                         | 2.7    | 8.6   | 0.31  |
| Average length of single life                                | 22.9    | 26.8    | 0.85              | Natural Sci., Mathematics and Statistics                   | 1.3    | 1.4   | 0.94  |
| Proportion married by age 25                                 | 51.9    | 26.0    | 2.00              | Services   | 2.4    | 5.6   | 0.42  |
| Mean age of women at birth of first child                    |         |         | 27                | Social Sci., Journalism and Information                    | 8.2    | 4.8   | 1.71  |
| Average number of children per woman                         |         |         | 1.85              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |         |         | 8.00              | Mortality, children under age 5                            | 5.1    | 6.8   |       |
| Potential support ratio                                      |         |         | 9                 | Mortality, non-communicable diseases                       | 87.6   | 90.7  |       |
| Total dependency ratio                                       |         |         | 45                | Mortality, infectious and parasitic diseases               | 3.2    | 6.2   |       |
| Parity of parental rights in marriage                        |         |         | yes               | Mortality, accidental injuries                             | 3.4    | 11.8  |       |
| Parity of parental rights after divorce                      |         |         | yes               | Mortality, intentional injuries, self-harm                 | 2.9    | 23.7  |       |
|  |         |         |                   | Mortality, childbirth                                      |        |       |       |
|  |         |         |                   | Legislation on domestic violence                           |        |       | yes   |
|  |         |         |                   | Prevalence of gender violence in lifetime                  |        |       | 39.0  |
|  |         |         |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |         |         |                   | Births attended by skilled health personnel                |        |       | -     |
|  |         |         |                   | Antenatal care, at least four visits                       |        |       | 88.60 |

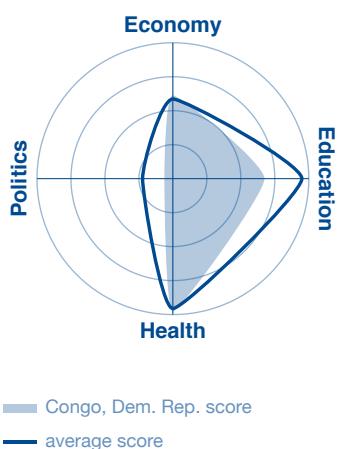
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Congo, Dem. Rep.

rank  
out of 149 countries **144**  
  
score  
0.00 = impartiality  
1.00 = parity **0.582**



## SCORE AT GLANCE

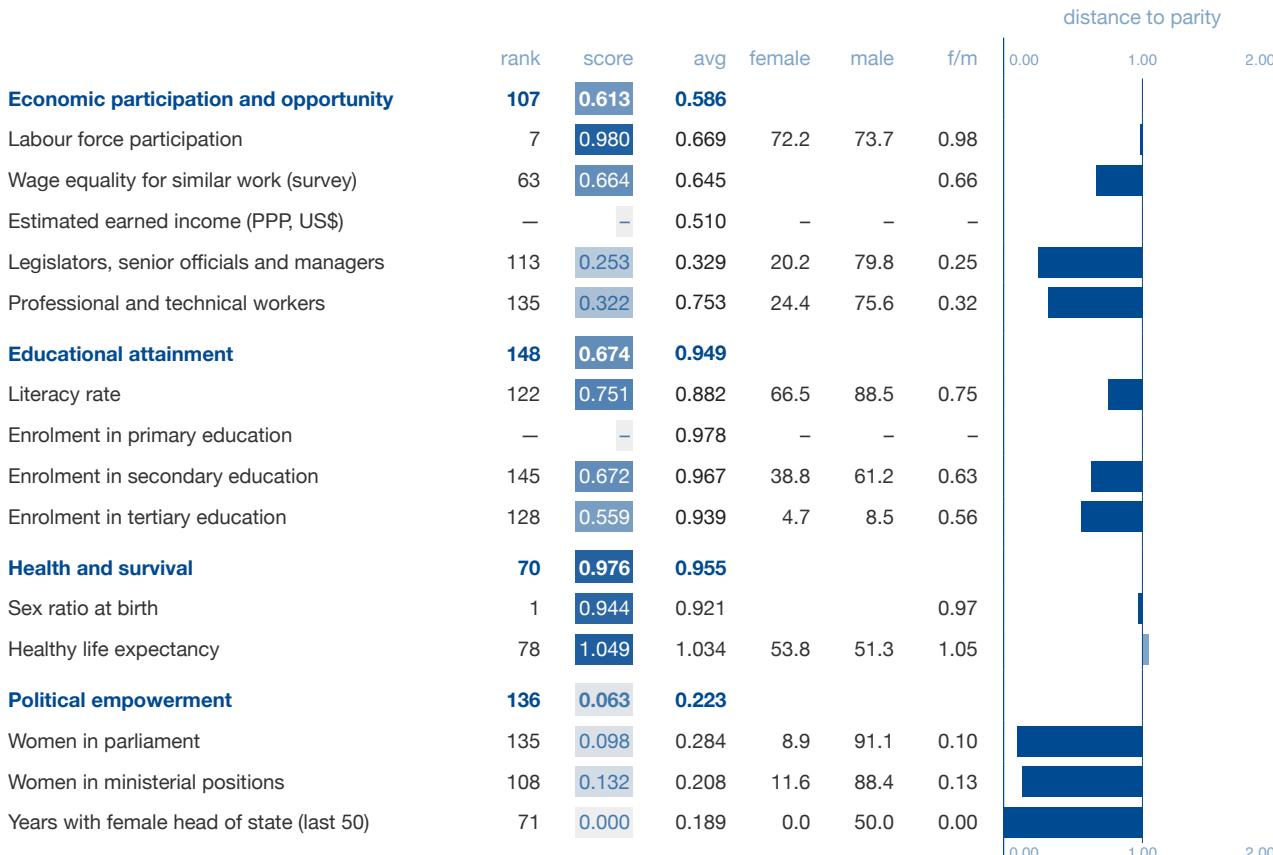


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 37.24     |
| GDP per capita (constant '11, intl. \$, PPP) | 808       |
| Total population (1,000s)                    | 76,196.62 |
| Population growth rate (%)                   | 3.24      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | -         |

|  |      | 2006  | 2018                    |
|--|------|-------|-------------------------|
|  | rank | score | rank                    |
| <b>Global Gender Gap score</b>         | —    | —     | <b>144</b> <b>0.582</b> |
| Economic participation and opportunity | —    | —     | 107 0.613               |
| Educational attainment                 | —    | —     | 148 0.674               |
| Health and survival                    | —    | —     | 70 0.976                |
| Political empowerment                  | —    | —     | 136 0.063               |
| rank out of                            |      | 115   | 149                     |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | -      | -    |       |
| Unemployed adults  | -      | -    | -                 | Wages paid during maternity/paternity leave                | -      | -    |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | -      | -    |       |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | -      | -    | -                 |  |        |      |       |
| Own-account workers  | -      | -    | -                 |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 65.5   | 63.8 | 1.03  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.59 | Primary education attainment, adults                       | 49.9   | 78.4 | 0.64  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -    | -     |
| Firms with female (co-)owners                                |        |      | 0.18              | Primary education attainment, 65+                          | -      | -    | -     |
| Firms with female top managers                               |        |      | 0.12              | Secondary education attainment, adults                     | 16.8   | 38.6 | 0.44  |
| Employers  | -      | -    | -                 | Secondary education attainment, 25-54                      | -      | -    | -     |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 65+                        | -      | -    | -     |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, adults                      | 1.5    | 5.6  | 0.27  |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, age 25-54                   | -      | -    | -     |
| Women's access to financial services                         |        |      | no                | Tertiary education attainment, age 65+                     | -      | -    | -     |
| Inheritance rights for daughters                             |        |      | part              | PhD graduates  | 0.0    | 0.0  | 0.41  |
| Women's access to land use, control and ownership            |        |      | part              | Individuals using the internet                             | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | no                |  |        |      |       |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male | value |
| Year women received right to vote                            |        |      | -                 | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -     |
| Years since any women received voting rights                 |        |      | -                 | Arts and Humanities  | -      | -    | -     |
| Number of female heads of state to date                      |        |      | -                 | Business, Admin. and Law                                   | -      | -    | -     |
| Election list quotas for women, national                     |        |      | 50                | Education  | -      | -    | -     |
| Election list quotas for women, local                        |        |      | 50                | Engineering, Manuf. and Construction                       | -      | -    | -     |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | -      | -    | -     |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | -      | -    | -     |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | -      | -    | -     |
| Average length of single life                                | -      | -    | -                 | Services   | -      | -    | -     |
| Proportion married by age 25                                 | -      | -    | -                 | Social Sci., Journalism and Information                    | -      | -    | -     |
| Mean age of women at birth of first child                    | 29.4   |      | -                 |  |        |      |       |
| Average number of children per woman                         |        |      | 6.11              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 24.00             | Mortality, children under age 5                            | -      | -    | 1 -   |
| Potential support ratio                                      |        |      | -                 | Mortality, non-communicable diseases                       | -      | -    | 1 -   |
| Total dependency ratio                                       |        |      | -                 | Mortality, infectious and parasitic diseases               | -      | -    | 1 -   |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | -      | -    | 1 -   |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | -      | -    | 1 -   |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no    |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 64.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | -     |

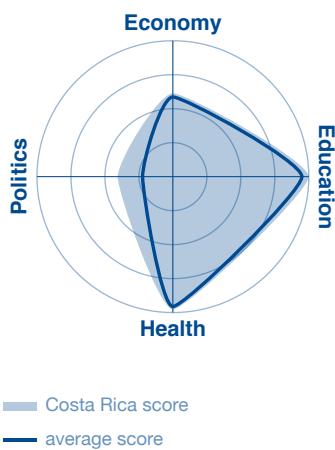
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Costa Rica

rank  
out of 149 countries **22**  
score  
0.00 = imparity  
1.00 = parity **0.749**



## SCORE AT GLANCE

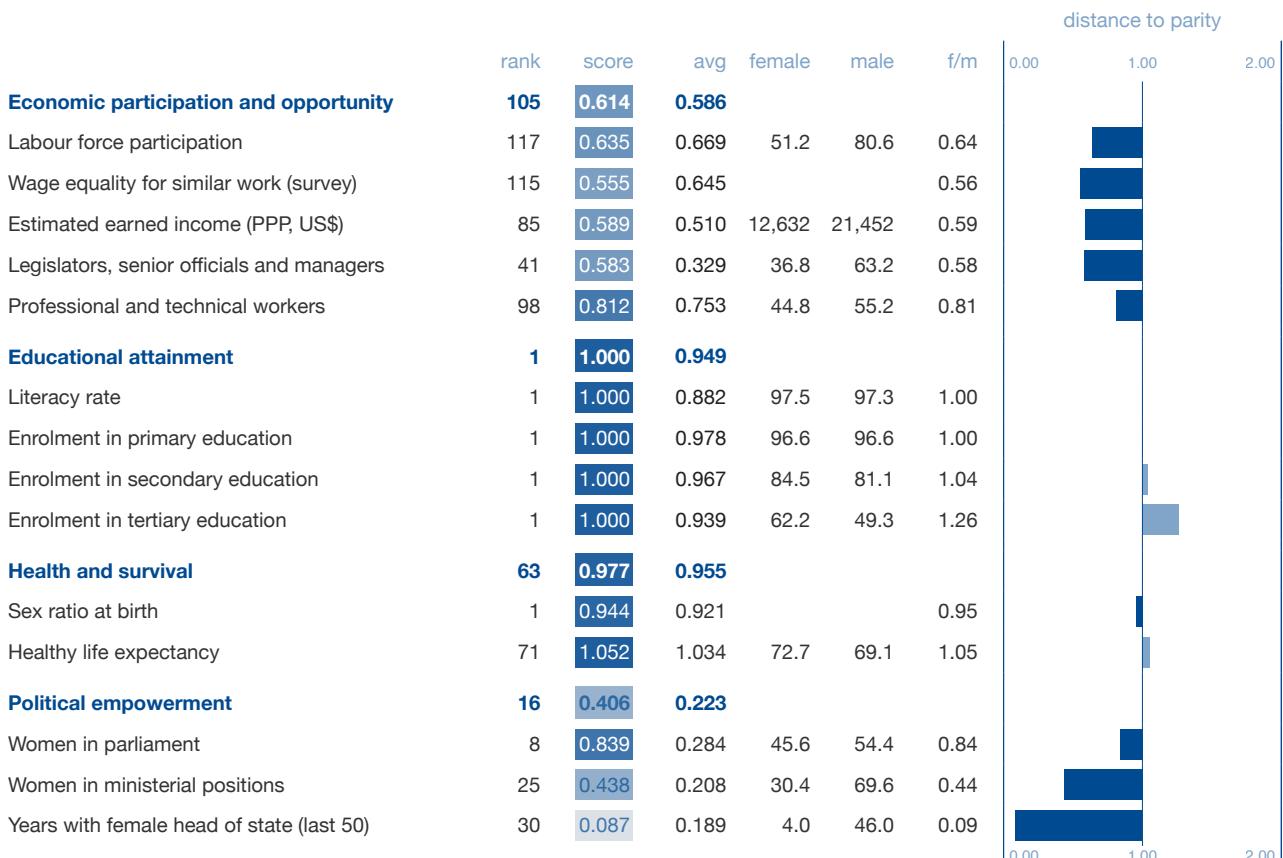


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 57.06    |
| GDP per capita (constant '11, intl. \$, PPP) | 15,525   |
| Total population (1,000s)                    | 4,857.27 |
| Population growth rate (%)                   | 0.98     |
| Population sex ratio (female/male)           | 1.00     |
| Human Capital Index score                    | 62.38    |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>30</b> | <b>0.694</b> | <b>22</b> | <b>0.749</b> |
| Economic participation and opportunity | 89        | 0.522        | 105       | 0.614        |
| Educational attainment                 | 32        | 0.995        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 63        | 0.977        |
| Political empowerment                  | 15        | 0.277        | 16        | 0.406        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



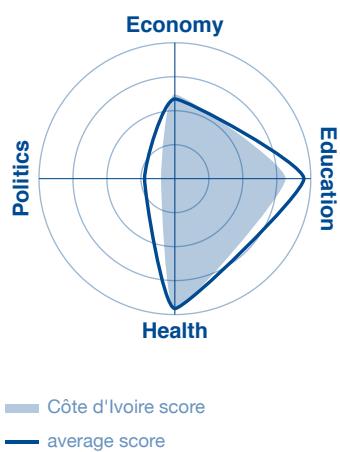
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male | value  |
|--|--------|-------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | 26.2   | 16.1  | 1.63   | Length of maternity/paternity leave (days)                 | 120.0  | -    | -      |
| Unemployed adults  | 11.5   | 7.5   | 1.53   | Wages paid during maternity/paternity leave                | 100.0  | -    | -      |
| Discouraged job seekers                                      | 56.0   | 44.0  | 1.27   | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | 43.5   | 38.2  | 1.14   | Provider of maternity/paternity leave benefits             | dual   | -    | -      |
| High-skilled share of labour force                           | 10.4   | 10.1  | 1.03   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 29.2   | 12.6  | 2.31   | Government provides child allowance                        |        |      | no     |
| Contributing family workers                                  | 0.2    | 0.1   | 1.35   |  |        |      |        |
| Own-account workers  | 12.0   | 14.5  | 0.82   |  |        |      |        |
| Work, minutes per day  | -      | -     | -      |  |        |      |        |
| Proportion of unpaid work per day                            | -      | -     | -      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 3.5    | 3.2  | 1.08   |
| Advancement of women to leadership roles                     |        |       | ² 0.62 | Primary education attainment, adults                       | 81.4   | 81.2 | 1.00   |
| Boards of publicly traded companies                          | -      | -     | -      | Primary education attainment, 25-54                        | 97.5   | 96.8 | 1.01   |
| Firms with female (co-)owners                                |        |       | 0.77   | Primary education attainment, 65+                          | 88.2   | 88.6 | 1.00   |
| Firms with female top managers                               |        |       | 0.18   | Out-of-school youth  | 12.4   | 15.3 | 0.81   |
| Employers  | 3.6    | 0.1   | 27.91  | Secondary education attainment, adults                     | 38.9   | 37.0 | 1.05   |
| R&D personnel  | -      | -     | -      | Secondary education attainment, 25-54                      | 59.1   | 55.3 | 1.07   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 27.0   | 30.3 | 0.89   |
| Hold an account at a financial institution                   | 60.2   | 69.2  | 0.87   | Tertiary education attainment, adults                      | 21.9   | 20.7 | 1.06   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 23.6   | 20.5 | 1.15   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 12.0   | 14.3 | 0.84   |
| Women's access to land use, control and ownership            |        |       | part   | PhD graduates  | -      | -    | -      |
| Women's access to non-land assets use, control and ownership |        |       | part   | Individuals using the internet                             | 59.5   | 60.0 | 0.99   |
| Mean monthly earnings (1,000s, local curr.)                  | 545.4  | 612.3 | 0.89   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |      |        |
| Year women received right to vote                            |        |       | 1949   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |       | 68     | Agri., Forestry, Fisheries and Veterinary                  | 0.7    | 1.6  | 0.46   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 2.3    | 2.7  | 0.83   |
| Election list quotas for women, national                     |        |       | 50     | Business, Admin. and Law                                   | 34.0   | 37.5 | 0.91   |
| Election list quotas for women, local                        |        |       | 50     | Education  | 27.2   | 16.2 | 1.68   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 3.8    | 12.7 | 0.30   |
| Seats held in upper house                                    | -      | -     | -      | Health and Welfare   | 19.3   | 9.8  | 1.98   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.9    | 10.1 | 0.19   |
| Average length of single life                                | 25.7   | 28.8  | 0.89   | Natural Sci., Mathematics and Statistics                   | 0.7    | 1.0  | 0.65   |
| Proportion married by age 25                                 | 31.4   | 17.8  | 1.76   | Services   | 2.1    | 3.5  | 0.59   |
| Mean age of women at birth of first child                    |        |       | 27     | Social Sci., Journalism and Information                    | 7.4    | 4.9  | 1.51   |
| Average number of children per woman                         |        |       | 1.78   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |       | 6.00   | Mortality, children under age 5                            | 0.3    | 0.4  | ¹ 0.78 |
| Potential support ratio                                      |        |       | 7      | Mortality, non-communicable diseases                       | 8.8    | 10.1 | ¹ 0.87 |
| Total dependency ratio                                       |        |       | 45     | Mortality, infectious and parasitic diseases               | 0.2    | 0.3  | ¹ 0.59 |
| Parity of parental rights in marriage                        |        |       | part   | Mortality, accidental injuries                             | 0.5    | 1.1  | ¹ 0.42 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.1    | 0.7  | ¹ 0.15 |
|  |        |       |        | Mortality, childbirth                                      |        |      | ¹ 25   |
|  |        |       |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |      | 36.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |      | 99.20  |
|  |        |       |        | Antenatal care, at least four visits                       |        |      | 90.20  |

¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

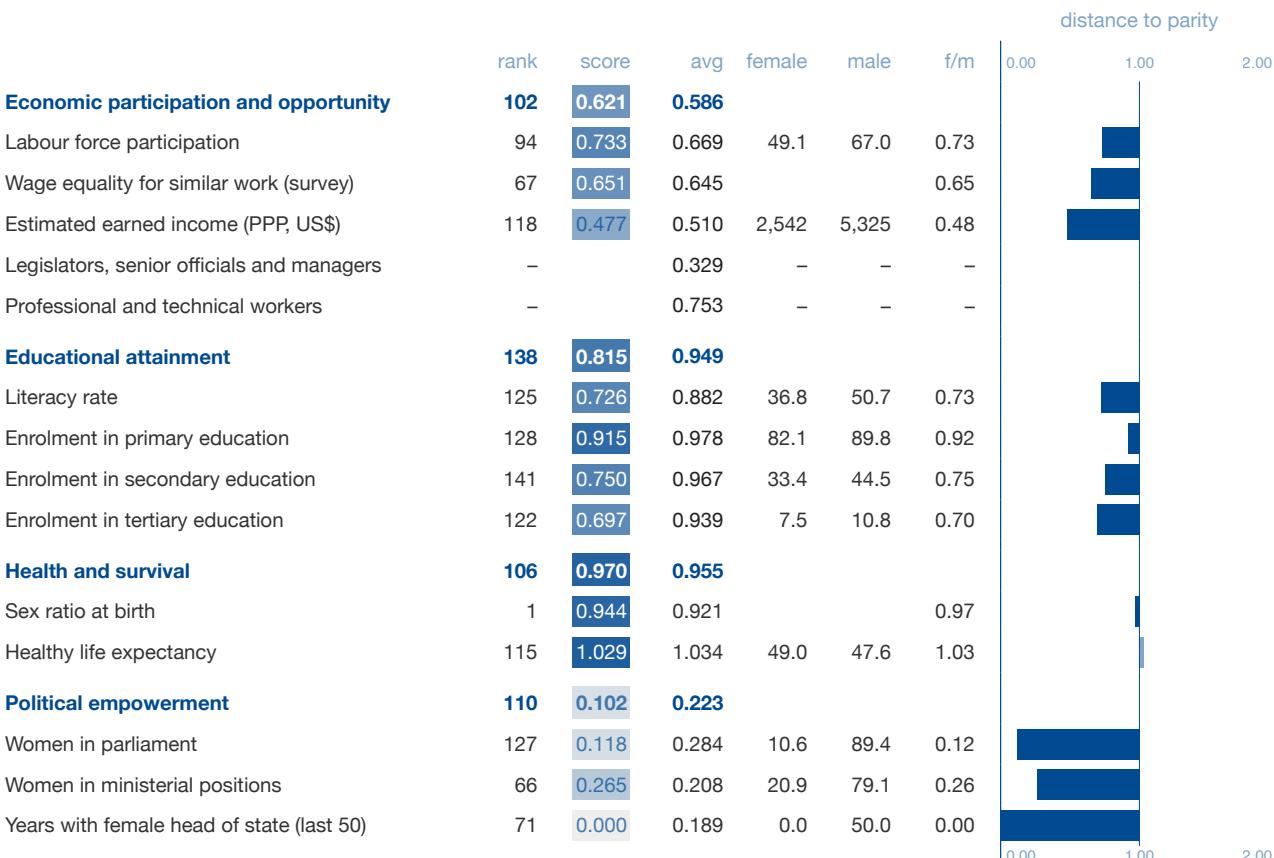


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 40.39     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,601     |
| Total population (1,000s)                    | 23,695.92 |
| Population growth rate (%)                   | 2.49      |
| Population sex ratio (female/male)           | 0.97      |
| Human Capital Index score                    | 51.12     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | —    | —     | 102  | 0.621 |
| Educational attainment                 | —    | —     | 138  | 0.815 |
| Health and survival                    | —    | —     | 106  | 0.970 |
| Political empowerment                  | —    | —     | 110  | 0.102 |
| rank out of                            |      | 115   |      | 149   |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value | <b>Care</b>  | female | male  | value  |
|--|--------|------|-------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes   | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 98.0   | 2.0   |        |
| Unemployed adults  | 12.0   | 7.4  | 1.61  | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | -      | -    | -     | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 93.8   | 82.4 | 1.14  | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | -      | -    | -     | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 30.0   | 14.7 | 2.04  |  |        |       |        |
| Own-account workers  | 59.2   | 56.5 | 1.05  |  |        |       |        |
| Work, minutes per day  | -      | -    | -     |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes   | Out-of-school children                                     | 25.3   | 16.3  | 1.56   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | -      | -     | -      |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 51.0   | 64.0  | 0.80   |
| Firms with female (co-)owners                                |        |      | 0.32  | Primary education attainment, 65+                          | 6.1    | 26.6  | 0.23   |
| Firms with female top managers                               |        |      | 0.17  | Out-of-school youth  | -      | -     | -      |
| Employers  | 0.5    | 14.7 | 0.03  | Secondary education attainment, adults                     | 6.9    | 15.3  | 0.46   |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | 22.0   | 36.5  | 0.60   |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 2.4    | 13.2  | 0.18   |
| Hold an account at a financial institution                   | 12.0   | 18.1 | 0.66  | Tertiary education attainment, adults                      | 1.5    | 4.0   | 0.36   |
| Women's access to financial services                         |        |      | part  | Tertiary education attainment, age 25-54                   | 4.9    | 8.6   | 0.57   |
| Inheritance rights for daughters                             |        |      | part  | Tertiary education attainment, age 65+                     | 0.9    | 2.7   | 0.34   |
| Women's access to land use, control and ownership            |        |      | part  | PhD graduates  | 0.1    | 0.4   | 0.27   |
| Women's access to non-land assets use, control and ownership |        |      | part  | Individuals using the internet                             | -      | -     | -      |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -     |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |       |        |
| Year women received right to vote                            |        |      | 1952  | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 65    | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 1.6   | 0.51   |
| Number of female heads of state to date                      |        |      | 0     | Arts and Humanities  | 7.6    | 9.4   | 0.81   |
| Election list quotas for women, national                     |        |      | -     | Business, Admin. and Law                                   | 55.4   | 31.9  | 1.74   |
| Election list quotas for women, local                        |        |      | -     | Education  | 3.6    | 3.4   | 1.06   |
| Voluntary political party quotas                             |        |      | yes   | Engineering, Manuf. and Construction                       | 4.6    | 12.8  | 0.36   |
| Seats held in upper house                                    | -      | -    | -     | Health and Welfare   | 6.5    | 5.6   | 1.16   |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | 5.6    | 11.8  | 0.48   |
| Average length of single life                                | 23.0   | 28.0 | 0.82  | Natural Sci., Mathematics and Statistics                   | 2.9    | 8.8   | 0.33   |
| Proportion married by age 25                                 | 59.7   | 16.7 | 3.57  | Services   | 3.1    | -     | -      |
| Mean age of women at birth of first child                    |        |      | 29    | Social Sci., Journalism and Information                    | 9.6    | 12.1  | 0.80   |
| Average number of children per woman                         |        |      | 4.91  | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 27.00 | Mortality, children under age 5                            | 33.6   | 41.8  | 1 0.80 |
| Potential support ratio                                      |        |      | 19    | Mortality, non-communicable diseases                       | 47.8   | 53.0  | 1 0.90 |
| Total dependency ratio                                       |        |      | 83    | Mortality, infectious and parasitic diseases               | 36.2   | 41.4  | 1 0.88 |
| Parity of parental rights in marriage                        |        |      | yes   | Mortality, accidental injuries                             | 8.7    | 15.9  | 1 0.55 |
| Parity of parental rights after divorce                      |        |      | yes   | Mortality, intentional injuries, self-harm                 | 1.7    | 5.1   | 1 0.32 |
|  |        |      |       | Mortality, childbirth                                      |        |       | 1 -    |
|  |        |      |       | Legislation on domestic violence                           |        |       | no     |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | 26.0   |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |       | Births attended by skilled health personnel                |        |       | -      |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | -      |

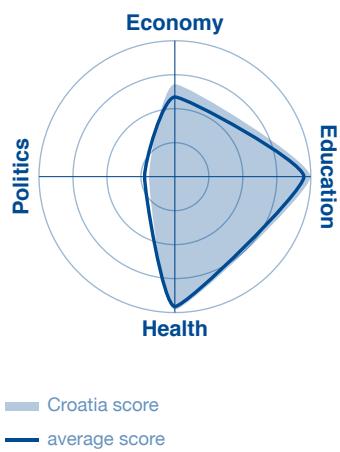
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Croatia

rank  
out of 149 countries **59**  
score  
0.00 = imparity  
1.00 = parity **0.712**



## SCORE AT GLANCE

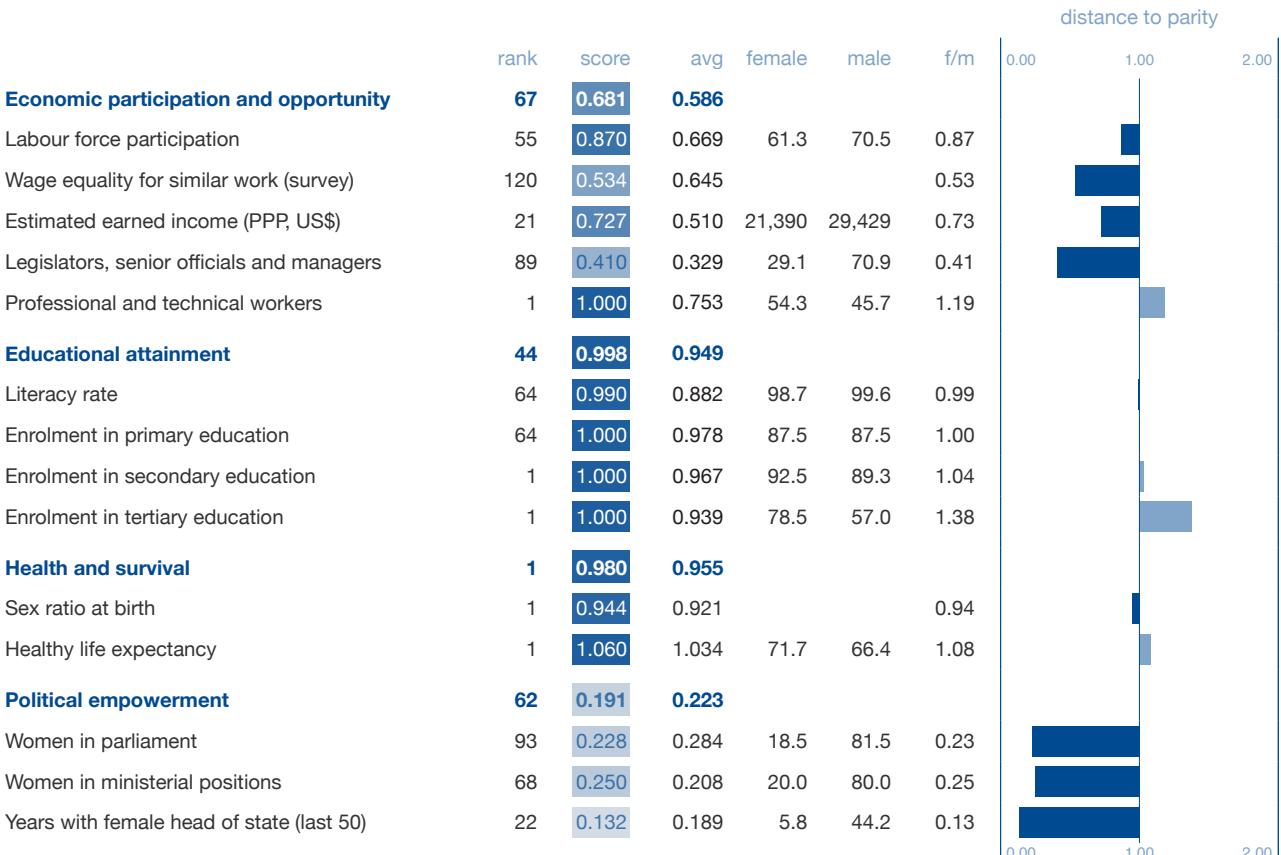


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 54.85    |
| GDP per capita (constant '11, intl. \$, PPP) | 22,670   |
| Total population (1,000s)                    | 4,213.27 |
| Population growth rate (%)                   | -0.58    |
| Population sex ratio (female/male)           | 1.08     |
| Human Capital Index score                    | 66.81    |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>16</b> | <b>0.714</b> | <b>59</b> | <b>0.712</b> |
| Economic participation and opportunity | 42        | 0.651        | 67        | 0.681        |
| Educational attainment                 | 51        | 0.990        | 44        | 0.998        |
| Health and survival                    | 36        | 0.979        | 1         | 0.980        |
| Political empowerment                  | 18        | 0.238        | 62        | 0.191        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |      | 120    |
| Youth not in employment or education                         | 15.8   | 21.0 | 0.75   | Length of maternity/paternity leave (days)                 | 208.0  | –    |        |
| Unemployed adults  | 13.8   | 12.5 | 1.10   | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 51.4   | 48.6 | 1.06   | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 14.7   | 11.6 | 1.27   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 20.2   | 12.6 | 1.60   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 2.0    | 0.9  | 2.27   |  |        |      |        |
| Own-account workers  | 5.1    | 9.1  | 0.56   |  |        |      |        |
| Work, minutes per day  | –      | –    | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 0.3    | 2.9  | 0.12   |
| Advancement of women to leadership roles                     |        |      | ² 0.54 | Primary education attainment, adults                       | 95.4   | 98.7 | 0.97   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 99.6   | 99.6 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.47   | Primary education attainment, 65+                          | 94.1   | 98.7 | 0.95   |
| Firms with female top managers                               |        |      | 0.23   | Out-of-school youth  | 8.5    | 13.8 | 0.61   |
| Employers  | 3.4    | 0.9  | 3.77   | Secondary education attainment, adults                     | 63.2   | 79.1 | 0.80   |
| R&D personnel  | 47.9   | 52.1 | 0.92   | Secondary education attainment, 25-54                      | 84.4   | 84.6 | 1.00   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 37.2   | 65.9 | 0.56   |
| Hold an account at a financial institution                   | 87.7   | 84.2 | 1.04   | Tertiary education attainment, adults                      | –      | –    | –      |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 17.3   | 11.4 | 1.51   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 6.2    | 11.4 | 0.55   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | –      | –    | –      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 65.4   | 74.4 | 0.88   |
| Mean monthly earnings (1,000s, local curr.)                  | 7.3    | 8.1  | 0.90   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |        |
| Year women received right to vote                            |        |      | 1945   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 72     | Agri., Forestry, Fisheries and Veterinary                  | 4.1    | 5.0  | 0.81   |
| Number of female heads of state to date                      |        |      | 2      | Arts and Humanities  | 12.0   | 6.6  | 1.81   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 36.2   | 24.4 | 1.48   |
| Election list quotas for women, local                        |        |      | –      | Education  | 6.2    | 0.5  | 11.99  |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 7.5    | 25.5 | 0.30   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 13.9   | 4.8  | 2.91   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 1.2    | 8.2  | 0.15   |
| Average length of single life                                | 27.4   | 30.2 | 0.91   | Natural Sci., Mathematics and Statistics                   | 5.3    | 4.5  | 1.19   |
| Proportion married by age 25                                 | 20.0   | 7.0  | 2.87   | Services   | 7.0    | 13.8 | 0.51   |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 9.3    | 6.7  | 1.40   |
| Average number of children per woman                         |        |      | 1.46   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.1    | 0.1  | ¹ 0.79 |
| Potential support ratio                                      |        |      | 3      | Mortality, non-communicable diseases                       | 25.9   | 23.9 | ¹ 1.09 |
| Total dependency ratio                                       |        |      | 52     | Mortality, infectious and parasitic diseases               | 0.2    | 0.2  | ¹ 0.93 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 1.0    | 1.0  | ¹ 0.95 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.6  | ¹ 0.40 |
|  |        |      |        | Mortality, childbirth                                      |        |      | ¹ 8    |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | 13.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |      | 99.90  |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | 93.30  |

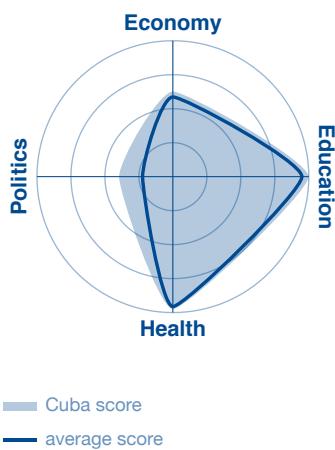
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Cuba

rank  
out of 149 countries **23**  
score  
0.00 = imparity  
1.00 = parity **0.749**



## SCORE AT GLANCE

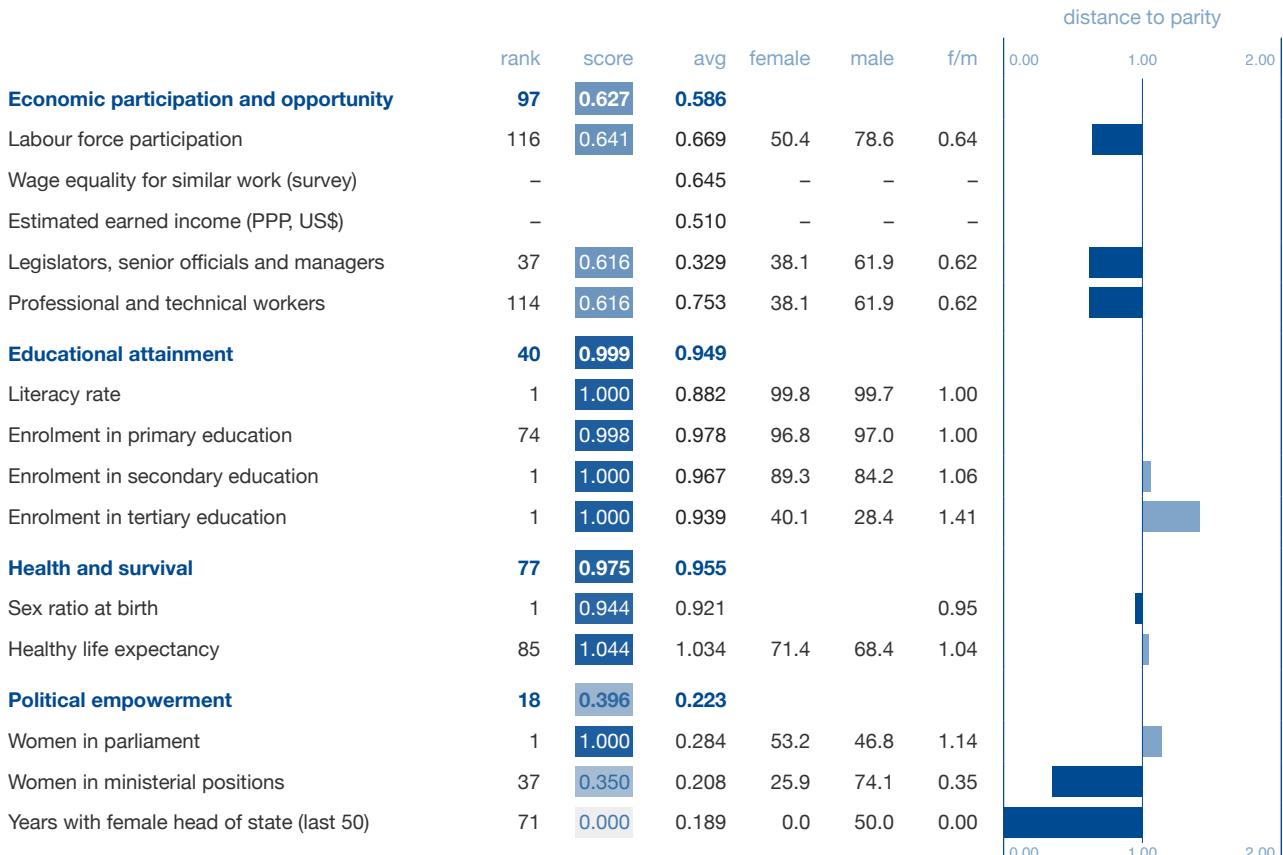


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 87.13     |
| GDP per capita (constant '11, intl. \$, PPP) | -         |
| Total population (1,000s)                    | 11,475.98 |
| Population growth rate (%)                   | 0.06      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | -         |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>23</b> | <b>0.749</b> |
| Economic participation and opportunity | -         | -          | 97        | 0.627        |
| Educational attainment                 | -         | -          | 40        | 0.999        |
| Health and survival                    | -         | -          | 77        | 0.975        |
| Political empowerment                  | -         | -          | 18        | 0.396        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value |
|--|--------|------|--------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | –      | Length of parental leave (days)                            |        |       | –     |
| Youth not in employment or education                         | –      | –    | –      | Length of maternity/paternity leave (days)                 | –      | –     | –     |
| Unemployed adults  | 3.1    | 2.4  | 1.29   | Wages paid during maternity/paternity leave                | –      | –     | –     |
| Discouraged job seekers                                      | –      | –    | –      | Provider of parental leave benefits                        | –      | –     | –     |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | –      | –     | –     |
| High-skilled share of labour force                           | 8.4    | 7.5  | 1.12   | Government supports or provides childcare                  | –      | –     | –     |
| Workers employed part-time                                   | 3.1    | 1.1  | 2.86   | Government provides child allowance                        | –      | –     | –     |
| Contributing family workers                                  | 0.0    | 0.1  | 0.22   |  |        |       |       |
| Own-account workers  | 7.7    | 10.9 | 0.71   |  |        |       |       |
| Work, minutes per day  | –      | –    | –      | <b>Education and Skills</b>                                |        |       |       |
| Proportion of unpaid work per day                            | –      | –    | –      | Out-of-school children                                     | 7.6    | 7.9   | 0.97  |
| <b>Economic Leadership</b>                                   | female | male | value  | Primary education attainment, adults                       | 90.3   | 92.1  | 0.98  |
| Law mandates equal pay                                       |        |      | –      | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Advancement of women to leadership roles                     |        | 2    | –      | Primary education attainment, 65+                          | 99.4   | 99.6  | 1.00  |
| Boards of publicly traded companies                          | –      | –    | –      | Out-of-school youth  | 16.7   | 23.9  | 0.70  |
| Firms with female (co-)owners                                |        |      | –      | Secondary education attainment, adults                     | 57.1   | 57.7  | 0.99  |
| Firms with female top managers                               |        |      | –      | Secondary education attainment, 25-54                      | 87.3   | 86.6  | 1.01  |
| Employers  | 12.6   | 0.1  | 108.80 | Secondary education attainment, 65+                        | 47.2   | 60.6  | 0.78  |
| R&D personnel  | –      | –    | –      | Tertiary education attainment, adults                      | 16.0   | 12.3  | 1.30  |
| <b>Access to Assets</b>                                      | female | male | value  | Tertiary education attainment, age 25-54                   | 14.4   | 10.6  | 1.36  |
| Hold an account at a financial institution                   | –      | –    | –      | Tertiary education attainment, age 65+                     | 6.5    | 9.5   | 0.68  |
| Women's access to financial services                         |        |      | yes    | PhD graduates  | 0.4    | 0.3   | 1.16  |
| Inheritance rights for daughters                             |        |      | yes    | Individuals using the internet                             | 29.8   | 25.1  | 1.19  |
| Women's access to land use, control and ownership            |        |      | yes    |  |        |       |       |
| Women's access to non-land assets use, control and ownership |        |      | yes    | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –    | –      | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 2.8   | 0.28  |
| <b>Political Leadership</b>                                  | female | male | value  | Arts and Humanities  | 1.0    | 3.3   | 0.30  |
| Year women received right to vote                            |        |      | 1934   | Business, Admin. and Law                                   | 15.5   | 14.5  | 1.07  |
| Years since any women received voting rights                 |        |      | 83     | Education  | 27.5   | 20.2  | 1.36  |
| Number of female heads of state to date                      |        |      | 0      | Engineering, Manuf. and Construction                       | 0.6    | 3.2   | 0.20  |
| Election list quotas for women, national                     |        |      | –      | Health and Welfare   | 28.9   | 17.4  | 1.66  |
| Election list quotas for women, local                        |        |      | –      | Information and Comm. Technologies                         | 1.4    | 2.8   | 0.50  |
| Voluntary political party quotas                             |        |      | –      | Natural Sci., Mathematics and Statistics                   | 0.3    | 0.5   | 0.58  |
| Seats held in upper house                                    | –      | –    | –      | Services   | 4.7    | –     | –     |
| <b>Family</b>  | female | male | value  | Social Sci., Journalism and Information                    | 19.0   | 19.4  | 0.98  |
| Average length of single life                                | 21.3   | 25.4 | 0.84   | <b>Health</b>  | female | male  | value |
| Proportion married by age 25                                 | 55.7   | 31.5 | 1.77   | Mortality, children under age 5                            | 0.3    | 0.4   |       |
| Mean age of women at birth of first child                    |        |      | 27     | Mortality, non-communicable diseases                       | 36.7   | 41.6  |       |
| Average number of children per woman                         |        |      | 1.72   | Mortality, infectious and parasitic diseases               | 0.4    | 0.7   |       |
| Women's unmet demand for family planning                     |        |      | 9.00   | Mortality, accidental injuries                             | 2.6    | 2.7   |       |
| Potential support ratio                                      |        |      | 5      | Mortality, intentional injuries, self-harm                 | 0.5    | 1.7   |       |
| Total dependency ratio                                       |        |      | 44     | Mortality, childbirth                                      | –      | –     |       |
| Parity of parental rights in marriage                        |        |      | yes    | Legislation on domestic violence                           | –      | –     | –     |
| Parity of parental rights after divorce                      |        |      | yes    | Prevalence of gender violence in lifetime                  | –      | –     | –     |
|  |        |      |        | Law permits abortion to preserve a woman's physical health | yes    | –     | –     |
|  |        |      |        | Births attended by skilled health personnel                | 99.40  | –     | –     |
|  |        |      |        | Antenatal care, at least four visits                       | 97.80  | –     | –     |

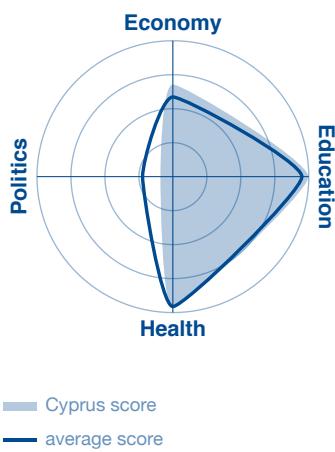
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Cyprus

rank  
out of 149 countries **92**  
score  
0.00 = imparity  
1.00 = parity **0.684**



## SCORE AT GLANCE

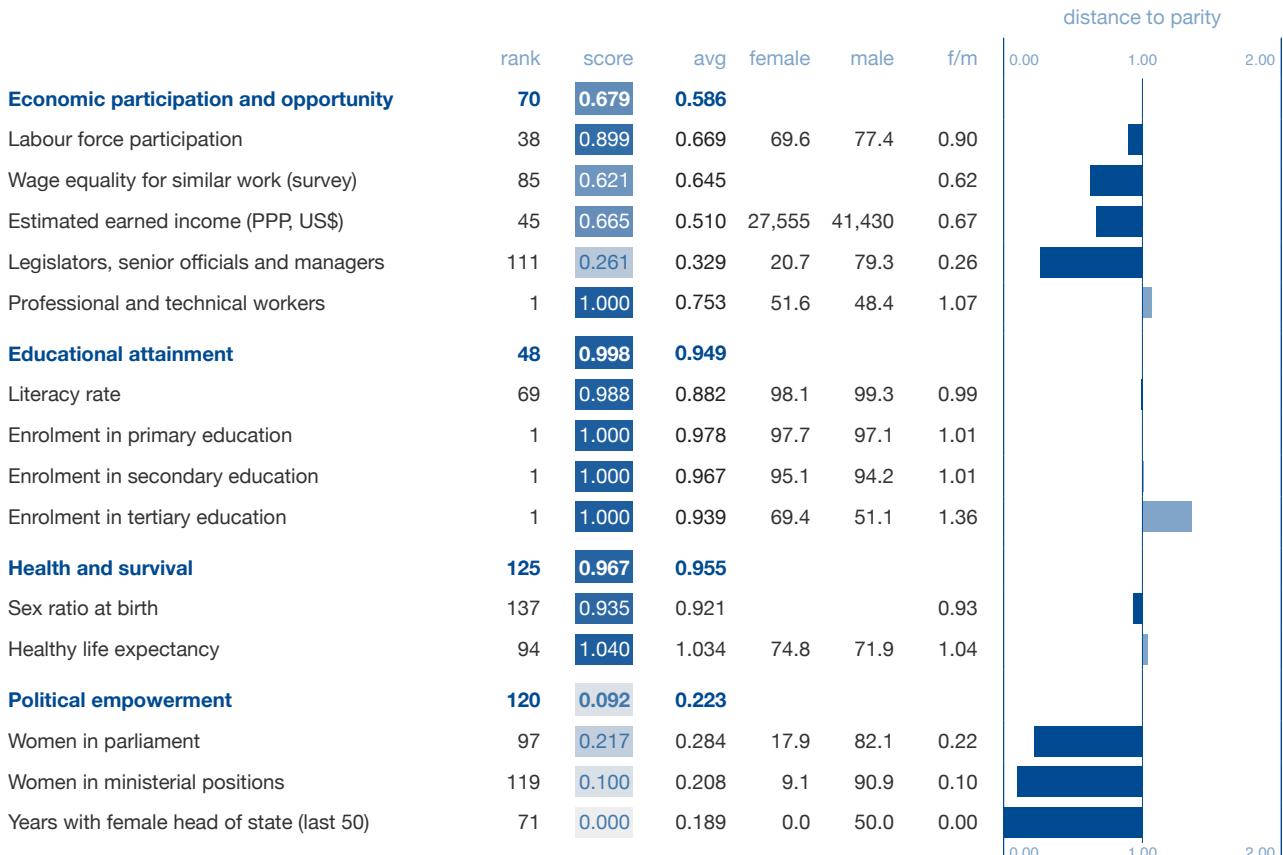


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 21.65    |
| GDP per capita (constant '11, intl. \$, PPP) | 32,415   |
| Total population (1,000s)                    | 1,170.13 |
| Population growth rate (%)                   | 0.80     |
| Population sex ratio (female/male)           | 1.00     |
| Human Capital Index score                    | 66.43    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>83</b> | <b>0.643</b> | <b>92</b> | <b>0.684</b> |
| Economic participation and opportunity | 75        | 0.562        | 70        | 0.679        |
| Educational attainment                 | 55        | 0.989        | 48        | 0.998        |
| Health and survival                    | 84        | 0.969        | 125       | 0.967        |
| Political empowerment                  | 95        | 0.052        | 120       | 0.092        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value |
|--|--------|------|--------|--|--------|------|-------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |      | 0     |
| Youth not in employment or education                         | 14.7   | 15.9 | 0.92   | Length of maternity/paternity leave (days)                 | 126.0  | –    |       |
| Unemployed adults  | 13.5   | 12.6 | 1.07   | Wages paid during maternity/paternity leave                | 72.0   | –    |       |
| Discouraged job seekers                                      | 62.5   | 37.5 | 1.67   | Provider of parental leave benefits                        |        |      | –     |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | –    |       |
| High-skilled share of labour force                           | 25.3   | 19.2 | 1.32   | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 23.8   | 17.9 | 1.33   | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | 1.3    | 1.2  | 1.10   |  |        |      |       |
| Own-account workers  | 8.3    | 13.7 | 0.60   |  |        |      |       |
| Work, minutes per day  | –      | –    | –      |  |        |      |       |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 1.8    | 2.5  | 0.74  |
| Advancement of women to leadership roles                     |        |      | ² 0.60 | Primary education attainment, adults                       | 91.9   | 96.1 | 0.96  |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 99.8   | 99.7 | 1.00  |
| Firms with female (co-)owners                                |        |      | –      | Primary education attainment, 65+                          | 96.2   | 99.2 | 0.97  |
| Firms with female top managers                               |        |      | –      | Out-of-school youth  | 5.1    | 5.9  | 0.86  |
| Employers  | 0.7    | 1.2  | 0.61   | Secondary education attainment, adults                     | 67.4   | 70.9 | 0.95  |
| R&D personnel  | 42.6   | 57.4 | 0.74   | Secondary education attainment, 25-54                      | 88.7   | 90.1 | 0.98  |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 37.1   | 57.2 | 0.65  |
| Hold an account at a financial institution                   | 90.3   | 90.0 | 1.00   | Tertiary education attainment, adults                      | 26.0   | 25.1 | 1.03  |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 22.3   | 23.9 | 0.93  |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 5.4    | 15.8 | 0.34  |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.4    | 1.0  | 0.41  |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 70.2   | 73.3 | 0.96  |
| Mean monthly earnings (1,000s, local curr.)                  | 1.7    | 2.1  | 0.84   |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |       |
| Year women received right to vote                            |        |      | 1960   | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 57     | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 0.7  | 1.03  |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | 11.2   | 5.6  | 2.01  |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 32.0   | 41.3 | 0.77  |
| Election list quotas for women, local                        |        |      | –      | Education  | 23.7   | 6.9  | 3.42  |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 5.8    | 21.1 | 0.27  |
| Seats held in upper house                                    | 15.8   | 84.2 | 0.19   | Health and Welfare   | 8.6    | 7.1  | 1.20  |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 1.7    | 5.4  | 0.31  |
| Average length of single life                                | 26.4   | 29.3 | 0.90   | Natural Sci., Mathematics and Statistics                   | 3.7    | 1.7  | 2.16  |
| Proportion married by age 25                                 | 25.1   | 11.0 | 2.28   | Services   | 4.5    | 5.0  | 0.91  |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 7.3    | 5.1  | 1.43  |
| Average number of children per woman                         |        |      | 1.34   | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.0    | 0.0  |       |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 3.4    | 3.9  |       |
| Total dependency ratio                                       |        |      | 43     | Mortality, infectious and parasitic diseases               | 0.1    | 0.1  |       |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.1    | 0.2  |       |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1  |       |
|  |        |      |        | Mortality, childbirth                                      |        |      |       |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | 15.0  |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |        | Births attended by skilled health personnel                |        |      | –     |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | –     |

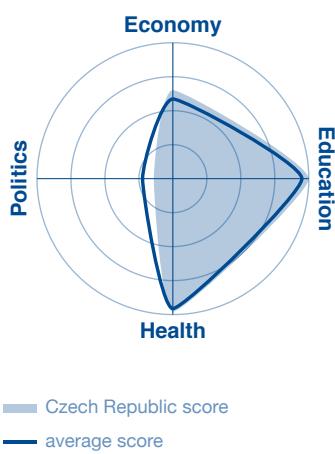
<sup>¹</sup> Age-standardized death rates per 100,000 population. <sup>²</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Czech Republic

rank  
out of 149 countries **82**  
score  
0.00 = imparity  
1.00 = parity **0.693**



## SCORE AT GLANCE

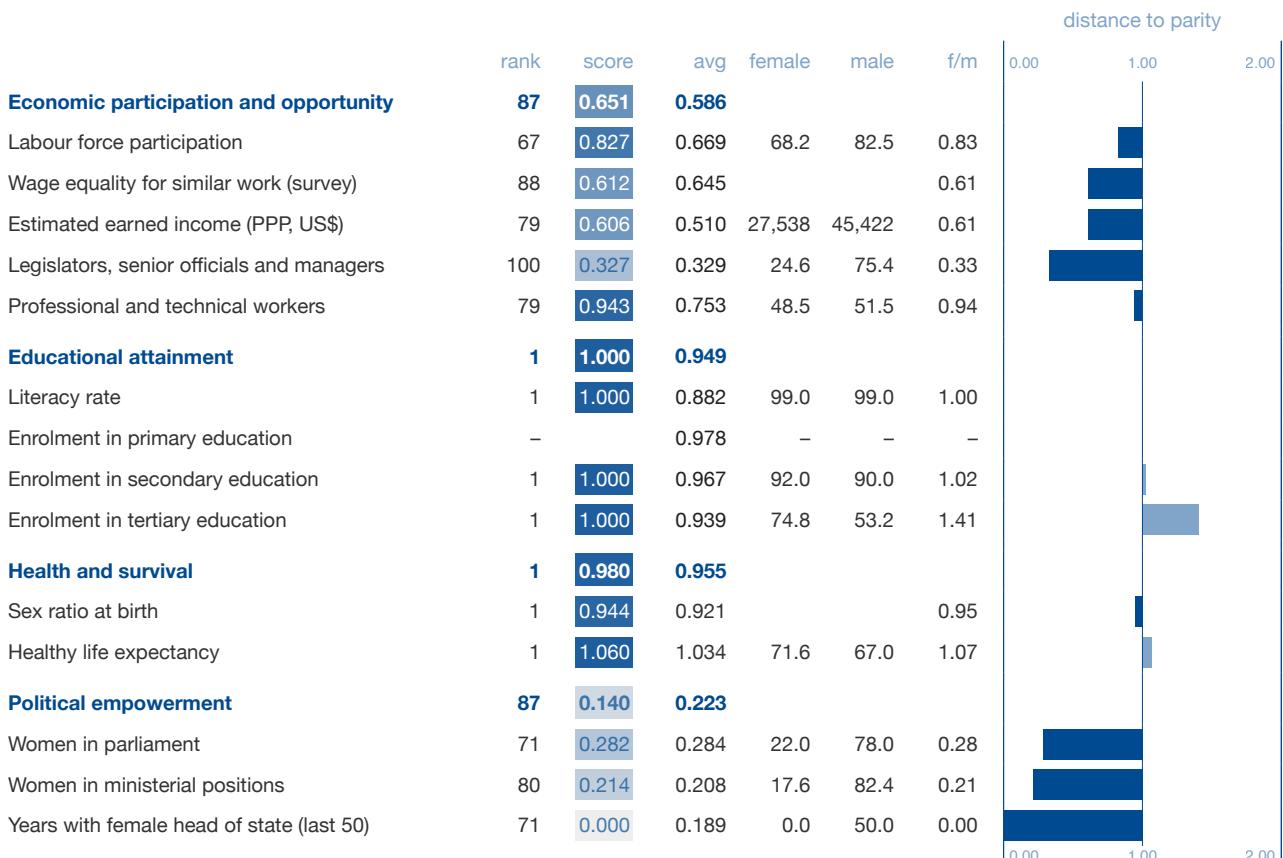


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 215.73    |
| GDP per capita (constant '11, intl. \$, PPP) | 32,606    |
| Total population (1,000s)                    | 10,610.95 |
| Population growth rate (%)                   | —         |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 71.41     |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>53</b> | <b>0.671</b> | <b>82</b> | <b>0.693</b> |
| Economic participation and opportunity | 52        | 0.627        | 87        | 0.651        |
| Educational attainment                 | 47        | 0.991        | 1         | 1.000        |
| Health and survival                    | 36        | 0.979        | 1         | 0.980        |
| Political empowerment                  | 70        | 0.088        | 87        | 0.140        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | 1095  |
| Youth not in employment or education                         | 9.5    | 5.5  | 1.72              | Length of maternity/paternity leave (days)                 | 196.0  | –    |       |
| Unemployed adults  | 4.7    | 3.4  | 1.38              | Wages paid during maternity/paternity leave                | 70.0   | –    |       |
| Discouraged job seekers                                      | 54.1   | 45.9 | 1.18              | Provider of parental leave benefits                        |        |      | gov   |
| Workers in informal employment                               | –      | –    | –                 | Provider of maternity/paternity leave benefits             | gov    | –    |       |
| High-skilled share of labour force                           | 11.2   | 12.4 | 0.90              | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 21.4   | 12.4 | 1.72              | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | 0.9    | 0.2  | 4.50              |  |        |      |       |
| Own-account workers  | 10.7   | 15.7 | 0.68              |  |        |      |       |
| Work, minutes per day  | –      | –    | –                 |  |        |      |       |
| Proportion of unpaid work per day                            | –      | –    | –                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | –      | –    | –     |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.68 | Primary education attainment, adults                       | 99.9   | 99.8 | 1.00  |
| Boards of publicly traded companies                          | 9.0    | 91.0 | 0.10              | Primary education attainment, 25-54                        | 99.7   | 99.7 | 1.00  |
| Firms with female (co-)owners                                |        |      | 0.45              | Primary education attainment, 65+                          | 99.5   | 99.7 | 1.00  |
| Firms with female top managers                               |        |      | 0.13              | Out-of-school youth  | –      | –    | –     |
| Employers  | 1.6    | 0.2  | 7.84              | Secondary education attainment, adults                     | 85.6   | 94.2 | 0.91  |
| R&D personnel  | 28.5   | 71.5 | 0.40              | Secondary education attainment, 25-54                      | 91.7   | 91.6 | 1.00  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 67.0   | 88.2 | 0.76  |
| Hold an account at a financial institution                   | 79.4   | 85.2 | 0.93              | Tertiary education attainment, adults                      | 19.1   | 19.6 | 0.97  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 15.1   | 15.1 | 1.00  |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 6.7    | 13.3 | 0.51  |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.4    | 0.8  | 0.58  |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 80.1   | 82.5 | 0.97  |
| Mean monthly earnings (1,000s, local curr.)                  | 24.1   | 30.8 | 0.78              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1920              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 97                | Agri., Forestry, Fisheries and Veterinary                  | 3.1    | 2.9  | 1.08  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 8.8    | 5.9  | 1.49  |
| Election list quotas for women, national                     |        |      | –                 | Business, Admin. and Law                                   | 22.5   | 17.9 | 1.25  |
| Election list quotas for women, local                        |        |      | –                 | Education  | 13.8   | 4.3  | 3.18  |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 7.7    | 25.0 | 0.31  |
| Seats held in upper house                                    | –      | –    | –                 | Health and Welfare   | 13.7   | 4.2  | 3.29  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.9    | 8.6  | 0.10  |
| Average length of single life                                | 31.3   | 33.7 | 0.93              | Natural Sci., Mathematics and Statistics                   | 4.7    | 4.9  | 0.96  |
| Proportion married by age 25                                 | 5.4    | 1.8  | 3.05              | Services   | 5.5    | 8.5  | 0.64  |
| Mean age of women at birth of first child                    |        |      | 31                | Social Sci., Journalism and Information                    | 11.9   | 8.1  | 1.46  |
| Average number of children per woman                         |        |      | 1.54              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 4.00              | Mortality, children under age 5                            | 0.1    | 0.2  |       |
| Potential support ratio                                      |        |      | 4                 | Mortality, non-communicable diseases                       | 50.3   | 49.1 |       |
| Total dependency ratio                                       |        |      | 51                | Mortality, infectious and parasitic diseases               | 1.0    | 0.9  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 1.5    | 2.3  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.3    | 1.2  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 21.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | –     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | –     |

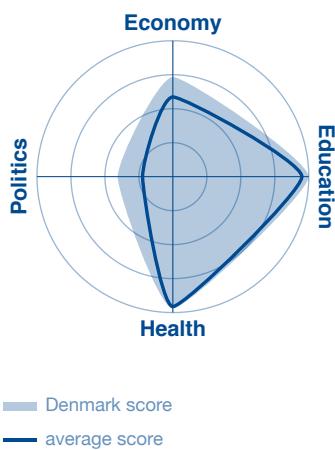
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Denmark

rank  
out of 149 countries **13**  
score  
0.00 = imparity  
1.00 = parity **0.778**



## SCORE AT GLANCE

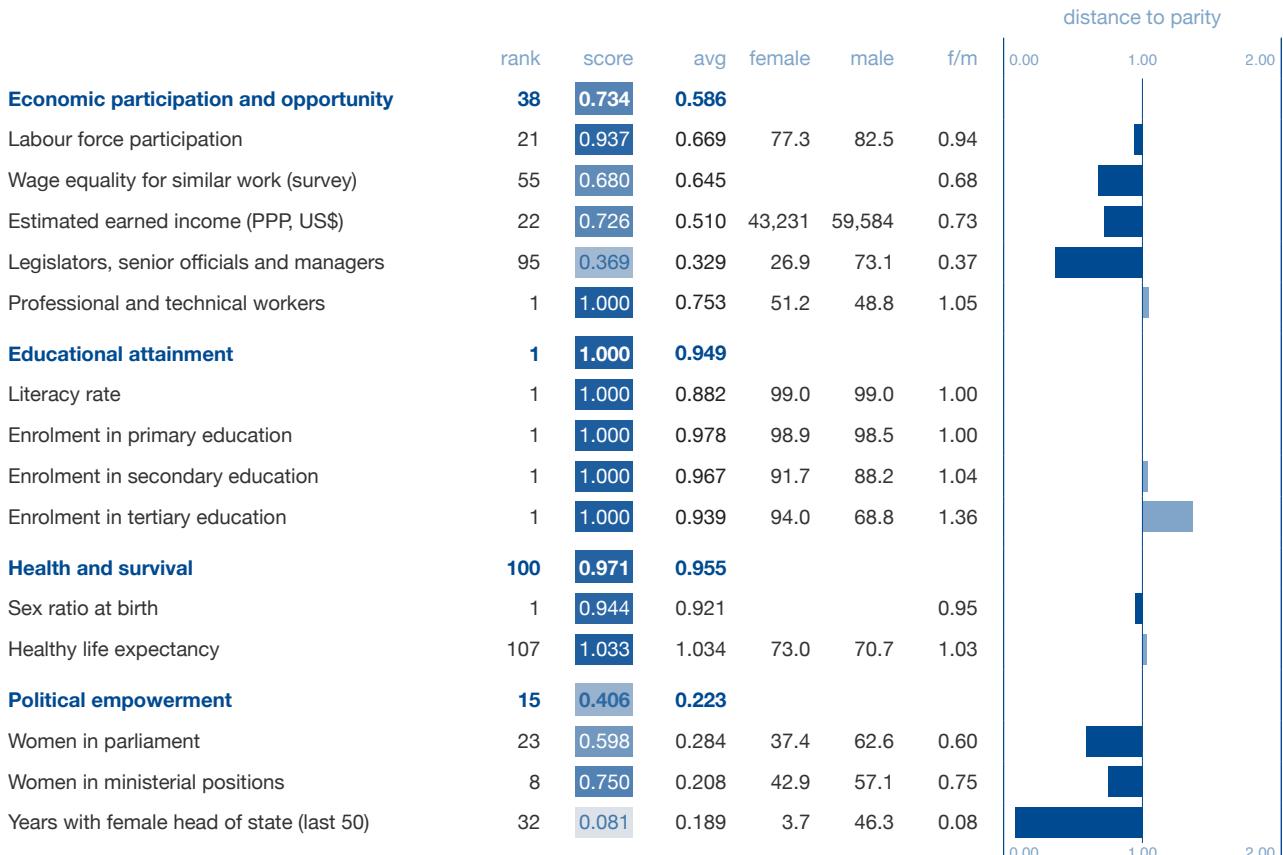


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 324.87   |
| GDP per capita (constant '11, intl. \$, PPP) | 46,683   |
| Total population (1,000s)                    | 5,711.87 |
| Population growth rate (%)                   | 0.37     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 74.40    |

|  | rank     | 2006         | rank      | 2018         |
|--|----------|--------------|-----------|--------------|
|  |          | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>8</b> | <b>0.746</b> | <b>13</b> | <b>0.778</b> |
| Economic participation and opportunity | 19       | 0.708        | 38        | 0.734        |
| Educational attainment                 | 1        | 1.000        | 1         | 1.000        |
| Health and survival                    | 76       | 0.972        | 100       | 0.971        |
| Political empowerment                  | 13       | 0.305        | 15        | 0.406        |
| rank out of                            | 115      |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |       | 224    |
| Youth not in employment or education                         | 6.1    | 6.3   | 0.98   | Length of maternity/paternity leave (days)                 | 126.0  | 14.0  |        |
| Unemployed adults  | 6.6    | 5.8   | 1.15   | Wages paid during maternity/paternity leave                | 50.0   | 50.0  |        |
| Discouraged job seekers                                      | 46.2   | 53.8  | 0.86   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 18.3   | 15.6  | 1.17   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 43.2   | 30.1  | 1.43   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.9    | 0.7   | 1.24   |  |        |       |        |
| Own-account workers  | 3.3    | 6.3   | 0.53   |  |        |       |        |
| Work, minutes per day  | 437.4  | 446.2 | 0.98   |  |        |       |        |
| Proportion of unpaid work per day                            | 55.5   | 41.7  | 1.33   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 1.2    | 1.5   | 0.78   |
| Advancement of women to leadership roles                     |        |       | 2 0.79 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00   |
| Boards of publicly traded companies                          | 27.0   | 73.0  | 0.37   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | -      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | -      | Out-of-school youth  | 11.5   | 12.6  | 0.91   |
| Employers  | 1.8    | 0.7   | 2.56   | Secondary education attainment, adults                     | 77.8   | 77.7  | 1.00   |
| R&D personnel  | 36.1   | 63.9  | 0.56   | Secondary education attainment, 25-54                      | 99.5   | 99.8  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 99.7   | 99.7  | 1.00   |
| Hold an account at a financial institution                   | 100.0  | 100.0 | 1.00   | Tertiary education attainment, adults                      | 34.9   | 25.9  | 1.35   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 33.9   | 26.3  | 1.29   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 18.7   | 22.3  | 0.84   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.5    | 0.8   | 0.53   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 96.4   | 96.2  | 1.00   |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -     | -      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Year women received right to vote                            |        |       | 1915   | Agri., Forestry, Fisheries and Veterinary                  | 2.6    | 1.3   | 2.06   |
| Years since any women received voting rights                 |        |       | 102    | Arts and Humanities  | 14.4   | 10.8  | 1.34   |
| Number of female heads of state to date                      |        |       | 1      | Business, Admin. and Law                                   | 18.5   | 23.0  | 0.80   |
| Election list quotas for women, national                     |        |       | -      | Education  | 9.9    | 7.3   | 1.37   |
| Election list quotas for women, local                        |        |       | -      | Engineering, Manuf. and Construction                       | 5.5    | 17.6  | 0.31   |
| Voluntary political party quotas                             |        |       | no     | Health and Welfare   | 29.1   | 11.4  | 2.55   |
| Seats held in upper house                                    | 21.6   | 78.4  | 0.28   | Information and Comm. Technologies                         | 1.5    | 8.3   | 0.18   |
| <b>Family</b>  | female | male  | value  | Natural Sci., Mathematics and Statistics                   | 3.9    | 5.6   | 0.71   |
| Average length of single life                                | 31.5   | 33.3  | 0.95   | Services   | 1.9    | 5.3   | 0.35   |
| Proportion married by age 25                                 | 3.6    | 1.3   | 2.69   | Social Sci., Journalism and Information                    | 11.1   | 9.5   | 1.17   |
| Mean age of women at birth of first child                    |        |       | 31     | <b>Health</b>  | female | male  | value  |
| Average number of children per woman                         |        |       | 1.74   | Mortality, children under age 5                            | 0.1    | 0.1   | 1 0.78 |
| Women's unmet demand for family planning                     |        |       | -      | Mortality, non-communicable diseases                       | 22.3   | 21.7  | 1 1.03 |
| Potential support ratio                                      |        |       | 3      | Mortality, infectious and parasitic diseases               | 0.4    | 0.3   | 1 1.27 |
| Total dependency ratio                                       |        |       | 56     | Mortality, accidental injuries                             | 0.6    | 0.6   | 1 0.92 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.5   | 1 0.42 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, childbirth                                      |        |       | 1 6    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 32.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 98.20  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | -      |

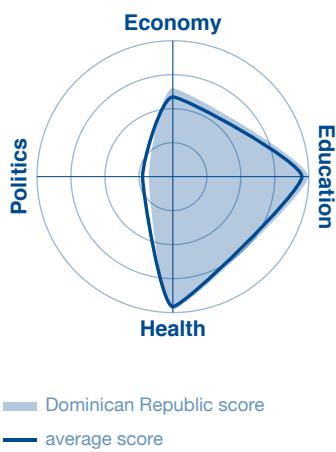
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Dominican Republic

rank 74  
out of 149 countries  
score 0.701  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

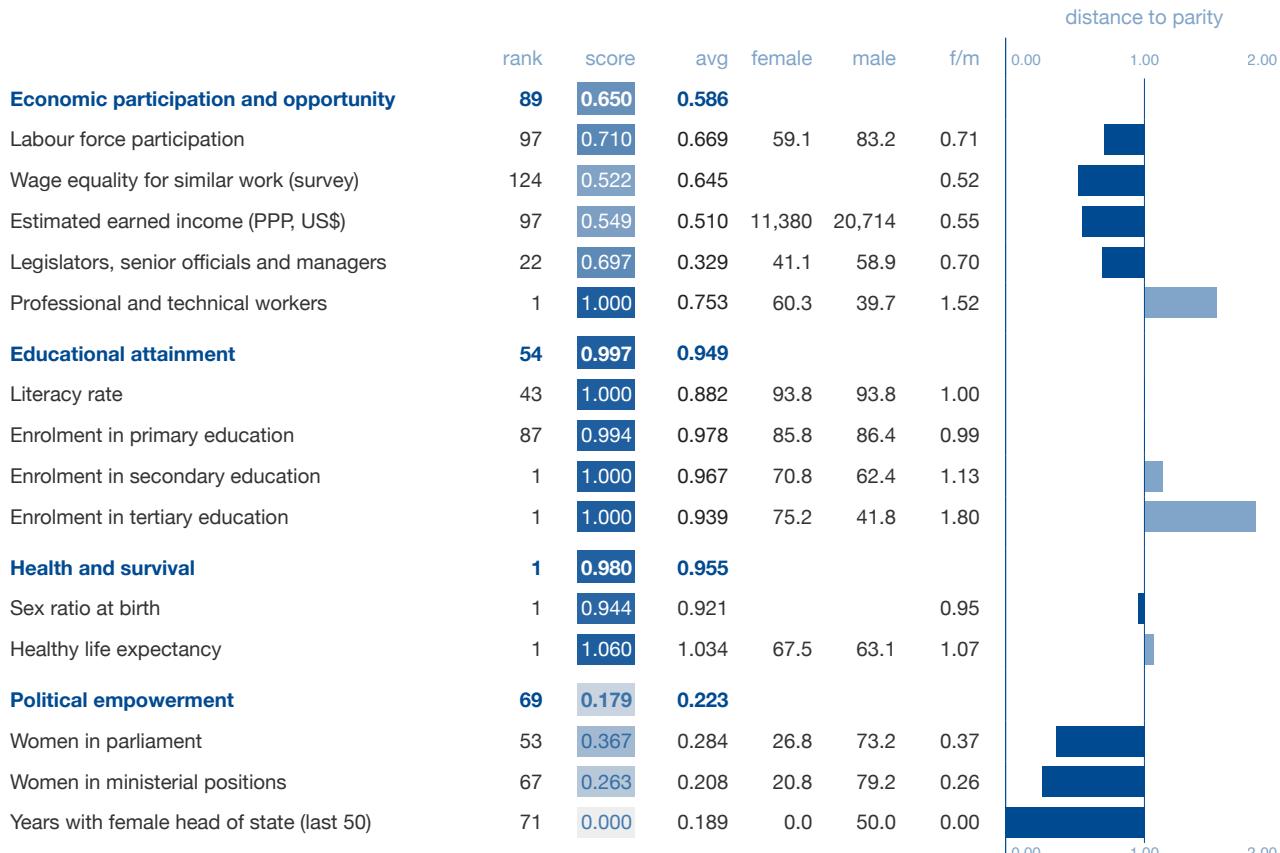


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 75.93     |
| GDP per capita (constant '11, intl. \$, PPP) | 14,601    |
| Total population (1,000s)                    | 10,648.79 |
| Population growth rate (%)                   | 1.09      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 57.12     |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>59</b> | <b>0.664</b> | <b>74</b> | <b>0.701</b> |
| Economic participation and opportunity | 78        | 0.559        | 89        | 0.650        |
| Educational attainment                 | 1         | 1.000        | 54        | 0.997        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 49        | 0.117        | 69        | 0.179        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 27.8   | 14.8 | 1.87              | Length of maternity/paternity leave (days)                 | 84.0   | 2.0   |                   |
| Unemployed adults  | 8.4    | 3.7  | 2.31              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 70.2   | 29.8 | 2.35              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 51.7   | 49.9 | 1.04              | Provider of maternity/paternity leave benefits             | dual   | empl  |                   |
| High-skilled share of labour force                           | 12.7   | 9.7  | 1.30              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 19.5   | 11.6 | 1.68              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 2.0    | 1.0  | 2.01              |  |        |       |                   |
| Own-account workers  | 25.7   | 48.1 | 0.53              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 11.7   | 10.8  | 1.08              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.54 | Primary education attainment, adults                       | 67.8   | 65.7  | 1.03              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 99.4   | 99.2  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.47              | Primary education attainment, 65+                          | 97.3   | 97.8  | 1.00              |
| Firms with female top managers                               |        |      | 0.27              | Out-of-school youth  | 23.6   | 26.3  | 0.90              |
| Employers  | 2.1    | 1.0  | 2.15              | Secondary education attainment, adults                     | 38.2   | 31.3  | 1.22              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 68.0   | 60.2  | 1.13              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 24.6   | 28.2  | 0.87              |
| Hold an account at a financial institution                   | 55.8   | 52.1 | 1.07              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 31.1   | 21.2  | 1.47              |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 9.6    | 12.4  | 0.78              |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 16.4   | 19.1 | 0.86              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1942              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 75                | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 1.9   | 0.19              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 10.3   | 8.8   | 1.17              |
| Election list quotas for women, national                     |        |      | 33                | Business, Admin. and Law                                   | 38.3   | 42.2  | 0.91              |
| Election list quotas for women, local                        |        |      | 33                | Education  | 21.0   | 9.7   | 2.17              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 2.9    | 7.1   | 0.41              |
| Seats held in upper house                                    | 19.4   | 80.6 | 0.24              | Health and Welfare   | 15.4   | 8.1   | 1.89              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 5.3    | 14.4  | 0.37              |
| Average length of single life                                | 20.9   | 24.8 | 0.84              | Natural Sci., Mathematics and Statistics                   | 1.2    | 1.2   | 1.00              |
| Proportion married by age 25                                 | 66.5   | 38.9 | 1.71              | Services   | 2.6    | 4.6   | 0.57              |
| Mean age of women at birth of first child                    |        |      | 26                | Social Sci., Journalism and Information                    | 2.0    | 1.8   | 1.10              |
| Average number of children per woman                         |        |      | 2.42              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 11.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 9                 | Mortality, children under age 5                            | 3.0    | 3.8   | <sup>1</sup> 0.79 |
| Total dependency ratio                                       |        |      | 57                | Mortality, non-communicable diseases                       | 20.0   | 22.7  | <sup>1</sup> 0.88 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, infectious and parasitic diseases               | 1.9    | 2.7   | <sup>1</sup> 0.69 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, accidental injuries                             | 1.1    | 3.5   | <sup>1</sup> 0.31 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 0.6    | 3.3   | <sup>1</sup> 0.19 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 92   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 17.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 97.70             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 92.90             |

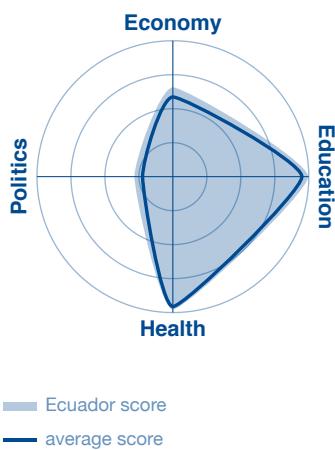
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Ecuador

rank  
out of 149 countries **41**  
score  
0.00 = imparity  
1.00 = parity **0.729**



## SCORE AT GLANCE

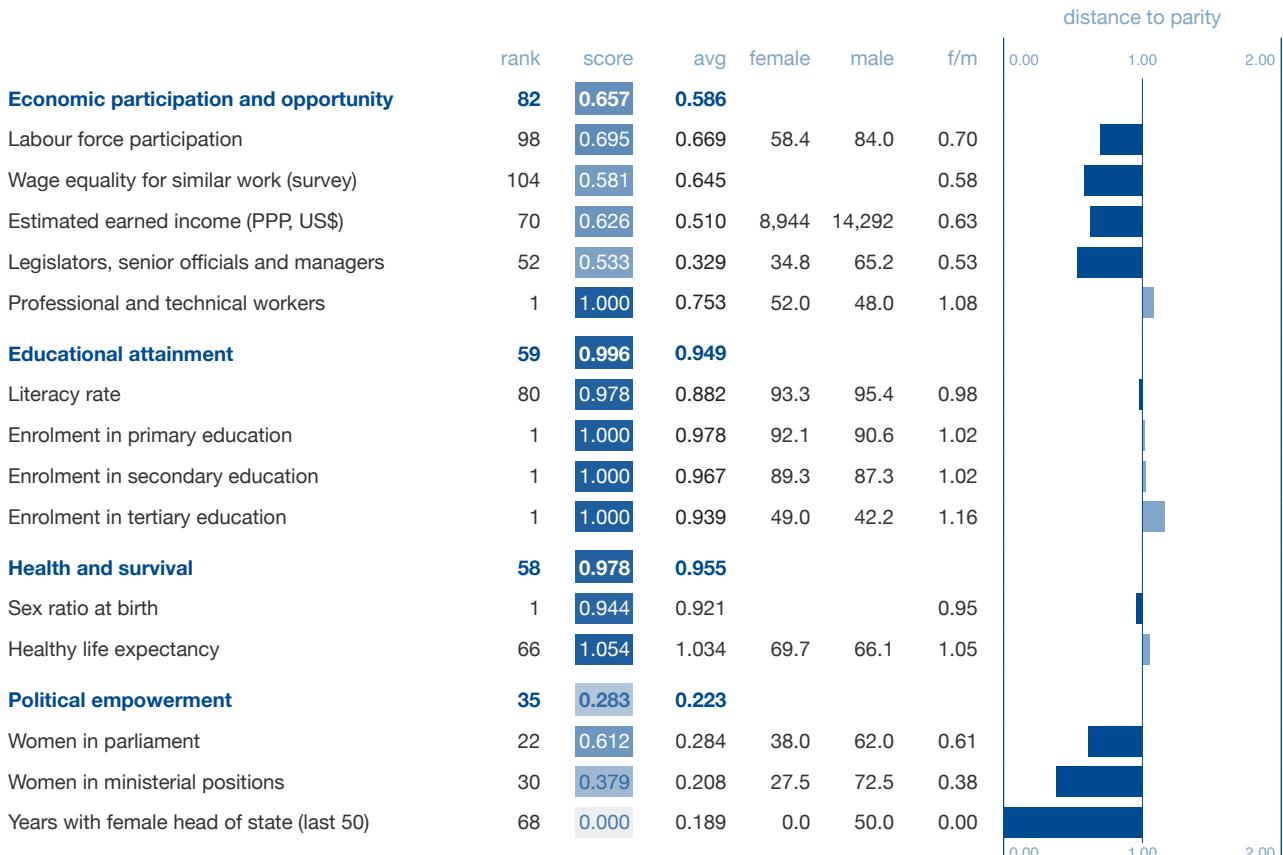


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 103.06    |
| GDP per capita (constant '11, intl. \$, PPP) | 10,582    |
| Total population (1,000s)                    | 16,385.07 |
| Population growth rate (%)                   | 1.44      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 59.87     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>82</b> | <b>0.643</b> | <b>41</b> | <b>0.729</b> |
| Economic participation and opportunity | 92        | 0.499        | 82        | 0.657        |
| Educational attainment                 | 39        | 0.994        | 59        | 0.996        |
| Health and survival                    | 1         | 0.980        | 58        | 0.978        |
| Political empowerment                  | 64        | 0.100        | 35        | 0.283        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 26.7   | 10.2 | 2.61              | Length of maternity/paternity leave (days)                 | 84.0   | 12.0  |                   |
| Unemployed adults  | 6.0    | 3.8  | 1.57              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 60.0   | 40.0 | 1.50              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 53.9   | 48.8 | 1.10              | Provider of maternity/paternity leave benefits             | dual   | empl  |                   |
| High-skilled share of labour force                           | 8.6    | 7.7  | 1.12              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 36.6   | 17.9 | 2.05              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 19.4   | 6.5  | 2.98              |  |        |       |                   |
| Own-account workers  | 35.2   | 31.4 | 1.12              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 0.8    | 2.7   | 0.30              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.54 | Primary education attainment, adults                       | 81.1   | 84.2  | 0.96              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 96.4   | 96.8  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.32              | Primary education attainment, 65+                          | 77.6   | 84.8  | 0.92              |
| Firms with female top managers                               |        |      | 0.20              | Out-of-school youth  | 20.5   | 19.5  | 1.05              |
| Employers  | 2.0    | 6.5  | 0.31              | Secondary education attainment, adults                     | 41.9   | 42.6  | 0.98              |
| R&D personnel  | 44.6   | 55.4 | 0.81              | Secondary education attainment, 25-54                      | 62.0   | 59.9  | 1.04              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 24.2   | 26.7  | 0.91              |
| Hold an account at a financial institution                   | 40.8   | 51.9 | 0.79              | Tertiary education attainment, adults                      | 12.7   | 11.4  | 1.12              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 26.7   | 22.8  | 1.17              |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 6.6    | 11.9  | 0.56              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 0.4    | 0.4  | 0.98              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1929              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 88                | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 4.3   | 0.32              |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | 3.0    | 3.9   | 0.77              |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 37.0   | 33.5  | 1.10              |
| Election list quotas for women, local                        |        |      | 50                | Education  | 26.0   | 13.3  | 1.95              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 3.5    | 18.3  | 0.19              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 14.7   | 8.9   | 1.65              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.5    | 6.7   | 0.38              |
| Average length of single life                                | 21.8   | 25.0 | 0.87              | Natural Sci., Mathematics and Statistics                   | 1.7    | 2.5   | 0.68              |
| Proportion married by age 25                                 | 55.1   | 37.1 | 1.49              | Services   | 3.4    | 3.0   | 1.15              |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 7.9    | 5.5   | 1.44              |
| Average number of children per woman                         |        |      | 2.49              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 23.00             | Mortality, children under age 5                            | 3.0    | 4.0   | <sup>1</sup> 0.76 |
| Potential support ratio                                      |        |      | 9                 | Mortality, non-communicable diseases                       | 27.7   | 30.7  | <sup>1</sup> 0.90 |
| Total dependency ratio                                       |        |      | 55                | Mortality, infectious and parasitic diseases               | 1.3    | 2.4   | <sup>1</sup> 0.55 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 1.8    | 5.8   | <sup>1</sup> 0.31 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.5    | 2.3   | <sup>1</sup> 0.22 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 64   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 46.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 96.30             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 79.50             |

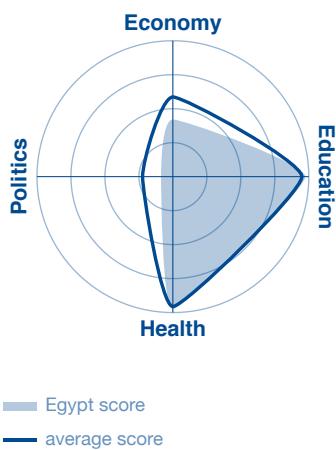
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Egypt

rank  
out of 149 countries **135**  
score  
0.00 = imparity  
1.00 = parity **0.614**



## SCORE AT GLANCE

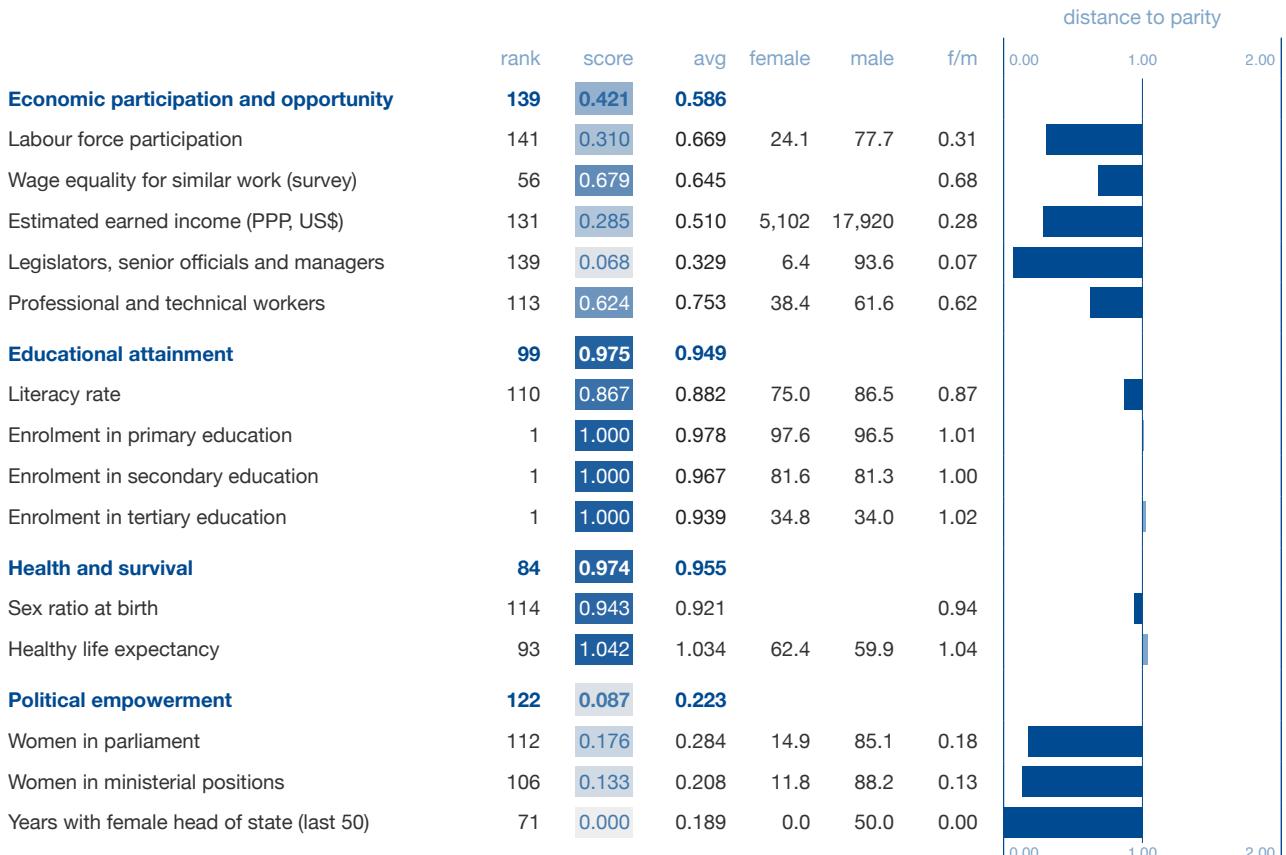


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 235.37    |
| GDP per capita (constant '11, intl. \$, PPP) | 10,550    |
| Total population (1,000s)                    | 95,688.68 |
| Population growth rate (%)                   | 1.89      |
| Population sex ratio (female/male)           | 0.98      |
| Human Capital Index score                    | 55.99     |

| Global Gender Gap score                |            |              | rank out of |              |
|--|------------|--------------|-------------|--------------|
|  | rank       | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>109</b> | <b>0.579</b> | <b>135</b>  | <b>0.614</b> |
| Economic participation and opportunity | 108        | 0.416        | 139         | 0.421        |
| Educational attainment                 | 90         | 0.903        | 99          | 0.975        |
| Health and survival                    | 66         | 0.974        | 84          | 0.974        |
| Political empowerment                  | 111        | 0.022        | 122         | 0.087        |
| rank out of                            | 115        |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 35.2   | 18.9 | 1.87   | Length of maternity/paternity leave (days)                 | 90.0   | -     | -      |
| Unemployed adults  | 24.2   | 9.4  | 2.58   | Wages paid during maternity/paternity leave                | 100.0  | -     | -      |
| Discouraged job seekers                                      | 85.3   | 15.2 | 5.61   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 35.3   | 53.8 | 0.66   | Provider of maternity/paternity leave benefits             | dual   | -     | -      |
| High-skilled share of labour force                           | 7.0    | 12.1 | 0.57   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 7.0    | 3.4  | 2.06   | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 40.1   | 5.7  | 7.09   |  |        |       |        |
| Own-account workers  | 6.4    | 14.5 | 0.44   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 0.6    | 1.5   | 0.44   |
| Advancement of women to leadership roles                     |        |      | 2 0.63 | Primary education attainment, adults                       | 40.3   | 58.2  | 0.69   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | 73.9   | 90.0  | 0.82   |
| Firms with female (co-)owners                                |        |      | 0.22   | Primary education attainment, 65+                          | 31.7   | 56.9  | 0.56   |
| Firms with female top managers                               |        |      | 0.05   | Out-of-school youth  | 23.9   | 21.4  | 1.12   |
| Employers  | 1.9    | 5.7  | 0.34   | Secondary education attainment, adults                     | 33.1   | 47.4  | 0.70   |
| R&D personnel  | -      | -    | -      | Secondary education attainment, 25-54                      | 61.4   | 75.9  | 0.81   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 14.4   | 34.7  | 0.41   |
| Hold an account at a financial institution                   | 9.2    | 18.0 | 0.51   | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | 17.8   | 22.9  | 0.78   |
| Inheritance rights for daughters                             |        |      | no     | Tertiary education attainment, age 65+                     | 4.7    | 14.9  | 0.32   |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | 31.1   | 36.6  | 0.85   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.9    | 3.1  | 0.93   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1956   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 61     | Agri., Forestry, Fisheries and Veterinary                  | 3.3    | 3.5   | 0.95   |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | 24.9   | 13.9  | 1.79   |
| Election list quotas for women, national                     |        |      | -      | Business, Admin. and Law                                   | 8.7    | 17.4  | 0.50   |
| Election list quotas for women, local                        |        |      | -      | Education  | 19.7   | 8.2   | 2.40   |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | 4.1    | 12.5  | 0.33   |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | 14.2   | 10.4  | 1.36   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 1.0    | 2.3   | 0.45   |
| Average length of single life                                | 22.1   | 27.5 | 0.80   | Natural Sci., Mathematics and Statistics                   | 4.0    | 2.7   | 1.50   |
| Proportion married by age 25                                 | 61.0   | 13.0 | 4.69   | Services   | 1.3    | -     | -      |
| Mean age of women at birth of first child                    |        |      | 27     | Social Sci., Journalism and Information                    | 18.8   | 27.1  | 0.69   |
| Average number of children per woman                         |        |      | 3.27   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 12.00  | Mortality, children under age 5                            | 30.0   | 36.0  | 1 0.83 |
| Potential support ratio                                      |        |      | 12     | Mortality, non-communicable diseases                       | 227.3  | 245.9 | 1 0.92 |
| Total dependency ratio                                       |        |      | 63     | Mortality, infectious and parasitic diseases               | 5.4    | 6.4   | 1 0.84 |
| Parity of parental rights in marriage                        |        |      | no     | Mortality, accidental injuries                             | 6.4    | 18.0  | 1 0.36 |
| Parity of parental rights after divorce                      |        |      | no     | Mortality, intentional injuries, self-harm                 | 1.7    | 5.5   | 1 0.31 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 33   |
|  |        |      |        | Legislation on domestic violence                           |        |       | no     |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 34.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 91.50  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 82.80  |

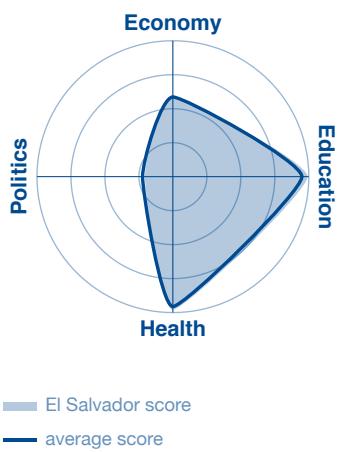
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# El Salvador

rank  
out of 149 countries **87**  
score  
0.00 = imparity  
1.00 = parity **0.690**



## SCORE AT GLANCE

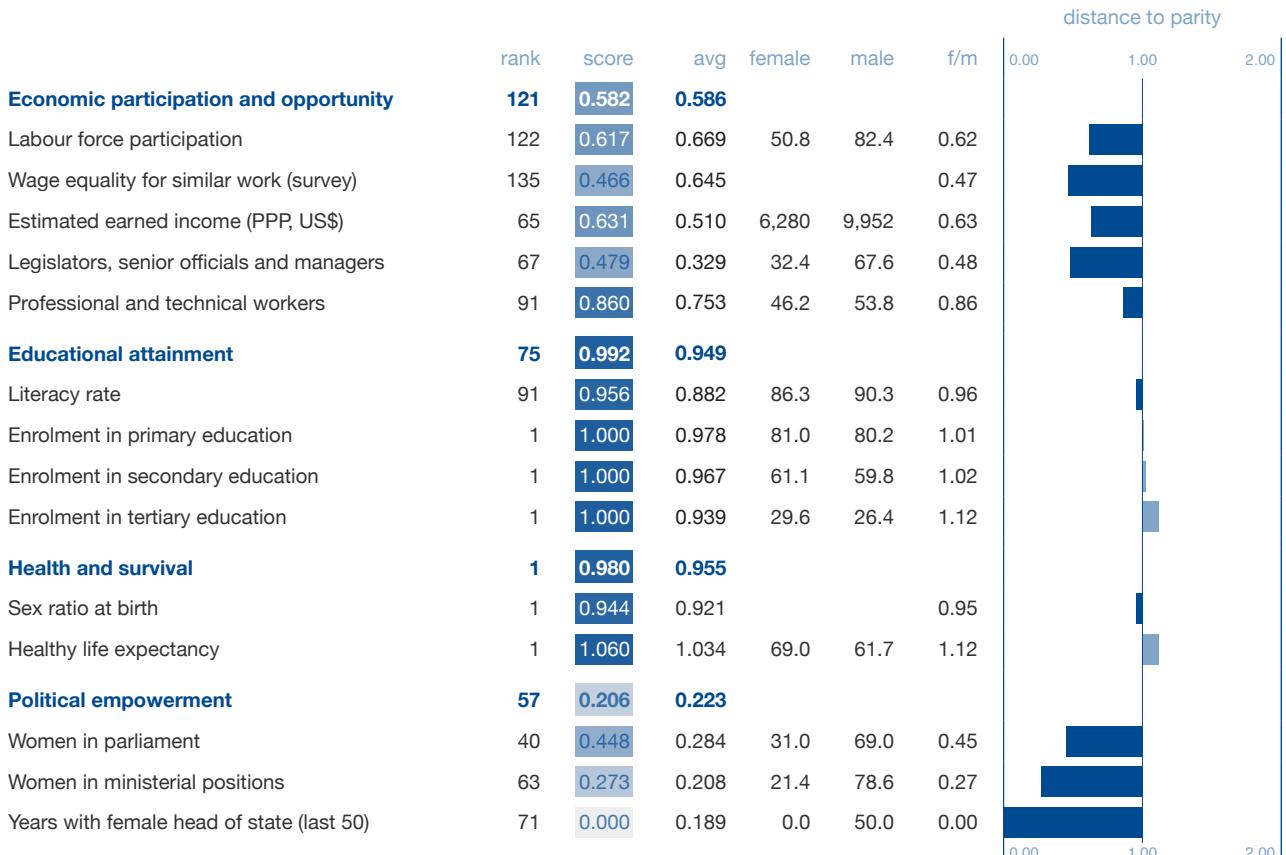


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 24.81    |
| GDP per capita (constant '11, intl. \$, PPP) | 7,292    |
| Total population (1,000s)                    | 6,344.72 |
| Population growth rate (%)                   | 0.52     |
| Population sex ratio (female/male)           | 1.13     |
| Human Capital Index score                    | 56.36    |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>39</b> | <b>0.684</b> | <b>87</b> | <b>0.690</b> |
| Economic participation and opportunity | 73        | 0.570        | 121       | 0.582        |
| Educational attainment                 | 59        | 0.988        | 75        | 0.992        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 24        | 0.197        | 57        | 0.206        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 42.8   | 16.6 | 2.57              | Length of maternity/paternity leave (days)                 | 84.0   | 3.0   |                   |
| Unemployed adults  | 4.7    | 6.9  | 0.68              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 22.8   | 77.2 | 0.30              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 71.9   | 54.6 | 1.32              | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 2.9    | 3.1  | 0.96              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 23.6   | 15.4 | 1.53              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 8.9    | 5.8  | 1.53              |  |        |       |                   |
| Own-account workers  | 35.8   | 23.9 | 1.50              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 7.5    | 8.3   | 0.90              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.47 | Primary education attainment, adults                       | 52.9   | 60.8  | 0.87              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 92.2   | 92.8  | 0.99              |
| Firms with female (co-)owners                                |        |      | 0.62              | Primary education attainment, 65+                          | 62.0   | 73.2  | 0.85              |
| Firms with female top managers                               |        |      | 0.39              | Out-of-school youth  | 29.8   | 27.1  | 1.10              |
| Employers  | 2.9    | 5.8  | 0.50              | Secondary education attainment, adults                     | 25.5   | 28.9  | 0.88              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 63.6   | 65.6  | 0.97              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 17.1   | 26.2  | 0.65              |
| Hold an account at a financial institution                   | 29.4   | 40.3 | 0.73              | Tertiary education attainment, adults                      | 5.5    | 6.7   | 0.83              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 19.0   | 17.7  | 1.07              |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 3.4    | 8.5   | 0.40              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.0    | 0.0   | 0.93              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 23.2   | 26.6  | 0.87              |
| Mean monthly earnings (1,000s, local curr.)                  | 0.2    | 0.3  | 0.89              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1939              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 78                | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 2.3   | 0.35              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 5.2    | 5.6   | 0.94              |
| Election list quotas for women, national                     |        |      | 30                | Business, Admin. and Law                                   | 29.1   | 25.2  | 1.16              |
| Election list quotas for women, local                        |        |      | 30                | Education  | 19.5   | 12.0  | 1.63              |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 3.3    | 18.5  | 0.18              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 23.6   | 9.6   | 2.46              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 6.1    | 18.3  | 0.34              |
| Average length of single life                                | 22.5   | 25.5 | 0.88              | Natural Sci., Mathematics and Statistics                   | 0.8    | 0.9   | 0.89              |
| Proportion married by age 25                                 | 46.0   | 32.5 | 1.41              | Services   | 2.7    | 2.5   | 1.10              |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 8.0    | 5.3   | 1.50              |
| Average number of children per woman                         |        |      | 2.08              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 17.00             | Mortality, children under age 5                            | 0.8    | 1.0   | <sup>1</sup> 0.76 |
| Potential support ratio                                      |        |      | 8                 | Mortality, non-communicable diseases                       | 14.0   | 13.8  | <sup>1</sup> 1.01 |
| Total dependency ratio                                       |        |      | 56                | Mortality, infectious and parasitic diseases               | 0.4    | 0.7   | <sup>1</sup> 0.49 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.6    | 1.9   | <sup>1</sup> 0.33 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.6    | 3.9   | <sup>1</sup> 0.16 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 54   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 26.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 98.00             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 90.00             |

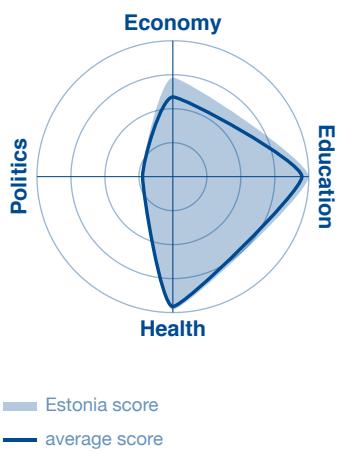
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Estonia

rank  
out of 149 countries **33**  
score  
0.00 = imparity  
1.00 = parity **0.734**



## SCORE AT GLANCE

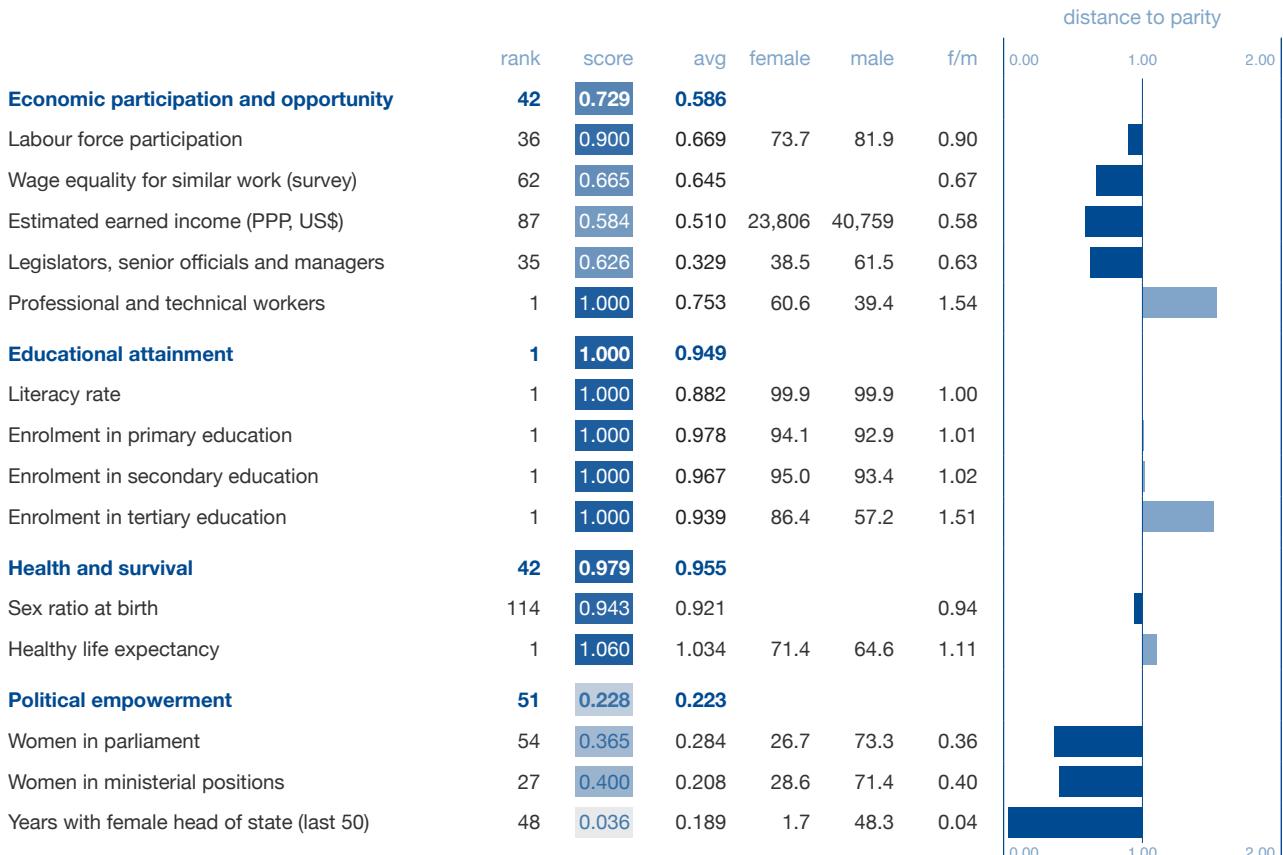


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 25.92    |
| GDP per capita (constant '11, intl. \$, PPP) | 29,481   |
| Total population (1,000s)                    | 1,312.44 |
| Population growth rate (%)                   | -0.22    |
| Population sex ratio (female/male)           | 1.14     |
| Human Capital Index score                    | 73.13    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>29</b> | <b>0.694</b> | <b>33</b> | <b>0.734</b> |
| Economic participation and opportunity | 27        | 0.682        | 42        | 0.729        |
| Educational attainment                 | 16        | 0.999        | 1         | 1.000        |
| Health and survival                    | 36        | 0.979        | 42        | 0.979        |
| Political empowerment                  | 51        | 0.117        | 51        | 0.228        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 435    |
| Youth not in employment or education                         | 12.8   | 9.0   | 1.43   | Length of maternity/paternity leave (days)                 | 140.0  | 10.0  |        |
| Unemployed adults  | 6.1    | 7.4   | 0.82   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 39.5   | 60.5  | 0.65   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 23.6   | 15.3  | 1.54   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 25.0   | 16.9  | 1.48   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.1    | 0.1   | 0.44   |  |        |       |        |
| Own-account workers  | 4.3    | 6.6   | 0.66   |  |        |       |        |
| Work, minutes per day  | 494.1  | 424.2 | 1.16   |  |        |       |        |
| Proportion of unpaid work per day                            | 50.4   | 37.8  | 1.34   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 4.3    | 5.8   | 0.74   |
| Advancement of women to leadership roles                     |        |       | ² 0.75 | Primary education attainment, adults                       | –      | –     | –      |
| Boards of publicly traded companies                          | 8.0    | 92.0  | 0.09   | Primary education attainment, 25-54                        | 99.7   | 99.3  | 1.00   |
| Firms with female (co-)owners                                |        |       | 0.56   | Primary education attainment, 65+                          | 99.3   | 99.5  | 1.00   |
| Firms with female top managers                               |        |       | 0.34   | Out-of-school youth  | 2.4    | 4.0   | 0.59   |
| Employers  | 2.2    | 0.1   | 16.19  | Secondary education attainment, adults                     | 91.5   | 87.7  | 1.04   |
| R&D personnel  | 49.9   | 50.1  | 0.99   | Secondary education attainment, 25-54                      | 99.3   | 97.8  | 1.01   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 88.1   | 88.4  | 1.00   |
| Hold an account at a financial institution                   | 97.5   | 97.9  | 1.00   | Tertiary education attainment, adults                      | –      | –     | –      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 25.4   | 16.5  | 1.54   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 16.9   | 18.4  | 0.92   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 87.4   | 89.5  | 0.98   |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –     | –      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1918   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 99     | Agri., Forestry, Fisheries and Veterinary                  | 1.6    | 2.5   | 0.64   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 13.3   | 10.2  | 1.31   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 27.2   | 19.7  | 1.38   |
| Election list quotas for women, local                        |        |       | –      | Education  | 11.1   | 2.0   | 5.56   |
| Voluntary political party quotas                             |        |       | –      | Engineering, Manuf. and Construction                       | 7.2    | 28.6  | 0.25   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 16.2   | 3.9   | 4.14   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 2.2    | 10.1  | 0.22   |
| Average length of single life                                | 32.8   | 35.2  | 0.93   | Natural Sci., Mathematics and Statistics                   | 6.9    | 7.5   | 0.92   |
| Proportion married by age 25                                 | 7.9    | 2.9   | 2.74   | Services   | 4.3    | 9.3   | 0.46   |
| Mean age of women at birth of first child                    |        |       | 30     | Social Sci., Journalism and Information                    | 9.7    | 6.2   | 1.57   |
| Average number of children per woman                         |        |       | 1.63   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.0    | 0.0   | ¹ 0.75 |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 7.5    | 6.1   | ¹ 1.22 |
| Total dependency ratio                                       |        |       | 55     | Mortality, infectious and parasitic diseases               | 0.0    | 0.1   | ¹ 0.54 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 0.1    | 0.3   | ¹ 0.38 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.1    | 0.2   | ¹ 0.27 |
|  |        |       |        | Mortality, childbirth                                      |        |       | ¹ 9    |
|  |        |       |        | Legislation on domestic violence                           |        |       | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 20.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 99.40  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 96.80  |

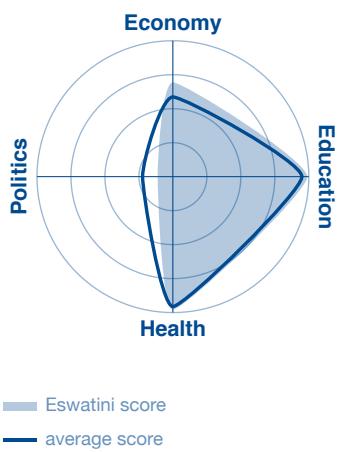
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Eswatini

rank  
out of 149 countries **80**  
score  
0.00 = imparity  
1.00 = parity **0.694**



## SCORE AT GLANCE

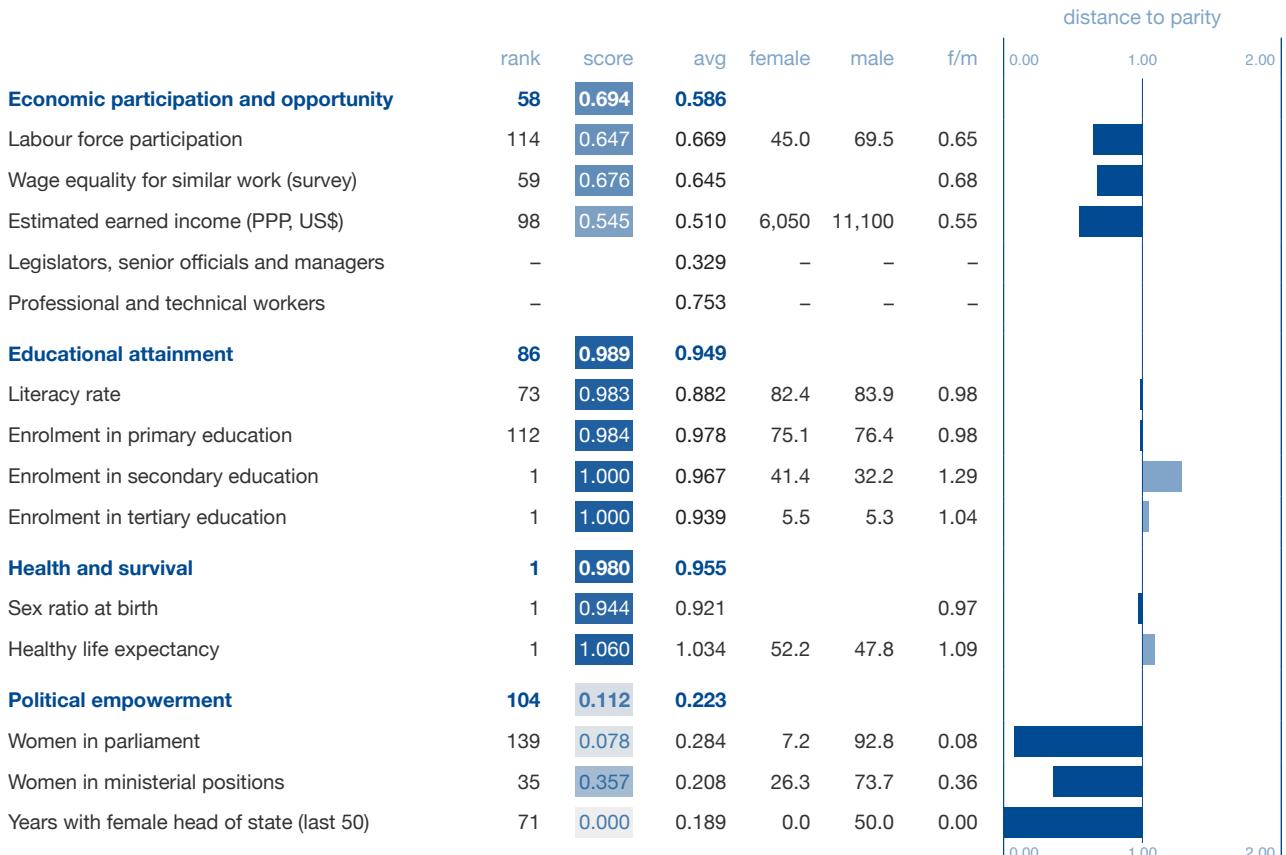


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 4.41     |
| GDP per capita (constant '11, intl. \$, PPP) | 7,739    |
| Total population (1,000s)                    | 1,343.10 |
| Population growth rate (%)                   | 1.77     |
| Population sex ratio (female/male)           | 1.06     |
| Human Capital Index score                    | 47.15    |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>80</b> | <b>0.694</b> |
| Economic participation and opportunity | —         | —          | 58        | 0.694        |
| Educational attainment                 | —         | —          | 86        | 0.989        |
| Health and survival                    | —         | —          | 1         | 0.980        |
| Political empowerment                  | —         | —          | 104       | 0.112        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 14.0   | -    |                   |
| Unemployed adults  | 31.2   | 25.7 | 1.21              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | -      | -    | -                 |  |        |      |                   |
| Own-account workers  | -      | -    | -                 |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 20.4   | 20.1 | 1.01              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.61 | Primary education attainment, adults                       | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 43.0   | 43.0 | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.56              | Primary education attainment, 65+                          | 10.2   | 12.3 | 0.82              |
| Firms with female top managers                               |        |      | 0.38              | Out-of-school youth  | 30.7   | 26.1 | 1.18              |
| Employers  | -      | -    | -                 | Secondary education attainment, adults                     | -      | -    | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 6.4    | 8.0  | 0.80              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 0.9    | 1.4  | 0.62              |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 1.3    | 1.4  | 0.91              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.0    | 0.0  | 0.72              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Year women received right to vote                            |        |      | 1968              | Agri., Forestry, Fisheries and Veterinary                  | 4.1    | 9.1  | 0.45              |
| Years since any women received voting rights                 |        |      | 49                | Arts and Humanities  | 7.3    | 4.6  | 1.59              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 29.9   | 32.8 | 0.91              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 43.4   | 39.7 | 1.09              |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 1.1    | 2.4  | 0.47              |
| Voluntary political party quotas                             |        |      | no                | Health and Welfare   | 8.0    | 2.7  | 2.96              |
| Seats held in upper house                                    | 23.8   | 76.2 | 0.31              | Information and Comm. Technologies                         | -      | -    | -                 |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 1.3    | 3.7  | 0.36              |
| Average length of single life                                | 26.8   | 30.0 | 0.89              | Services   | 0.5    | -    | -                 |
| Proportion married by age 25                                 | 33.3   | 7.9  | 4.22              | Social Sci., Journalism and Information                    | 4.8    | 5.1  | 0.95              |
| Mean age of women at birth of first child                    |        |      | 28                | <b>Health</b>  | female | male | value             |
| Average number of children per woman                         |        |      | 3.08              | Mortality, children under age 5                            | 1.0    | 1.2  | <sup>1</sup> 0.84 |
| Women's unmet demand for family planning                     |        |      | 13.00             | Mortality, non-communicable diseases                       | 2.5    | 2.1  | <sup>1</sup> 1.17 |
| Potential support ratio                                      |        |      | 19                | Mortality, infectious and parasitic diseases               | 2.0    | 2.4  | <sup>1</sup> 0.83 |
| Total dependency ratio                                       |        |      | 68                | Mortality, accidental injuries                             | 0.3    | 0.5  | <sup>1</sup> 0.53 |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.1    | 0.3  | <sup>1</sup> 0.36 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, childbirth                                      |        |      | <sup>1</sup> 389  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 88.30             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 76.10             |

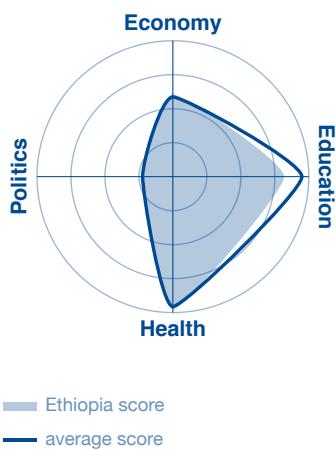
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Ethiopia

rank  
out of 149 countries **117**  
score  
0.00 = imparity  
1.00 = parity **0.656**



## SCORE AT GLANCE

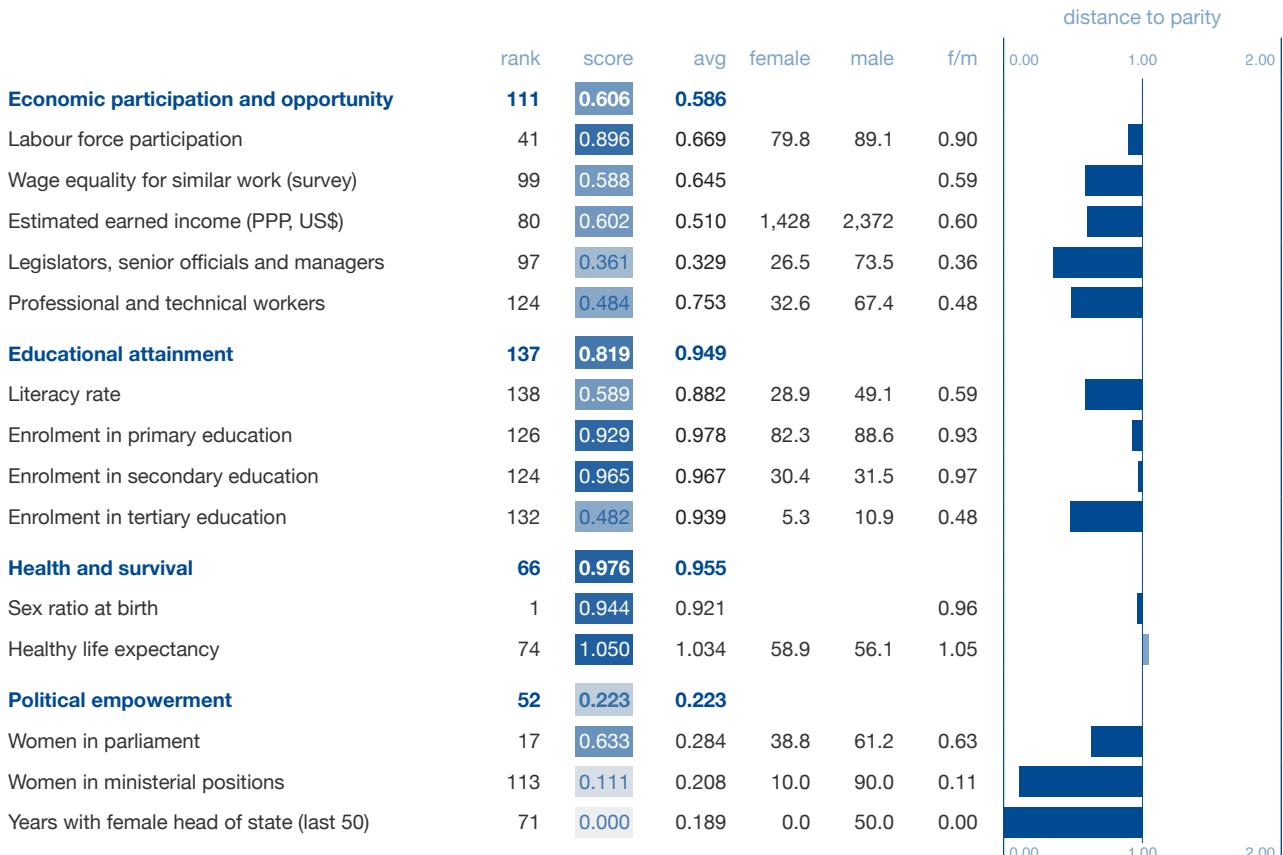


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 80.56      |
| GDP per capita (constant '11, intl. \$, PPP) | 1,730      |
| Total population (1,000s)                    | 102,403.20 |
| Population growth rate (%)                   | 2.45       |
| Population sex ratio (female/male)           | 1.00       |
| Human Capital Index score                    | 44.44      |

|  | rank       | 2006         | 2018       |              |
|--|------------|--------------|------------|--------------|
|  |            | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>100</b> | <b>0.595</b> | <b>117</b> | <b>0.656</b> |
| Economic participation and opportunity | 74         | 0.568        | 111        | 0.606        |
| Educational attainment                 | 108        | 0.739        | 137        | 0.819        |
| Health and survival                    | 87         | 0.969        | 66         | 0.976        |
| Political empowerment                  | 61         | 0.102        | 52         | 0.223        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



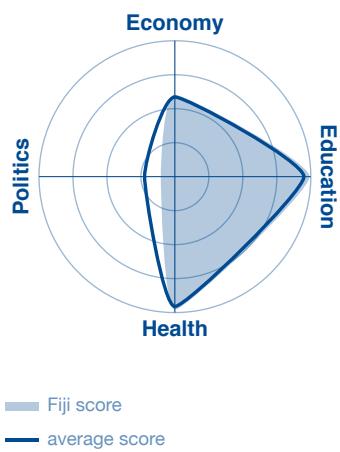
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 1.6    | 0.4  | 3.73              | Length of maternity/paternity leave (days)                 | 90.0   | -     |                   |
| Unemployed adults  | 24.1   | 11.3 | 2.14              | Wages paid during maternity/paternity leave                | 100.0  | -     |                   |
| Discouraged job seekers                                      | 74.7   | 25.3 | 2.95              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -     |                   |
| High-skilled share of labour force                           | 6.1    | 10.3 | 0.59              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 63.3   | 39.3 | 1.61              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 13.4   | 6.2  | 2.14              |  |        |       |                   |
| Own-account workers  | 38.9   | 40.0 | 0.97              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 17.0   | 10.7  | 1.59              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.53 | Primary education attainment, adults                       | 14.2   | 37.3  | 0.38              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 22.7   | 36.0  | 0.63              |
| Firms with female (co-)owners                                |        |      | 0.57              | Primary education attainment, 65+                          | 1.4    | 9.8   | 0.14              |
| Firms with female top managers                               |        |      | 0.05              | Out-of-school youth  | 75.1   | 72.5  | 1.04              |
| Employers  | 0.6    | 6.2  | 0.09              | Secondary education attainment, adults                     | 5.7    | 12.7  | 0.45              |
| R&D personnel  | 22.9   | 77.1 | 0.30              | Secondary education attainment, 25-54                      | 13.7   | 21.8  | 0.63              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 0.3    | 3.2   | 0.10              |
| Hold an account at a financial institution                   | 21.0   | 22.6 | 0.93              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 1.7    | 3.4   | 0.50              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.1    | 0.7   | 0.07              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 1.0    | 1.5  | 0.69              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1955              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 62                | Agri., Forestry, Fisheries and Veterinary                  | 4.3    | 5.2   | 0.82              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 2.6    | 2.1   | 1.26              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 26.0   | 41.4  | 0.63              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 48.9   | 26.4  | 1.85              |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 3.3    | 8.0   | 0.41              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 6.7    | 6.1   | 1.09              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.2    | 4.3   | 0.51              |
| Average length of single life                                | 21.2   | 25.7 | 0.82              | Natural Sci., Mathematics and Statistics                   | 2.4    | 3.3   | 0.72              |
| Proportion married by age 25                                 | 68.1   | 27.5 | 2.48              | Services   | 0.1    | 0.1   | 2.25              |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 2.4    | 3.1   | 0.76              |
| Average number of children per woman                         |        |      | 4.20              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 26.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 16                | Mortality, children under age 5                            | 89.1   | 110.4 | <sup>1</sup> 0.81 |
| Total dependency ratio                                       |        |      | 81                | Mortality, non-communicable diseases                       | 136.6  | 146.4 | <sup>1</sup> 0.93 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, infectious and parasitic diseases               | 84.7   | 98.1  | <sup>1</sup> 0.86 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, accidental injuries                             | 22.4   | 45.1  | <sup>1</sup> 0.50 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 3.4    | 12.6  | <sup>1</sup> 0.27 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 353  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 71.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 32.10             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

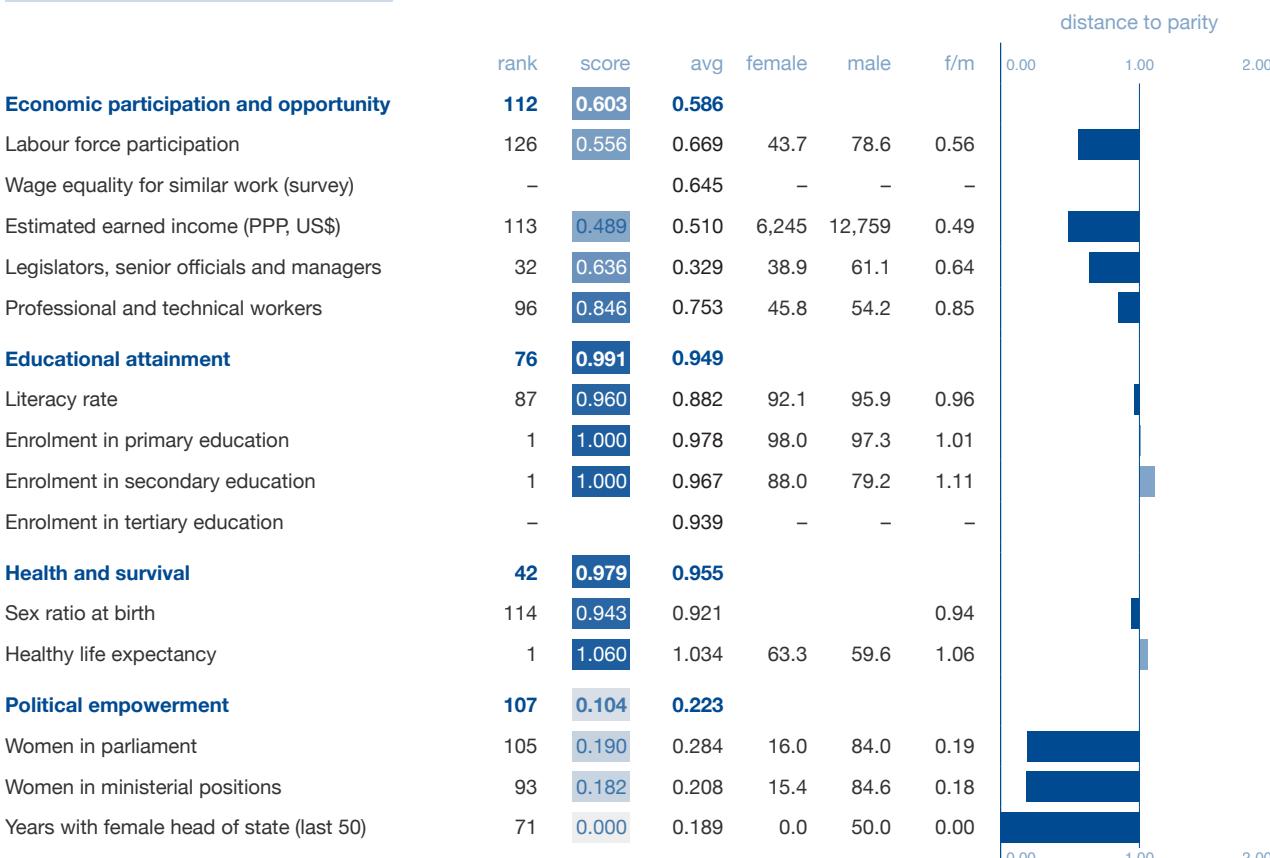


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 5.06   |
| GDP per capita (constant '11, intl. \$, PPP) | 8,703  |
| Total population (1,000s)                    | 898.76 |
| Population growth rate (%)                   | 0.74   |
| Population sex ratio (female/male)           | 0.97   |
| Human Capital Index score                    | —      |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>106</b> | <b>0.669</b> |
| Economic participation and opportunity | —         | —          | 112        | 0.603        |
| Educational attainment                 | —         | —          | 76         | 0.991        |
| Health and survival                    | —         | —          | 42         | 0.979        |
| Political empowerment                  | —         | —          | 107        | 0.104        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 84.0   | -    |        |
| Unemployed adults  | 12.9   | 6.4  | 2.02  | Wages paid during maternity/paternity leave                | 100.0  | -    |        |
| Discouraged job seekers                                      | -      | -    | -     | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | empl   | -    |        |
| High-skilled share of labour force                           | -      | -    | -     | Government supports or provides childcare                  |        |      | no     |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance                        |        |      | no     |
| Contributing family workers                                  | 0.3    | 0.3  | 0.93  |  |        |      |        |
| Own-account workers  | 47.0   | 44.9 | 1.05  |  |        |      |        |
| Work, minutes per day  | -      | -    | -     | <b>Education and Skills</b>                                |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -     | Out-of-school children                                     | 1.6    | 2.3  | 0.70   |
| <b>Economic Leadership</b>                                   | female | male | value | Primary education attainment, adults                       | 82.8   | 82.8 | 1.00   |
| Law mandates equal pay                                       |        |      | yes   | Primary education attainment, 25-54                        | 89.4   | 89.4 | 1.00   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, 65+                          | 45.7   | 61.1 | 0.75   |
| Boards of publicly traded companies                          | -      | -    | -     | Out-of-school youth  | 22.6   | 29.8 | 0.76   |
| Firms with female (co-)owners                                |        |      | 0.96  | Secondary education attainment, adults                     | 39.6   | 39.1 | 1.01   |
| Firms with female top managers                               |        |      | -     | Secondary education attainment, 25-54                      | 52.8   | 49.6 | 1.06   |
| Employers  | 0.8    | 0.3  | 2.73  | Secondary education attainment, 65+                        | 10.1   | 17.2 | 0.59   |
| R&D personnel  | -      | -    | -     | Tertiary education attainment, adults                      | -      | -    | -      |
| <b>Access to Assets</b>                                      | female | male | value | Tertiary education attainment, age 25-54                   | 9.4    | 10.1 | 0.93   |
| Hold an account at a financial institution                   | -      | -    | -     | Tertiary education attainment, age 65+                     | 2.7    | 5.6  | 0.49   |
| Women's access to financial services                         |        |      | part  | PhD graduates  | -      | -    | -      |
| Inheritance rights for daughters                             |        |      | part  | Individuals using the internet                             | -      | -    | -      |
| Women's access to land use, control and ownership            |        |      | part  | <b>Graduates by Degree Type</b>                            |        |      |        |
| Women's access to non-land assets use, control and ownership |        |      | part  | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -      |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -     | Arts and Humanities  | -      | -    | -      |
| <b>Political Leadership</b>                                  | female | male | value | Business, Admin. and Law                                   | -      | -    | -      |
| Year women received right to vote                            |        |      | 1963  | Education  | -      | -    | -      |
| Years since any women received voting rights                 |        |      | 54    | Engineering, Manuf. and Construction                       | -      | -    | -      |
| Number of female heads of state to date                      |        |      | 0     | Health and Welfare   | -      | -    | -      |
| Election list quotas for women, national                     |        |      | -     | Information and Comm. Technologies                         | -      | -    | -      |
| Election list quotas for women, local                        |        |      | -     | Natural Sci., Mathematics and Statistics                   | -      | -    | -      |
| Voluntary political party quotas                             |        |      | -     | Services   | -      | -    | -      |
| Seats held in upper house                                    | 18.8   | 81.3 | 0.23  | Social Sci., Journalism and Information                    | -      | -    | -      |
| <b>Family</b>  | female | male | value | <b>Health</b>  |        |      |        |
| Average length of single life                                | 24.1   | 27.7 | 0.87  | Mortality, children under age 5                            | 0.2    | 0.2  | 1 0.79 |
| Proportion married by age 25                                 | 43.2   | 16.6 | 2.61  | Mortality, non-communicable diseases                       | 2.2    | 3.1  | 1 0.73 |
| Mean age of women at birth of first child                    |        |      | 28    | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | 1 0.46 |
| Average number of children per woman                         |        |      | 2.52  | Mortality, accidental injuries                             | 0.1    | 0.2  | 1 0.46 |
| Women's unmet demand for family planning                     |        |      | -     | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1  | 1 0.32 |
| Potential support ratio                                      |        |      | 11    | Mortality, childbirth                                      |        |      | 1 30   |
| Total dependency ratio                                       |        |      | 53    | Legislation on domestic violence                           |        |      | yes    |
| Parity of parental rights in marriage                        |        |      | yes   | Prevalence of gender violence in lifetime                  |        |      | -      |
| Parity of parental rights after divorce                      |        |      | yes   | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |       | Births attended by skilled health personnel                |        |      | 98.80  |
|  |        |      |       | Antenatal care, at least four visits                       |        |      | 93.60  |

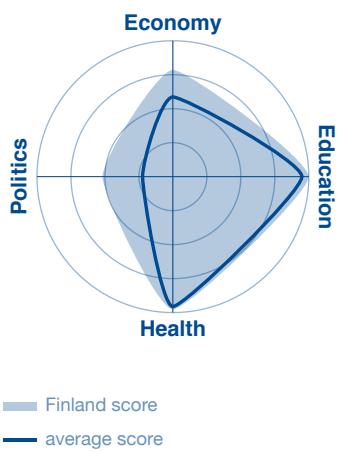
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Finland

rank  
out of 149 countries **4**  
score  
0.00 = imparity  
1.00 = parity **0.821**



## SCORE AT GLANCE

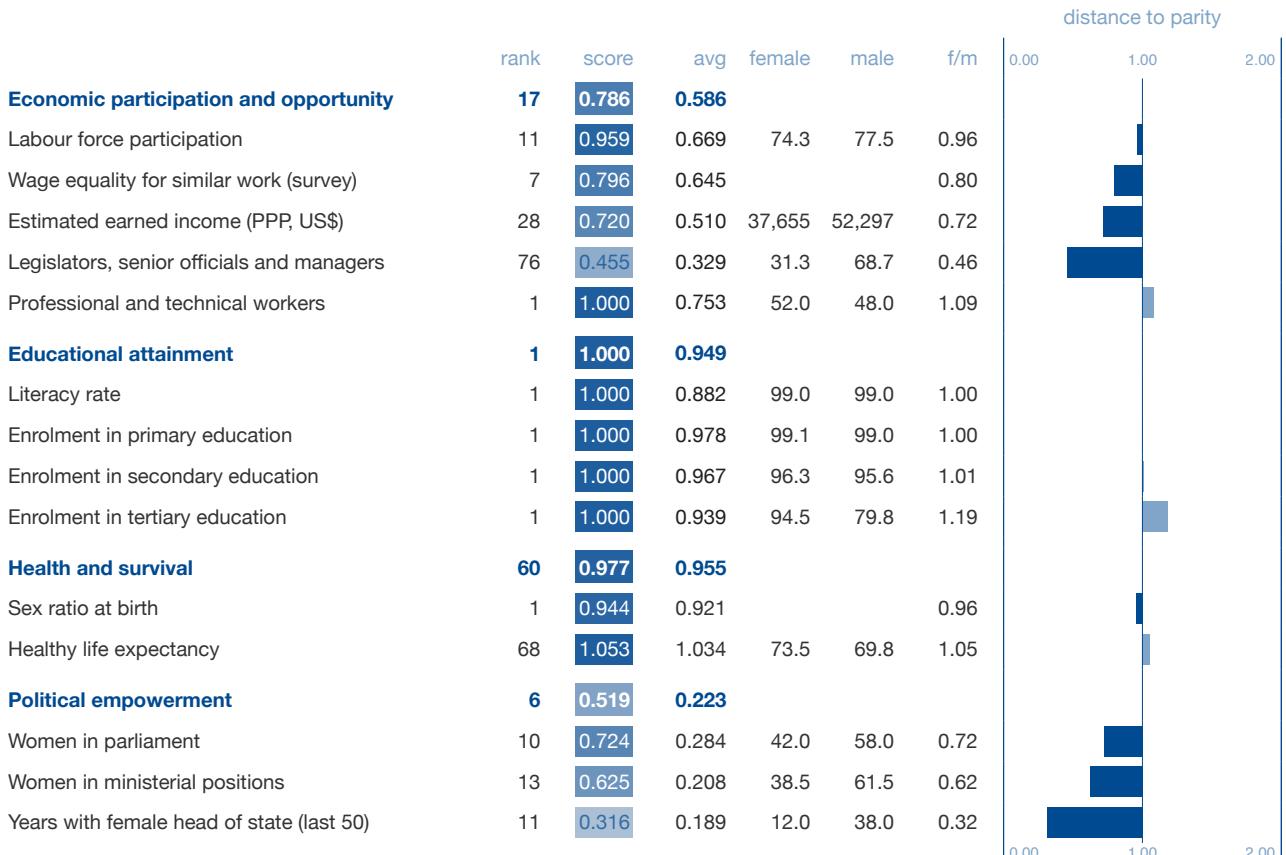


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 251.88   |
| GDP per capita (constant '11, intl. \$, PPP) | 40,586   |
| Total population (1,000s)                    | 5,503.13 |
| Population growth rate (%)                   | 0.36     |
| Population sex ratio (female/male)           | 1.03     |
| Human Capital Index score                    | 77.07    |

| Global Gender Gap score                |          |              | rank out of |              |
|--|----------|--------------|-------------|--------------|
|  | rank     | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>3</b> | <b>0.796</b> | <b>4</b>    | <b>0.821</b> |
| Economic participation and opportunity | 8        | 0.734        | 17          | 0.786        |
| Educational attainment                 | 18       | 0.999        | 1           | 1.000        |
| Health and survival                    | 1        | 0.980        | 60          | 0.977        |
| Political empowerment                  | 3        | 0.470        | 6           | 0.519        |
| rank out of                            | 115      |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 215    |
| Youth not in employment or education                         | 9.6    | 11.5  | 0.83   | Length of maternity/paternity leave (days)                 | 147.0  | 24.0  |        |
| Unemployed adults  | 8.6    | 9.0   | 0.95   | Wages paid during maternity/paternity leave                | 58.0   | 58.0  |        |
| Discouraged job seekers                                      | 41.1   | 58.9  | 0.70   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 23.4   | 18.3  | 1.28   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 36.8   | 26.3  | 1.40   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.5    | 0.6   | 0.81   |  |        |       |        |
| Own-account workers  | 6.9    | 11.8  | 0.58   |  |        |       |        |
| Work, minutes per day  | 442.0  | 408.0 | 1.08   |  |        |       |        |
| Proportion of unpaid work per day                            | 52.5   | 39.0  | 1.35   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.1    | 0.6   | 0.19   |
| Advancement of women to leadership roles                     |        |       | 2 0.87 | Primary education attainment, adults                       | –      | –     | –      |
| Boards of publicly traded companies                          | 30.0   | 70.0  | 0.43   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 6.7    | 6.2   | 1.08   |
| Employers  | 2.0    | 0.6   | 3.48   | Secondary education attainment, adults                     | 74.1   | 73.0  | 1.02   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 99.6   | 99.7  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 91.5   | 91.7  | 1.00   |
| Hold an account at a financial institution                   | 100.0  | 100.0 | 1.00   | Tertiary education attainment, adults                      | 23.9   | 21.0  | 1.13   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 53.5   | 34.4  | 1.55   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 24.2   | 27.4  | 0.88   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.9    | 1.2   | 0.71   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 93.2   | 92.1  | 1.01   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.7    | 3.5   | 0.79   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1906   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 111    | Agri., Forestry, Fisheries and Veterinary                  | 2.3    | 2.2   | 1.06   |
| Number of female heads of state to date                      |        |       | 3      | Arts and Humanities  | 15.5   | 8.9   | 1.74   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 18.5   | 17.3  | 1.07   |
| Election list quotas for women, local                        |        |       | –      | Education  | 9.2    | 2.5   | 3.62   |
| Voluntary political party quotas                             |        |       | –      | Engineering, Manuf. and Construction                       | 6.3    | 32.9  | 0.19   |
| Seats held in upper house                                    | 4.6    | 95.4  | 0.05   | Health and Welfare   | 27.6   | 7.3   | 3.75   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 2.1    | 13.4  | 0.16   |
| Average length of single life                                | 30.1   | 31.9  | 0.94   | Natural Sci., Mathematics and Statistics                   | 4.6    | 5.2   | 0.89   |
| Proportion married by age 25                                 | 8.1    | 3.8   | 2.12   | Services   | 4.7    | 4.9   | 0.95   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 8.6    | 5.3   | 1.62   |
| Average number of children per woman                         |        |       | 1.77   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.1    | 0.1   | 1 0.77 |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 25.0   | 22.9  | 1 1.09 |
| Total dependency ratio                                       |        |       | 59     | Mortality, infectious and parasitic diseases               | 0.2    | 0.2   | 1 1.06 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 0.8    | 1.3   | 1 0.62 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.7   | 1 0.33 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 3    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 30.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –      |

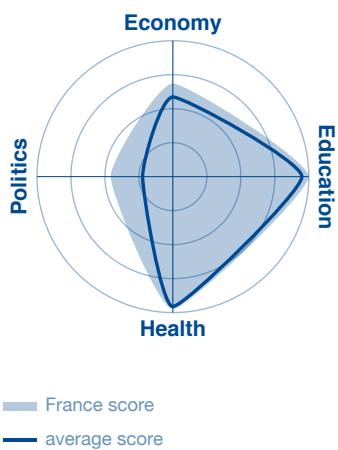
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# France

rank  
out of 149 countries **12**  
score  
0.00 = imparity  
1.00 = parity **0.779**



## SCORE AT GLANCE

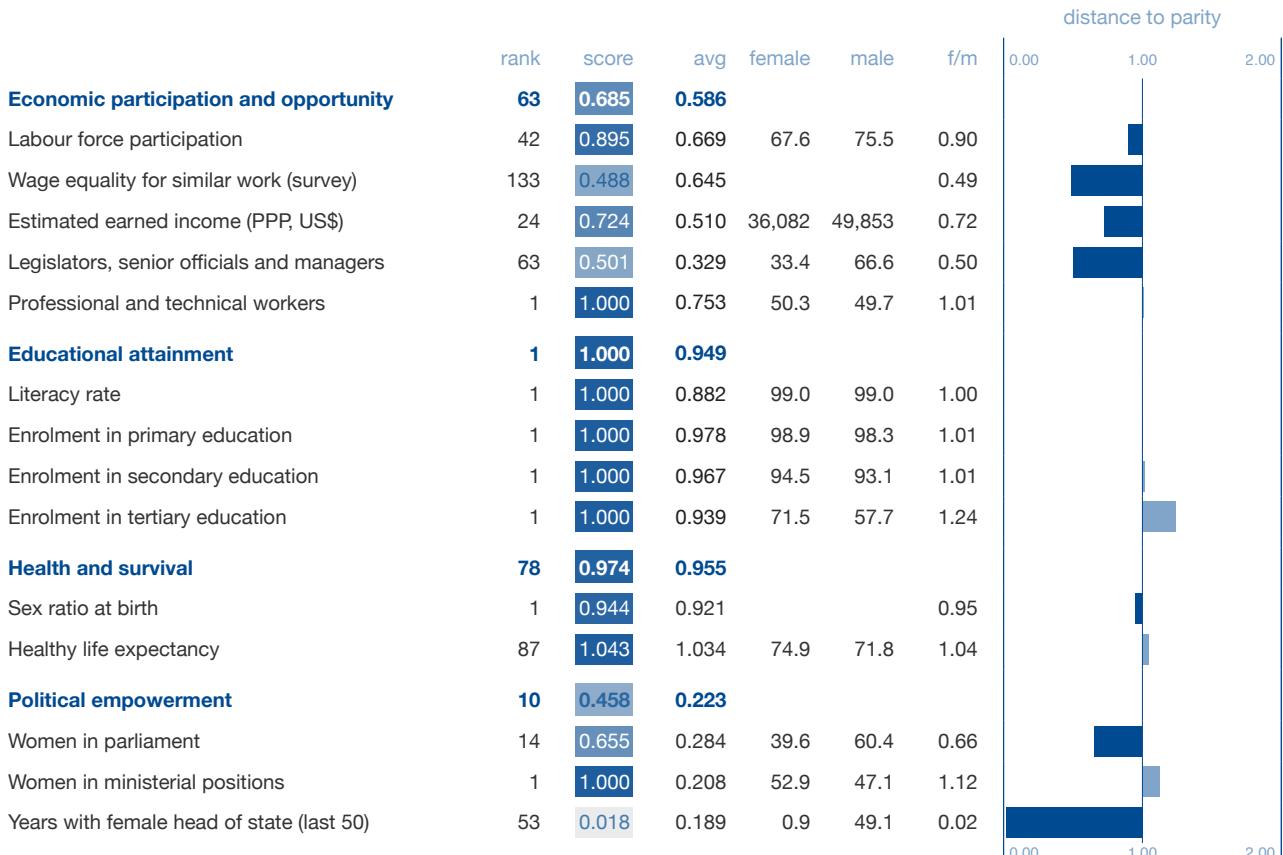


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 2,582.50  |
| GDP per capita (constant '11, intl. \$, PPP) | 38,606    |
| Total population (1,000s)                    | 64,720.69 |
| Population growth rate (%)                   | 0.39      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 69.94     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>70</b> | <b>0.652</b> | <b>12</b> | <b>0.779</b> |
| Economic participation and opportunity | 88        | 0.525        | 63        | 0.685        |
| Educational attainment                 | 1         | 1.000        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 78        | 0.974        |
| Political empowerment                  | 60        | 0.104        | 10        | 0.458        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 0      |
| Youth not in employment or education                         | 11.5   | 12.3  | 0.93   | Length of maternity/paternity leave (days)                 | 112.0  | 11.0  |        |
| Unemployed adults  | 9.9    | 10.2  | 0.96   | Wages paid during maternity/paternity leave                | 73.0   | 73.0  |        |
| Discouraged job seekers                                      | 49.0   | 51.0  | 0.96   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 20.0   | 17.8  | 1.12   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 40.4   | 24.0  | 1.68   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.7    | 0.2   | 3.97   |  |        |       |        |
| Own-account workers  | 5.5    | 8.7   | 0.63   |  |        |       |        |
| Work, minutes per day  | 405.0  | 376.0 | 1.08   |  |        |       |        |
| Proportion of unpaid work per day                            | 57.4   | 38.0  | 1.51   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.3    | 0.8   | 0.46   |
| Advancement of women to leadership roles                     |        |       | 2 0.54 | Primary education attainment, adults                       | 97.3   | 97.8  | 1.00   |
| Boards of publicly traded companies                          | 37.0   | 63.0  | 0.59   | Primary education attainment, 25-54                        | 99.5   | 99.6  | 1.00   |
| Firms with female (co-)owners                                |        |       | -      | Primary education attainment, 65+                          | 98.5   | 98.2  | 1.00   |
| Firms with female top managers                               |        |       | -      | Out-of-school youth  | 0.3    | 0.4   | 0.83   |
| Employers  | 2.3    | 0.2   | 13.95  | Secondary education attainment, adults                     | 66.7   | 72.4  | 0.92   |
| R&D personnel  | 31.5   | 68.5  | 0.46   | Secondary education attainment, 25-54                      | 94.6   | 95.3  | 0.99   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 59.1   | 69.6  | 0.85   |
| Hold an account at a financial institution                   | 95.5   | 97.8  | 0.98   | Tertiary education attainment, adults                      | 17.1   | 18.2  | 0.94   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 41.7   | 33.2  | 1.26   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 12.3   | 16.5  | 0.74   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.6    | 1.0   | 0.56   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 83.7   | 85.7  | 0.98   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.6    | 3.1   | 0.84   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1944   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 73     | Agri., Forestry, Fisheries and Veterinary                  | 1.3    | 2.1   | 0.62   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 11.4   | 6.5   | 1.77   |
| Election list quotas for women, national                     |        |       | 50     | Business, Admin. and Law                                   | 35.7   | 31.5  | 1.13   |
| Election list quotas for women, local                        |        |       | 50     | Education  | 4.6    | 1.8   | 2.48   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 6.9    | 24.9  | 0.28   |
| Seats held in upper house                                    | -      | -     | -      | Health and Welfare   | 20.8   | 9.4   | 2.21   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.9    | 5.8   | 0.16   |
| Average length of single life                                | 25.6   | 27.7  | 0.92   | Natural Sci., Mathematics and Statistics                   | 6.2    | 8.8   | 0.71   |
| Proportion married by age 25                                 | 31.4   | 17.2  | 1.83   | Services   | 2.5    | 3.3   | 0.77   |
| Mean age of women at birth of first child                    |        |       | 30     | Social Sci., Journalism and Information                    | 8.9    | 5.9   | 1.50   |
| Average number of children per woman                         |        |       | 1.98   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | 2.00   | Mortality, children under age 5                            | 1.5    | 1.9   | 1 0.77 |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 241.4  | 240.0 | 1 1.01 |
| Total dependency ratio                                       |        |       | 60     | Mortality, infectious and parasitic diseases               | 4.8    | 4.2   | 1 1.14 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 11.7   | 12.5  | 1 0.94 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 3.3    | 8.2   | 1 0.41 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 8    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 26.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 98.30  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 98.90  |

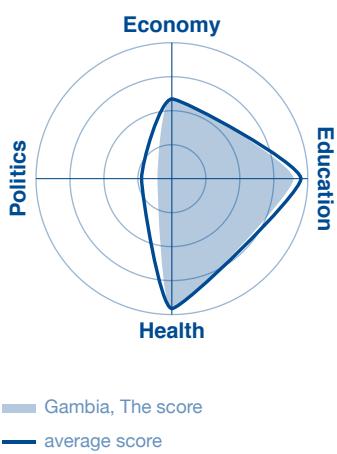
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Gambia, The

rank  
out of 149 countries **120**  
  
**score**  
0.00 = impartiality  
1.00 = parity **0.642**



## SCORE AT GLANCE

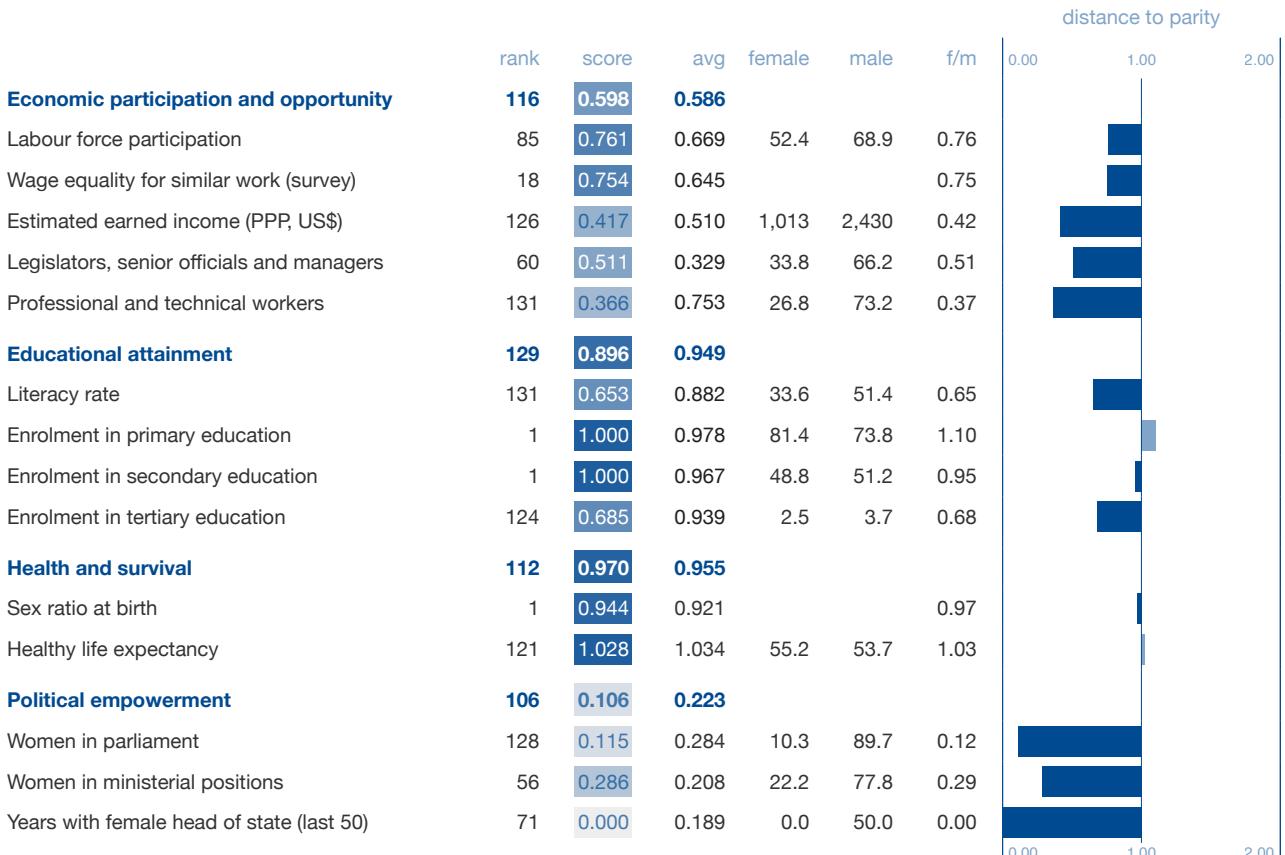


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 1.01     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,562    |
| Total population (1,000s)                    | 2,038.50 |
| Population growth rate (%)                   | 2.98     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | -        |

|  |           | 2006         | 2018       |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>79</b> | <b>0.645</b> | <b>120</b> |
| Economic participation and opportunity | 25        | 0.688        | 116        |
| Educational attainment                 | 106       | 0.809        | 129        |
| Health and survival                    | 64        | 0.974        | 112        |
| Political empowerment                  | 55        | 0.109        | 106        |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | –      |
| Youth not in employment or education                         | 42.6   | 23.8 | 1.79   | Length of maternity/paternity leave (days)                 | 180.0  | 10.0  |        |
| Unemployed adults  | 12.6   | 6.7  | 1.88   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 62.1   | 37.9 | 1.64   | Provider of parental leave benefits                        |        |       | –      |
| Workers in informal employment                               | 77.6   | 62.0 | 1.25   | Provider of maternity/paternity leave benefits             | empl   | empl  |        |
| High-skilled share of labour force                           | 0.1    | 0.6  | 0.14   | Government supports or provides childcare                  |        |       | no     |
| Workers employed part-time                                   | 34.3   | 18.7 | 1.83   | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 13.5   | 11.0 | 1.23   |  |        |       |        |
| Own-account workers  | 67.4   | 49.8 | 1.35   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 20.4   | 27.6  | 0.74   |
| Advancement of women to leadership roles                     |        |      | 2 0.75 | Primary education attainment, adults                       | –      | –     | –      |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 23.3   | 23.3  | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.27   | Primary education attainment, 65+                          | 6.1    | 15.2  | 0.40   |
| Firms with female top managers                               |        |      | –      | Out-of-school youth  | –      | –     | –      |
| Employers  | 1.2    | 11.0 | 0.11   | Secondary education attainment, adults                     | –      | –     | –      |
| R&D personnel  | 4.3    | 95.7 | 0.04   | Secondary education attainment, 25-54                      | 3.2    | 8.5   | 0.38   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 2.4    | 5.4   | 0.44   |
| Hold an account at a financial institution                   | –      | –    | –      | Tertiary education attainment, adults                      | –      | –     | –      |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | 0.8    | 1.8   | 0.42   |
| Inheritance rights for daughters                             |        |      | no     | Tertiary education attainment, age 65+                     | 0.6    | 2.0   | 0.31   |
| Women's access to land use, control and ownership            |        |      | no     | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |      | no     | Individuals using the internet                             | –      | –     | –      |
| Mean monthly earnings (1,000s, local curr.)                  | 2.8    | 6.1  | 0.46   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1960   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 57     | Agri., Forestry, Fisheries and Veterinary                  | 0.6    | 2.2   | 0.27   |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | 0.8    | 0.2   | 5.07   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 39.5   | 37.3  | 1.06   |
| Election list quotas for women, local                        |        |      | –      | Education  | 13.1   | 28.4  | 0.46   |
| Voluntary political party quotas                             |        |      | –      | Engineering, Manuf. and Construction                       | 0.4    | 9.8   | 0.04   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 3.7    | 3.1   | 1.20   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 29.5   | 45.4  | 0.65   |
| Average length of single life                                | 21.8   | 29.7 | 0.73   | Natural Sci., Mathematics and Statistics                   | 2.2    | 1.3   | 1.74   |
| Proportion married by age 25                                 | 61.2   | 7.0  | 8.74   | Services   | 2.6    | 2.5   | 1.05   |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 7.6    | 4.8   | 1.57   |
| Average number of children per woman                         |        |      | 5.43   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 22.00  | Mortality, children under age 5                            | 2.5    | 3.0   | 1 0.84 |
| Potential support ratio                                      |        |      | 22     | Mortality, non-communicable diseases                       | 2.6    | 2.8   | 1 0.91 |
| Total dependency ratio                                       |        |      | 92     | Mortality, infectious and parasitic diseases               | 1.9    | 2.1   | 1 0.90 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.6    | 1.0   | 1 0.61 |
| Parity of parental rights after divorce                      |        |      | part   | Mortality, intentional injuries, self-harm                 | 0.1    | 0.2   | 1 0.38 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 706  |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | –      |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 57.20  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 77.60  |

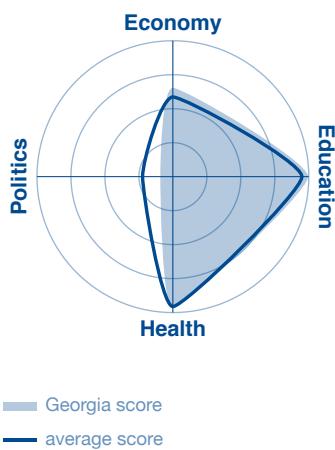
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Georgia

rank  
out of 149 countries **99**  
score  
0.00 = imparity  
1.00 = parity **0.677**



## SCORE AT GLANCE

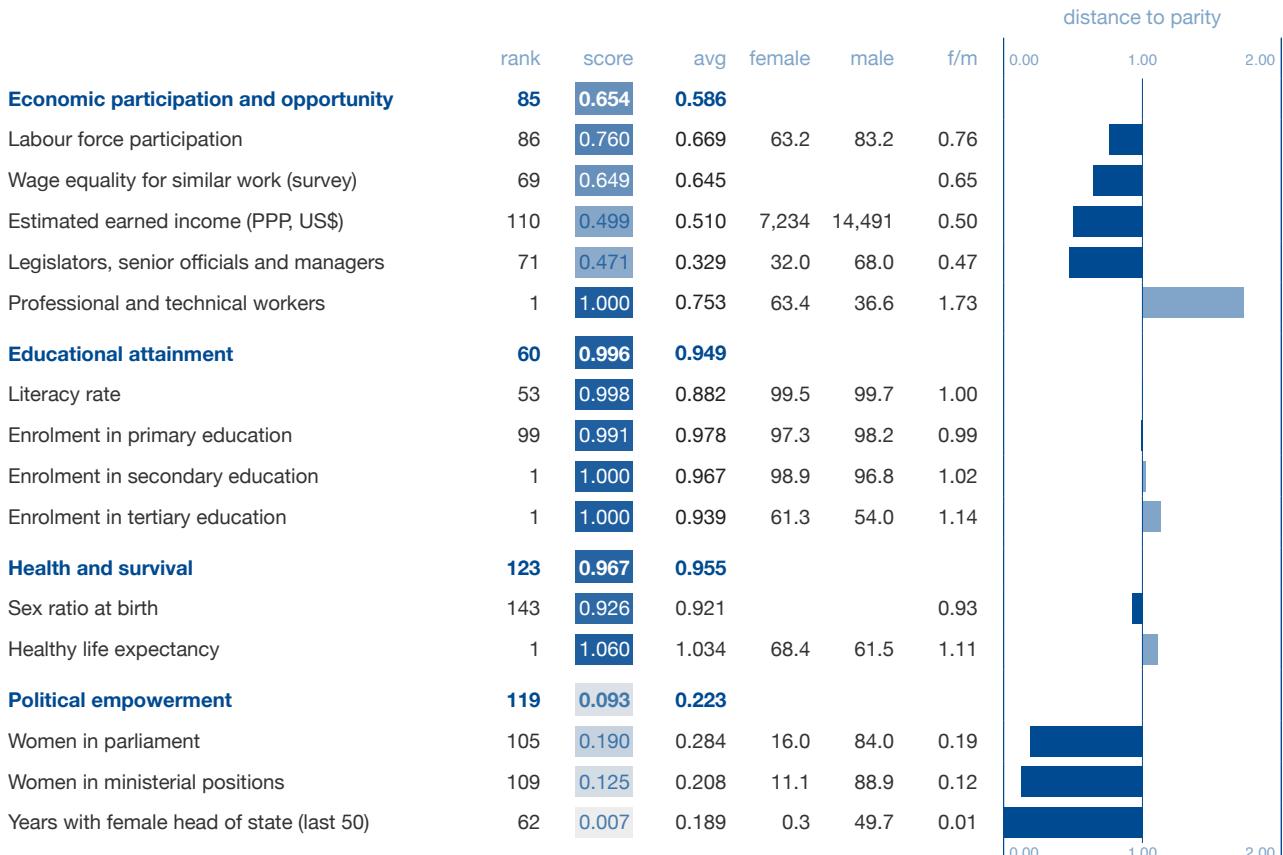


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 15.16    |
| GDP per capita (constant '11, intl. \$, PPP) | 9,745    |
| Total population (1,000s)                    | 3,925.41 |
| Population growth rate (%)                   | -0.23    |
| Population sex ratio (female/male)           | 1.09     |
| Human Capital Index score                    | —        |

|  | 2006      | 2018         | 2006      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>54</b> | <b>0.670</b> | <b>99</b> | <b>0.677</b> |
| Economic participation and opportunity | 41        | 0.656        | 85        | 0.654        |
| Educational attainment                 | 28        | 0.997        | 60        | 0.996        |
| Health and survival                    | 115       | 0.923        | 123       | 0.967        |
| Political empowerment                  | 59        | 0.104        | 119       | 0.093        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 183.0  | -    |       |
| Unemployed adults  | 10.2   | 13.5 | 0.76              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 27.4   | 72.3 | 0.38              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -    |       |
| High-skilled share of labour force                           | 15.4   | 16.1 | 0.96              | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 33.3   | 14.7 | 2.27              |  |        |      |       |
| Own-account workers  | 21.8   | 42.4 | 0.51              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 6.0    | 3.7  | 1.62  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.64 | Primary education attainment, adults                       | 98.8   | 99.2 | 1.00  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -    | -     |
| Firms with female (co-)owners                                |        |      | 0.51              | Primary education attainment, 65+                          | -      | -    | -     |
| Firms with female top managers                               |        |      | 0.47              | Out-of-school youth  | 11.1   | 12.2 | 0.91  |
| Employers  | 0.8    | 14.7 | 0.06              | Secondary education attainment, adults                     | 91.4   | 92.3 | 0.99  |
| R&D personnel  | 52.0   | 48.0 | 1.08              | Secondary education attainment, 25-54                      | -      | -    | -     |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | -      | -    | -     |
| Hold an account at a financial institution                   | 39.8   | 39.6 | 1.01              | Tertiary education attainment, adults                      | 29.8   | 30.6 | 0.98  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | -      | -    | -     |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | -      | -    | -     |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.6    | 0.6  | 0.96  |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 0.6    | 1.0  | 0.63              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1918              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 99                | Agri., Forestry, Fisheries and Veterinary                  | 2.6    | 7.4  | 0.35  |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | 16.4   | 5.9  | 2.79  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 38.8   | 36.7 | 1.06  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 1.6    | 0.1  | 22.75 |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 3.7    | 13.8 | 0.27  |
| Seats held in upper house                                    | 9.4    | 90.6 | 0.10              | Health and Welfare   | 12.8   | 6.8  | 1.88  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 3.2    | 7.8  | 0.41  |
| Average length of single life                                | 23.7   | 28.0 | 0.85              | Natural Sci., Mathematics and Statistics                   | 8.2    | 8.2  | 1.00  |
| Proportion married by age 25                                 | 47.9   | 21.7 | 2.20              | Services   | 2.3    | 6.5  | 0.35  |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 10.4   | 6.8  | 1.52  |
| Average number of children per woman                         |        |      | 2.00              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 12.00             | Mortality, children under age 5                            | 0.3    | 0.4  |       |
| Potential support ratio                                      |        |      | 5                 | Mortality, non-communicable diseases                       | 23.4   | 22.7 |       |
| Total dependency ratio                                       |        |      | 51                | Mortality, infectious and parasitic diseases               | 0.2    | 0.3  |       |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, accidental injuries                             | 0.4    | 1.0  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 50.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 99.90 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 86.90 |

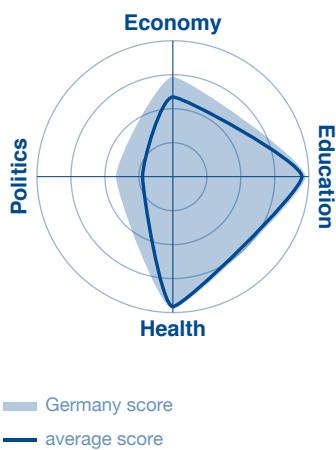
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Germany

rank  
out of 149 countries **14**  
score  
0.00 = imparity  
1.00 = parity **0.776**



## SCORE AT GLANCE

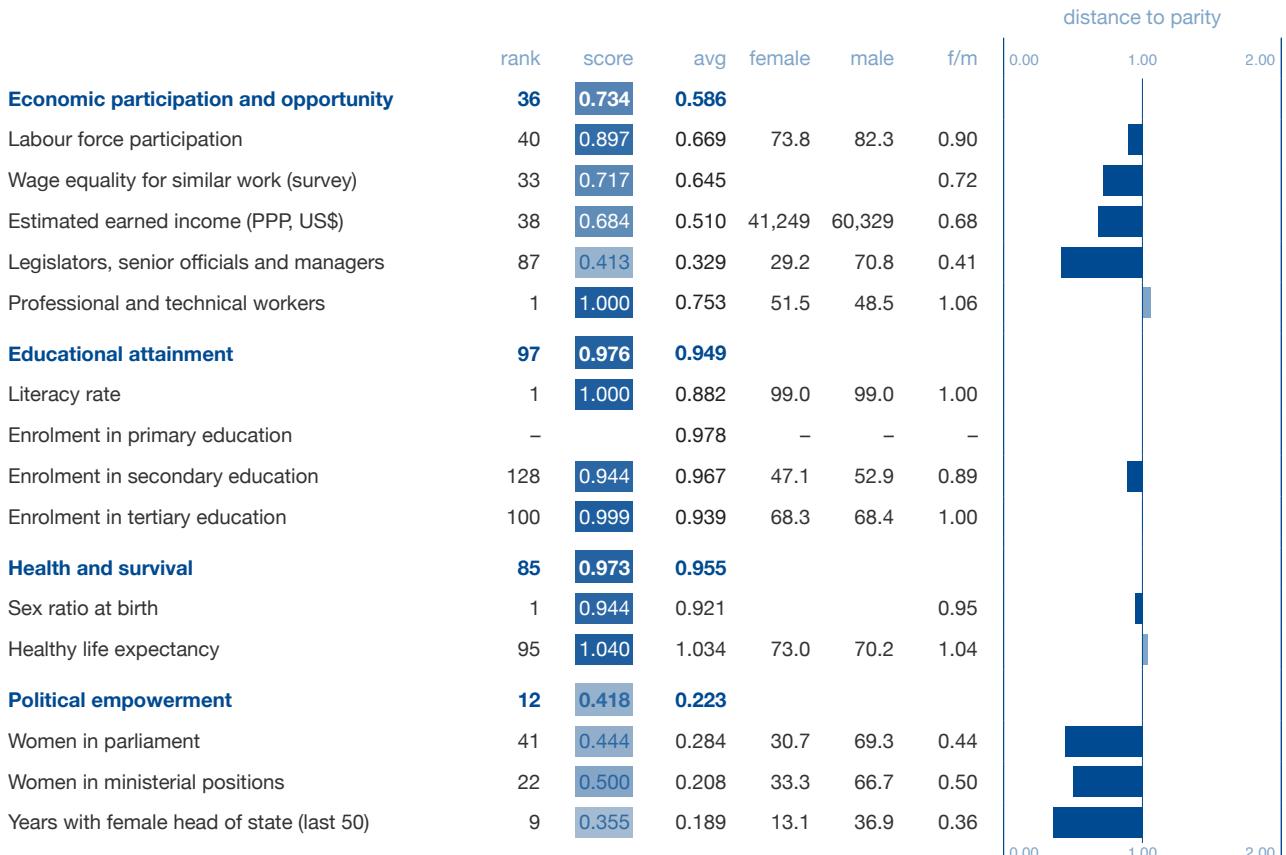


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 3,677.44  |
| GDP per capita (constant '11, intl. \$, PPP) | 45,229    |
| Total population (1,000s)                    | 81,914.67 |
| Population growth rate (%)                   | 0.23      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 74.30     |

|  | rank     | 2006         | rank      | 2018         |
|--|----------|--------------|-----------|--------------|
|  |          | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>5</b> | <b>0.752</b> | <b>14</b> | <b>0.776</b> |
| Economic participation and opportunity | 32       | 0.669        | 36        | 0.734        |
| Educational attainment                 | 31       | 0.995        | 97        | 0.976        |
| Health and survival                    | 36       | 0.979        | 85        | 0.973        |
| Political empowerment                  | 6        | 0.366        | 12        | 0.418        |
| rank out of                            | 115      |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | 360               |
| Youth not in employment or education                         | 7.0    | 5.4   | 1.29              | Length of maternity/paternity leave (days)                 | 98.0   | –     |                   |
| Unemployed adults  | 3.7    | 4.4   | 0.84              | Wages paid during maternity/paternity leave                | 100.0  | –     |                   |
| Discouraged job seekers                                      | 53.1   | 46.9  | 1.13              | Provider of parental leave benefits                        |        |       | gov               |
| Workers in informal employment                               | –      | –     | –                 | Provider of maternity/paternity leave benefits             | dual   | –     |                   |
| High-skilled share of labour force                           | 11.9   | 16.4  | 0.72              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 46.6   | 20.5  | 2.27              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 0.6    | 0.2   | 2.38              |  |        |       |                   |
| Own-account workers  | 4.7    | 6.4   | 0.73              |  |        |       |                   |
| Work, minutes per day  | 449.7  | 445.4 | 1.01              |  |        |       |                   |
| Proportion of unpaid work per day                            | 59.8   | 36.8  | 1.63              |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | –      | –     | –                 |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.72 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00              |
| Boards of publicly traded companies                          | 27.0   | 73.0  | 0.37              | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00              |
| Firms with female (co-)owners                                |        |       | –                 | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00              |
| Firms with female top managers                               |        |       | –                 | Out-of-school youth  | –      | –     | –                 |
| Employers  | 2.4    | 0.2   | 10.46             | Secondary education attainment, adults                     | 78.3   | 88.2  | 0.89              |
| R&D personnel  | 26.5   | 73.5  | 0.36              | Secondary education attainment, 25-54                      | 96.0   | 97.3  | 0.99              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 98.4   | 98.8  | 1.00              |
| Hold an account at a financial institution                   | 99.4   | 98.0  | 1.01              | Tertiary education attainment, adults                      | 19.8   | 30.0  | 0.66              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 24.0   | 28.7  | 0.83              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 11.7   | 29.8  | 0.39              |
| Women's access to land use, control and ownership            |        |       | yes               | PhD graduates  | 0.8    | 1.8   | 0.47              |
| Women's access to non-land assets use, control and ownership |        |       | yes               | Individuals using the internet                             | 85.5   | 89.7  | 0.95              |
| Mean monthly earnings (1,000s, local curr.)                  | 3.5    | 4.3   | 0.82              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1918              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 99                | Agri., Forestry, Fisheries and Veterinary                  | 1.6    | 3.4   | 0.46              |
| Number of female heads of state to date                      |        |       | 2                 | Arts and Humanities  | 13.2   | 7.2   | 1.82              |
| Election list quotas for women, national                     |        |       | –                 | Business, Admin. and Law                                   | 14.5   | 21.0  | 0.69              |
| Election list quotas for women, local                        |        |       | –                 | Education  | 12.3   | 3.9   | 3.19              |
| Voluntary political party quotas                             |        |       | yes               | Engineering, Manuf. and Construction                       | 5.8    | 29.9  | 0.19              |
| Seats held in upper house                                    | –      | –     | –                 | Health and Welfare   | 38.3   | 14.5  | 2.64              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 0.5    | 4.4   | 0.12              |
| Average length of single life                                | 32.0   | 34.2  | 0.94              | Natural Sci., Mathematics and Statistics                   | 5.5    | 8.3   | 0.65              |
| Proportion married by age 25                                 | 6.5    | 2.3   | 2.84              | Services   | 2.2    | 3.6   | 0.61              |
| Mean age of women at birth of first child                    |        |       | 31                | Social Sci., Journalism and Information                    | 4.3    | 3.4   | 1.24              |
| Average number of children per woman                         |        |       | 1.46              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | –                 | Mortality, children under age 5                            | 1.1    | 1.4   | <sup>1</sup> 0.78 |
| Potential support ratio                                      |        |       | 3                 | Mortality, non-communicable diseases                       | 412.9  | 380.8 | <sup>1</sup> 1.08 |
| Total dependency ratio                                       |        |       | 52                | Mortality, infectious and parasitic diseases               | 7.8    | 6.3   | <sup>1</sup> 1.23 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 11.2   | 12.2  | <sup>1</sup> 0.92 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 3.2    | 8.2   | <sup>1</sup> 0.39 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 6    |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 22.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 98.50             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | 99.30             |

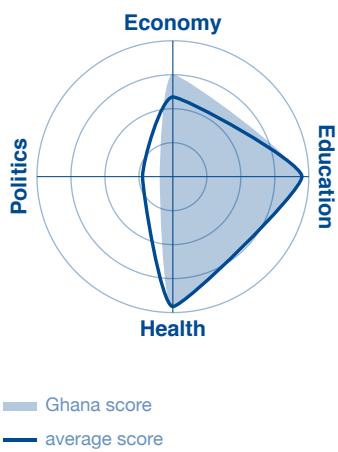
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Ghana

rank  
out of 149 countries **89**  
score  
0.00 = imparity  
1.00 = parity **0.688**



## SCORE AT GLANCE

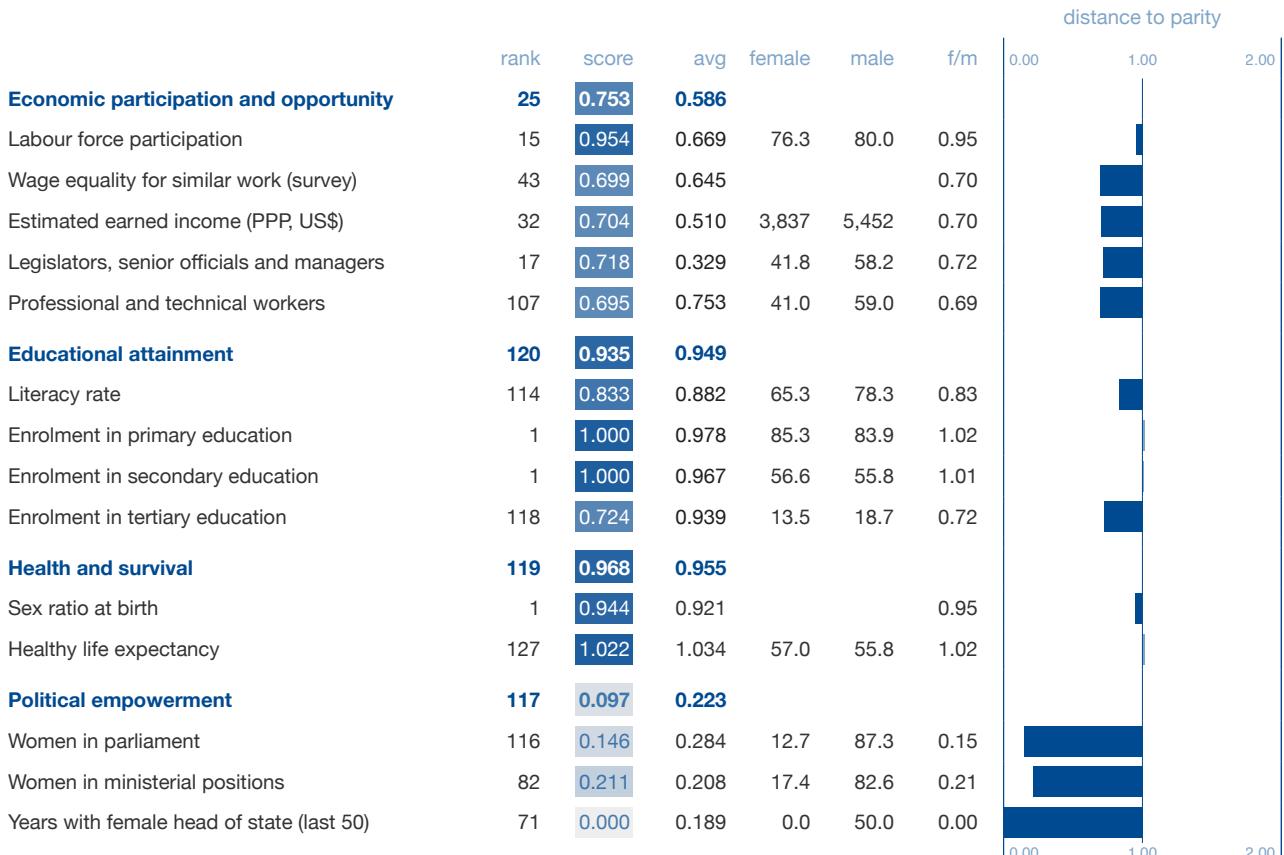


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 47.33     |
| GDP per capita (constant '11, intl. \$, PPP) | 4,228     |
| Total population (1,000s)                    | 28,206.73 |
| Population growth rate (%)                   | 2.18      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 61.01     |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>58</b> | <b>0.665</b> | <b>89</b> | <b>0.688</b> |
| Economic participation and opportunity | 5         | 0.753        | 25        | 0.753        |
| Educational attainment                 | 94        | 0.868        | 120       | 0.935        |
| Health and survival                    | 89        | 0.969        | 119       | 0.968        |
| Political empowerment                  | 80        | 0.071        | 117       | 0.097        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | -    |       |
| Unemployed adults  | 5.5    | 4.8  | 1.15              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 57.2   | 42.8 | 1.34              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | 91.9   | 78.7 | 1.17              | Provider of maternity/paternity leave benefits             | empl   | -    |       |
| High-skilled share of labour force                           | 2.0    | 3.8  | 0.53              | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 25.6   | 20.4 | 1.25              | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 27.8   | 16.3 | 1.70              |  |        |      |       |
| Own-account workers  | 50.4   | 41.8 | 1.21              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 11.3   | 12.8 | 0.88  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.63 | Primary education attainment, adults                       | 57.0   | 73.4 | 0.78  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 77.4   | 86.8 | 0.89  |
| Firms with female (co-)owners                                |        |      | 0.46              | Primary education attainment, 65+                          | 30.3   | 64.0 | 0.47  |
| Firms with female top managers                               |        |      | 0.18              | Out-of-school youth  | 43.1   | 43.3 | 1.00  |
| Employers  | 5.5    | 16.3 | 0.34              | Secondary education attainment, adults                     | 14.7   | 27.2 | 0.54  |
| R&D personnel  | 21.2   | 78.8 | 0.27              | Secondary education attainment, 25-54                      | 59.3   | 73.3 | 0.81  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 20.9   | 53.6 | 0.39  |
| Hold an account at a financial institution                   | 34.0   | 35.3 | 0.96              | Tertiary education attainment, adults                      | -      | -    | -     |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 4.5    | 10.8 | 0.42  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 2.2    | 9.9  | 0.22  |
| Women's access to land use, control and ownership            |        |      | no                | PhD graduates  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 0.5    | 0.7  | 0.73              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1954              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 63                | Agri., Forestry, Fisheries and Veterinary                  | 2.3    | 5.8  | 0.40  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 17.6   | 15.1 | 1.17  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 33.1   | 29.1 | 1.14  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 24.3   | 15.6 | 1.56  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 2.8    | 8.0  | 0.35  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 3.1    | 2.3  | 1.34  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.1    | 2.7  | 0.04  |
| Average length of single life                                | 24.7   | 28.7 | 0.86              | Natural Sci., Mathematics and Statistics                   | 4.4    | 8.3  | 0.54  |
| Proportion married by age 25                                 | 40.1   | 12.3 | 3.26              | Services   | 2.3    | 0.0  | 61.34 |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 10.0   | 8.3  | 1.21  |
| Average number of children per woman                         |        |      | 3.98              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 36.00             | Mortality, children under age 5                            | 24.0   | 30.0 |       |
| Potential support ratio                                      |        |      | 17                | Mortality, non-communicable diseases                       | 56.0   | 44.4 |       |
| Total dependency ratio                                       |        |      | 73                | Mortality, infectious and parasitic diseases               | 23.6   | 28.3 |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 7.5    | 11.5 |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 1.1    | 3.5  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 23.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 70.80 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 87.30 |

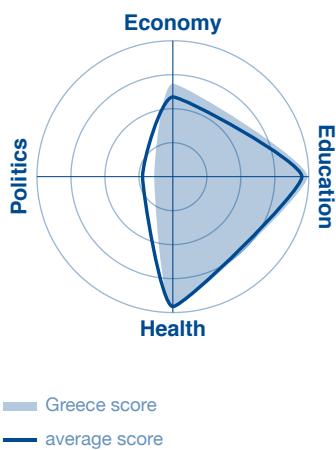
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Greece

rank 78  
out of 149 countries  
score 0.696  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

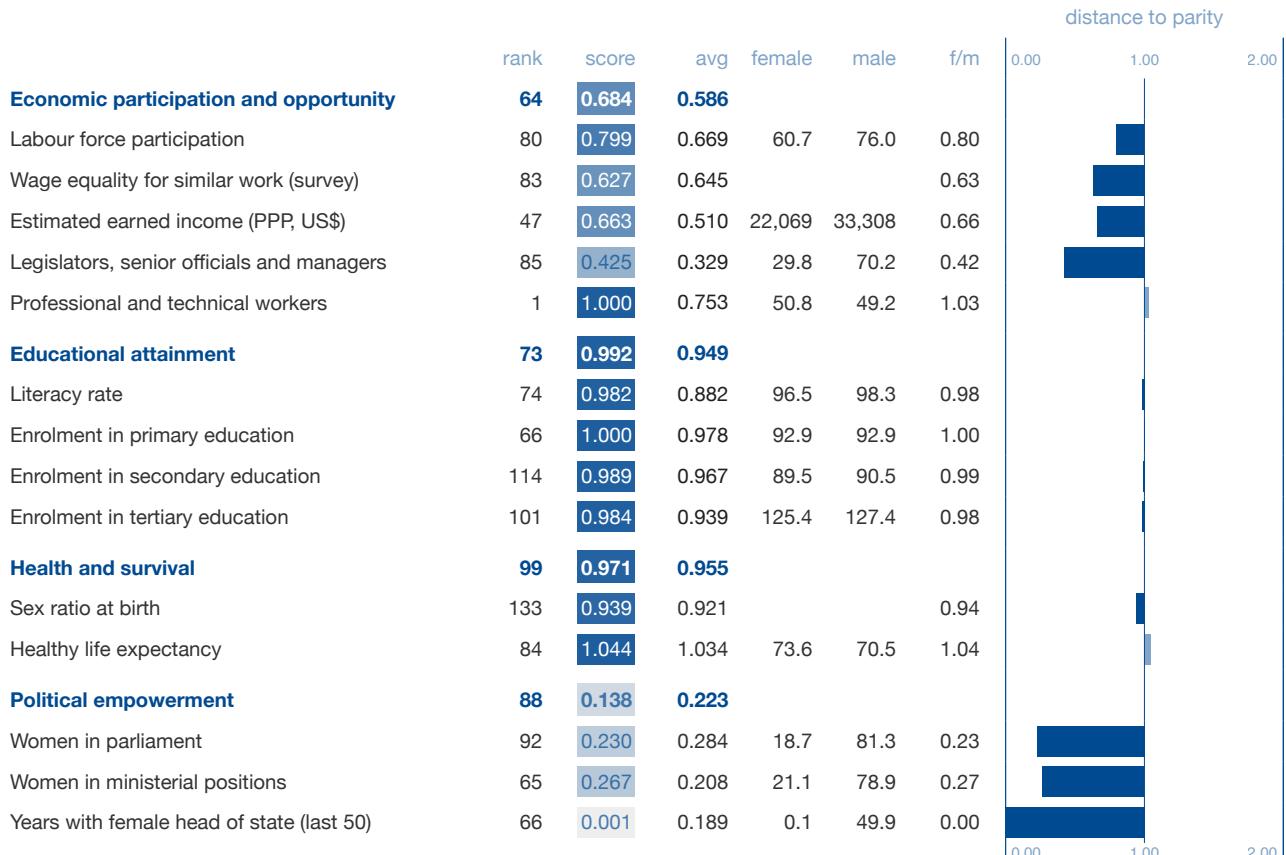


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 200.29    |
| GDP per capita (constant '11, intl. \$, PPP) | 24,574    |
| Total population (1,000s)                    | 11,183.72 |
| Population growth rate (%)                   | -0.19     |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 64.68     |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>69</b> | <b>0.654</b> | <b>78</b> | <b>0.696</b> |
| Economic participation and opportunity | 70        | 0.585        | 64        | 0.684        |
| Educational attainment                 | 46        | 0.992        | 73        | 0.992        |
| Health and survival                    | 53        | 0.978        | 99        | 0.971        |
| Political empowerment                  | 87        | 0.061        | 88        | 0.138        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



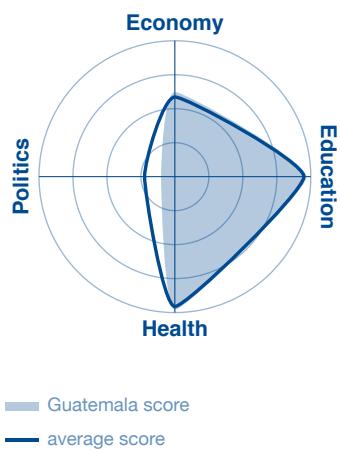
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 0      |
| Youth not in employment or education                         | 17.2   | 17.1 | 1.00   | Length of maternity/paternity leave (days)                 | 119.0  | 2.0   |        |
| Unemployed adults  | 28.1   | 19.9 | 1.41   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 71.0   | 29.0 | 2.44   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 17.0   | 15.6 | 1.09   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 24.6   | 13.7 | 1.79   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 5.8    | 2.6  | 2.25   |  |        |       |        |
| Own-account workers  | 18.7   | 25.7 | 0.73   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 4.0    | 3.4   | 1.17   |
| Advancement of women to leadership roles                     |        |      | 2 0.60 | Primary education attainment, adults                       | 93.7   | 96.9  | 0.97   |
| Boards of publicly traded companies                          | 9.0    | 91.0 | 0.10   | Primary education attainment, 25-54                        | 98.4   | 98.5  | 1.00   |
| Firms with female (co-)owners                                |        |      | -      | Primary education attainment, 65+                          | 92.1   | 97.4  | 0.95   |
| Firms with female top managers                               |        |      | -      | Out-of-school youth  | 4.3    | 4.0   | 1.09   |
| Employers  | 5.0    | 2.6  | 1.94   | Secondary education attainment, adults                     | 56.9   | 59.0  | 0.96   |
| R&D personnel  | 33.8   | 66.2 | 0.51   | Secondary education attainment, 25-54                      | 85.4   | 83.3  | 1.02   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 28.7   | 43.0  | 0.67   |
| Hold an account at a financial institution                   | 86.6   | 88.5 | 0.98   | Tertiary education attainment, adults                      | 22.1   | 23.8  | 0.93   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 29.2   | 23.7  | 1.23   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 7.0    | 15.0  | 0.47   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.3    | 0.7   | 0.51   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 64.5   | 69.3  | 0.93   |
| Mean monthly earnings (1,000s, local curr.)                  | 0.8    | 0.9  | 0.87   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1952   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 65     | Agri., Forestry, Fisheries and Veterinary                  | 3.6    | 4.6   | 0.77   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 14.4   | 7.2   | 2.01   |
| Election list quotas for women, national                     |        |      | 33     | Business, Admin. and Law                                   | 19.9   | 19.4  | 1.03   |
| Election list quotas for women, local                        |        |      | 33     | Education  | 13.0   | 5.5   | 2.37   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 10.1   | 29.2  | 0.35   |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | 13.6   | 7.2   | 1.90   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 2.7    | 6.7   | 0.40   |
| Average length of single life                                | 29.2   | 32.8 | 0.89   | Natural Sci., Mathematics and Statistics                   | 6.7    | 8.3   | 0.81   |
| Proportion married by age 25                                 | 14.5   | 4.8  | 3.00   | Services   | 1.0    | 1.8   | 0.57   |
| Mean age of women at birth of first child                    |        |      | 31     | Social Sci., Journalism and Information                    | 14.6   | 10.1  | 1.45   |
| Average number of children per woman                         |        |      | 1.31   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | -      | Mortality, children under age 5                            | 0.2    | 0.3   | 1 0.83 |
| Potential support ratio                                      |        |      | 3      | Mortality, non-communicable diseases                       | 55.1   | 58.0  | 1 0.95 |
| Total dependency ratio                                       |        |      | 53     | Mortality, infectious and parasitic diseases               | 0.2    | 0.4   | 1 0.54 |
| Parity of parental rights in marriage                        |        |      | part   | Mortality, accidental injuries                             | 0.8    | 1.8   | 1 0.46 |
| Parity of parental rights after divorce                      |        |      | part   | Mortality, intentional injuries, self-harm                 | 0.1    | 0.5   | 1 0.27 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 3    |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 19.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | -      |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | -      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

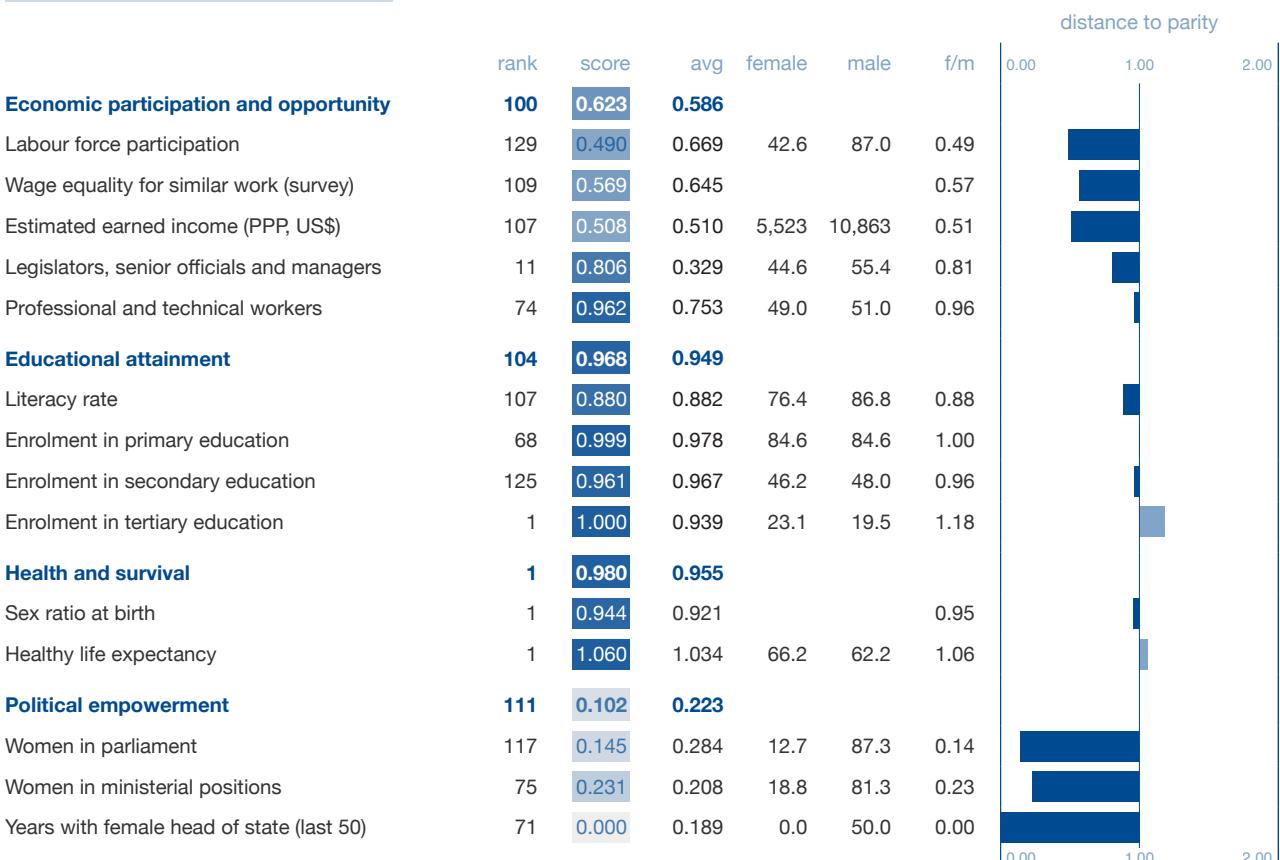


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 75.62     |
| GDP per capita (constant '11, intl. \$, PPP) | 7,424     |
| Total population (1,000s)                    | 16,582.47 |
| Population growth rate (%)                   | 1.96      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 55.83     |

|  | 2006      | 2018         | 2006       | 2018         |
|--|-----------|--------------|------------|--------------|
|  | rank      | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>95</b> | <b>0.607</b> | <b>107</b> | <b>0.668</b> |
| Economic participation and opportunity | 104       | 0.443        | 100        | 0.623        |
| Educational attainment                 | 91        | 0.895        | 104        | 0.968        |
| Health and survival                    | 1         | 0.980        | 1          | 0.980        |
| Political empowerment                  | 54        | 0.110        | 111        | 0.102        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



# 0.668 / 107

# GTM

## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 45.8   | 8.2  | 5.59              | Length of maternity/paternity leave (days)                 | 84.0   | 2.0   |       |
| Unemployed adults  | 3.5    | 2.2  | 1.59              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 70.2   | 29.8 | 2.35              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | 79.1   | 69.1 | 1.14              | Provider of maternity/paternity leave benefits             | dual   | empl  |       |
| High-skilled share of labour force                           | 1.7    | 2.4  | 0.73              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 36.0   | 15.7 | 2.29              | Government provides child allowance                        |        |       | no    |
| Contributing family workers                                  | 11.4   | 6.8  | 1.68              |  |        |       |       |
| Own-account workers  | 33.6   | 22.5 | 1.50              |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 12.1   | 11.8  | 1.02  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.57 | Primary education attainment, adults                       | 61.3   | 62.3  | 0.98  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 76.1   | 85.5  | 0.89  |
| Firms with female (co-)owners                                |        |      | 0.79              | Primary education attainment, 65+                          | 41.7   | 57.4  | 0.73  |
| Firms with female top managers                               |        |      | 0.19              | Out-of-school youth  | 55.3   | 49.2  | 1.12  |
| Employers  | 2.2    | 6.8  | 0.32              | Secondary education attainment, adults                     | 27.4   | 25.9  | 1.06  |
| R&D personnel  | 43.6   | 56.4 | 0.77              | Secondary education attainment, 25-54                      | 33.6   | 38.5  | 0.87  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 11.9   | 15.8  | 0.75  |
| Hold an account at a financial institution                   | 34.6   | 47.7 | 0.72              | Tertiary education attainment, adults                      | 5.3    | 8.4   | 0.63  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 8.6    | 10.0  | 0.86  |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 2.6    | 5.7   | 0.46  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.0    | 0.1   | 0.00  |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 2.5    | 2.6  | 0.97              |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |       |
| Year women received right to vote                            |        |      | 1946              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 71                | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 1.3   | 0.27  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 0.8    | 1.0   | 0.77  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 18.3   | 25.0  | 0.73  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 49.4   | 32.8  | 1.51  |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 3.7    | 11.5  | 0.32  |
| Seats held in upper house                                    | 16.4   | 83.6 | 0.20              | Health and Welfare   | 11.8   | 8.2   | 1.44  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.5    | 3.0   | 0.16  |
| Average length of single life                                | 21.3   | 23.6 | 0.90              | Natural Sci., Mathematics and Statistics                   | 1.2    | 2.4   | 0.50  |
| Proportion married by age 25                                 | -      | -    | -                 | Services   | 1.7    | 2.7   | 0.64  |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | 10.3   | 9.4   | 1.09  |
| Average number of children per woman                         |        |      | 2.97              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 27.00             | Mortality, children under age 5                            | 5.6    | 7.2   |       |
| Potential support ratio                                      |        |      | 13                | Mortality, non-communicable diseases                       | 24.0   | 24.1  |       |
| Total dependency ratio                                       |        |      | 67                | Mortality, infectious and parasitic diseases               | 2.6    | 3.3   |       |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, accidental injuries                             | 2.0    | 7.4   |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 1.2    | 5.1   |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 28.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 65.50 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 86.20 |

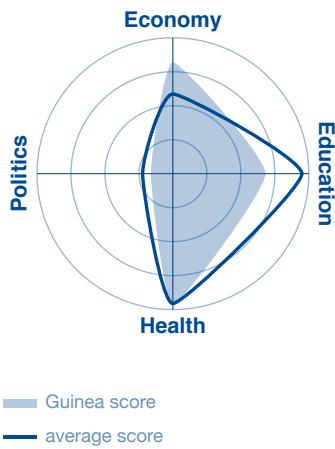
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Guinea

rank  
out of 149 countries **116**  
score  
0.00 = imparity  
1.00 = parity **0.656**



## SCORE AT GLANCE

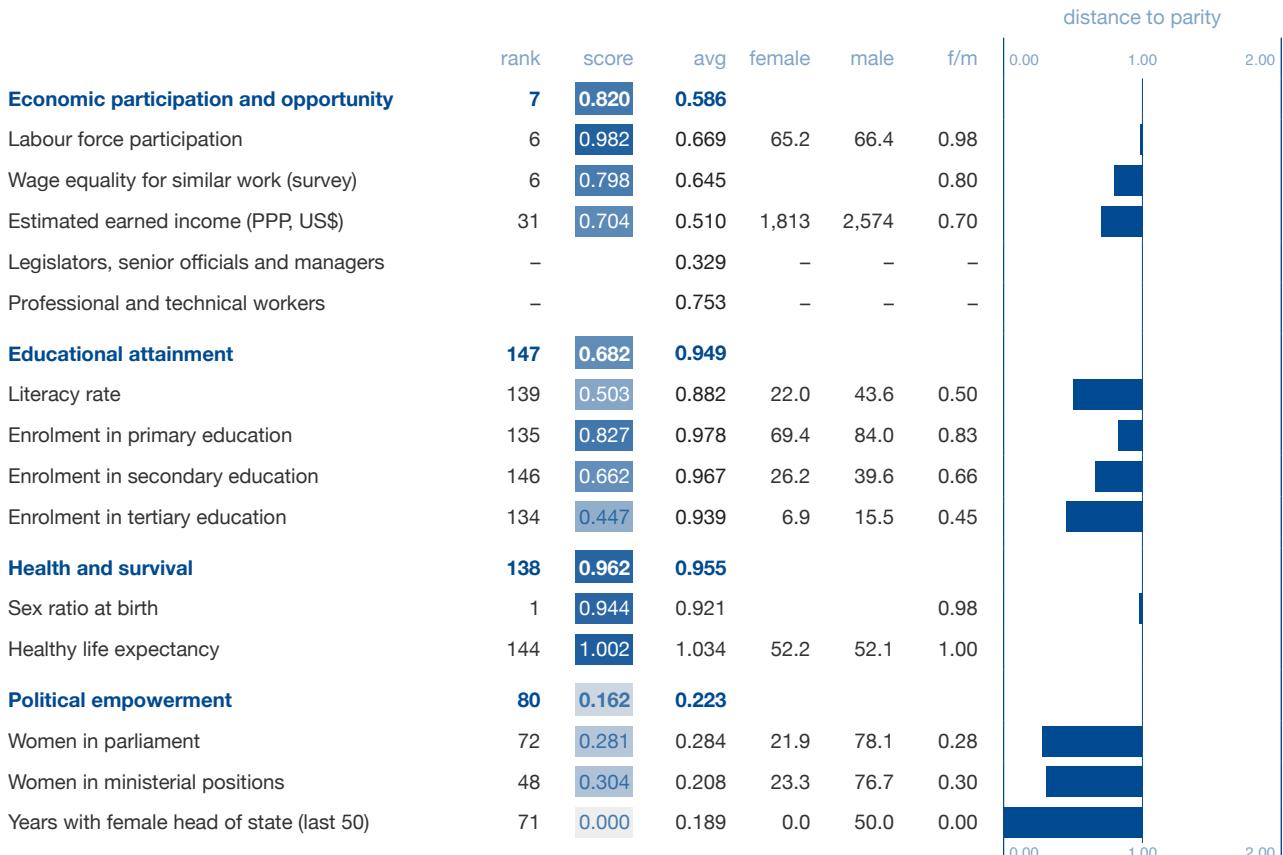


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 10.50     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,999     |
| Total population (1,000s)                    | 12,395.92 |
| Population growth rate (%)                   | 2.58      |
| Population sex ratio (female/male)           | 0.99      |
| Human Capital Index score                    | 48.01     |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>116</b> | <b>0.656</b> |
| Economic participation and opportunity | —         | —          | 7          | 0.820        |
| Educational attainment                 | —         | —          | 147        | 0.682        |
| Health and survival                    | —         | —          | 138        | 0.962        |
| Political empowerment                  | —         | —          | 80         | 0.162        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 98.0   | -    |                   |
| Unemployed adults  | -      | -    | -                 | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | -    |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 41.0   | 25.2 | 1.63              |  |        |      |                   |
| Own-account workers  | 55.9   | 61.8 | 0.90              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 27.8   | 16.3 | 1.70              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.53 | Primary education attainment, adults                       | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 26.8   | 50.3 | 0.53              |
| Firms with female (co-)owners                                |        |      | 0.10              | Primary education attainment, 65+                          | 2.6    | 15.1 | 0.17              |
| Firms with female top managers                               |        |      | 0.06              | Out-of-school youth  | 76.3   | 60.3 | 1.27              |
| Employers  | -      | 25.2 | -                 | Secondary education attainment, adults                     | -      | -    | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 13.5   | 32.0 | 0.42              |
|  |        |      |                   | Secondary education attainment, 65+                        | 1.1    | 8.9  | 0.12              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, adults                     | -      | -    | -                 |
| Hold an account at a financial institution                   | 3.8    | 8.5  | 0.44              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 3.8    | 7.8  | 0.49              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.4    | 6.5  | 0.07              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1958              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 59                | Agri., Forestry, Fisheries and Veterinary                  | 4.2    | 5.5  | 0.76              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 5.3    | 9.5  | 0.56              |
| Election list quotas for women, national                     |        |      | 30                | Business, Admin. and Law                                   | 36.4   | 25.5 | 1.43              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 4.0    | 6.6  | 0.61              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 12.0   | 17.5 | 0.68              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 17.7   | 9.5  | 1.87              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.8    | 3.1  | 0.91              |
| Average length of single life                                | 20.7   | 27.9 | 0.74              | Natural Sci., Mathematics and Statistics                   | 11.2   | 13.1 | 0.85              |
| Proportion married by age 25                                 | 70.9   | 11.7 | 6.06              | Services   | 0.7    | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | 5.8    | 9.6  | 0.60              |
| Average number of children per woman                         |        |      | 4.86              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 24.00             | Mortality, children under age 5                            | 20.9   | 24.1 | <sup>1</sup> 0.87 |
| Potential support ratio                                      |        |      | 18                | Mortality, non-communicable diseases                       | 20.0   | 18.3 | <sup>1</sup> 1.09 |
| Total dependency ratio                                       |        |      | 84                | Mortality, infectious and parasitic diseases               | 19.2   | 20.4 | <sup>1</sup> 0.94 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 3.5    | 6.2  | <sup>1</sup> 0.57 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.6    | 1.5  | <sup>1</sup> 0.39 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 679  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 45.30             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 56.60             |

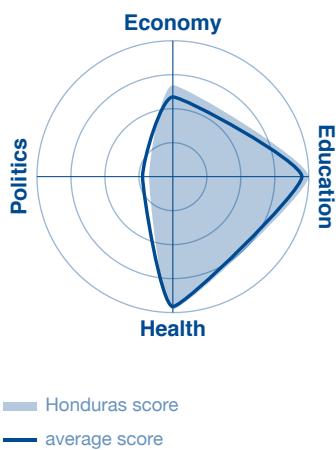
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Honduras

rank  
out of 149 countries **68**  
score  
0.00 = imparity  
1.00 = parity **0.706**



## SCORE AT GLANCE

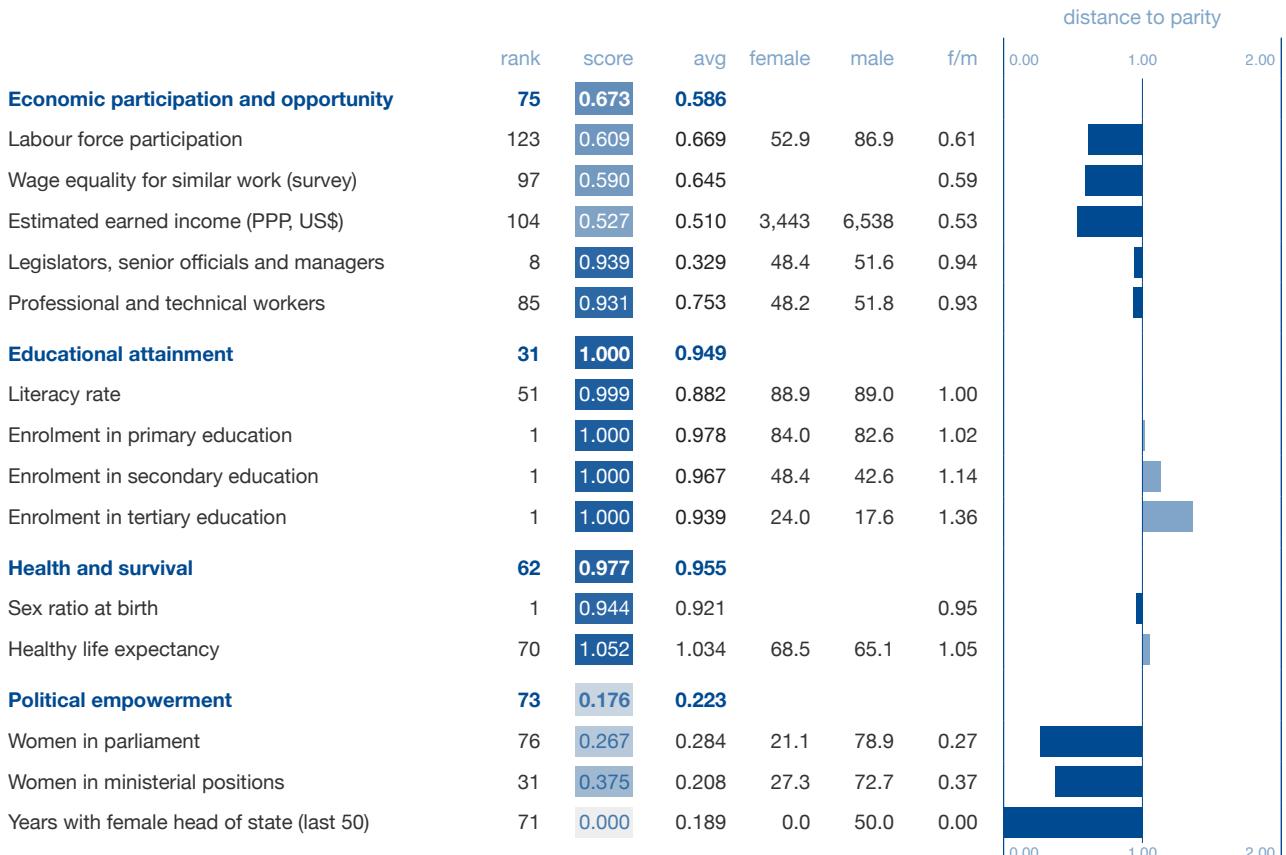


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 22.98    |
| GDP per capita (constant '11, intl. \$, PPP) | 4,542    |
| Total population (1,000s)                    | 9,112.87 |
| Population growth rate (%)                   | 1.64     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 55.77    |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>74</b> | <b>0.648</b> | <b>68</b> | <b>0.706</b> |
| Economic participation and opportunity | 99        | 0.478        | 75        | 0.673        |
| Educational attainment                 | 1         | 1.000        | 31        | 1.000        |
| Health and survival                    | 1         | 0.980        | 62        | 0.977        |
| Political empowerment                  | 42        | 0.136        | 73        | 0.176        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



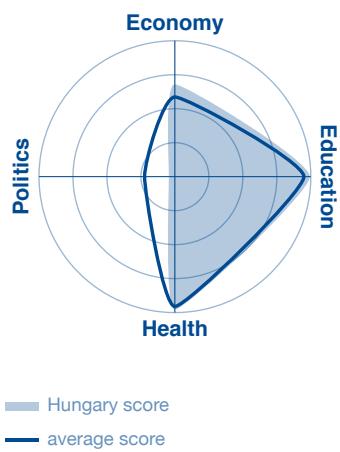
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 71.7   | 11.6 | 6.19              | Length of maternity/paternity leave (days)                 | 84.0   | -    |                   |
| Unemployed adults  | 12.1   | 4.6  | 2.62              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 79.0   | 21.0 | 3.77              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | 77.3   | 71.1 | 1.09              | Provider of maternity/paternity leave benefits             | dual   | -    |                   |
| High-skilled share of labour force                           | 2.9    | 2.5  | 1.17              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 1.9    | 2.0  | 0.98              |  |        |      |                   |
| Own-account workers  | 15.1   | 17.4 | 0.87              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 5.6    | 7.2  | 0.77              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.60 | Primary education attainment, adults                       | 58.8   | 58.2 | 1.01              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 88.8   | 85.8 | 1.04              |
| Firms with female (co-)owners                                |        |      | 0.76              | Primary education attainment, 65+                          | 55.7   | 61.6 | 0.90              |
| Firms with female top managers                               |        |      | 0.46              | Out-of-school youth  | 40.8   | 48.5 | 0.84              |
| Employers  | 0.3    | 2.0  | 0.16              | Secondary education attainment, adults                     | 24.4   | 21.4 | 1.14              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 35.4   | 28.7 | 1.23              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 12.0   | 14.2 | 0.84              |
| Hold an account at a financial institution                   | 24.9   | 35.4 | 0.70              | Tertiary education attainment, adults                      | 6.4    | 6.2  | 1.03              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 9.4    | 8.5  | 1.10              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 2.7    | 5.1  | 0.53              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 5.5    | 5.9  | 0.93              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1955              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 62                | Agri., Forestry, Fisheries and Veterinary                  | 0.7    | 3.8  | 0.17              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 1.6    | 2.1  | 0.77              |
| Election list quotas for women, national                     |        |      | 40                | Business, Admin. and Law                                   | 28.7   | 29.4 | 0.98              |
| Election list quotas for women, local                        |        |      | 40                | Education  | 39.0   | 22.9 | 1.70              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 5.9    | 18.5 | 0.32              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 12.5   | 8.0  | 1.55              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.6    | 6.6  | 0.24              |
| Average length of single life                                | 21.2   | 24.1 | 0.88              | Natural Sci., Mathematics and Statistics                   | 1.1    | 0.9  | 1.28              |
| Proportion married by age 25                                 | 63.2   | 46.4 | 1.36              | Services   | 0.8    | 3.4  | 0.24              |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 8.0    | 4.4  | 1.82              |
| Average number of children per woman                         |        |      | 2.46              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 11.00             | Mortality, children under age 5                            | 1.4    | 1.9  | <sup>1</sup> 0.76 |
| Potential support ratio                                      |        |      | 14                | Mortality, non-communicable diseases                       | 11.5   | 9.9  | <sup>1</sup> 1.16 |
| Total dependency ratio                                       |        |      | 58                | Mortality, infectious and parasitic diseases               | 1.0    | 1.3  | <sup>1</sup> 0.80 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.6    | 1.4  | <sup>1</sup> 0.47 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 2.0    | 5.2  | <sup>1</sup> 0.37 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 129  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 82.80             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 88.90             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

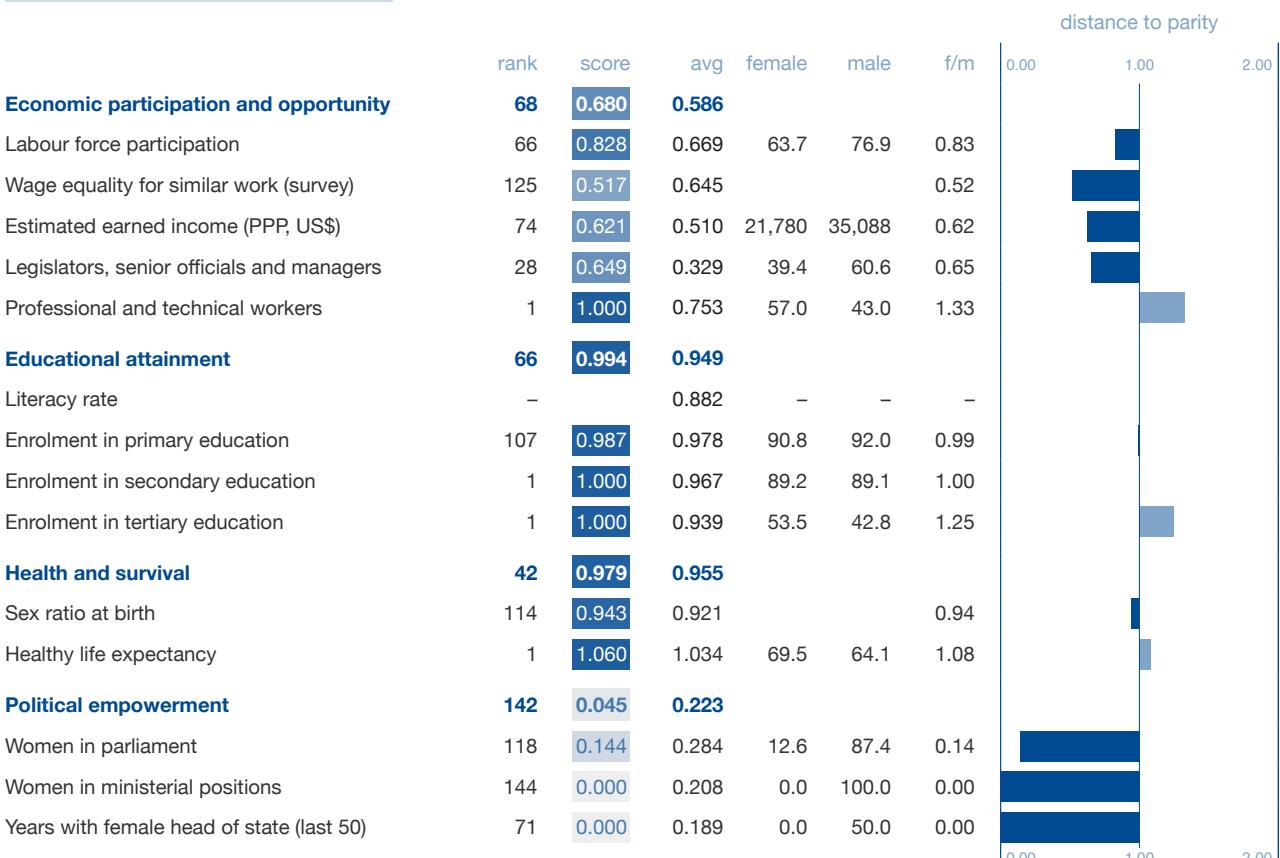


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 139.14   |
| GDP per capita (constant '11, intl. \$, PPP) | 26,778   |
| Total population (1,000s)                    | 9,753.28 |
| Population growth rate (%)                   | -0.33    |
| Population sex ratio (female/male)           | 1.10     |
| Human Capital Index score                    | 66.40    |

| Global Gender Gap score                |           |              | rank out of |              |
|--|-----------|--------------|-------------|--------------|
|  | rank      | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>55</b> | <b>0.670</b> | <b>102</b>  | <b>0.674</b> |
| Economic participation and opportunity | 48        | 0.640        | 68          | 0.680        |
| Educational attainment                 | 49        | 0.991        | 66          | 0.994        |
| Health and survival                    | 36        | 0.979        | 42          | 0.979        |
| Political empowerment                  | 82        | 0.069        | 142         | 0.045        |
| rank out of                            | 115       |              | 149         |              |

## COUNTRY SCORE CARD



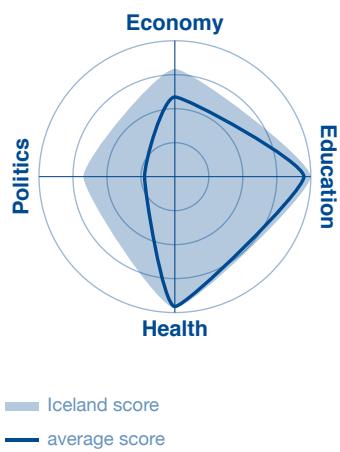
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 590    |
| Youth not in employment or education                         | 12.8   | 10.4  | 1.23   | Length of maternity/paternity leave (days)                 | 168.0  | 5.0   |        |
| Unemployed adults  | 5.1    | 5.1   | 1.00   | Wages paid during maternity/paternity leave                | 70.0   | 100.0 |        |
| Discouraged job seekers                                      | 44.6   | 55.4  | 0.80   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 13.8   | 11.5  | 1.20   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 13.8   | 8.6   | 1.60   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.4    | 0.2   | 1.68   |  |        |       |        |
| Own-account workers  | 4.6    | 6.2   | 0.75   |  |        |       |        |
| Work, minutes per day  | 500.0  | 454.3 | 1.10   |  |        |       |        |
| Proportion of unpaid work per day                            | 53.6   | 28.0  | 1.92   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 4.2    | 4.4   | 0.97   |
| Advancement of women to leadership roles                     |        |       | ² 0.49 | Primary education attainment, adults                       | 99.5   | 99.6  | 1.00   |
| Boards of publicly traded companies                          | 11.0   | 89.0  | 0.12   | Primary education attainment, 25-54                        | 99.3   | 99.3  | 1.00   |
| Firms with female (co-)owners                                |        |       | 0.89   | Primary education attainment, 65+                          | 98.2   | 98.7  | 1.00   |
| Firms with female top managers                               |        |       | 0.26   | Out-of-school youth  | 9.6    | 9.6   | 1.00   |
| Employers  | 3.1    | 0.2   | 13.70  | Secondary education attainment, adults                     | 71.1   | 79.8  | 0.89   |
| R&D personnel  | 34.5   | 65.5  | 0.53   | Secondary education attainment, 25-54                      | 97.6   | 97.7  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 84.9   | 92.0  | 0.92   |
| Hold an account at a financial institution                   | 72.5   | 72.0  | 1.01   | Tertiary education attainment, adults                      | 21.6   | 19.6  | 1.10   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 21.1   | 14.9  | 1.41   |
| Inheritance rights for daughters                             |        |       | –      | Tertiary education attainment, age 65+                     | 9.6    | 16.4  | 0.58   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.7    | 0.8   | 0.84   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 71.2   | 74.6  | 0.95   |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1918   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 99     | Agri., Forestry, Fisheries and Veterinary                  | 1.9    | 3.6   | 0.55   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 10.6   | 7.8   | 1.35   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 26.7   | 22.1  | 1.21   |
| Election list quotas for women, local                        |        |       | –      | Education  | 21.9   | 7.3   | 2.99   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 6.9    | 29.0  | 0.24   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 9.8    | 5.0   | 1.95   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.9    | 4.6   | 0.19   |
| Average length of single life                                | 31.8   | 34.0  | 0.94   | Natural Sci., Mathematics and Statistics                   | 3.6    | 5.0   | 0.73   |
| Proportion married by age 25                                 | 5.4    | 2.0   | 2.72   | Services   | 6.6    | 5.9   | 1.13   |
| Mean age of women at birth of first child                    |        |       | 30     | Social Sci., Journalism and Information                    | 11.7   | 8.0   | 1.47   |
| Average number of children per woman                         |        |       | 1.37   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | 7.00   | Mortality, children under age 5                            | 0.2    | 0.3   | ¹ 0.80 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 60.7   | 54.8  | ¹ 1.11 |
| Total dependency ratio                                       |        |       | 48     | Mortality, infectious and parasitic diseases               | 0.4    | 0.3   | ¹ 1.26 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 1.4    | 2.0   | ¹ 0.69 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.6    | 1.7   | ¹ 0.36 |
|  |        |       |        | Mortality, childbirth                                      |        |       | ¹ 17   |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 21.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –      |

¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

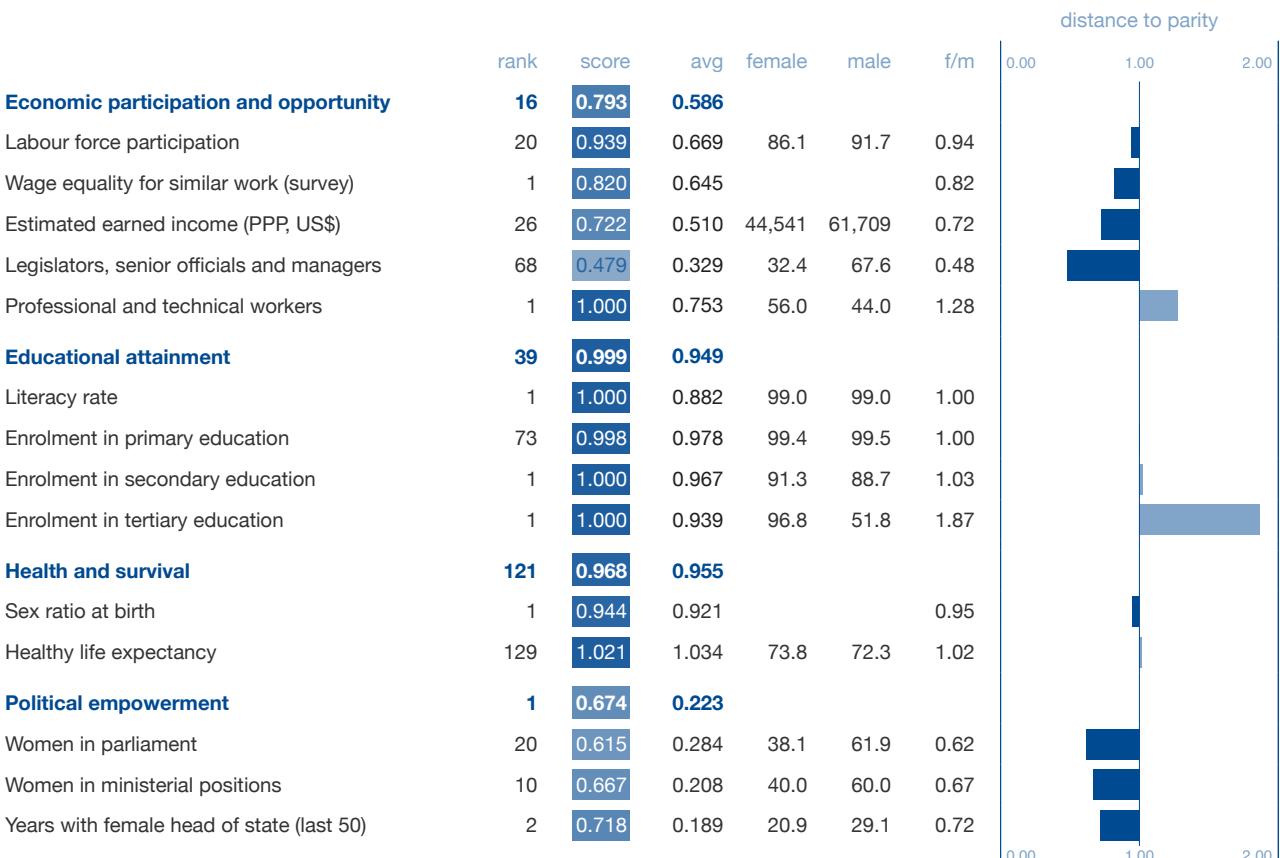


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 23.91  |
| GDP per capita (constant '11, intl. \$, PPP) | 46,483 |
| Total population (1,000s)                    | 332.47 |
| Population growth rate (%)                   | 0.79   |
| Population sex ratio (female/male)           | 0.99   |
| Human Capital Index score                    | 71.44  |

| Global Gender Gap score                |          |              | rank out of |              |
|--|----------|--------------|-------------|--------------|
|  | rank     | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>4</b> | <b>0.781</b> | <b>1</b>    | <b>0.858</b> |
| Economic participation and opportunity | 17       | 0.711        | 16          | 0.793        |
| Educational attainment                 | 50       | 0.991        | 39          | 0.999        |
| Health and survival                    | 92       | 0.968        | 121         | 0.968        |
| Political empowerment                  | 4        | 0.456        | 1           | 0.674        |
| rank out of                            | 115      |              | 149         |              |

## COUNTRY SCORE CARD



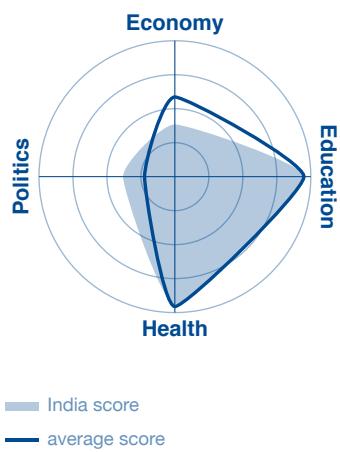
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male | value  |
|--|--------|-------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |      | 90     |
| Youth not in employment or education                         | 3.2    | 5.9   | 0.54   | Length of maternity/paternity leave (days)                 | 90.0   | 90.0 |        |
| Unemployed adults  | 3.1    | 2.9   | 1.05   | Wages paid during maternity/paternity leave                | 49.0   | 49.0 |        |
| Discouraged job seekers                                      | 67.2   | 33.6  | 2.00   | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | gov  |        |
| High-skilled share of labour force                           | 19.9   | 15.2  | 1.31   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 37.7   | 22.8  | 1.65   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.0    | 0.1   | 0.00   |  |        |      |        |
| Own-account workers  | 5.3    | 10.2  | 0.52   |  |        |      |        |
| Work, minutes per day  | –      | –     | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –     | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 1.4    | 0.4  | 3.48   |
| Advancement of women to leadership roles                     |        |       | 2 0.85 | Primary education attainment, adults                       | –      | –    | –      |
| Boards of publicly traded companies                          | 44.0   | 56.0  | 0.79   | Primary education attainment, 25-54                        | 93.7   | 93.7 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 80.6   | 79.5 | 1.01   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 15.6   | 19.8 | 0.79   |
| Employers  | 2.1    | 0.1   | 27.72  | Secondary education attainment, adults                     | 54.8   | 66.6 | 0.82   |
| R&D personnel  | 42.5   | 57.5  | 0.74   | Secondary education attainment, 25-54                      | 66.1   | 60.5 | 1.09   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 22.8   | 24.9 | 0.91   |
| Hold an account at a financial institution                   | –      | –     | –      | Tertiary education attainment, adults                      | –      | –    | –      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 26.3   | 22.4 | 1.17   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 2.9    | 8.3  | 0.35   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | –      | –    | –      |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 98.0   | 98.3 | 1.00   |
| Mean monthly earnings (1,000s, local curr.)                  | 536.0  | 679.0 | 0.79   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |      |        |
| Year women received right to vote                            |        |       | 1915   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |       | 102    | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 0.5  | 0.85   |
| Number of female heads of state to date                      |        |       | 2      | Arts and Humanities  | 10.7   | 9.5  | 1.12   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 21.9   | 34.7 | 0.63   |
| Election list quotas for women, local                        |        |       | –      | Education  | 25.2   | 10.6 | 2.38   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 5.6    | 16.3 | 0.34   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 19.8   | 5.6  | 3.52   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.6    | 4.5  | 0.13   |
| Average length of single life                                | 28.1   | 30.0  | 0.94   | Natural Sci., Mathematics and Statistics                   | 4.1    | 5.9  | 0.70   |
| Proportion married by age 25                                 | 14.0   | 6.1   | 2.28   | Services   | 2.7    | 1.2  | 2.18   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 10.7   | 11.1 | 0.96   |
| Average number of children per woman                         |        |       | 1.93   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.0    | 0.0  | 1 0.81 |
| Potential support ratio                                      |        |       | 5      | Mortality, non-communicable diseases                       | 0.9    | 0.9  | 1 1.02 |
| Total dependency ratio                                       |        |       | 52     | Mortality, infectious and parasitic diseases               | 0.0    | 0.0  | 1 1.17 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 0.0    | 0.0  | 1 0.76 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.0    | 0.0  | 1 0.37 |
|  |        |       |        | Mortality, childbirth                                      |        |      | 1 3    |
|  |        |       |        | Legislation on domestic violence                           |        |      | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |      | 22.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |      | –      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

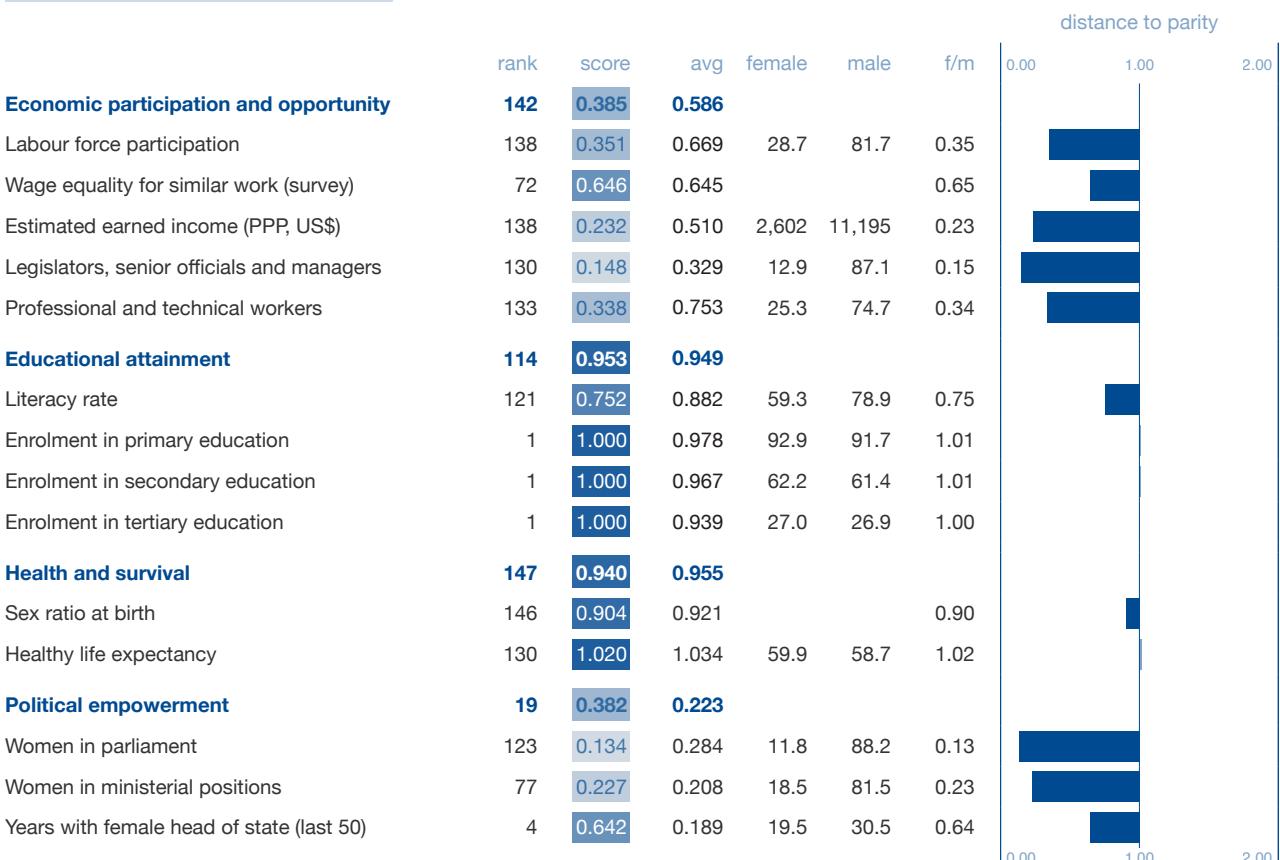


## KEY INDICATORS

|  |              |
|--|--------------|
| GDP (US\$ billions)                          | 2,597.49     |
| GDP per capita (constant '11, intl. \$, PPP) | 6,427        |
| Total population (1,000s)                    | 1,324,171.35 |
| Population growth rate (%)                   | 1.12         |
| Population sex ratio (female/male)           | 0.93         |
| Human Capital Index score                    | 55.29        |

|  | rank      | score        | 2006       | 2018         |
|--|-----------|--------------|------------|--------------|
|  |           |              | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>98</b> | <b>0.601</b> | <b>108</b> | <b>0.665</b> |
| Economic participation and opportunity | 110       | 0.397        | 142        | 0.385        |
| Educational attainment                 | 102       | 0.819        | 114        | 0.953        |
| Health and survival                    | 103       | 0.962        | 147        | 0.940        |
| Political empowerment                  | 20        | 0.227        | 19         | 0.382        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female  | male    | value  |      |
|--|--------|-------|--------|--|---------|---------|--------|------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |         |         |        |      |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |         |         | -      |      |
| Youth not in employment or education                         | 49.3   | 8.0   | 6.19   | Length of maternity/paternity leave (days)                 | 84.0    | -       |        |      |
| Unemployed adults  | 7.7    | 4.1   | 1.88   | Wages paid during maternity/paternity leave                | 100.0   | -       |        |      |
| Discouraged job seekers                                      | -      | -     | -      | Provider of parental leave benefits                        |         |         | -      |      |
| Workers in informal employment                               | 70.3   | 75.7  | 0.93   | Provider of maternity/paternity leave benefits             | empl    | -       |        |      |
| High-skilled share of labour force                           | 1.8    | 8.1   | 0.23   | Government supports or provides childcare                  |         |         | no     |      |
| Workers employed part-time                                   | -      | -     | -      | Government provides child allowance                        |         |         | no     |      |
| Contributing family workers                                  | 31.5   | 10.3  | 3.05   |  |         |         |        |      |
| Own-account workers  | 51.2   | 67.8  | 0.75   |  |         |         |        |      |
| Work, minutes per day  | 536.6  | 442.3 | 1.21   | <b>Education and Skills</b>                                | female  | male    | value  |      |
| Proportion of unpaid work per day                            | 65.6   | 11.7  | 5.60   | Out-of-school children                                     |         | 1.5     | 2.9    | 0.53 |
| <b>Economic Leadership</b>                                   | female | male  | value  | Primary education attainment, adults                       | 40.3    | 62.2    | 0.65   |      |
| Law mandates equal pay                                       |        |       | no     | Primary education attainment, 25-54                        | 60.4    | 79.1    | 0.76   |      |
| Advancement of women to leadership roles                     |        |       | 2 0.64 | Primary education attainment, 65+                          | 26.0    | 59.3    | 0.44   |      |
| Boards of publicly traded companies                          | 11.4   | 88.6  | 0.13   | Out-of-school youth  | 48.6    | 47.0    | 1.03   |      |
| Firms with female (co-)owners                                |        |       | 0.12   | Secondary education attainment, adults                     | 19.4    | 34.2    | 0.57   |      |
| Firms with female top managers                               |        |       | 0.10   | Secondary education attainment, 25-54                      | 38.2    | 57.1    | 0.67   |      |
| Employers  | 0.5    | 10.3  | 0.05   | Secondary education attainment, 65+                        | 10.0    | 31.6    | 0.32   |      |
| R&D personnel  | 14.7   | 85.3  | 0.17   | Tertiary education attainment, adults                      | 6.7     | 11.5    | 0.59   |      |
| <b>Access to Assets</b>                                      | female | male  | value  | Tertiary education attainment, age 25-54                   | 8.4     | 12.9    | 0.66   |      |
| Hold an account at a financial institution                   | 42.6   | 62.5  | 0.68   | Tertiary education attainment, age 65+                     | 1.9     | 7.5     | 0.26   |      |
| Women's access to financial services                         |        |       | part   | PhD graduates  | -       | -       | -      |      |
| Inheritance rights for daughters                             |        |       | part   | Individuals using the internet                             | -       | -       | -      |      |
| Women's access to land use, control and ownership            |        |       | part   |  |         |         |        |      |
| Women's access to non-land assets use, control and ownership |        |       | part   | <b>Graduates by Degree Type</b>                            | female  | male    | value  |      |
| Mean monthly earnings (1,000s, local curr.)                  | 5.4    | 8.1   | 0.67   | Agri., Forestry, Fisheries and Veterinary                  | 0.3     | 0.9     | 0.34   |      |
| <b>Political Leadership</b>                                  | female | male  | value  | Arts and Humanities  | 6.2     | 5.1     | 1.23   |      |
| Year women received right to vote                            |        |       | 1935   | Business, Admin. and Law                                   | 15.4    | 19.2    | 0.80   |      |
| Years since any women received voting rights                 |        |       | 82     | Education  | 11.3    | 6.8     | 1.67   |      |
| Number of female heads of state to date                      |        |       | 2      | Engineering, Manuf. and Construction                       | 6.7     | 15.3    | 0.44   |      |
| Election list quotas for women, national                     |        |       | -      | Health and Welfare   | 3.8     | 2.4     | 1.56   |      |
| Election list quotas for women, local                        |        |       | -      | Information and Comm. Technologies                         | 6.1     | 7.8     | 0.79   |      |
| Voluntary political party quotas                             |        |       | no     | Natural Sci., Mathematics and Statistics                   | 13.0    | 13.3    | 0.98   |      |
| Seats held in upper house                                    | 27.3   | 72.7  | 0.38   | Services   | 0.4     | 0.1     | 4.44   |      |
| <b>Family</b>  | female | male  | value  | Social Sci., Journalism and Information                    | 36.7    | 29.2    | 1.26   |      |
| Average length of single life                                | 20.7   | 24.9  | 0.83   | <b>Health</b>  | female  | male    | value  |      |
| Proportion married by age 25                                 | 73.9   | 34.7  | 2.13   | Mortality, children under age 5                            | 595.7   | 620.1   | 1 0.96 |      |
| Mean age of women at birth of first child                    |        |       | 27     | Mortality, non-communicable diseases                       | 2,616.3 | 3,172.8 | 1 0.82 |      |
| Average number of children per woman                         |        |       | 2.33   | Mortality, infectious and parasitic diseases               | 586.7   | 728.6   | 1 0.81 |      |
| Women's unmet demand for family planning                     |        |       | 21.00  | Mortality, accidental injuries                             | 299.3   | 498.3   | 1 0.60 |      |
| Potential support ratio                                      |        |       | 11     | Mortality, intentional injuries, self-harm                 | 101.8   | 157.7   | 1 0.65 |      |
| Total dependency ratio                                       |        |       | 52     | Mortality, childbirth                                      |         |         | 1 174  |      |
| Parity of parental rights in marriage                        |        |       | part   | Legislation on domestic violence                           |         |         | yes    |      |
| Parity of parental rights after divorce                      |        |       | part   | Prevalence of gender violence in lifetime                  |         |         | 37.0   |      |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |         |         | yes    |      |
|  |        |       |        | Births attended by skilled health personnel                |         |         | 81.10  |      |
|  |        |       |        | Antenatal care, at least four visits                       |         |         | 49.70  |      |

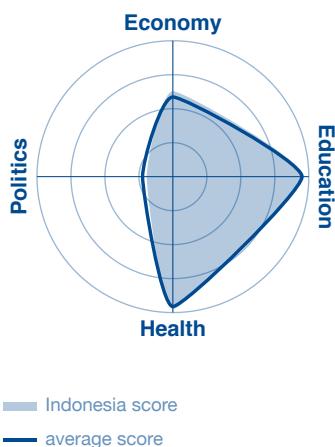
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Indonesia

rank  
out of 149 countries **85**  
score  
0.00 = imparity  
1.00 = parity **0.691**



## SCORE AT GLANCE

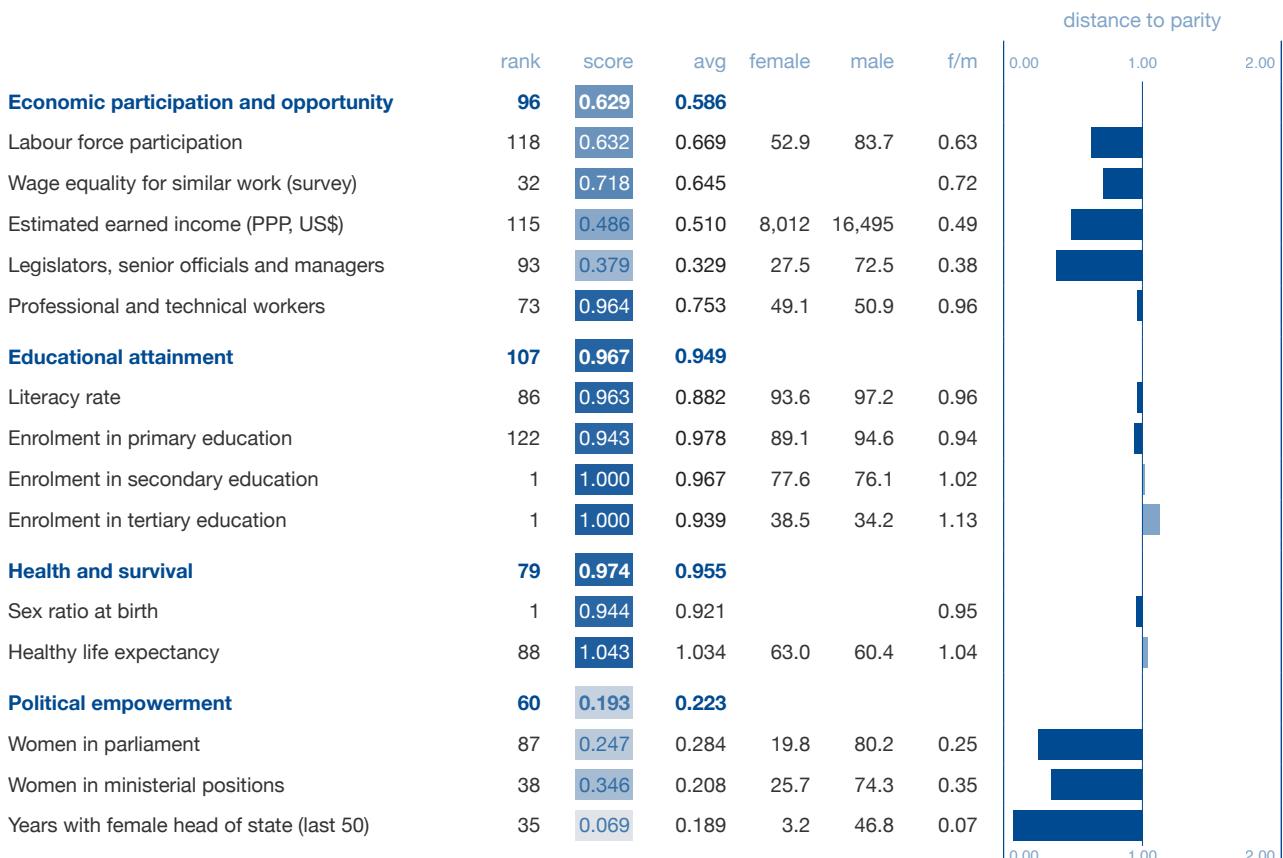


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 1,015.54   |
| GDP per capita (constant '11, intl. \$, PPP) | 11,189     |
| Total population (1,000s)                    | 261,115.46 |
| Population growth rate (%)                   | 1.08       |
| Population sex ratio (female/male)           | 0.99       |
| Human Capital Index score                    | 62.19      |

|  | 2006      | 2018         |           |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>68</b> | <b>0.654</b> | <b>85</b> | <b>0.691</b> |
| Economic participation and opportunity | 67        | 0.598        | 96        | 0.629        |
| Educational attainment                 | 81        | 0.949        | 107       | 0.967        |
| Health and survival                    | 88        | 0.969        | 79        | 0.974        |
| Political empowerment                  | 63        | 0.101        | 60        | 0.193        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



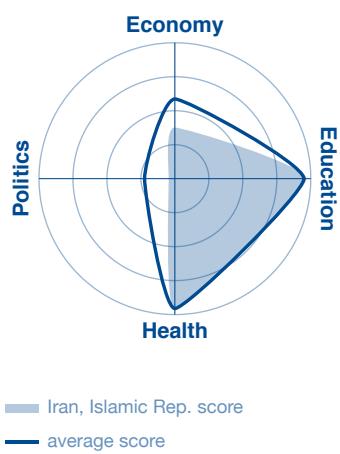
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female  | male    | value             | <b>Care</b>  | female | male  | value             |
|--|---------|---------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |         |         | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 31.4    | 18.5    | 1.69              | Length of maternity/paternity leave (days)                 | 90.0   | 2.0   |                   |
| Unemployed adults  | 5.4     | 5.7     | 0.94              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 47.6    | 52.4    | 0.91              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 80.2    | 77.3    | 1.04              | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 4.8     | 5.6     | 0.86              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 28.2    | 15.8    | 1.78              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 26.2    | 6.0     | 4.37              |  |        |       |                   |
| Own-account workers  | 17.1    | 16.8    | 1.02              |  |        |       |                   |
| Work, minutes per day  | -       | -       | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -       | -       | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female  | male    | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |         |         | no                | Out-of-school children                                     | 9.9    | 8.9   | 1.11              |
| Advancement of women to leadership roles                     |         |         | <sup>2</sup> 0.70 | Primary education attainment, adults                       | 73.6   | 81.7  | 0.90              |
| Boards of publicly traded companies                          | -       | -       | -                 | Primary education attainment, 25-54                        | 97.1   | 98.4  | 0.99              |
| Firms with female (co-)owners                                |         |         | 0.28              | Primary education attainment, 65+                          | 59.6   | 84.9  | 0.70              |
| Firms with female top managers                               |         |         | 0.28              | Out-of-school youth  | 29.3   | 24.6  | 1.19              |
| Employers  | 14.3    | 6.0     | 2.39              | Secondary education attainment, adults                     | 28.5   | 36.1  | 0.79              |
| R&D personnel  | -       | -       | -                 | Secondary education attainment, 25-54                      | 58.0   | 64.1  | 0.90              |
| <b>Access to Assets</b>                                      | female  | male    | value             | Secondary education attainment, 65+                        | 14.3   | 28.4  | 0.50              |
| Hold an account at a financial institution                   | 37.2    | 34.6    | 1.08              | Tertiary education attainment, adults                      | 8.1    | 8.9   | 0.91              |
| Women's access to financial services                         |         |         | part              | Tertiary education attainment, age 25-54                   | 11.6   | 10.7  | 1.08              |
| Inheritance rights for daughters                             |         |         | part              | Tertiary education attainment, age 65+                     | 1.4    | 5.7   | 0.25              |
| Women's access to land use, control and ownership            |         |         | yes               | PhD graduates  | 0.0    | 0.0   | 0.46              |
| Women's access to non-land assets use, control and ownership |         |         | yes               | Individuals using the internet                             | 20.3   | 23.7  | 0.86              |
| Mean monthly earnings (1,000s, local curr.)                  | 2,192.7 | 2,755.4 | 0.80              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female  | male    | value             |  |        |       |                   |
| Year women received right to vote                            |         |         | 1945              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |         |         | 72                | Agri., Forestry, Fisheries and Veterinary                  | 2.5    | 4.4   | 0.57              |
| Number of female heads of state to date                      |         |         | 1                 | Arts and Humanities  | 2.0    | 1.7   | 1.19              |
| Election list quotas for women, national                     |         |         | 30                | Business, Admin. and Law                                   | 24.0   | 29.8  | 0.80              |
| Election list quotas for women, local                        |         |         | 30                | Education  | 33.4   | 21.9  | 1.53              |
| Voluntary political party quotas                             |         |         | no                | Engineering, Manuf. and Construction                       | 6.4    | 12.5  | 0.51              |
| Seats held in upper house                                    | -       | -       | -                 | Health and Welfare   | 16.7   | 7.2   | 2.32              |
| <b>Family</b>  | female  | male    | value             | Information and Comm. Technologies                         | 6.7    | 13.1  | 0.52              |
| Average length of single life                                | 22.3    | 25.7    | 0.87              | Natural Sci., Mathematics and Statistics                   | 1.7    | 1.4   | 1.22              |
| Proportion married by age 25                                 | 58.8    | 30.9    | 1.90              | Services   | 1.4    | 3.0   | 0.46              |
| Mean age of women at birth of first child                    |         |         | 28                | Social Sci., Journalism and Information                    | 5.4    | 5.0   | 1.08              |
| Average number of children per woman                         |         |         | 2.36              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |         |         | 11.00             | Mortality, children under age 5                            | 62.5   | 84.0  | <sup>1</sup> 0.74 |
| Potential support ratio                                      |         |         | 13                | Mortality, non-communicable diseases                       | 632.3  | 705.1 | <sup>1</sup> 0.90 |
| Total dependency ratio                                       |         |         | 49                | Mortality, infectious and parasitic diseases               | 101.6  | 148.8 | <sup>1</sup> 0.68 |
| Parity of parental rights in marriage                        |         |         | part              | Mortality, accidental injuries                             | 28.9   | 61.0  | <sup>1</sup> 0.47 |
| Parity of parental rights after divorce                      |         |         | part              | Mortality, intentional injuries, self-harm                 | 4.0    | 14.6  | <sup>1</sup> 0.27 |
|  |         |         |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 126  |
|  |         |         |                   | Legislation on domestic violence                           |        |       | yes               |
|  |         |         |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |         |         |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |         |         |                   | Births attended by skilled health personnel                |        |       | 87.40             |
|  |         |         |                   | Antenatal care, at least four visits                       |        |       | 83.50             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

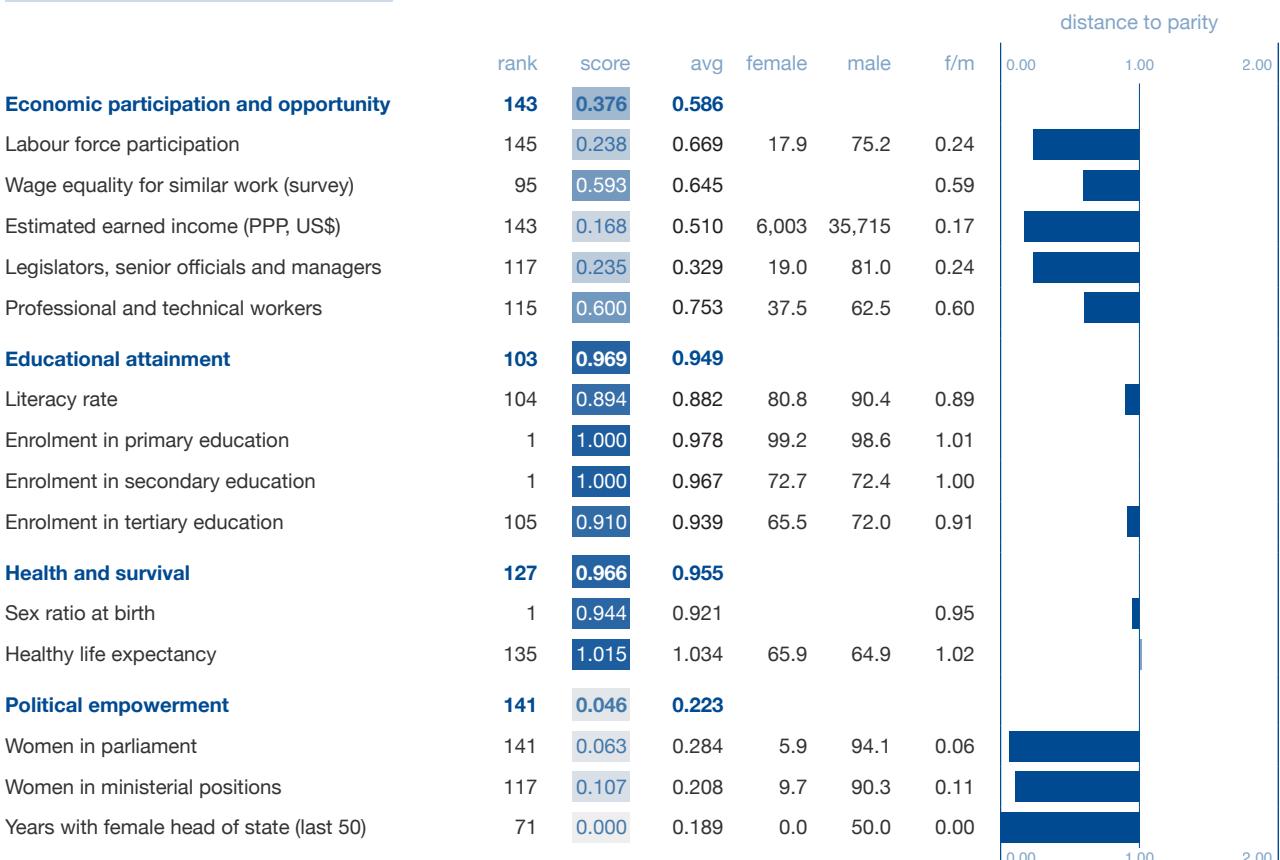


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 439.51    |
| GDP per capita (constant '11, intl. \$, PPP) | 19,083    |
| Total population (1,000s)                    | 80,277.43 |
| Population growth rate (%)                   | 1.07      |
| Population sex ratio (female/male)           | 0.99      |
| Human Capital Index score                    | -         |

|  | 2006       | 2018         | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  | rank       | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>108</b> | <b>0.580</b> | <b>142</b> | <b>0.589</b> |
| Economic participation and opportunity | 113        | 0.359        | 143        | 0.376        |
| Educational attainment                 | 80         | 0.954        | 103        | 0.969        |
| Health and survival                    | 52         | 0.978        | 127        | 0.966        |
| Political empowerment                  | 109        | 0.031        | 141        | 0.046        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



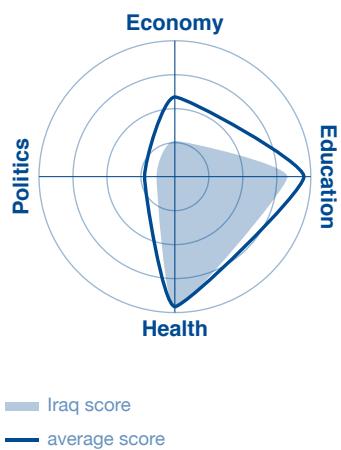
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 47.6   | 22.0 | 2.17              | Length of maternity/paternity leave (days)                 | 270.0  | 14.0  |                   |
| Unemployed adults  | 19.4   | 9.3  | 2.09              | Wages paid during maternity/paternity leave                | 67.0   | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | gov   |                   |
| High-skilled share of labour force                           | 9.4    | 16.8 | 0.56              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 42.0   | 15.6 | 2.69              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 19.7   | 2.3  | 8.44              |  |        |       |                   |
| Own-account workers  | 23.6   | 38.7 | 0.61              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 0.2    | 0.8   | 0.22              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.52 | Primary education attainment, adults                       | -      | -     | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -     | -                 |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | -      | -     | -                 |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 35.6   | 34.0  | 1.05              |
| Employers  | 1.3    | 2.3  | 0.54              | Secondary education attainment, adults                     | 47.1   | 46.8  | 1.01              |
| R&D personnel  | 29.9   | 70.1 | 0.43              | Secondary education attainment, 25-54                      | -      | -     | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | -      | -     | -                 |
| Hold an account at a financial institution                   | 87.1   | 97.1 | 0.90              | Tertiary education attainment, adults                      | 16.9   | 16.8  | 1.00              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | -      | -     | -                 |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | -      | -     | -                 |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.2    | 0.4   | 0.52              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 25.8   | 33.8  | 0.76              |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |      | 1963              | Agri., Forestry, Fisheries and Veterinary                  | 3.7    | 3.2   | 1.18              |
| Years since any women received voting rights                 |        |      | 54                | Arts and Humanities  | 11.9   | 4.4   | 2.73              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 25.1   | 22.1  | 1.14              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 7.6    | 3.1   | 2.46              |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 16.4   | 45.0  | 0.36              |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | 7.1    | 3.1   | 2.26              |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | 8.8    | 8.5   | 1.04              |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 9.5    | 3.5   | 2.70              |
| Average length of single life                                | 23.5   | 26.8 | 0.88              | Services   | 3.0    | 3.6   | 0.82              |
| Proportion married by age 25                                 | 52.9   | 22.3 | 2.37              | Social Sci., Journalism and Information                    | 6.7    | 3.5   | 1.91              |
| Mean age of women at birth of first child                    |        |      | 29                | <b>Health</b>  | female | male  | value             |
| Average number of children per woman                         |        |      | 1.66              | Mortality, children under age 5                            | 9.9    | 11.2  | <sup>1</sup> 0.88 |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, non-communicable diseases                       | 134.8  | 154.4 | <sup>1</sup> 0.87 |
| Potential support ratio                                      |        |      | 14                | Mortality, infectious and parasitic diseases               | 3.5    | 5.4   | <sup>1</sup> 0.66 |
| Total dependency ratio                                       |        |      | 41                | Mortality, accidental injuries                             | 7.9    | 24.5  | <sup>1</sup> 0.32 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, intentional injuries, self-harm                 | 1.8    | 5.7   | <sup>1</sup> 0.32 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, childbirth                                      |        |       | -                 |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | -                 |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

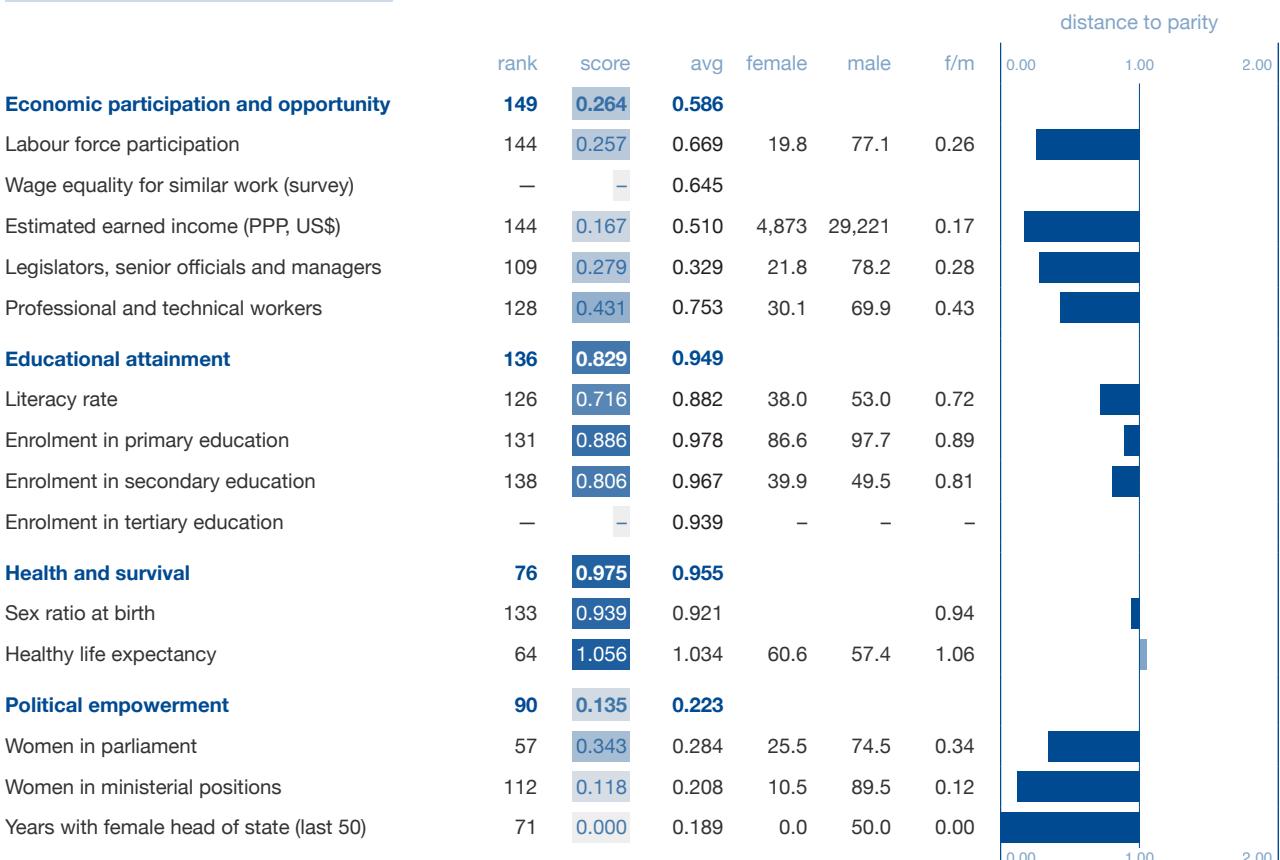


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 197.72    |
| GDP per capita (constant '11, intl. \$, PPP) | 15,664    |
| Total population (1,000s)                    | 37,202.57 |
| Population growth rate (%)                   | 2.79      |
| Population sex ratio (female/male)           | 0.98      |
| Human Capital Index score                    | -         |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>147</b> | <b>0.551</b> |
| Economic participation and opportunity | -         | -          | 149        | 0.264        |
| Educational attainment                 | -         | -          | 136        | 0.829        |
| Health and survival                    | -         | -          | 76         | 0.975        |
| Political empowerment                  | -         | -          | 90         | 0.135        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value          |  | female | male | value             |
|--|--------|------|----------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no             | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -              | Length of maternity/paternity leave (days)                 | -      | -    |                   |
| Unemployed adults  | -      | -    | -              | Wages paid during maternity/paternity leave                | -      | -    |                   |
| Discouraged job seekers                                      | -      | -    | -              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -              | Provider of maternity/paternity leave benefits             | -      | -    |                   |
| High-skilled share of labour force                           | -      | -    | -              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -              | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | -      | -    | -              |  |        |      |                   |
| Own-account workers  | -      | -    | -              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -              |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -              |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value          | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no             | Out-of-school children                                     | 13.4   | 2.3  | 5.88              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> - | Primary education attainment, adults                       | 74.4   | 83.4 | 0.89              |
| Boards of publicly traded companies                          | -      | -    | -              | Primary education attainment, 25-54                        | -      | -    | -                 |
| Firms with female (co-)owners                                |        |      | 0.07           | Primary education attainment, 65+                          | -      | -    | -                 |
| Firms with female top managers                               |        |      | 0.02           | Out-of-school youth  | 58.1   | 42.3 | 1.37              |
| Employers  | -      | -    | -              | Secondary education attainment, adults                     | 23.9   | 34.4 | 0.70              |
| R&D personnel  | 41.4   | 58.6 | 0.71           | Secondary education attainment, 25-54                      | -      | -    | -                 |
| <b>Access to Assets</b>                                      | female | male | value          | Secondary education attainment, 65+                        | -      | -    | -                 |
| Hold an account at a financial institution                   | 7.4    | 14.6 | 0.51           | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part           | Tertiary education attainment, age 25-54                   | -      | -    | -                 |
| Inheritance rights for daughters                             |        |      | no             | Tertiary education attainment, age 65+                     | -      | -    | -                 |
| Women's access to land use, control and ownership            |        |      | part           | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part           | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value          |  |        |      |                   |
| Year women received right to vote                            |        |      | 1980           | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 37             | Agri., Forestry, Fisheries and Veterinary                  | 2.6    | 3.6  | 0.71              |
| Number of female heads of state to date                      | 0.0    |      | -              | Arts and Humanities  | 13.1   | 9.0  | 1.45              |
| Election list quotas for women, national                     |        |      | -              | Business, Admin. and Law                                   | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -              | Education  | -      | -    | -                 |
| Voluntary political party quotas                             |        |      | -              | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| Seats held in upper house                                    | 17.6   | 82.4 | 0.21           | Health and Welfare   | -      | -    | -                 |
| <b>Family</b>  | female | male | value          | Information and Comm. Technologies                         | -      | -    | -                 |
| Average length of single life                                | 25.3   | 28.2 | 0.90           | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Proportion married by age 25                                 | 41.4   | 18.0 | 2.30           | Services   | -      | -    | -                 |
| Mean age of women at birth of first child                    | 28.7   |      | -              | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Average number of children per woman                         |        |      | 4.37           | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 8.00           | Mortality, children under age 5                            | 17.1   | 21.9 | <sup>1</sup> 0.78 |
| Potential support ratio                                      |        |      | 18             | Mortality, non-communicable diseases                       | 51.9   | 52.2 | <sup>1</sup> 0.99 |
| Total dependency ratio                                       |        |      | 77             | Mortality, infectious and parasitic diseases               | 2.2    | 3.8  | <sup>1</sup> 0.58 |
| Parity of parental rights in marriage                        |        |      | no             | Mortality, accidental injuries                             | 3.8    | 7.9  | <sup>1</sup> 0.48 |
| Parity of parental rights after divorce                      |        |      | no             | Mortality, intentional injuries, self-harm                 | 13.8   | 31.4 | <sup>1</sup> 0.44 |
|  |        |      |                | Mortality, childbirth                                      |        |      | <sup>1</sup> 50   |
|  |        |      |                | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                | Law permits abortion to preserve a woman's physical health |        |      | no                |
|  |        |      |                | Births attended by skilled health personnel                |        |      | 90.90             |
|  |        |      |                | Antenatal care, at least four visits                       |        |      | 49.60             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

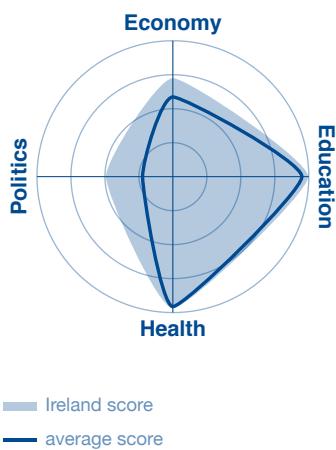
# Ireland

rank  
out of 149 countries **9**

score  
0.00 = imparity  
1.00 = parity **0.796**



## SCORE AT GLANCE

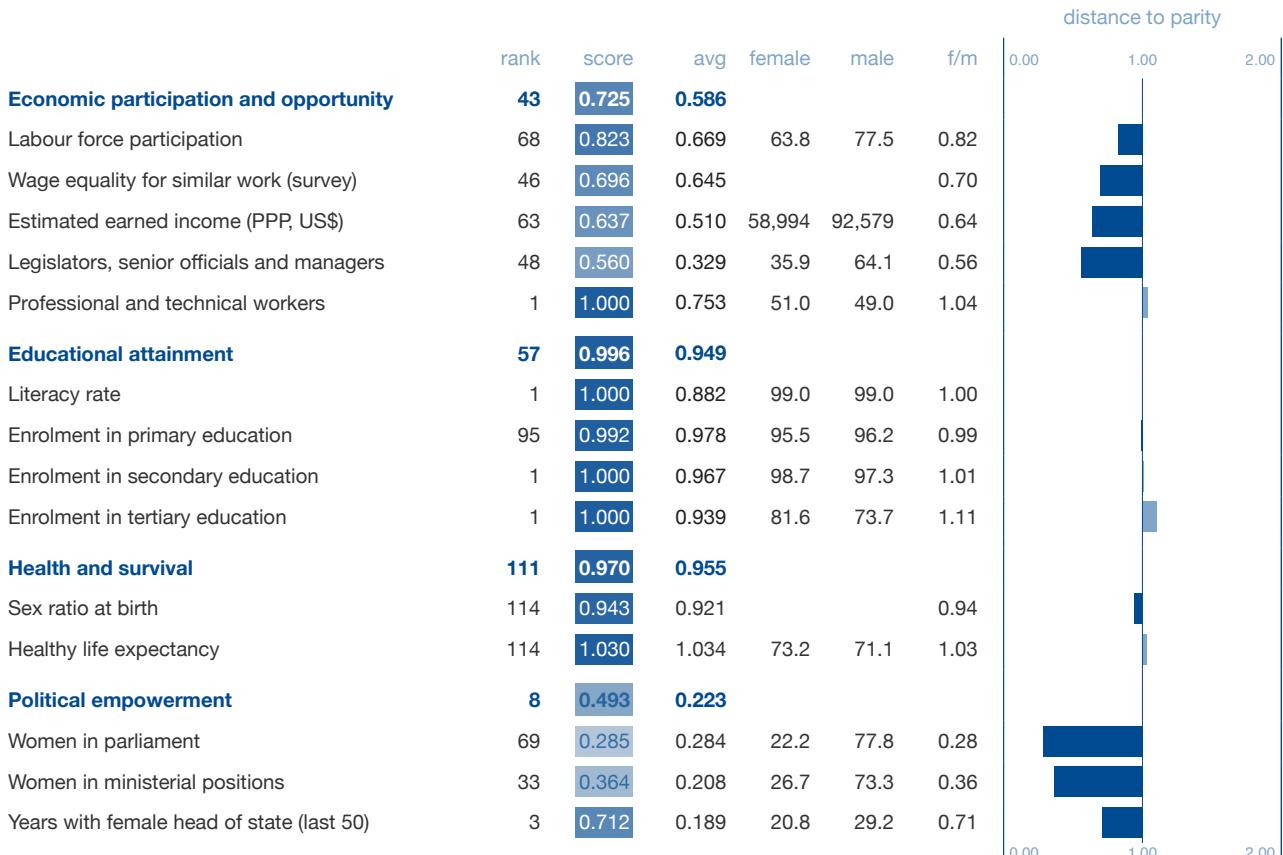


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 333.73   |
| GDP per capita (constant '11, intl. \$, PPP) | 67,335   |
| Total population (1,000s)                    | 4,726.08 |
| Population growth rate (%)                   | 0.82     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 71.67    |

|  | rank      | 2006         | rank     | 2018         |
|--|-----------|--------------|----------|--------------|
|  |           | score        |          | score        |
| <b>Global Gender Gap score</b>         | <b>10</b> | <b>0.733</b> | <b>9</b> | <b>0.796</b> |
| Economic participation and opportunity | 47        | 0.640        | 43       | 0.725        |
| Educational attainment                 | 1         | 1.000        | 57       | 0.996        |
| Health and survival                    | 81        | 0.970        | 111      | 0.970        |
| Political empowerment                  | 9         | 0.323        | 8        | 0.493        |
| rank out of                            | 115       |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male | value  |
|--|--------|-------|--------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |      | 0      |
| Youth not in employment or education                         | 13.7   | 14.9  | 0.92   | Length of maternity/paternity leave (days)                 | 182.0  | –    |        |
| Unemployed adults  | 6.5    | 9.0   | 0.72   | Wages paid during maternity/paternity leave                | 35.0   | –    |        |
| Discouraged job seekers                                      | 26.9   | 73.1  | 0.37   | Provider of parental leave benefits                        |        |      | –      |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 23.1   | 20.7  | 1.12   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 44.5   | 19.3  | 2.31   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.8    | 0.7   | 1.28   |  |        |      |        |
| Own-account workers  | 5.0    | 16.9  | 0.30   |  |        |      |        |
| Work, minutes per day  | 493.2  | 473.1 | 1.04   |  |        |      |        |
| Proportion of unpaid work per day                            | 60.0   | 27.3  | 2.20   |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.4    | 1.7  | 0.22   |
| Advancement of women to leadership roles                     |        |       | ² 0.71 | Primary education attainment, adults                       | –      | –    | –      |
| Boards of publicly traded companies                          | 16.0   | 84.0  | 0.19   | Primary education attainment, 25-54                        | 99.8   | 99.7 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 99.3   | 99.1 | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 1.0    | 1.4  | 0.70   |
| Employers  | 2.4    | 0.7   | 3.68   | Secondary education attainment, adults                     | 68.8   | 63.9 | 1.08   |
| R&D personnel  | 23.4   | 76.6  | 0.31   | Secondary education attainment, 25-54                      | 89.2   | 89.5 | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 62.3   | 57.7 | 1.08   |
| Hold an account at a financial institution                   | 94.8   | 94.7  | 1.00   | Tertiary education attainment, adults                      | 29.1   | 24.5 | 1.19   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 44.9   | 36.7 | 1.22   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 15.5   | 18.1 | 0.86   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.6    | 1.0  | 0.66   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 81.2   | 79.0 | 1.03   |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –     | –      |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male  | value  | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Year women received right to vote                            |        |       | 1918   | Agri., Forestry, Fisheries and Veterinary                  | 0.5    | 1.9  | 0.27   |
| Years since any women received voting rights                 |        |       | 99     | Arts and Humanities  | 13.3   | 9.6  | 1.38   |
| Number of female heads of state to date                      |        |       | 2      | Business, Admin. and Law                                   | 22.8   | 22.8 | 1.00   |
| Election list quotas for women, national                     |        |       | 30     | Education  | 9.0    | 4.0  | 2.27   |
| Election list quotas for women, local                        |        |       | –      | Engineering, Manuf. and Construction                       | 3.0    | 18.3 | 0.17   |
| Voluntary political party quotas                             |        |       | no     | Health and Welfare   | 21.9   | 7.6  | 2.88   |
| Seats held in upper house                                    | –      | –     | –      | Information and Comm. Technologies                         | 2.0    | 9.2  | 0.22   |
| <b>Family</b>  | female | male  | value  | Natural Sci., Mathematics and Statistics                   | 5.8    | 5.8  | 1.00   |
| Average length of single life                                | 28.5   | 29.7  | 0.96   | Services   | 4.2    | 6.9  | 0.60   |
| Proportion married by age 25                                 | 15.3   | 8.2   | 1.86   | Social Sci., Journalism and Information                    | 6.9    | 5.5  | 1.26   |
| Mean age of women at birth of first child                    |        |       | 31     | <b>Health</b>  | female | male | value  |
| Average number of children per woman                         |        |       | 1.99   | Mortality, children under age 5                            | 0.1    | 0.1  | ¹ 0.79 |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, non-communicable diseases                       | 13.5   | 13.3 | ¹ 1.02 |
| Potential support ratio                                      |        |       | 5      | Mortality, infectious and parasitic diseases               | 0.1    | 0.1  | ¹ 1.01 |
| Total dependency ratio                                       |        |       | 55     | Mortality, accidental injuries                             | 0.3    | 0.5  | ¹ 0.64 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.1    | 0.5  | ¹ 0.23 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, childbirth                                      |        |      | ¹ 8    |
|  |        |       |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |      | 15.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |      | no     |
|  |        |       |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |      | –      |

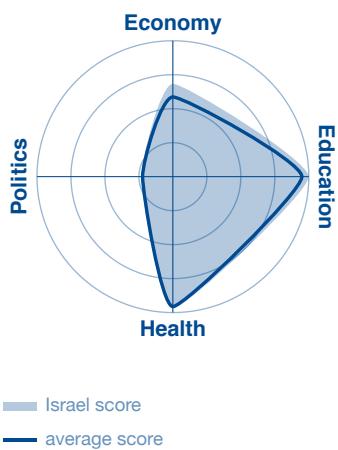
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Israel

rank  
out of 149 countries **46**  
score  
0.00 = imparity  
1.00 = parity **0.722**



## SCORE AT GLANCE

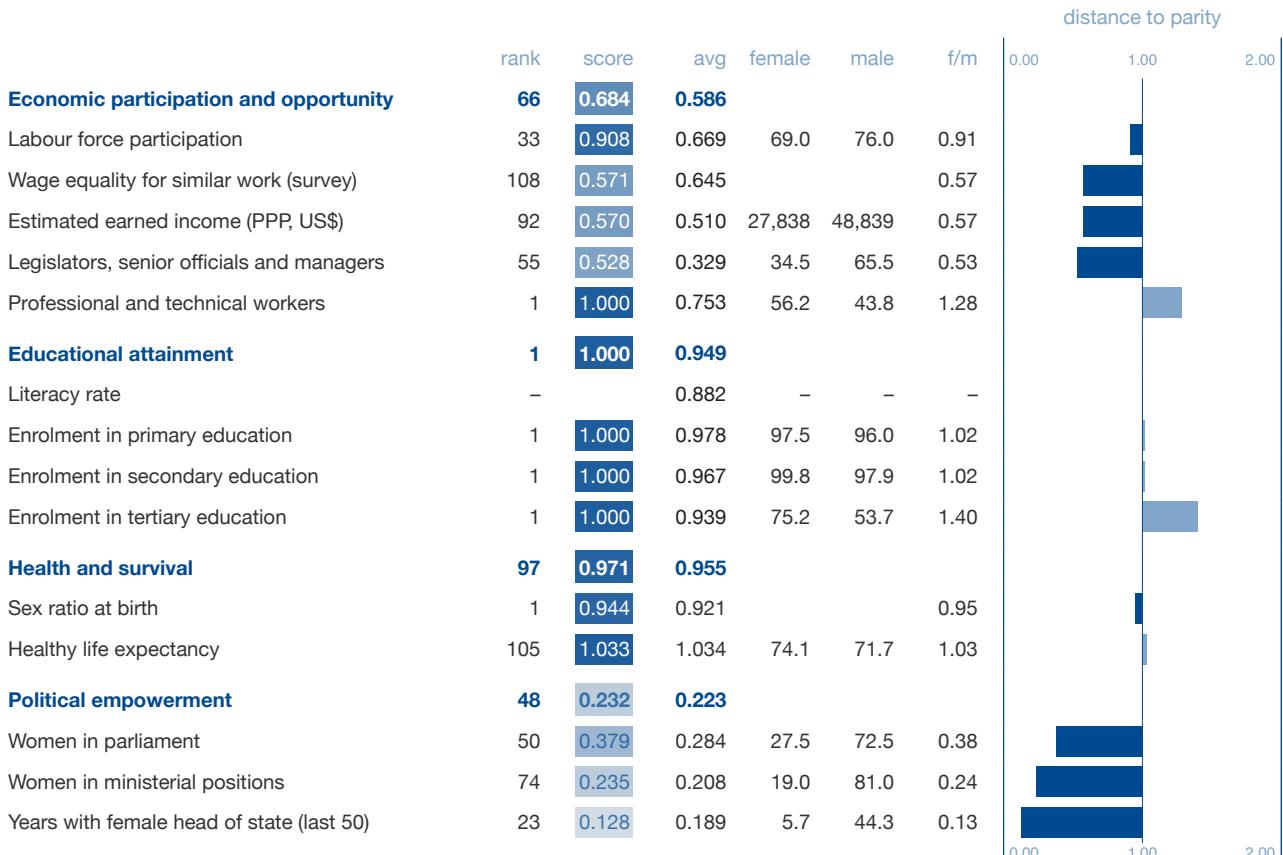


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 350.85   |
| GDP per capita (constant '11, intl. \$, PPP) | 33,132   |
| Total population (1,000s)                    | 8,191.83 |
| Population growth rate (%)                   | 1.57     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 71.75    |

|  | 2006      | 2018         |           |
|--|-----------|--------------|-----------|
|  | rank      | score        | rank      |
| <b>Global Gender Gap score</b>         | <b>35</b> | <b>0.689</b> | <b>46</b> |
| Economic participation and opportunity | 46        | 0.641        | 66        |
| Educational attainment                 | 36        | 0.995        | 1         |
| Health and survival                    | 83        | 0.969        | 97        |
| Political empowerment                  | 36        | 0.150        | 48        |
| rank out of                            | 115       |              | 149       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |      | 0      |
| Youth not in employment or education                         | 16.7   | 14.3 | 1.17   | Length of maternity/paternity leave (days)                 | 98.0   | –    |        |
| Unemployed adults  | 4.9    | 4.7  | 1.06   | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 37.9   | 58.6 | 0.65   | Provider of parental leave benefits                        |        |      | –      |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 24.3   | 21.6 | 1.13   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 33.6   | 17.0 | 1.98   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.1    | 0.1  | 1.79   |  |        |      |        |
| Own-account workers  | 6.7    | 8.9  | 0.76   |  |        |      |        |
| Work, minutes per day  | –      | –    | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 2.1    | 2.8  | 0.76   |
| Advancement of women to leadership roles                     |        |      | 2 0.67 | Primary education attainment, adults                       | 94.3   | 97.0 | 0.97   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 96.9   | 96.9 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.38   | Primary education attainment, 65+                          | 80.0   | 88.7 | 0.90   |
| Firms with female top managers                               |        |      | 0.11   | Out-of-school youth  | 0.2    | 4.5  | 0.04   |
| Employers  | 1.5    | 0.1  | 20.91  | Secondary education attainment, adults                     | 81.3   | 81.6 | 1.00   |
| R&D personnel  | 20.8   | 79.2 | 0.26   | Secondary education attainment, 25-54                      | 85.7   | 82.0 | 1.05   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 53.8   | 59.9 | 0.90   |
| Hold an account at a financial institution                   | 90.0   | 89.9 | 1.00   | Tertiary education attainment, adults                      | 35.4   | 30.8 | 1.15   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 33.3   | 27.7 | 1.20   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 17.3   | 26.6 | 0.65   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 1.1    | 1.8  | 0.66   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 73.2   | 76.9 | 0.95   |
| Mean monthly earnings (1,000s, local curr.)                  | 7.7    | 11.2 | 0.68   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |        |
| Year women received right to vote                            |        |      | 1948   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 69     | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 0.6  | 0.66   |
| Number of female heads of state to date                      |        |      | 2      | Arts and Humanities  | 9.8    | 7.7  | 1.27   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 14.1   | 16.3 | 0.87   |
| Election list quotas for women, local                        |        |      | –      | Education  | 25.5   | 7.1  | 3.62   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 9.3    | 32.0 | 0.29   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 10.7   | 4.0  | 2.67   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 2.3    | 8.7  | 0.26   |
| Average length of single life                                | 26.2   | 29.2 | 0.90   | Natural Sci., Mathematics and Statistics                   | 5.2    | 7.3  | 0.70   |
| Proportion married by age 25                                 | 28.3   | 11.4 | 2.48   | Services   | 0.6    | –    | –      |
| Mean age of women at birth of first child                    |        |      | 31     | Social Sci., Journalism and Information                    | 22.5   | 8.8  | 2.56   |
| Average number of children per woman                         |        |      | 2.97   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.3    | 0.4  | 1 0.82 |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 18.7   | 17.8 | 1 1.05 |
| Total dependency ratio                                       |        |      | 65     | Mortality, infectious and parasitic diseases               | 0.6    | 0.6  | 1 1.07 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.5    | 0.7  | 1 0.72 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.1    | 0.5  | 1 0.31 |
|  |        |      |        | Mortality, childbirth                                      |        |      | 1 5    |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | –      |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | –      |

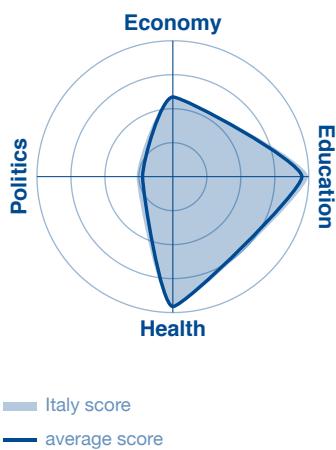
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Italy

rank 70  
out of 149 countries  
score 0.706  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

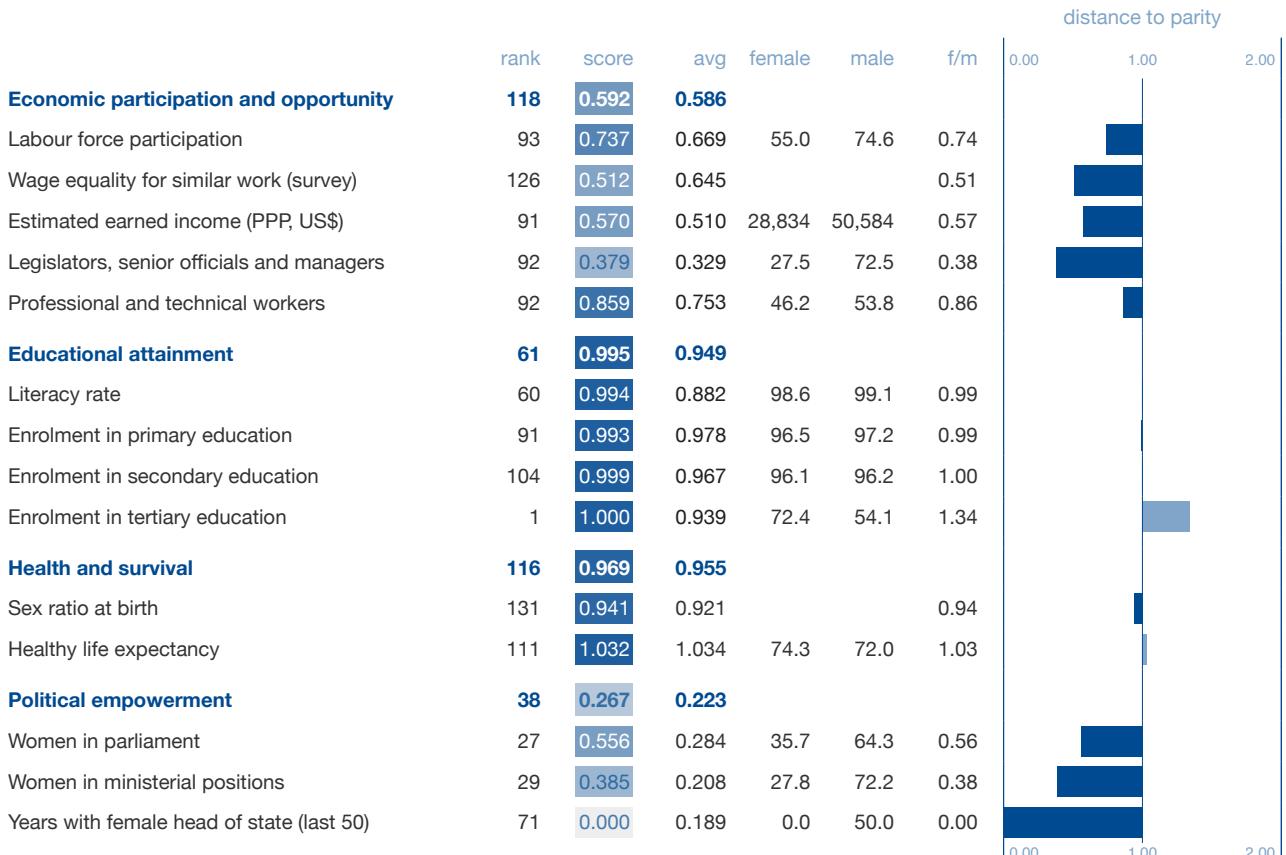


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 1,934.80  |
| GDP per capita (constant '11, intl. \$, PPP) | 35,220    |
| Total population (1,000s)                    | 59,429.94 |
| Population growth rate (%)                   | -0.12     |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | 67.23     |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>77</b> | <b>0.646</b> | <b>70</b> | <b>0.706</b> |
| Economic participation and opportunity | 87        | 0.527        | 118       | 0.592        |
| Educational attainment                 | 27        | 0.997        | 61        | 0.995        |
| Health and survival                    | 77        | 0.972        | 116       | 0.969        |
| Political empowerment                  | 72        | 0.087        | 38        | 0.267        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value |
|--|--------|-------|--------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |       | 300   |
| Youth not in employment or education                         | 20.8   | 21.8  | 0.95   | Length of maternity/paternity leave (days)                 | 150.0  | 1.0   |       |
| Unemployed adults  | 12.8   | 10.9  | 1.17   | Wages paid during maternity/paternity leave                | 80.0   | 100.0 |       |
| Discouraged job seekers                                      | 60.5   | 39.5  | 1.53   | Provider of parental leave benefits                        |        |       | gov   |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | gov   |       |
| High-skilled share of labour force                           | 10.9   | 9.2   | 1.18   | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 40.3   | 16.2  | 2.49   | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 1.8    | 1.1   | 1.66   |  |        |       |       |
| Own-account workers  | 12.3   | 18.8  | 0.65   |  |        |       |       |
| Work, minutes per day  | 512.7  | 453.1 | 1.13   |  |        |       |       |
| Proportion of unpaid work per day                            | 61.5   | 22.9  | 2.68   |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 1.3    | 0.9   | 1.38  |
| Advancement of women to leadership roles                     |        |       | ² 0.47 | Primary education attainment, adults                       | 93.7   | 97.0  | 0.97  |
| Boards of publicly traded companies                          | 30.0   | 70.0  | 0.43   | Primary education attainment, 25-54                        | 98.7   | 98.8  | 1.00  |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 87.6   | 94.0  | 0.93  |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 5.3    | 4.8   | 1.11  |
| Employers  | 4.0    | 1.1   | 3.77   | Secondary education attainment, adults                     | 48.2   | 50.2  | 0.96  |
| R&D personnel  | 34.6   | 65.4  | 0.53   | Secondary education attainment, 25-54                      | 92.3   | 92.9  | 0.99  |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 40.0   | 56.1  | 0.71  |
| Hold an account at a financial institution                   | 83.2   | 91.9  | 0.91   | Tertiary education attainment, adults                      | –      | –     | –     |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 17.4   | 12.7  | 1.37  |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 6.4    | 9.3   | 0.68  |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | –      | –     | –     |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 61.7   | 69.6  | 0.89  |
| Mean monthly earnings (1,000s, local curr.)                  | –      | –     | –      |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male  | value  | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Year women received right to vote                            |        |       | 1945   | Agri., Forestry, Fisheries and Veterinary                  | 1.7    | 2.6   | 0.65  |
| Years since any women received voting rights                 |        |       | 72     | Arts and Humanities  | 19.2   | 10.9  | 1.75  |
| Number of female heads of state to date                      |        |       | 0      | Business, Admin. and Law                                   | 17.2   | 21.5  | 0.80  |
| Election list quotas for women, national                     |        |       | –      | Education  | 10.3   | 1.7   | 6.02  |
| Election list quotas for women, local                        |        |       | 33     | Engineering, Manuf. and Construction                       | 9.5    | 26.5  | 0.36  |
| Voluntary political party quotas                             |        |       | yes    | Health and Welfare   | 18.5   | 12.8  | 1.45  |
| Seats held in upper house                                    | –      | –     | –      | Information and Comm. Technologies                         | 0.3    | 1.9   | 0.13  |
| <b>Family</b>  | female | male  | value  | Natural Sci., Mathematics and Statistics                   | 6.4    | 6.8   | 0.94  |
| Average length of single life                                | 31.3   | 34.6  | 0.90   | Services   | 1.7    | 3.0   | 0.58  |
| Proportion married by age 25                                 | 6.6    | 1.4   | 4.65   | Social Sci., Journalism and Information                    | 14.4   | 11.4  | 1.26  |
| Mean age of women at birth of first child                    |        |       | 32     | <b>Health</b>  | female | male  | value |
| Average number of children per woman                         |        |       | 1.47   | Mortality, children under age 5                            | 0.7    | 0.9   |       |
| Women's unmet demand for family planning                     |        |       | 12.00  | Mortality, non-communicable diseases                       | 297.8  | 273.9 |       |
| Potential support ratio                                      |        |       | 3      | Mortality, infectious and parasitic diseases               | 5.9    | 5.5   |       |
| Total dependency ratio                                       |        |       | 57     | Mortality, accidental injuries                             | 9.1    | 9.5   |       |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, intentional injuries, self-harm                 | 1.2    | 4.0   |       |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, childbirth                                      |        |       |       |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes   |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 19.0  |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 99.90 |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 86.50 |

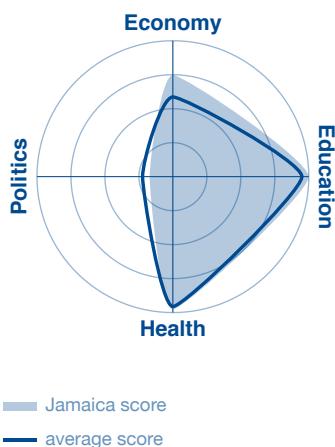
<sup>¹</sup> Age-standardized death rates per 100,000 population. <sup>²</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Jamaica

rank  
out of 149 countries **44**  
score  
0.00 = imparity  
1.00 = parity **0.724**



## SCORE AT GLANCE

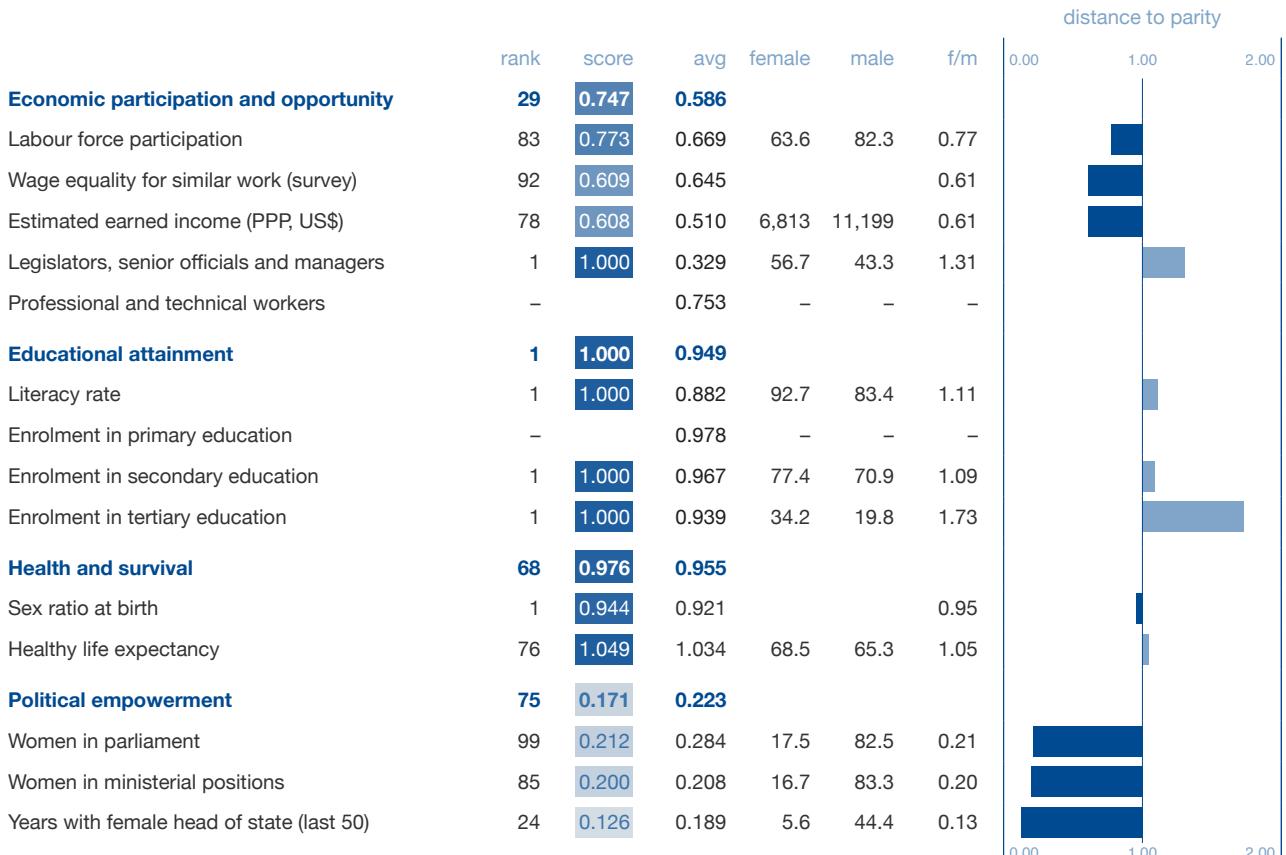


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 14.77    |
| GDP per capita (constant '11, intl. \$, PPP) | 8,194    |
| Total population (1,000s)                    | 2,881.36 |
| Population growth rate (%)                   | 0.30     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 58.39    |

| Global Gender Gap score                |           |              | rank      |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| Global Gender Gap score                | <b>25</b> | <b>0.701</b> | <b>44</b> | <b>0.724</b> |
| Economic participation and opportunity | 7         | 0.738        | 29        | 0.747        |
| Educational attainment                 | 1         | 1.000        | 1         | 1.000        |
| Health and survival                    | 82        | 0.970        | 68        | 0.976        |
| Political empowerment                  | 65        | 0.098        | 75        | 0.171        |
| rank out of                            |           |              | 115       | 149          |

## COUNTRY SCORE CARD



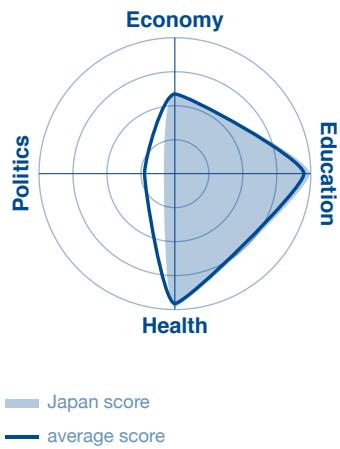
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 56.0   | -    |       |
| Unemployed adults  | 17.4   | 9.6  | 1.81              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |       |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 1.5    | 0.6  | 2.31              |  |        |      |       |
| Own-account workers  | 29.0   | 42.1 | 0.69              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 | <b>Education and Skills</b>                                |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 | Out-of-school children                                     | 6.2    | 7.3  | 0.86  |
|  |        |      |                   | Primary education attainment, adults                       | 99.4   | 99.1 | 1.00  |
|  |        |      |                   | Primary education attainment, 25-54                        | 92.3   | 92.3 | 1.00  |
|  |        |      |                   | Primary education attainment, 65+                          | 61.1   | 55.7 | 1.10  |
| <b>Economic Leadership</b>                                   | female | male | value             | Out-of-school youth  | 25.0   | 30.6 | 0.82  |
| Law mandates equal pay                                       |        |      | no                | Secondary education attainment, adults                     | -      | -    | -     |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.68 | Secondary education attainment, 25-54                      | 58.9   | 53.3 | 1.10  |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, 65+                        | 20.2   | 18.9 | 1.07  |
| Firms with female (co-)owners                                |        |      | 0.62              | Tertiary education attainment, adults                      | -      | -    | -     |
| Firms with female top managers                               |        |      | 0.32              | Tertiary education attainment, age 25-54                   | 13.5   | 8.1  | 1.67  |
| Employers  | 2.3    | 0.6  | 3.58              | Tertiary education attainment, age 65+                     | 5.1    | 5.1  | 1.00  |
| R&D personnel  | -      | -    | -                 | PhD graduates  | -      | -    | -     |
|  |        |      |                   | Individuals using the internet                             | 44.1   | 36.6 | 1.20  |
| <b>Access to Assets</b>                                      | female | male | value             |  |        |      |       |
| Hold an account at a financial institution                   | 77.5   | 79.2 | 0.98              | <b>Graduates by Degree Type</b>                            |        |      |       |
| Women's access to financial services                         |        |      | yes               | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -     |
| Inheritance rights for daughters                             |        |      | yes               | Arts and Humanities  | -      | -    | -     |
| Women's access to land use, control and ownership            |        |      | yes               | Business, Admin. and Law                                   | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Education  | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 | Engineering, Manuf. and Construction                       | -      | -    | -     |
|  |        |      |                   | Health and Welfare   | -      | -    | -     |
| <b>Political Leadership</b>                                  | female | male | value             | Information and Comm. Technologies                         | -      | -    | -     |
| Year women received right to vote                            |        |      | 1944              | Natural Sci., Mathematics and Statistics                   | -      | -    | -     |
| Years since any women received voting rights                 |        |      | 73                | Services   | -      | -    | -     |
| Number of female heads of state to date                      |        |      | 1                 | Social Sci., Journalism and Information                    | -      | -    | -     |
| Election list quotas for women, national                     |        |      | -                 |  |        |      |       |
| Election list quotas for women, local                        |        |      | -                 | <b>Health</b>  |        |      |       |
| Voluntary political party quotas                             |        |      | -                 | Mortality, children under age 5                            | 0.3    | 0.4  |       |
| Seats held in upper house                                    | 39.1   | 60.9 | 0.64              | Mortality, non-communicable diseases                       | 7.4    | 7.6  |       |
|  |        |      |                   | Mortality, infectious and parasitic diseases               | 0.4    | 0.7  |       |
| <b>Family</b>  | female | male | value             | Mortality, accidental injuries                             | 0.2    | 0.5  |       |
| Average length of single life                                | 33.2   | 34.6 | 0.96              | Mortality, intentional injuries, self-harm                 | 0.2    | 0.8  |       |
| Proportion married by age 25                                 | -      | -    | -                 | Mortality, childbirth                                      |        |      |       |
| Mean age of women at birth of first child                    |        |      | 28                | Legislation on domestic violence                           |        |      | yes   |
| Average number of children per woman                         |        |      | 2.01              | Prevalence of gender violence in lifetime                  |        |      | 35.0  |
| Women's unmet demand for family planning                     |        |      | 11.00             | Law permits abortion to preserve a woman's physical health |        |      | yes   |
| Potential support ratio                                      |        |      | 7                 | Births attended by skilled health personnel                |        |      | 99.10 |
| Total dependency ratio                                       |        |      | 48                | Antenatal care, at least four visits                       |        |      | 85.60 |
| Parity of parental rights in marriage                        |        |      | yes               |  |        |      |       |
| Parity of parental rights after divorce                      |        |      | yes               |  |        |      |       |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

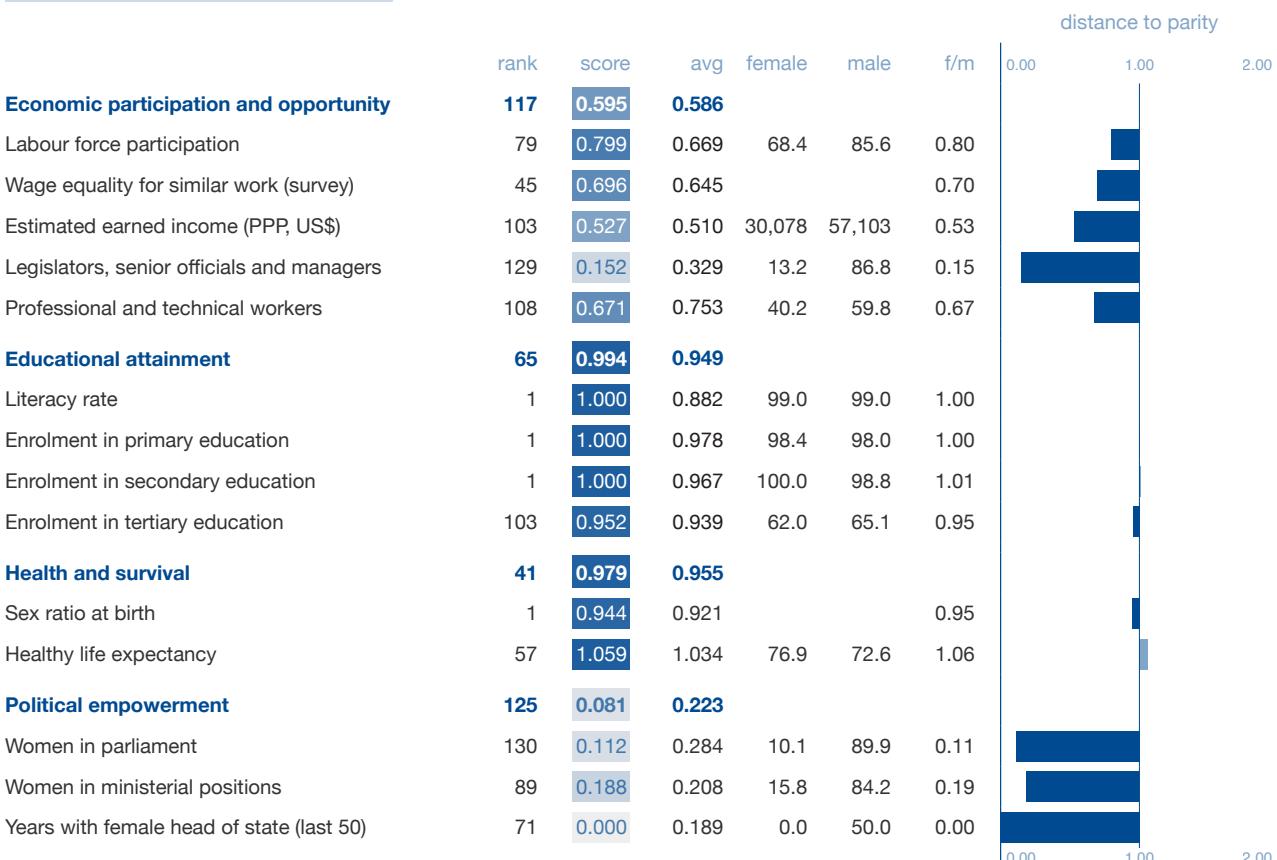


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 4,872.14   |
| GDP per capita (constant '11, intl. \$, PPP) | 39,002     |
| Total population (1,000s)                    | 127,748.51 |
| Population growth rate (%)                   | -0.22      |
| Population sex ratio (female/male)           | 1.05       |
| Human Capital Index score                    | 72.05      |

|  | 2006      | 2018         | 2006       | 2018         |
|--|-----------|--------------|------------|--------------|
|  | rank      | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>80</b> | <b>0.645</b> | <b>110</b> | <b>0.662</b> |
| Economic participation and opportunity | 83        | 0.545        | 117        | 0.595        |
| Educational attainment                 | 60        | 0.986        | 65         | 0.994        |
| Health and survival                    | 1         | 0.980        | 41         | 0.979        |
| Political empowerment                  | 83        | 0.067        | 125        | 0.081        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 309    |
| Youth not in employment or education                         | 4.7    | 2.6   | 1.84   | Length of maternity/paternity leave (days)                 | 98.0   | –     |        |
| Unemployed adults  | 2.8    | 3.4   | 0.85   | Wages paid during maternity/paternity leave                | 67.0   | –     |        |
| Discouraged job seekers                                      | 74.1   | 25.9  | 2.86   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | –     |        |
| High-skilled share of labour force                           | 21.1   | 27.1  | 0.78   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 38.6   | 13.4  | 2.88   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 4.4    | 0.8   | 5.33   |  |        |       |        |
| Own-account workers  | 3.9    | 7.9   | 0.50   |  |        |       |        |
| Work, minutes per day  | 505.6  | 533.3 | 0.95   |  |        |       |        |
| Proportion of unpaid work per day                            | 59.2   | 11.6  | 5.10   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 0.0    | 0.1   | 1.00   |
| Advancement of women to leadership roles                     |        |       | ² 0.56 | Primary education attainment, adults                       | 99.8   | 99.9  | 1.00   |
| Boards of publicly traded companies                          | 3.4    | 96.6  | 0.04   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 3.2    | 4.9   | 0.66   |
| Employers  | 0.8    | 0.8   | 1.00   | Secondary education attainment, adults                     | 79.3   | 82.1  | 0.97   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 99.9   | 99.9  | 1.00   |
|  |        |       |        | Secondary education attainment, 65+                        | 99.8   | 99.9  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, adults                     | –      | –     | –      |
| Hold an account at a financial institution                   | 97.0   | 96.2  | 1.01   | Tertiary education attainment, adults                      | –      | –     | –      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 52.9   | 48.6  | 1.09   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 11.4   | 22.6  | 0.50   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 86.4   | 91.9  | 0.94   |
| Mean monthly earnings (1,000s, local curr.)                  | 244.6  | 335.2 | 0.73   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1945   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 72     | Agri., Forestry, Fisheries and Veterinary                  | –      | –     | –      |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | –      | –     | –      |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | –      | –     | –      |
| Election list quotas for women, local                        |        |       | –      | Education  | –      | –     | –      |
| Voluntary political party quotas                             |        |       | –      | Engineering, Manuf. and Construction                       | –      | –     | –      |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | –      | –     | –      |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | –      | –     | –      |
| Average length of single life                                | 29.7   | 31.2  | 0.95   | Natural Sci., Mathematics and Statistics                   | –      | –     | –      |
| Proportion married by age 25                                 | 10.4   | 6.0   | 1.73   | Services   | –      | –     | –      |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | –      | –     | –      |
| Average number of children per woman                         |        |       | 1.46   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 1.3    | 1.6   | ¹ 0.83 |
| Potential support ratio                                      |        |       | 2      | Mortality, non-communicable diseases                       | 527.6  | 542.1 | ¹ 0.97 |
| Total dependency ratio                                       |        |       | 65     | Mortality, infectious and parasitic diseases               | 10.0   | 9.0   | ¹ 1.11 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 19.3   | 25.1  | ¹ 0.77 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 8.2    | 17.0  | ¹ 0.48 |
|  |        |       |        | Mortality, childbirth                                      | –      | –     | ¹ 5    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 15.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 99.80  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –      |

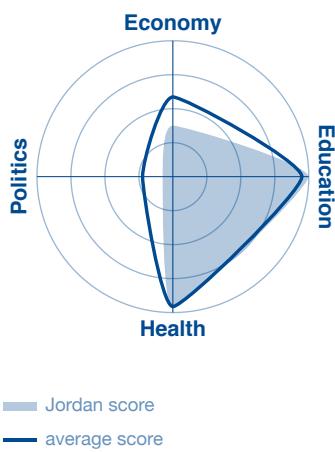
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Jordan

rank  
out of 149 countries **138**  
score  
0.00 = imparity  
1.00 = parity **0.605**



## SCORE AT GLANCE

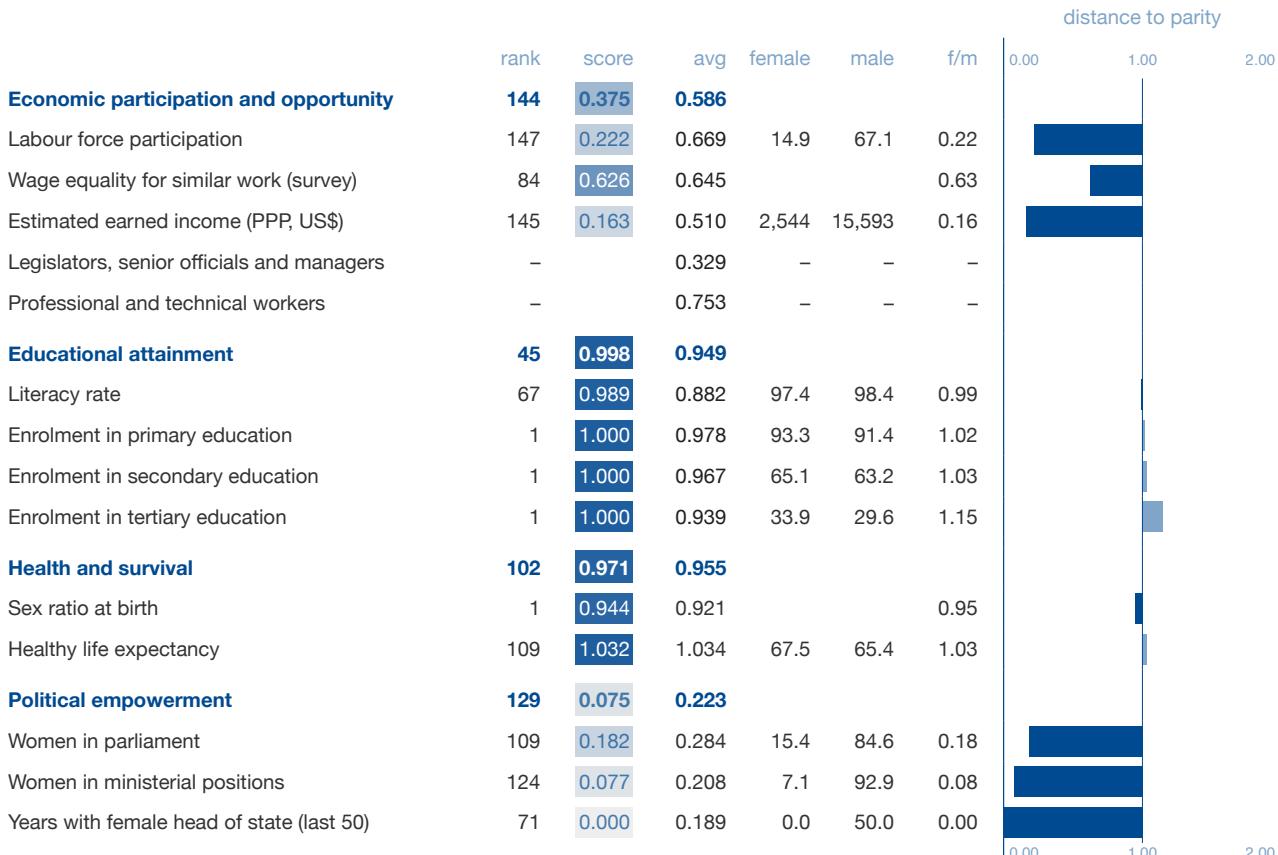


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 40.07    |
| GDP per capita (constant '11, intl. \$, PPP) | 8,337    |
| Total population (1,000s)                    | 9,455.80 |
| Population growth rate (%)                   | 2.32     |
| Population sex ratio (female/male)           | 0.97     |
| Human Capital Index score                    | 58.15    |

|  | 2006      | 2018         |            |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>93</b> | <b>0.611</b> | <b>138</b> |
| Economic participation and opportunity | 105       | 0.442        | 144        |
| Educational attainment                 | 70        | 0.979        | 45         |
| Health and survival                    | 62        | 0.975        | 102        |
| Political empowerment                  | 100       | 0.048        | 129        |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 70.0   | -    |       |
| Unemployed adults  | 20.7   | 10.1 | 2.05              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -    |       |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 0.5    | 0.7  | 0.75              |  |        |      |       |
| Own-account workers  | 1.5    | 10.3 | 0.14              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 | <b>Education and Skills</b>                                | female | male | value |
| Proportion of unpaid work per day                            | -      | -    | -                 | Out-of-school children                                     | 10.8   | 10.5 | 1.03  |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, adults                       | 79.7   | 90.3 | 0.88  |
| Law mandates equal pay                                       |        |      | no                | Primary education attainment, 25-54                        | 96.2   | 98.0 | 0.98  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.64 | Primary education attainment, 65+                          | 66.6   | 81.1 | 0.82  |
| Boards of publicly traded companies                          | -      | -    | -                 | Out-of-school youth  | 17.1   | 25.4 | 0.67  |
| Firms with female (co-)owners                                |        |      | 0.19              | Secondary education attainment, adults                     | 40.1   | 42.5 | 0.94  |
| Firms with female top managers                               |        |      | 0.02              | Secondary education attainment, 25-54                      | 72.5   | 75.0 | 0.97  |
| Employers  | 1.5    | 0.7  | 2.20              | Secondary education attainment, 65+                        | 22.3   | 26.9 | 0.83  |
| R&D personnel  | 18.7   | 81.3 | 0.23              | Tertiary education attainment, adults                      | -      | -    | -     |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 25-54                   | 2.5    | 2.6  | 0.94  |
| Hold an account at a financial institution                   | 15.5   | 33.3 | 0.47              | Tertiary education attainment, age 65+                     | 0.2    | 0.2  | 0.83  |
| Women's access to financial services                         |        |      | part              | PhD graduates  | -      | -    | -     |
| Inheritance rights for daughters                             |        |      | no                | Individuals using the internet                             | -      | -    | -     |
| Women's access to land use, control and ownership            |        |      | part              |  |        |      |       |
| Women's access to non-land assets use, control and ownership |        |      | part              |  |        |      |       |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1974              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 43                | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 1.5  | 0.96  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 18.8   | 11.2 | 1.68  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 16.0   | 30.0 | 0.53  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 26.9   | 6.1  | 4.41  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 4.9    | 17.9 | 0.27  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 12.3   | 13.9 | 0.89  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.0    | 0.0  | 0.27  |
| Average length of single life                                | 25.0   | 29.8 | 0.84              | Natural Sci., Mathematics and Statistics                   | 13.6   | 15.3 | 0.89  |
| Proportion married by age 25                                 | 33.6   | 7.4  | 4.54              | Services   | 0.2    | 0.2  | 0.97  |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 3.3    | 2.4  | 1.37  |
| Average number of children per woman                         |        |      | 3.38              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 12.00             | Mortality, children under age 5                            | 1.7    | 2.0  |       |
| Potential support ratio                                      |        |      | 16                | Mortality, non-communicable diseases                       | 10.2   | 12.3 |       |
| Total dependency ratio                                       |        |      | 65                | Mortality, infectious and parasitic diseases               | 0.2    | 0.2  |       |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 0.9    | 1.7  |       |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 23.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 99.60 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 94.50 |

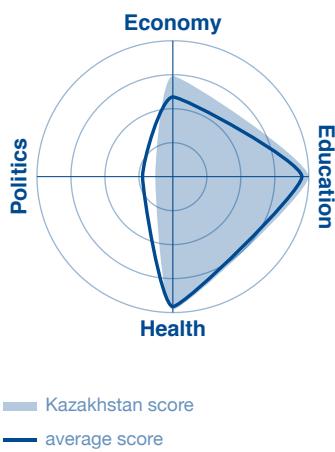
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Kazakhstan

rank  
out of 149 countries **60**  
score  
0.00 = imparity  
1.00 = parity **0.712**



## SCORE AT GLANCE

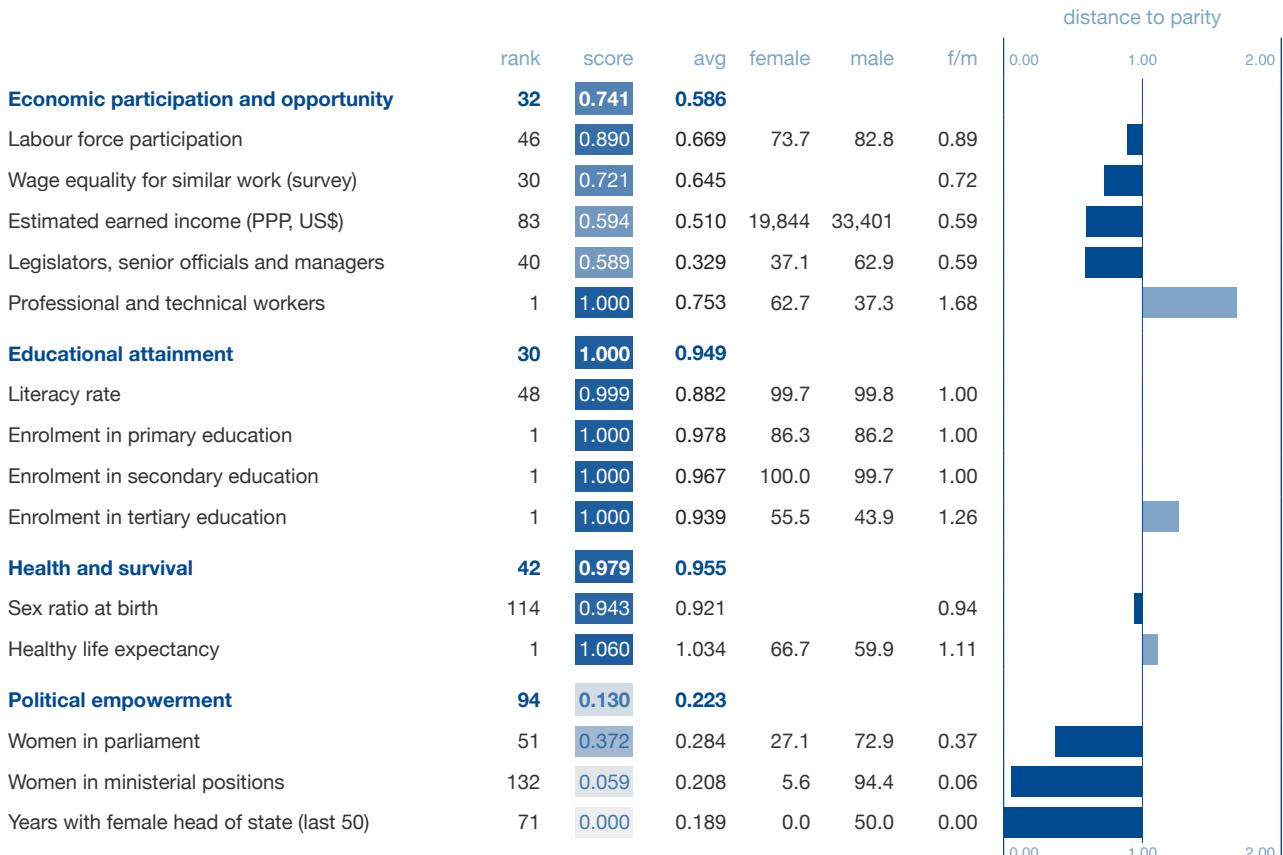


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 159.41    |
| GDP per capita (constant '11, intl. \$, PPP) | 24,056    |
| Total population (1,000s)                    | 17,987.74 |
| Population growth rate (%)                   | 1.14      |
| Population sex ratio (female/male)           | 1.06      |
| Human Capital Index score                    | 69.78     |

| Global Gender Gap score                |           |              | rank      |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| Global Gender Gap score                | <b>32</b> | <b>0.693</b> | <b>60</b> | <b>0.712</b> |
| Economic participation and opportunity | 16        | 0.713        | 32        | 0.741        |
| Educational attainment                 | 53        | 0.990        | 30        | 1.000        |
| Health and survival                    | 36        | 0.979        | 42        | 0.979        |
| Political empowerment                  | 69        | 0.089        | 94        | 0.130        |
| rank out of                            |           |              | 115       | 149          |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male | value             |
|--|--------|-------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | yes               | Length of parental leave (days)                            |        |      | 0                 |
| Youth not in employment or education                         | –      | –     | –                 | Length of maternity/paternity leave (days)                 | 126.0  | –    |                   |
| Unemployed adults  | 5.9    | 4.6   | 1.28              | Wages paid during maternity/paternity leave                | 100.0  | –    |                   |
| Discouraged job seekers                                      | 63.9   | 36.1  | 1.77              | Provider of parental leave benefits                        |        |      | –                 |
| Workers in informal employment                               | –      | –     | –                 | Provider of maternity/paternity leave benefits             | empl   | –    |                   |
| High-skilled share of labour force                           | 19.3   | 15.8  | 1.22              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 11.5   | 5.7   | 2.01              | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 0.1    | 0.1   | 0.89              |  |        |      |                   |
| Own-account workers  | 24.7   | 26.2  | 0.94              |  |        |      |                   |
| Work, minutes per day  | –      | –     | –                 |  |        |      |                   |
| Proportion of unpaid work per day                            | –      | –     | –                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 0.1    | 0.4  | 0.19              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.69 | Primary education attainment, adults                       | 99.6   | 99.7 | 1.00              |
| Boards of publicly traded companies                          | –      | –     | –                 | Primary education attainment, 25-54                        | 99.8   | 99.7 | 1.00              |
| Firms with female (co-)owners                                |        |       | 0.39              | Primary education attainment, 65+                          | 97.6   | 99.3 | 0.98              |
| Firms with female top managers                               |        |       | 0.23              | Out-of-school youth  | 0.5    | 5.4  | 0.09              |
| Employers  | 0.8    | 0.1   | 5.85              | Secondary education attainment, adults                     | 84.3   | 85.8 | 0.98              |
| R&D personnel  | –      | –     | –                 | Secondary education attainment, 25-54                      | 99.6   | 99.3 | 1.00              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 82.9   | 91.2 | 0.91              |
| Hold an account at a financial institution                   | 55.6   | 52.0  | 1.07              | Tertiary education attainment, adults                      | –      | –    | –                 |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 27.3   | 17.9 | 1.53              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 14.1   | 19.4 | 0.73              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | –      | –    | –                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | 72.7   | 73.0 | 1.00              |
| Mean monthly earnings (1,000s, local curr.)                  | 99.9   | 151.7 | 0.66              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |      |                   |
| Year women received right to vote                            |        |       | 1924              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |       | 93                | Agri., Forestry, Fisheries and Veterinary                  | 2.8    | 4.3  | 0.65              |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | 5.1    | 2.5  | 2.00              |
| Election list quotas for women, national                     |        |       | –                 | Business, Admin. and Law                                   | 26.0   | 28.0 | 0.93              |
| Election list quotas for women, local                        |        |       | –                 | Education  | 32.7   | 12.3 | 2.66              |
| Voluntary political party quotas                             |        |       | no                | Engineering, Manuf. and Construction                       | 9.6    | 30.0 | 0.32              |
| Seats held in upper house                                    | –      | –     | –                 | Health and Welfare   | 8.4    | 3.1  | 2.70              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 3.5    | 7.3  | 0.48              |
| Average length of single life                                | 23.1   | 26.3  | 0.88              | Natural Sci., Mathematics and Statistics                   | 3.4    | 1.9  | 1.85              |
| Proportion married by age 25                                 | 50.9   | 26.2  | 1.94              | Services   | 5.4    | 8.3  | 0.65              |
| Mean age of women at birth of first child                    |        |       | 29                | Social Sci., Journalism and Information                    | 2.9    | 1.5  | 2.00              |
| Average number of children per woman                         |        |       | 2.63              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |       | 12.00             | Mortality, children under age 5                            | 2.3    | 3.3  | <sup>1</sup> 0.70 |
| Potential support ratio                                      |        |       | 10                | Mortality, non-communicable diseases                       | 61.2   | 61.3 | <sup>1</sup> 1.00 |
| Total dependency ratio                                       |        |       | 52                | Mortality, infectious and parasitic diseases               | 1.2    | 2.7  | <sup>1</sup> 0.45 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 2.3    | 7.6  | <sup>1</sup> 0.30 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 1.2    | 5.2  | <sup>1</sup> 0.24 |
|  |        |       |                   | Mortality, childbirth                                      |        |      | 12                |
|  |        |       |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |      | –                 |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |      | –                 |
|  |        |       |                   | Antenatal care, at least four visits                       |        |      | 87.00             |

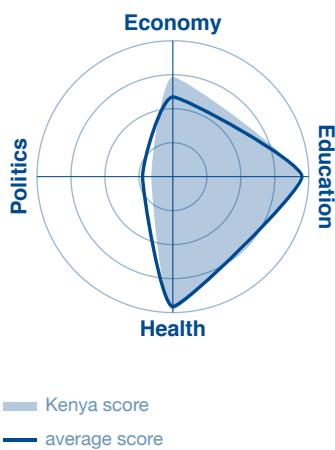
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Kenya

rank  
out of 149 countries **76**  
score  
0.00 = imparity  
1.00 = parity **0.700**



## SCORE AT GLANCE

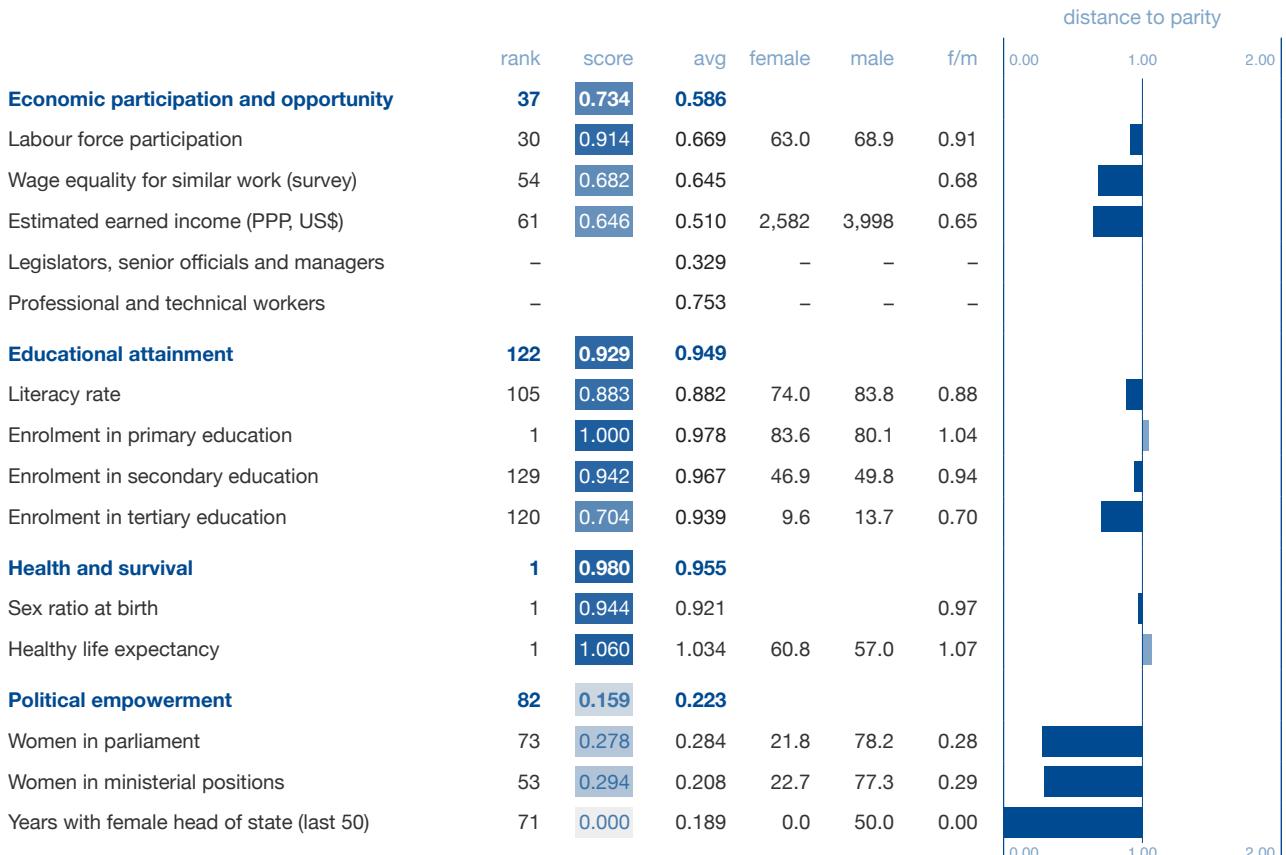


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 74.94     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,993     |
| Total population (1,000s)                    | 48,461.57 |
| Population growth rate (%)                   | 2.51      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 59.48     |

|  | 2006      | 2018         | 2006      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>73</b> | <b>0.649</b> | <b>76</b> | <b>0.700</b> |
| Economic participation and opportunity | 40        | 0.657        | 37        | 0.734        |
| Educational attainment                 | 88        | 0.918        | 122       | 0.929        |
| Health and survival                    | 96        | 0.966        | 1         | 0.980        |
| Political empowerment                  | 93        | 0.053        | 82        | 0.159        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 90.0   | 14.0  |       |
| Unemployed adults  | 12.2   | 12.1 | 1.01              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | empl  |       |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | no    |
| Contributing family workers                                  | -      | -    | -                 |  |        |       |       |
| Own-account workers  | -      | -    | -                 |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 12.0   | 15.6  | 0.77  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.59 | Primary education attainment, adults                       | 47.1   | 54.5  | 0.86  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 91.4   | 94.6  | 0.97  |
| Firms with female (co-)owners                                |        |      | 0.95              | Primary education attainment, 65+                          | 43.1   | 76.2  | 0.57  |
| Firms with female top managers                               |        |      | 0.15              | Out-of-school youth  | 32.6   | 23.1  | 1.41  |
| Employers  | -      | -    | -                 | Secondary education attainment, adults                     | 18.0   | 25.7  | 0.70  |
| R&D personnel  | 39.0   | 61.0 | 0.64              | Secondary education attainment, 25-54                      | 38.1   | 44.8  | 0.85  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 6.4    | 27.3  | 0.23  |
| Hold an account at a financial institution                   | 51.9   | 58.9 | 0.88              | Tertiary education attainment, adults                      | 0.0    | 0.0   | -     |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 11.7   | 14.0  | 0.84  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 2.5    | 9.4   | 0.27  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.0    | 0.0   | -     |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Year women received right to vote                            |        |      | 1919              | Agri., Forestry, Fisheries and Veterinary                  | 6.6    | 8.7   | 0.76  |
| Years since any women received voting rights                 |        |      | 98                | Arts and Humanities  | 6.6    | 6.1   | 1.08  |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 31.1   | 17.6  | 1.76  |
| Election list quotas for women, national                     |        |      | -                 | Education  | 24.0   | 18.4  | 1.31  |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 6.0    | 24.1  | 0.25  |
| Voluntary political party quotas                             |        |      | yes               | Health and Welfare   | 11.0   | 7.8   | 1.41  |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | 0.9    | 1.3   | 0.64  |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 8.7    | 13.3  | 0.65  |
| Average length of single life                                | 22.3   | 26.6 | 0.84              | Services   | 1.1    | 0.3   | 3.70  |
| Proportion married by age 25                                 | 59.5   | 17.3 | 3.44              | Social Sci., Journalism and Information                    | 4.3    | 2.2   | 1.90  |
| Mean age of women at birth of first child                    |        |      | 29                | <b>Health</b>  | female | male  | value |
| Average number of children per woman                         |        |      | 3.85              | Mortality, children under age 5                            | 33.8   | 40.9  |       |
| Women's unmet demand for family planning                     |        |      | 26.00             | Mortality, non-communicable diseases                       | 51.0   | 54.5  |       |
| Potential support ratio                                      |        |      | 21                | Mortality, infectious and parasitic diseases               | 43.4   | 60.1  |       |
| Total dependency ratio                                       |        |      | 77                | Mortality, accidental injuries                             | 9.8    | 19.5  |       |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, intentional injuries, self-harm                 | 1.7    | 5.3   |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no    |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 41.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 61.80 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 57.60 |

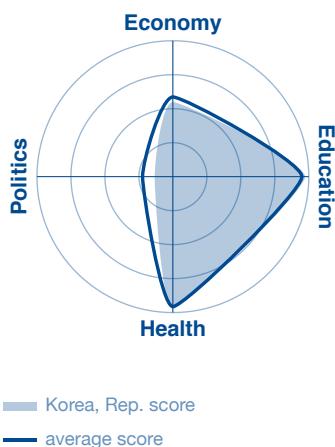
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Korea, Rep.

rank  
out of 149 countries **115**  
score  
0.00 = imparity  
1.00 = parity **0.657**



## SCORE AT GLANCE

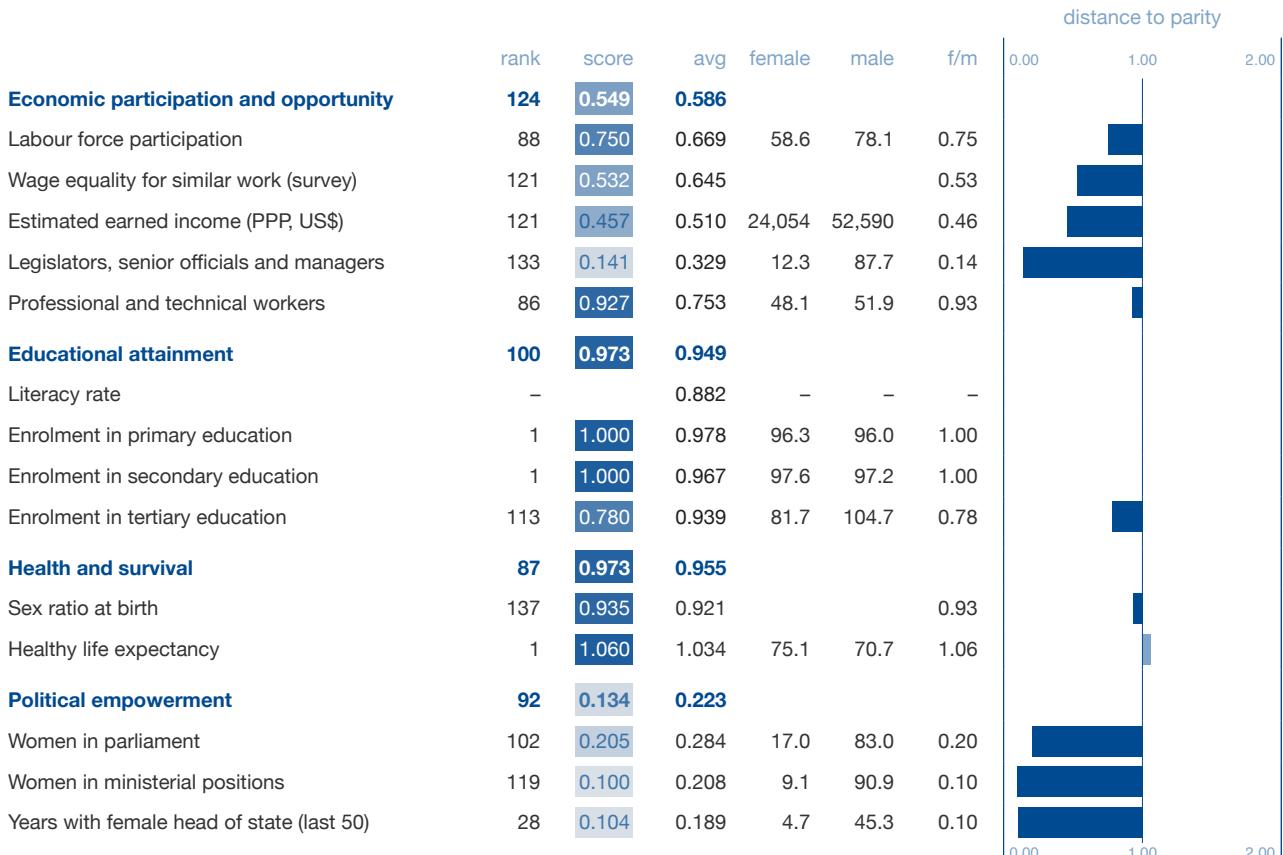


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 1,530.75  |
| GDP per capita (constant '11, intl. \$, PPP) | 35,938    |
| Total population (1,000s)                    | 50,791.92 |
| Population growth rate (%)                   | 0.37      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | -         |

|  | rank      | 2006         | rank       | 2018         |
|--|-----------|--------------|------------|--------------|
|  |           | score        |            | score        |
| <b>Global Gender Gap score</b>         | <b>92</b> | <b>0.616</b> | <b>115</b> | <b>0.657</b> |
| Economic participation and opportunity | 96        | 0.481        | 124        | 0.549        |
| Educational attainment                 | 82        | 0.948        | 100        | 0.973        |
| Health and survival                    | 94        | 0.967        | 87         | 0.973        |
| Political empowerment                  | 84        | 0.067        | 92         | 0.134        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female  | male    | value             |  | female | male  | value |
|--|---------|---------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |         |         |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |         |         | yes               | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | -       | -       | -                 | Length of maternity/paternity leave (days)                 | 90.0   | 3.0   |       |
| Unemployed adults  | 3.6     | 3.8     | 0.95              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 36.4    | 63.5    | 0.57              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -       | -       | -                 | Provider of maternity/paternity leave benefits             | dual   | empl  |       |
| High-skilled share of labour force                           | 29.3    | 47.2    | 0.62              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 17.8    | 7.9     | 2.26              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 8.7     | 1.0     | 8.71              |  |        |       |       |
| Own-account workers  | 14.1    | 26.5    | 0.53              |  |        |       |       |
| Work, minutes per day  | 500.6   | 466.9   | 1.07              |  |        |       |       |
| Proportion of unpaid work per day                            | 45.4    | 9.6     | 4.71              |  |        |       |       |
| <b>Economic Leadership</b>                                   | female  | male    | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |         |         | no                | Out-of-school children                                     | 1.4    | 1.1   | 1.36  |
| Advancement of women to leadership roles                     |         |         | <sup>2</sup> 0.51 | Primary education attainment, adults                       | 91.2   | 97.6  | 0.93  |
| Boards of publicly traded companies                          | 2.1     | 97.9    | 0.02              | Primary education attainment, 25-54                        | -      | -     | -     |
| Firms with female (co-)owners                                |         |         | -                 | Primary education attainment, 65+                          | -      | -     | -     |
| Firms with female top managers                               |         |         | -                 | Out-of-school youth  | 4.5    | 3.8   | 1.19  |
| Employers  | -       | 1.0     | -                 | Secondary education attainment, adults                     | 66.2   | 79.6  | 0.83  |
| R&D personnel  | 3.9     | 96.1    | 0.04              | Secondary education attainment, 25-54                      | -      | -     | -     |
| <b>Access to Assets</b>                                      | female  | male    | value             | Secondary education attainment, 65+                        | -      | -     | -     |
| Hold an account at a financial institution                   | 93.4    | 95.4    | 0.98              | Tertiary education attainment, adults                      | 19.7   | 29.3  | 0.67  |
| Women's access to financial services                         |         |         | yes               | Tertiary education attainment, age 25-54                   | -      | -     | -     |
| Inheritance rights for daughters                             |         |         | yes               | Tertiary education attainment, age 65+                     | -      | -     | -     |
| Women's access to land use, control and ownership            |         |         | part              | PhD graduates  | 0.3    | 0.9   | 0.28  |
| Women's access to non-land assets use, control and ownership |         |         | part              | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 2,362.2 | 3,780.0 | 0.62              |  |        |       |       |
| <b>Political Leadership</b>                                  | female  | male    | value             |  |        |       |       |
| Year women received right to vote                            |         |         | 1948              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |         |         | 69                | Agri., Forestry, Fisheries and Veterinary                  | 1.0    | 1.5   | 0.66  |
| Number of female heads of state to date                      |         |         | 3                 | Arts and Humanities  | 23.3   | 11.6  | 2.01  |
| Election list quotas for women, national                     |         |         | 50                | Business, Admin. and Law                                   | 16.0   | 18.0  | 0.89  |
| Election list quotas for women, local                        |         |         | 50                | Education  | 10.9   | 3.4   | 3.17  |
| Voluntary political party quotas                             |         |         | yes               | Engineering, Manuf. and Construction                       | 11.7   | 37.7  | 0.31  |
| Seats held in upper house                                    | 15.4    | 84.6    | 0.18              | Health and Welfare   | 20.7   | 8.3   | 2.50  |
| <b>Family</b>  | female  | male    | value             | Information and Comm. Technologies                         | 1.4    | 4.1   | 0.33  |
| Average length of single life                                | 28.8    | 32.0    | 0.90              | Natural Sci., Mathematics and Statistics                   | 4.0    | 4.6   | 0.87  |
| Proportion married by age 25                                 | 6.3     | 1.8     | 3.45              | Services   | 8.0    | 6.6   | 1.21  |
| Mean age of women at birth of first child                    |         |         | 32                | Social Sci., Journalism and Information                    | 5.0    | 4.3   | 1.16  |
| Average number of children per woman                         |         |         | 1.30              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |         |         | -                 | Mortality, children under age 5                            | 0.7    | 0.9   |       |
| Potential support ratio                                      |         |         | 5                 | Mortality, non-communicable diseases                       | 102.0  | 117.3 |       |
| Total dependency ratio                                       |         |         | 37                | Mortality, infectious and parasitic diseases               | 4.5    | 4.7   |       |
| Parity of parental rights in marriage                        |         |         | yes               | Mortality, accidental injuries                             | 5.0    | 9.4   |       |
| Parity of parental rights after divorce                      |         |         | yes               | Mortality, intentional injuries, self-harm                 | 4.9    | 12.2  |       |
|  |         |         |                   | Mortality, childbirth                                      |        |       |       |
|  |         |         |                   | Legislation on domestic violence                           |        |       | yes   |
|  |         |         |                   | Prevalence of gender violence in lifetime                  |        |       | -     |
|  |         |         |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |         |         |                   | Births attended by skilled health personnel                |        |       | -     |
|  |         |         |                   | Antenatal care, at least four visits                       |        |       | -     |

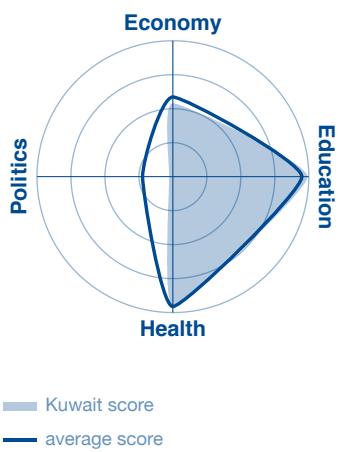
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Kuwait

rank  
out of 149 countries  
**126**  
score  
0.00 = imparity  
1.00 = parity  
**0.630**



## SCORE AT GLANCE

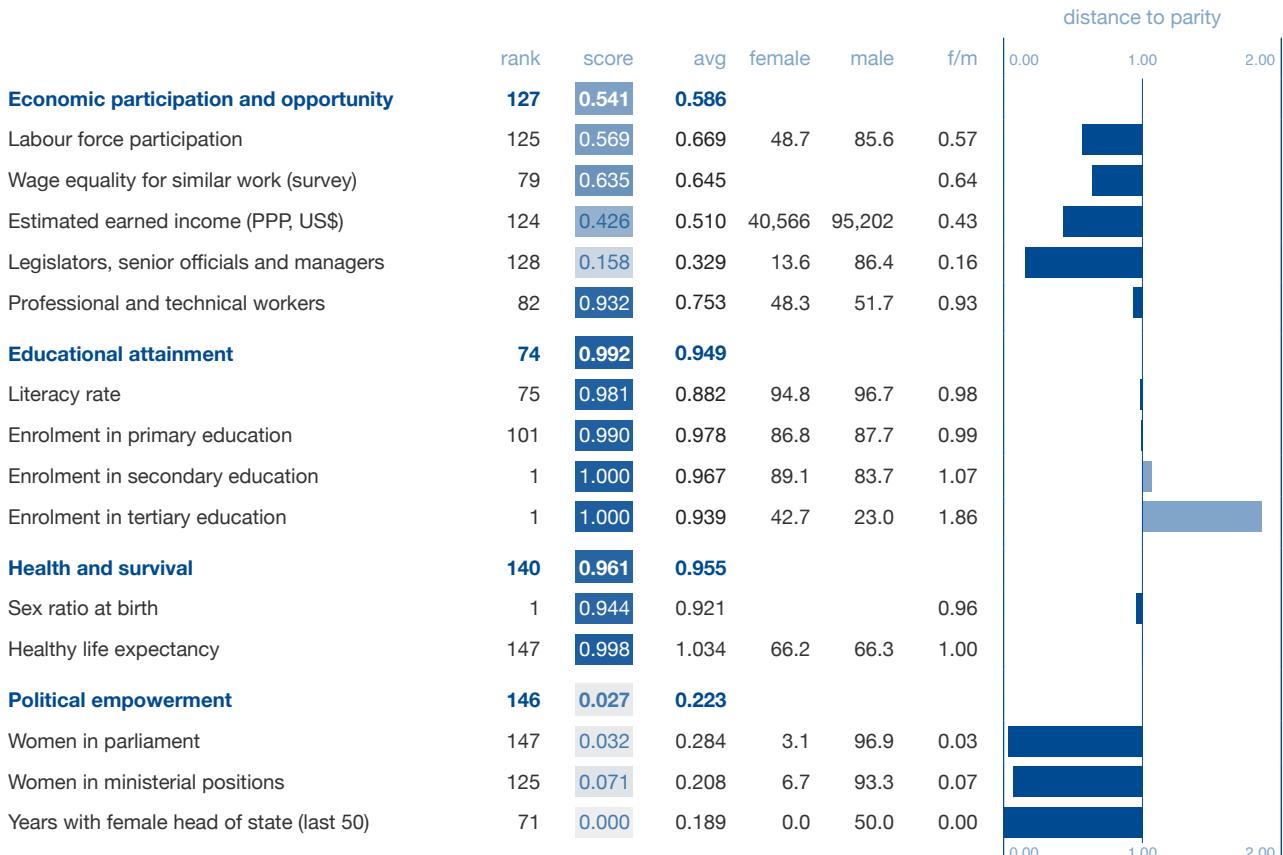


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 120.13   |
| GDP per capita (constant '11, intl. \$, PPP) | 65,531   |
| Total population (1,000s)                    | 4,052.58 |
| Population growth rate (%)                   | 1.75     |
| Population sex ratio (female/male)           | 0.74     |
| Human Capital Index score                    | 56.08    |

|  | rank      | score        | 2006       | 2018         |
|--|-----------|--------------|------------|--------------|
|  |           |              | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>86</b> | <b>0.634</b> | <b>126</b> | <b>0.630</b> |
| Economic participation and opportunity | 72        | 0.577        | 127        | 0.541        |
| Educational attainment                 | 41        | 0.993        | 74         | 0.992        |
| Health and survival                    | 105       | 0.961        | 140        | 0.961        |
| Political empowerment                  | 114       | 0.005        | 146        | 0.027        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 70.0   | -    |                   |
| Unemployed adults  | 4.9    | 2.9  | 1.68              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 6.9    | 12.2 | 0.56              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 0.0    | 0.0  | 1.48              |  |        |      |                   |
| Own-account workers  | 0.3    | 2.7  | 0.10              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 0.7    | 1.9  | 0.35              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.59 | Primary education attainment, adults                       | 64.5   | 60.9 | 1.06              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 61.8   | 61.8 | 1.00              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 18.7   | 46.0 | 0.41              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 20.6   | 33.8 | 0.61              |
| Employers  | 0.2    | 0.0  | 6.64              | Secondary education attainment, adults                     | 36.3   | 26.4 | 1.38              |
| R&D personnel  | 40.1   | 59.9 | 0.67              | Secondary education attainment, 25-54                      | 33.4   | 22.7 | 1.47              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 7.0    | 20.2 | 0.35              |
| Hold an account at a financial institution                   | 64.0   | 79.3 | 0.81              | Tertiary education attainment, adults                      | 13.1   | 7.7  | 1.71              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 8.2    | 3.9  | 2.10              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 1.3    | 7.4  | 0.18              |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.3    | 0.5  | 0.53              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Year women received right to vote                            |        |      | 2005              | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                 |
| Years since any women received voting rights                 |        |      | 12                | Arts and Humanities  | -      | -    | -                 |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | -      | -    | -                 |
| Election list quotas for women, national                     |        |      | -                 | Education  | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | -      | -    | -                 |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | -      | -    | -                 |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Average length of single life                                | 27.5   | 28.9 | 0.95              | Services   | -      | -    | -                 |
| Proportion married by age 25                                 | 31.9   | 17.3 | 1.84              | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 30                |  |        |      |                   |
| Average number of children per woman                         |        |      | 1.97              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, children under age 5                            | 0.3    | 0.3  | <sup>1</sup> 0.83 |
| Potential support ratio                                      |        |      | 35                | Mortality, non-communicable diseases                       | 2.8    | 4.6  | <sup>1</sup> 0.59 |
| Total dependency ratio                                       |        |      | 30                | Mortality, infectious and parasitic diseases               | 0.0    | 0.0  | <sup>1</sup> 0.66 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 0.2    | 0.8  | <sup>1</sup> 0.25 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.1    | 0.2  | <sup>1</sup> 0.24 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 4    |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | -                 |

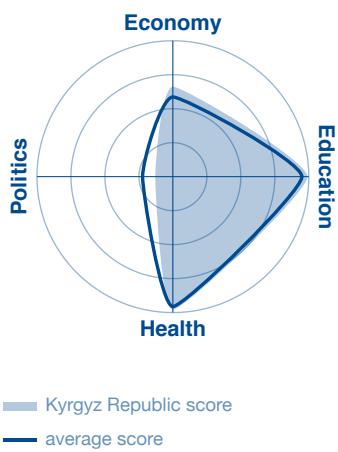
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Kyrgyz Republic

rank  
out of 149 countries **86**  
score  
0.00 = imparity  
1.00 = parity **0.691**



## SCORE AT GLANCE

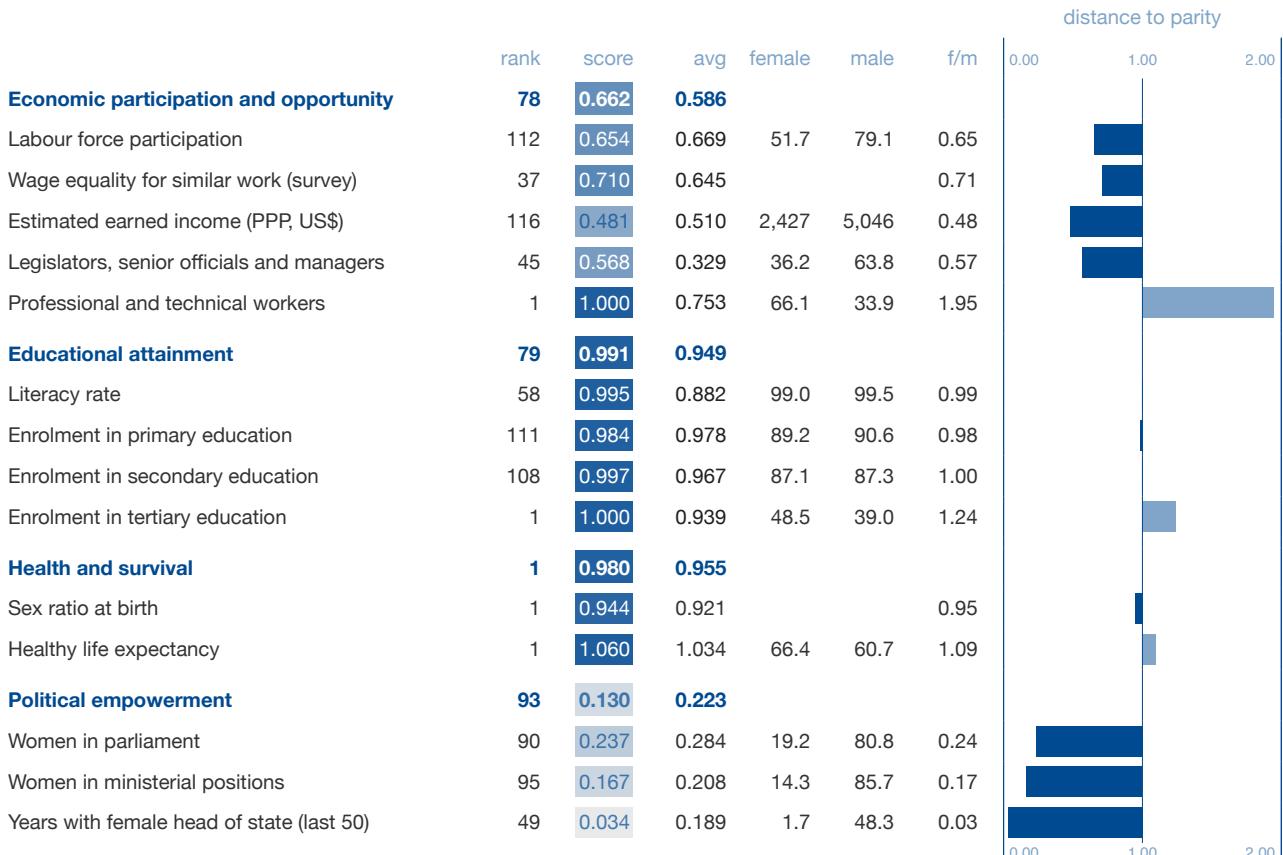


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 7.56     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,393    |
| Total population (1,000s)                    | 5,955.73 |
| Population growth rate (%)                   | 1.47     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 65.14    |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>52</b> | <b>0.674</b> | <b>86</b> | <b>0.691</b> |
| Economic participation and opportunity | 26        | 0.687        | 78        | 0.662        |
| Educational attainment                 | 33        | 0.995        | 79        | 0.991        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 107       | 0.035        | 93        | 0.130        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male | value |
|--|--------|------|--------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |      | 0     |
| Youth not in employment or education                         | 29.5   | 13.6 | 2.16   | Length of maternity/paternity leave (days)                 | 126.0  | 0.0  |       |
| Unemployed adults  | 9.0    | 6.5  | 1.38   | Wages paid during maternity/paternity leave                | 19.0   | –    |       |
| Discouraged job seekers                                      | 51.8   | 48.2 | 1.08   | Provider of parental leave benefits                        |        |      | –     |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | dual   | –    |       |
| High-skilled share of labour force                           | 9.1    | 9.1  | 1.00   | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 30.8   | 17.3 | 1.78   | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | 14.4   | 5.0  | 2.88   |  |        |      |       |
| Own-account workers  | 15.7   | 32.8 | 0.48   |  |        |      |       |
| Work, minutes per day  | –      | –    | –      |  |        |      |       |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 2.6    | 1.6  | 1.61  |
| Advancement of women to leadership roles                     |        |      | 2 0.65 | Primary education attainment, adults                       | 97.3   | 98.7 | 0.99  |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | –      | –    | –     |
| Firms with female (co-)owners                                |        |      | 0.98   | Primary education attainment, 65+                          | –      | –    | –     |
| Firms with female top managers                               |        |      | 0.40   | Out-of-school youth  | 25.5   | 36.7 | 0.70  |
| Employers  | 2.3    | 5.0  | 0.45   | Secondary education attainment, adults                     | 87.1   | 89.7 | 0.97  |
| R&D personnel  | –      | –    | –      | Secondary education attainment, 25-54                      | –      | –    | –     |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | –      | –    | –     |
| Hold an account at a financial institution                   | 18.9   | 17.9 | 1.05   | Tertiary education attainment, adults                      | 17.4   | 14.9 | 1.17  |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | –      | –    | –     |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | –      | –    | –     |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | 0.0    | 0.0  | 0.67  |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | –      | –    | –     |
| Mean monthly earnings (1,000s, local curr.)                  | 11.7   | 15.6 | 0.75   |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |       |
| Year women received right to vote                            |        |      | 1918   | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 99     | Agri., Forestry, Fisheries and Veterinary                  | 0.6    | 1.8  | 0.35  |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 4.8    | 4.7  | 1.03  |
| Election list quotas for women, national                     |        |      | 30     | Business, Admin. and Law                                   | 41.4   | 51.5 | 0.80  |
| Election list quotas for women, local                        |        |      | –      | Education  | 23.1   | 4.2  | 5.50  |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | 3.9    | 12.4 | 0.32  |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 11.6   | 5.5  | 2.13  |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 2.1    | 3.3  | 0.64  |
| Average length of single life                                | 22.0   | 25.5 | 0.86   | Natural Sci., Mathematics and Statistics                   | 2.5    | 2.1  | 1.19  |
| Proportion married by age 25                                 | 62.4   | 24.3 | 2.57   | Services   | 1.5    | 7.9  | 0.18  |
| Mean age of women at birth of first child                    |        |      | 28     | Social Sci., Journalism and Information                    | 7.7    | 6.6  | 1.16  |
| Average number of children per woman                         |        |      | 3.01   | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 18.00  | Mortality, children under age 5                            | 1.6    | 2.1  |       |
| Potential support ratio                                      |        |      | 15     | Mortality, non-communicable diseases                       | 13.6   | 16.5 |       |
| Total dependency ratio                                       |        |      | 56     | Mortality, infectious and parasitic diseases               | 0.5    | 0.9  |       |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.5    | 1.6  |       |
| Parity of parental rights after divorce                      |        |      | part   | Mortality, intentional injuries, self-harm                 | 0.2    | 0.7  |       |
|  |        |      |        | Mortality, childbirth                                      |        |      |       |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | –     |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |        | Births attended by skilled health personnel                |        |      | –     |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | –     |

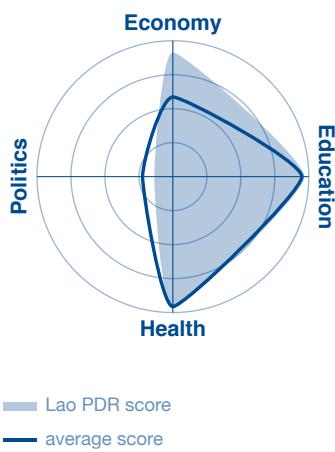
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Lao PDR

rank  
out of 149 countries **26**  
score  
0.00 = imparity  
1.00 = parity **0.748**



## SCORE AT GLANCE

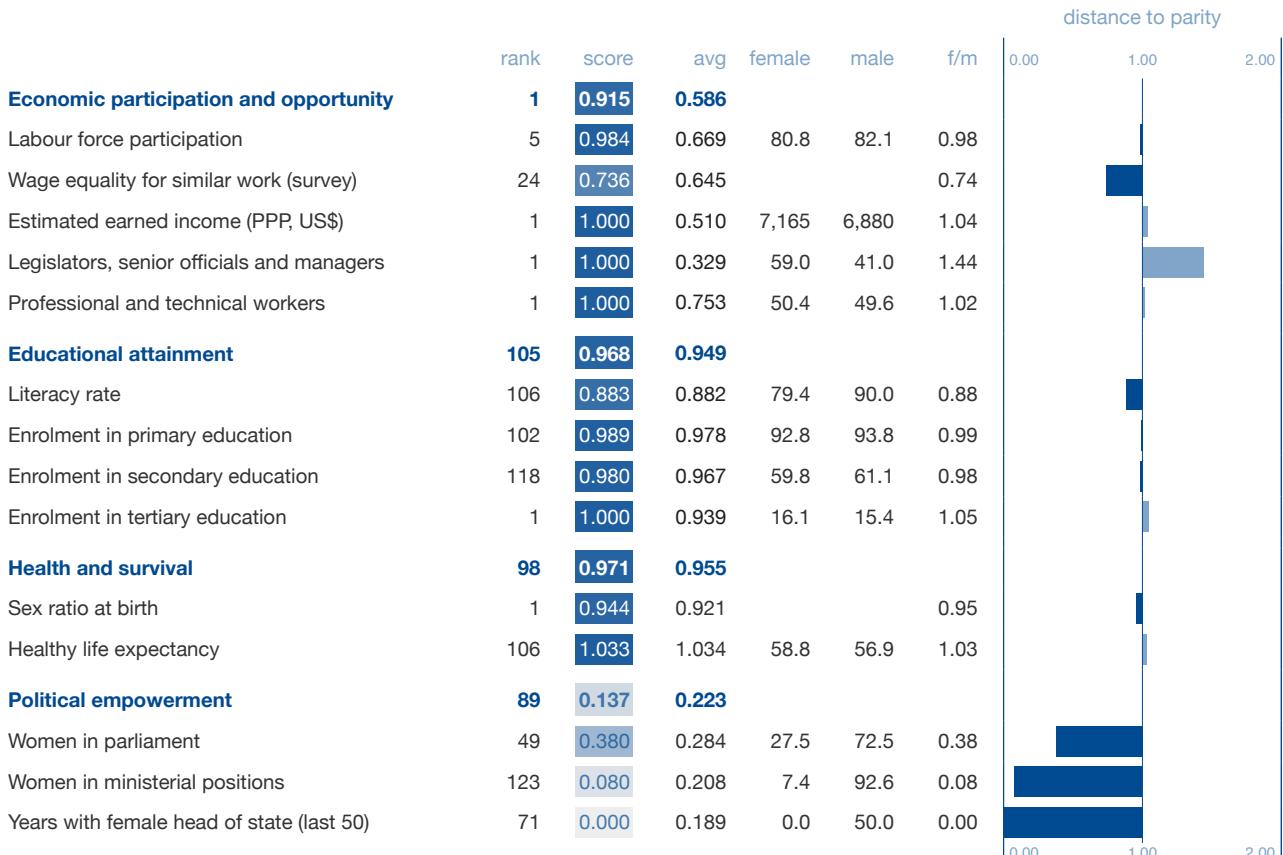


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 16.85    |
| GDP per capita (constant '11, intl. \$, PPP) | 6,397    |
| Total population (1,000s)                    | 6,758.35 |
| Population growth rate (%)                   | 1.48     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 58.36    |

| Global Gender Gap score                |      | 2006  |           | 2018         |
|--|------|-------|-----------|--------------|
|  | rank | score | rank      | score        |
| Economic participation and opportunity | —    | —     | <b>26</b> | <b>0.748</b> |
| Educational attainment                 | —    | —     | 105       | 0.968        |
| Health and survival                    | —    | —     | 98        | 0.971        |
| Political empowerment                  | —    | —     | 89        | 0.137        |
| rank out of                            |      | 115   |           | 149          |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value             |  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |       |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 5.9    | 4.3   | 1.36              | Length of maternity/paternity leave (days)                 | 105.0  | 3.0   |                   |
| Unemployed adults  | 0.7    | 0.8   | 0.87              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 54.4   | 45.6  | 1.19              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 3.1    | 5.4   | 0.57              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 8.9    | 7.8   | 1.14              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 45.2   | 24.5  | 1.85              |  |        |       |                   |
| Own-account workers  | 43.6   | 54.3  | 0.80              |  |        |       |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 7.9    | 6.7   | 1.16              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.70 | Primary education attainment, adults                       | -      | -     | -                 |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | -      | -     | -                 |
| Firms with female (co-)owners                                |        |       | 0.76              | Primary education attainment, 65+                          | -      | -     | -                 |
| Firms with female top managers                               |        |       | 0.83              | Out-of-school youth  | 49.8   | 43.2  | 1.15              |
| Employers  | 0.2    | 24.5  | 0.01              | Secondary education attainment, adults                     | -      | -     | -                 |
| R&D personnel  | -      | -     | -                 | Secondary education attainment, 25-54                      | -      | -     | -                 |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | -      | -     | -                 |
| Hold an account at a financial institution                   | -      | -     | -                 | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | -      | -     | -                 |
| Inheritance rights for daughters                             |        |       | part              | Tertiary education attainment, age 65+                     | -      | -     | -                 |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 784.1  | 958.5 | 0.82              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1958              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 59                | Agri., Forestry, Fisheries and Veterinary                  | 3.4    | 5.2   | 0.66              |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | 7.8    | 7.9   | 0.99              |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 48.9   | 48.1  | 1.02              |
| Election list quotas for women, local                        |        |       | -                 | Education  | 25.9   | 15.3  | 1.70              |
| Voluntary political party quotas                             |        |       | -                 | Engineering, Manuf. and Construction                       | 2.3    | 10.8  | 0.21              |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 5.0    | 2.9   | 1.72              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 2.7    | 6.1   | 0.45              |
| Average length of single life                                | 20.5   | 23.3  | 0.88              | Natural Sci., Mathematics and Statistics                   | 0.6    | 0.8   | 0.73              |
| Proportion married by age 25                                 | 72.0   | 48.5  | 1.48              | Services   | 3.3    | 1.6   | 2.07              |
| Mean age of women at birth of first child                    |        |       | 28                | Social Sci., Journalism and Information                    | 1.1    | 1.4   | 0.76              |
| Average number of children per woman                         |        |       | 2.70              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | 27.00             | Mortality, children under age 5                            | 5.1    | 6.5   | <sup>1</sup> 0.78 |
| Potential support ratio                                      |        |       | 16                | Mortality, non-communicable diseases                       | 13.7   | 12.1  | <sup>1</sup> 1.13 |
| Total dependency ratio                                       |        |       | 59                | Mortality, infectious and parasitic diseases               | 2.9    | 4.4   | <sup>1</sup> 0.66 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 1.2    | 2.3   | <sup>1</sup> 0.52 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 0.4    | 0.9   | <sup>1</sup> 0.44 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | -                 |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | -                 |

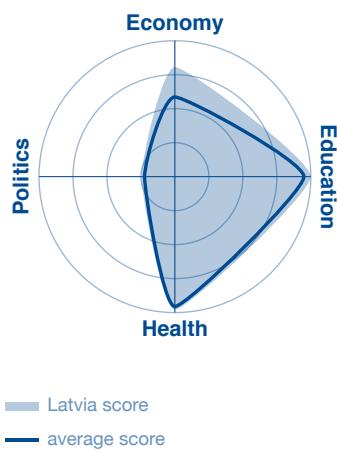
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Latvia

rank 17  
out of 149 countries  
score 0.758  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

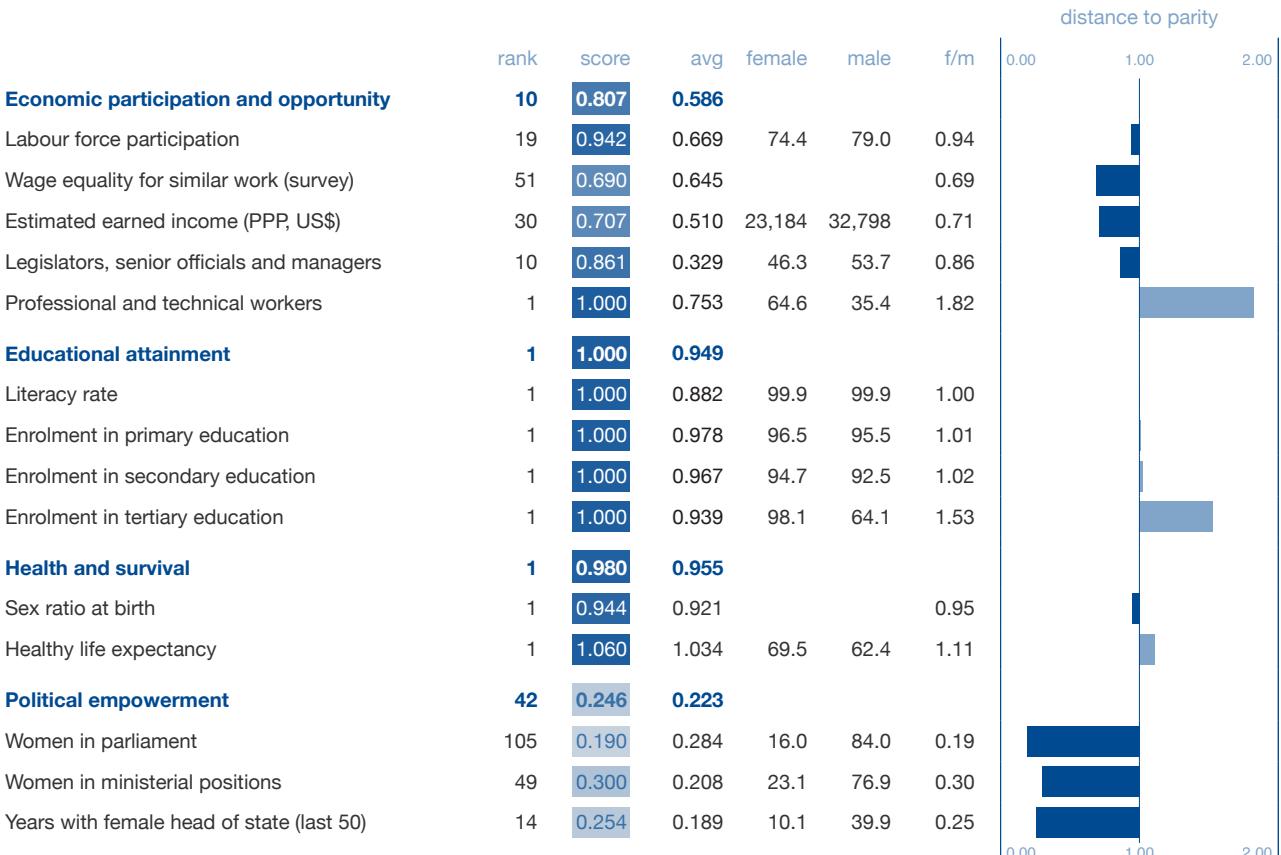


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 30.26    |
| GDP per capita (constant '11, intl. \$, PPP) | 25,064   |
| Total population (1,000s)                    | 1,970.53 |
| Population growth rate (%)                   | -1.04    |
| Population sex ratio (female/male)           | 1.18     |
| Human Capital Index score                    | 69.85    |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>19</b> | <b>0.709</b> | <b>17</b> | <b>0.758</b> |
| Economic participation and opportunity | 20        | 0.705        | 10        | 0.807        |
| Educational attainment                 | 85        | 0.931        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 21        | 0.221        | 42        | 0.246        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 548    |
| Youth not in employment or education                         | 11.7   | 9.4  | 1.25   | Length of maternity/paternity leave (days)                 | 112.0  | 10.0  |        |
| Unemployed adults  | 8.4    | 10.9 | 0.77   | Wages paid during maternity/paternity leave                | 80.0   | 80.0  |        |
| Discouraged job seekers                                      | 40.5   | 59.5 | 0.68   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 22.7   | 12.3 | 1.85   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 19.7   | 10.4 | 1.89   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.7    | 1.0  | 0.64   |  |        |       |        |
| Own-account workers  | 6.7    | 8.9  | 0.76   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 3.1    | 3.4   | 0.92   |
| Advancement of women to leadership roles                     |        |      | 2 0.75 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00   |
| Boards of publicly traded companies                          | 28.0   | 72.0 | 0.39   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.57   | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |      | 0.46   | Out-of-school youth  | 3.4    | 5.0   | 0.69   |
| Employers  | 2.5    | 1.0  | 2.41   | Secondary education attainment, adults                     | 90.8   | 86.0  | 1.06   |
| R&D personnel  | 50.6   | 49.4 | 1.02   | Secondary education attainment, 25-54                      | 98.6   | 97.8  | 1.01   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 95.3   | 96.1  | 0.99   |
| Hold an account at a financial institution                   | 90.2   | 90.3 | 1.00   | Tertiary education attainment, adults                      | 34.0   | 20.6  | 1.65   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 30.2   | 14.2  | 2.13   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 18.6   | 19.9  | 0.93   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.4    | 0.7   | 0.52   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 78.3   | 80.2  | 0.98   |
| Mean monthly earnings (1,000s, local curr.)                  | 0.7    | 0.9  | 0.84   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1918   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 99     | Agri., Forestry, Fisheries and Veterinary                  | 1.2    | 2.5   | 0.50   |
| Number of female heads of state to date                      |        |      | 2      | Arts and Humanities  | 9.2    | 5.5   | 1.67   |
| Election list quotas for women, national                     |        |      | -      | Business, Admin. and Law                                   | 34.1   | 28.0  | 1.22   |
| Election list quotas for women, local                        |        |      | -      | Education  | 9.6    | 1.4   | 6.69   |
| Voluntary political party quotas                             |        |      | -      | Engineering, Manuf. and Construction                       | 5.2    | 26.3  | 0.20   |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | 18.6   | 5.3   | 3.52   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 1.4    | 10.1  | 0.14   |
| Average length of single life                                | 30.3   | 33.0 | 0.92   | Natural Sci., Mathematics and Statistics                   | 3.2    | 4.1   | 0.78   |
| Proportion married by age 25                                 | 11.1   | 4.2  | 2.64   | Services   | 6.7    | 10.9  | 0.61   |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 11.1   | 5.8   | 1.92   |
| Average number of children per woman                         |        |      | 1.54   |  |        |       |        |
| Women's unmet demand for family planning                     |        |      | 17.00  | <b>Health</b>  | female | male  | value  |
| Potential support ratio                                      |        |      | 3      | Mortality, children under age 5                            | 0.1    | 0.1   | 1 0.79 |
| Total dependency ratio                                       |        |      | 53     | Mortality, non-communicable diseases                       | 14.6   | 11.7  | 1 1.24 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, infectious and parasitic diseases               | 0.1    | 0.2   | 1 0.59 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, accidental injuries                             | 0.3    | 0.7   | 1 0.42 |
|  |        |      |        | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4   | 1 0.25 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 18   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 32.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 98.10  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | -      |

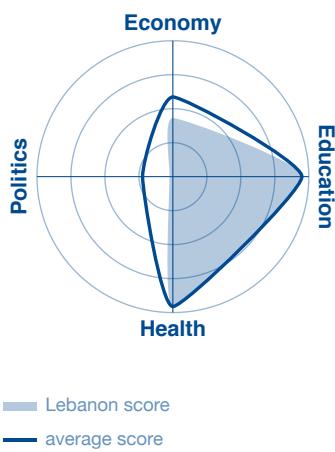
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Lebanon

rank  
out of 149 countries **140**  
score  
0.00 = imparity  
1.00 = parity **0.595**



## SCORE AT GLANCE

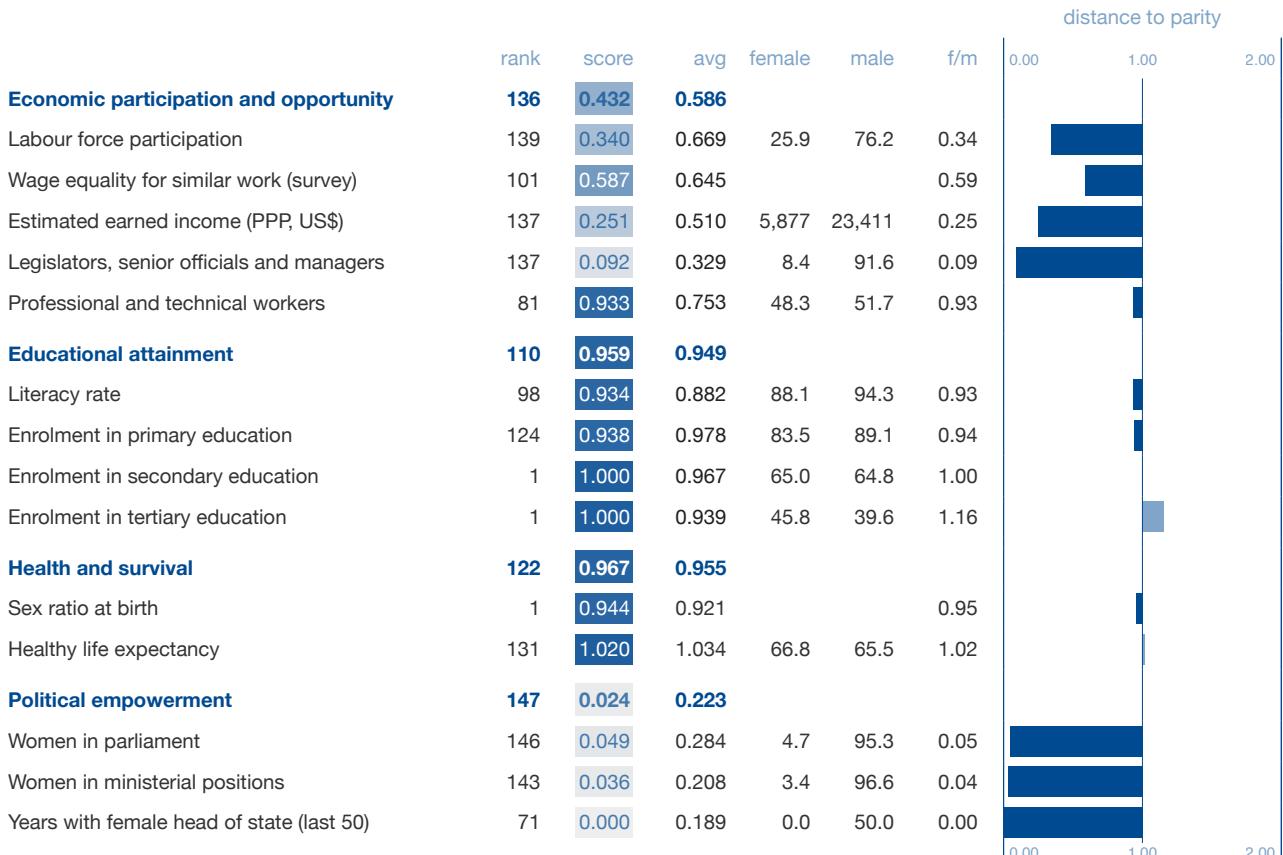


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 51.84    |
| GDP per capita (constant '11, intl. \$, PPP) | 13,368   |
| Total population (1,000s)                    | 6,006.67 |
| Population growth rate (%)                   | 0.72     |
| Population sex ratio (female/male)           | 0.99     |
| Human Capital Index score                    | -        |

| Global Gender Gap score                |      | 2006  |            | 2018         |
|--|------|-------|------------|--------------|
|  | rank | score | rank       | score        |
| Economic participation and opportunity | -    | -     | <b>140</b> | <b>0.595</b> |
| Educational attainment                 | -    | -     | 136        | 0.432        |
| Health and survival                    | -    | -     | 110        | 0.959        |
| Political empowerment                  | -    | -     | 122        | 0.967        |
| rank out of                            | 115  |       | 147        | 0.024        |
|  |      |       | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 27.3   | 16.0 | 1.71              | Length of maternity/paternity leave (days)                 | 70.0   | -    |                   |
| Unemployed adults  | 10.4   | 5.0  | 2.07              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 36.3   | 63.7 | 0.57              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 10.1   | 14.1 | 0.72              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 5.9    | 4.0  | 1.49              |  |        |      |                   |
| Own-account workers  | 10.0   | 27.7 | 0.36              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 19.2   | 13.7 | 1.40              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.58 | Primary education attainment, adults                       | 74.7   | 82.5 | 0.91              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -    | -                 |
| Firms with female (co-)owners                                |        |      | 0.77              | Primary education attainment, 65+                          | -      | -    | -                 |
| Firms with female top managers                               |        |      | 0.05              | Out-of-school youth  | 33.6   | 33.9 | 0.99              |
| Employers  | 1.7    | 4.0  | 0.44              | Secondary education attainment, adults                     | 32.5   | 33.4 | 0.97              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | -      | -    | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | -      | -    | -                 |
| Hold an account at a financial institution                   | 32.9   | 62.4 | 0.53              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | -      | -    | -                 |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | -      | -    | -                 |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1952              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 65                | Agri., Forestry, Fisheries and Veterinary                  | 0.5    | 0.5  | 1.12              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 16.1   | 8.2  | 1.97              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 30.8   | 44.8 | 0.69              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 7.6    | 1.7  | 4.45              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 6.0    | 20.7 | 0.29              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 14.3   | 7.2  | 1.99              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.1    | 3.2  | 0.34              |
| Average length of single life                                | 28.3   | 32.3 | 0.88              | Natural Sci., Mathematics and Statistics                   | 10.9   | 6.4  | 1.70              |
| Proportion married by age 25                                 | 19.3   | 2.9  | 6.64              | Services   | 0.5    | 0.6  | 0.86              |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 11.8   | 6.7  | 1.76              |
| Average number of children per woman                         |        |      | 1.72              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 12.00             | Mortality, children under age 5                            | 0.4    | 0.4  | <sup>1</sup> 0.87 |
| Potential support ratio                                      |        |      | 8                 | Mortality, non-communicable diseases                       | 15.0   | 17.3 | <sup>1</sup> 0.87 |
| Total dependency ratio                                       |        |      | 47                | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | <sup>1</sup> 0.57 |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, accidental injuries                             | 0.7    | 1.4  | <sup>1</sup> 0.52 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.2    | 0.5  | <sup>1</sup> 0.31 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 15   |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 35.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | -                 |

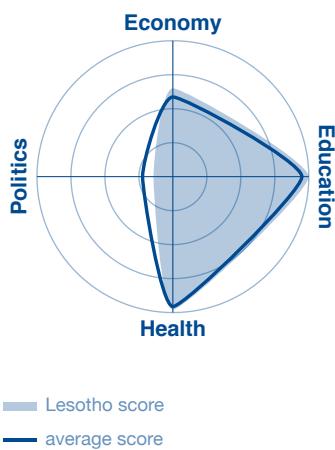
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Lesotho

rank  
out of 149 countries **81**  
score  
0.00 = imparity  
1.00 = parity **0.693**



## SCORE AT GLANCE

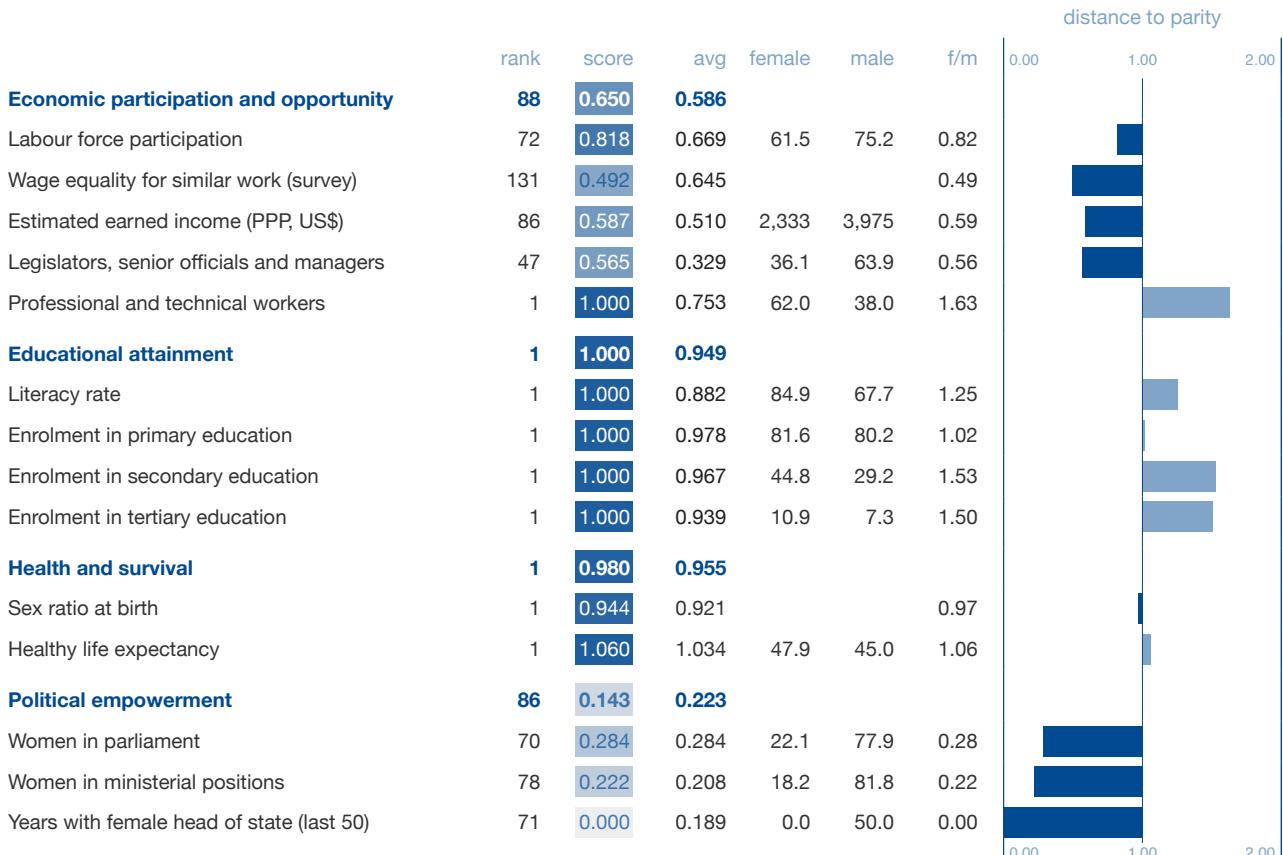


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 2.64     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,851    |
| Total population (1,000s)                    | 2,203.82 |
| Population growth rate (%)                   | 1.33     |
| Population sex ratio (female/male)           | 1.06     |
| Human Capital Index score                    | 46.88    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>43</b> | <b>0.681</b> | <b>81</b> | <b>0.693</b> |
| Economic participation and opportunity | 61        | 0.607        | 88        | 0.650        |
| Educational attainment                 | 1         | 1.000        | 1         | 1.000        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 41        | 0.136        | 86        | 0.143        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | -    |       |
| Unemployed adults  | 27.2   | 22.1 | 1.23              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |       |
| High-skilled share of labour force                           | 2.5    | 2.0  | 1.27              | Government supports or provides childcare                  |        |      | no    |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 3.7    | 4.1  | 0.90              |  |        |      |       |
| Own-account workers  | 16.7   | 10.8 | 1.54              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 17.7   | 20.8 | 0.85  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.47 | Primary education attainment, adults                       | 47.1   | 34.0 | 1.38  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 63.6   | 63.6 | 1.00  |
| Firms with female (co-)owners                                |        |      | 0.64              | Primary education attainment, 65+                          | 9.2    | 9.6  | 0.95  |
| Firms with female top managers                               |        |      | 0.57              | Out-of-school youth  | 37.3   | 46.6 | 0.80  |
| Employers  | 0.2    | 4.1  | 0.06              | Secondary education attainment, adults                     | 14.2   | 13.4 | 1.06  |
| R&D personnel  | 40.3   | 59.7 | 0.68              | Secondary education attainment, 25-54                      | 20.4   | 16.0 | 1.28  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 2.0    | 3.5  | 0.56  |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, adults                      | -      | -    | -     |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 1.6    | 1.2  | 1.27  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.2    | 0.7  | 0.22  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1965              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 52                | Agri., Forestry, Fisheries and Veterinary                  | 4.8    | 5.5  | 0.87  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 8.1    | 9.1  | 0.89  |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 35.7   | 35.0 | 1.02  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 27.6   | 16.8 | 1.65  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 5.9    | 21.3 | 0.28  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 13.0   | 6.9  | 1.88  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.3    | 1.4  | 0.22  |
| Average length of single life                                | 24.4   | 28.5 | 0.86              | Natural Sci., Mathematics and Statistics                   | 21.8   | 23.8 | 0.92  |
| Proportion married by age 25                                 | 51.2   | 18.5 | 2.77              | Services   | 4.2    | 3.2  | 1.32  |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 0.4    | 0.9  | 0.43  |
| Average number of children per woman                         |        |      | 3.09              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 23.00             | Mortality, children under age 5                            | 2.5    | 3.0  |       |
| Potential support ratio                                      |        |      | 13                | Mortality, non-communicable diseases                       | 4.5    | 3.3  |       |
| Total dependency ratio                                       |        |      | 67                | Mortality, infectious and parasitic diseases               | 6.3    | 6.8  |       |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, accidental injuries                             | 0.4    | 0.8  |       |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.2    | 0.6  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no    |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -     |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 77.90 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 74.40 |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

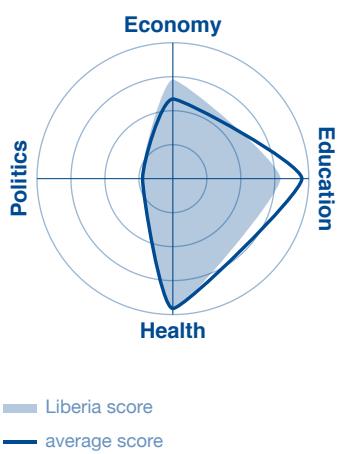
# Liberia

**rank**  
out of 149 countries **96**

**score**  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

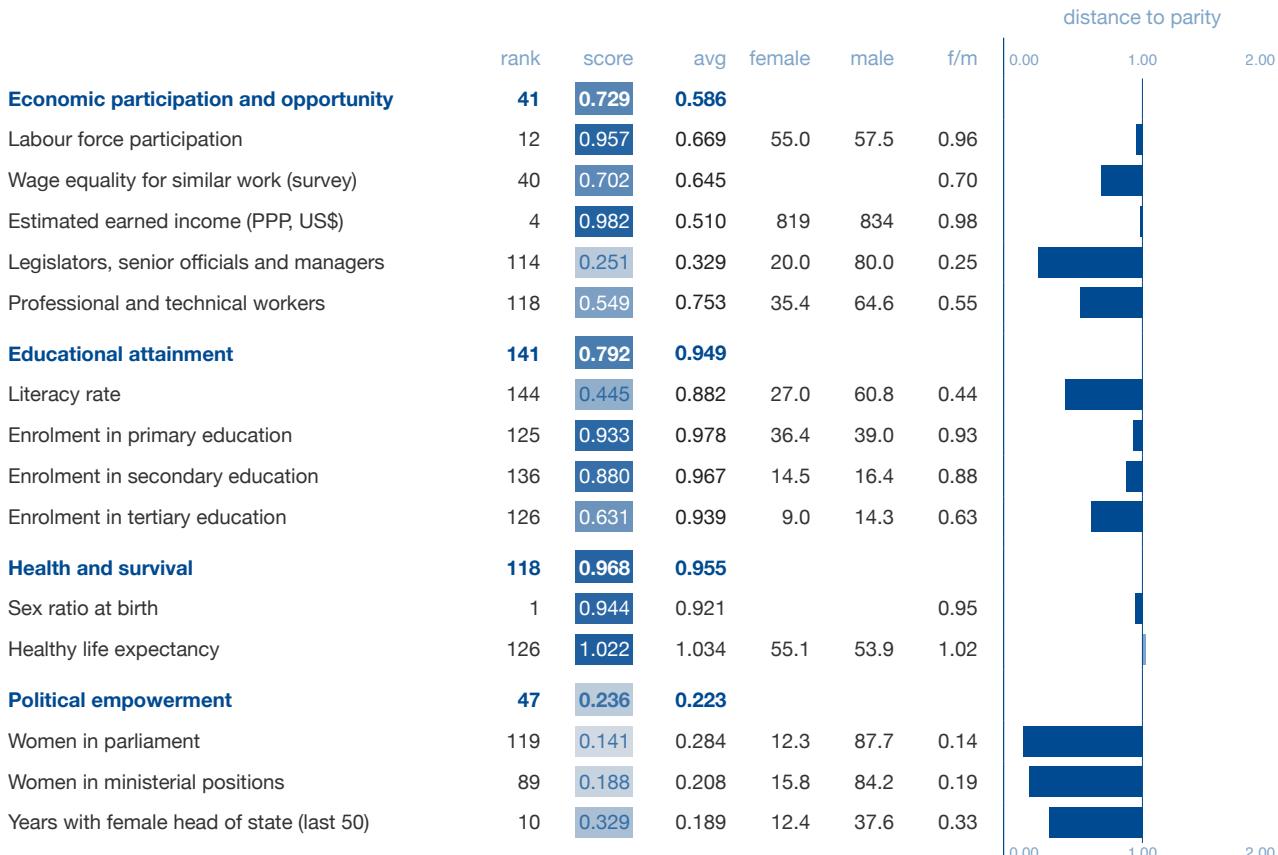


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 2.16     |
| GDP per capita (constant '11, intl. \$, PPP) | 753      |
| Total population (1,000s)                    | 4,613.82 |
| Population growth rate (%)                   | 2.53     |
| Population sex ratio (female/male)           | 0.98     |
| Human Capital Index score                    | 48.86    |

|  | rank | score | rank      | score        |
|--|------|-------|-----------|--------------|
| Global Gender Gap score                | -    | -     | <b>96</b> | <b>0.681</b> |
| Economic participation and opportunity | -    | -     | 41        | 0.729        |
| Educational attainment                 | -    | -     | 141       | 0.792        |
| Health and survival                    | -    | -     | 118       | 0.968        |
| Political empowerment                  | -    | -     | 47        | 0.236        |
| rank out of                            |      | 115   |           | 149          |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 24.4   | 13.8 | 1.76              | Length of maternity/paternity leave (days)                 | 90.0   | -    |                   |
| Unemployed adults  | 2.3    | 2.2  | 1.02              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 73.3   | 26.7 | 2.74              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | 86.3   | 68.8 | 1.25              | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 0.6    | 2.1  | 0.27              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 20.1   | 16.9 | 1.19              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 19.7   | 12.5 | 1.57              |  |        |      |                   |
| Own-account workers  | 68.9   | 56.1 | 1.23              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 63.7   | 61.1 | 1.04              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.56 | Primary education attainment, adults                       | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 28.4   | 28.4 | 1.00              |
| Firms with female (co-)owners                                |        |      | 1.13              | Primary education attainment, 65+                          | 5.2    | 26.0 | 0.20              |
| Firms with female top managers                               |        |      | 0.43              | Out-of-school youth  | -      | -    | -                 |
| Employers  | 1.8    | 12.5 | 0.14              | Secondary education attainment, adults                     | -      | -    | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 13.2   | 32.6 | 0.41              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 2.5    | 14.6 | 0.17              |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 2.2    | 3.7  | 0.60              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.5    | 3.1  | 0.18              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 0.3    | 0.3  | 1.06              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1946              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 71                | Agri., Forestry, Fisheries and Veterinary                  | 0.9    | 2.7  | 0.33              |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | 7.0    | 5.3  | 1.32              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 12.9   | 12.6 | 1.02              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 4.2    | 6.2  | 0.68              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 8.3    | 18.9 | 0.44              |
| Seats held in upper house                                    | 3.6    | 96.4 | 0.04              | Health and Welfare   | 22.5   | 30.4 | 0.74              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 30.3   | 4.0  | 7.59              |
| Average length of single life                                | 23.2   | 26.4 | 0.88              | Natural Sci., Mathematics and Statistics                   | 1.6    | 2.6  | 0.60              |
| Proportion married by age 25                                 | 58.8   | 23.9 | 2.46              | Services   | 0.9    | 4.9  | 0.19              |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | 10.6   | 12.3 | 0.86              |
| Average number of children per woman                         |        |      | 4.58              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 36.00             | Mortality, children under age 5                            | 5.3    | 6.4  | <sup>1</sup> 0.82 |
| Potential support ratio                                      |        |      | 18                | Mortality, non-communicable diseases                       | 6.0    | 5.6  | <sup>1</sup> 1.08 |
| Total dependency ratio                                       |        |      | 82                | Mortality, infectious and parasitic diseases               | 5.7    | 7.8  | <sup>1</sup> 0.73 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 1.1    | 2.0  | <sup>1</sup> 0.56 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.2    | 0.6  | <sup>1</sup> 0.27 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 725  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 39.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 61.10             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 78.10             |

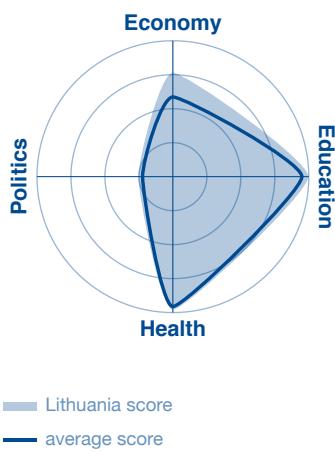
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Lithuania

rank  
out of 149 countries **24**  
score  
0.00 = imparity  
1.00 = parity **0.749**



## SCORE AT GLANCE

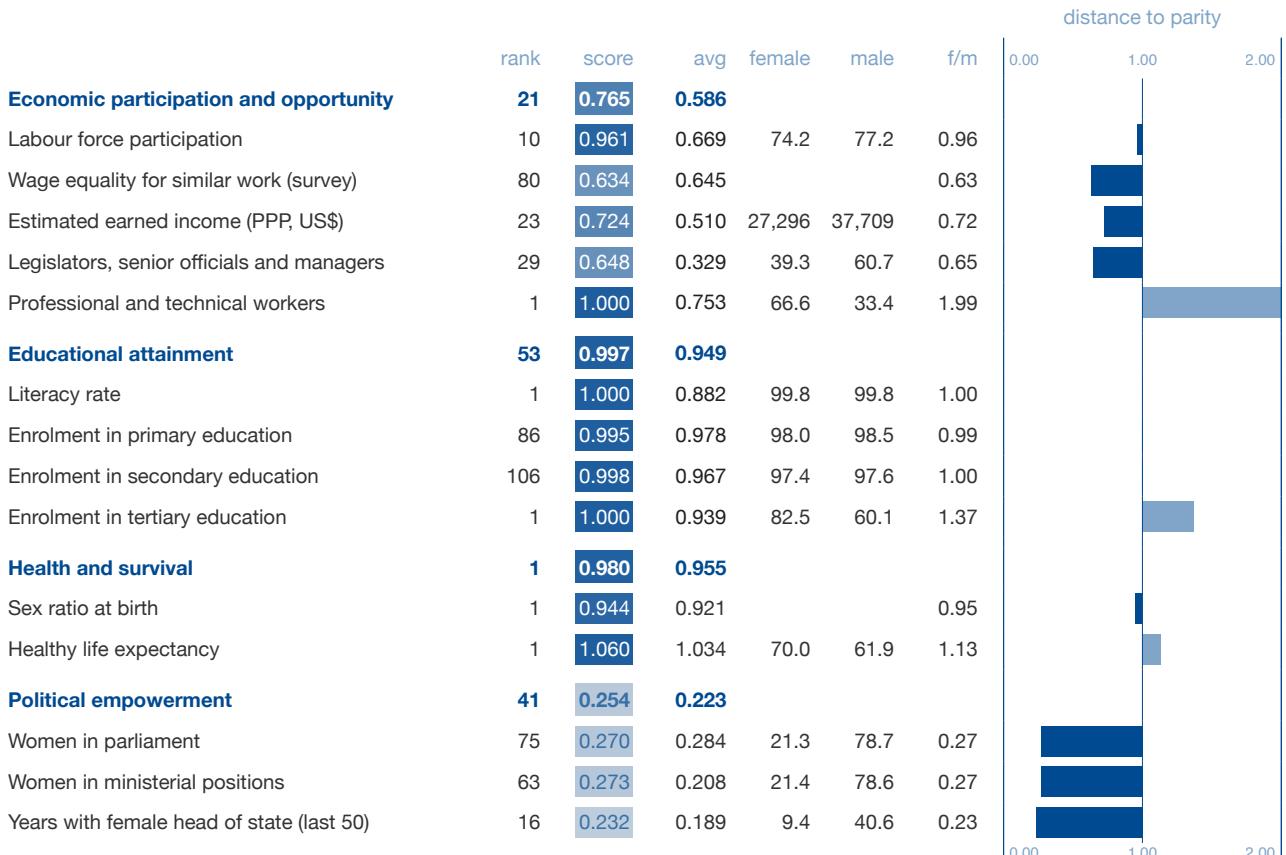


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 47.17    |
| GDP per capita (constant '11, intl. \$, PPP) | 29,524   |
| Total population (1,000s)                    | 2,908.25 |
| Population growth rate (%)                   | -0.55    |
| Population sex ratio (female/male)           | 1.17     |
| Human Capital Index score                    | 70.81    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>21</b> | <b>0.708</b> | <b>24</b> | <b>0.749</b> |
| Economic participation and opportunity | 15        | 0.713        | 21        | 0.765        |
| Educational attainment                 | 24        | 0.998        | 53        | 0.997        |
| Health and survival                    | 36        | 0.979        | 1         | 0.980        |
| Political empowerment                  | 39        | 0.140        | 41        | 0.254        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



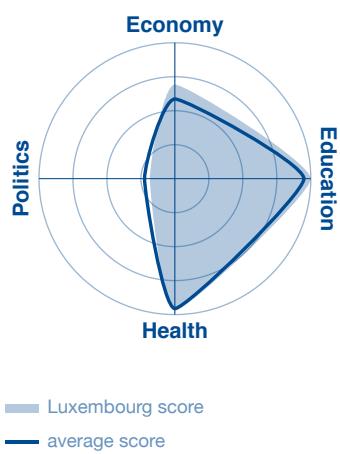
## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value |
|--|--------|------|--------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 309   |
| Youth not in employment or education                         | 9.3    | 9.1  | 1.03   | Length of maternity/paternity leave (days)                 | 126.0  | 30.0  |       |
| Unemployed adults  | 6.7    | 9.1  | 0.73   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 41.0   | 59.0 | 0.69   | Provider of parental leave benefits                        |        |       | gov   |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | gov   |       |
| High-skilled share of labour force                           | 25.6   | 16.3 | 1.57   | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 19.0   | 9.2  | 2.08   | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 1.1    | 0.7  | 1.48   |  |        |       |       |
| Own-account workers  | 7.0    | 11.2 | 0.63   |  |        |       |       |
| Work, minutes per day  | –      | –    | –      |  |        |       |       |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 0.1    | 1.1   | 0.12  |
| Advancement of women to leadership roles                     |        |      | ² 0.69 | Primary education attainment, adults                       | 98.4   | 99.1  | 0.99  |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 99.8   | 99.7  | 1.00  |
| Firms with female (co-)owners                                |        |      | 0.56   | Primary education attainment, 65+                          | 99.5   | 99.6  | 1.00  |
| Firms with female top managers                               |        |      | 0.27   | Out-of-school youth  | 4.3    | 7.0   | 0.61  |
| Employers  | 1.4    | 0.7  | 1.88   | Secondary education attainment, adults                     | 82.8   | 86.2  | 0.96  |
| R&D personnel  | 54.0   | 46.0 | 1.17   | Secondary education attainment, 25-54                      | 98.8   | 96.8  | 1.02  |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 75.6   | 79.4  | 0.95  |
| Hold an account at a financial institution                   | 77.9   | 77.9 | 1.00   | Tertiary education attainment, adults                      | 36.3   | 29.0  | 1.25  |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 25.1   | 16.2  | 1.55  |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 15.5   | 16.7  | 0.93  |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.5    | 0.8   | 0.65  |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 71.6   | 71.1  | 1.01  |
| Mean monthly earnings (1,000s, local curr.)                  | 0.7    | 0.8  | 0.84   |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |       |
| Year women received right to vote                            |        |      | 1918   | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 99     | Agri., Forestry, Fisheries and Veterinary                  | 1.5    | 3.0   | 0.51  |
| Number of female heads of state to date                      |        |      | 3      | Arts and Humanities  | 9.5    | 5.5   | 1.71  |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 34.9   | 26.3  | 1.33  |
| Election list quotas for women, local                        |        |      | –      | Education  | 9.1    | 3.5   | 2.59  |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 7.2    | 34.7  | 0.21  |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 18.1   | 6.3   | 2.86  |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.4    | 4.3   | 0.09  |
| Average length of single life                                | 30.0   | 32.7 | 0.92   | Natural Sci., Mathematics and Statistics                   | 3.6    | 4.6   | 0.79  |
| Proportion married by age 25                                 | 3.9    | 0.9  | 4.45   | Services   | 1.6    | 3.0   | 0.54  |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 14.2   | 8.6   | 1.64  |
| Average number of children per woman                         |        |      | 1.65   | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 18.00  | Mortality, children under age 5                            | 0.1    | 0.1   |       |
| Potential support ratio                                      |        |      | 4      | Mortality, non-communicable diseases                       | 18.9   | 18.5  |       |
| Total dependency ratio                                       |        |      | 50     | Mortality, infectious and parasitic diseases               | 0.3    | 0.5   |       |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.4    | 1.0   |       |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.9   |       |
|  |        |      |        | Mortality, childbirth                                      |        |       |       |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 24.0  |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –     |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | –     |

<sup>¹</sup> Age-standardized death rates per 100,000 population. <sup>²</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

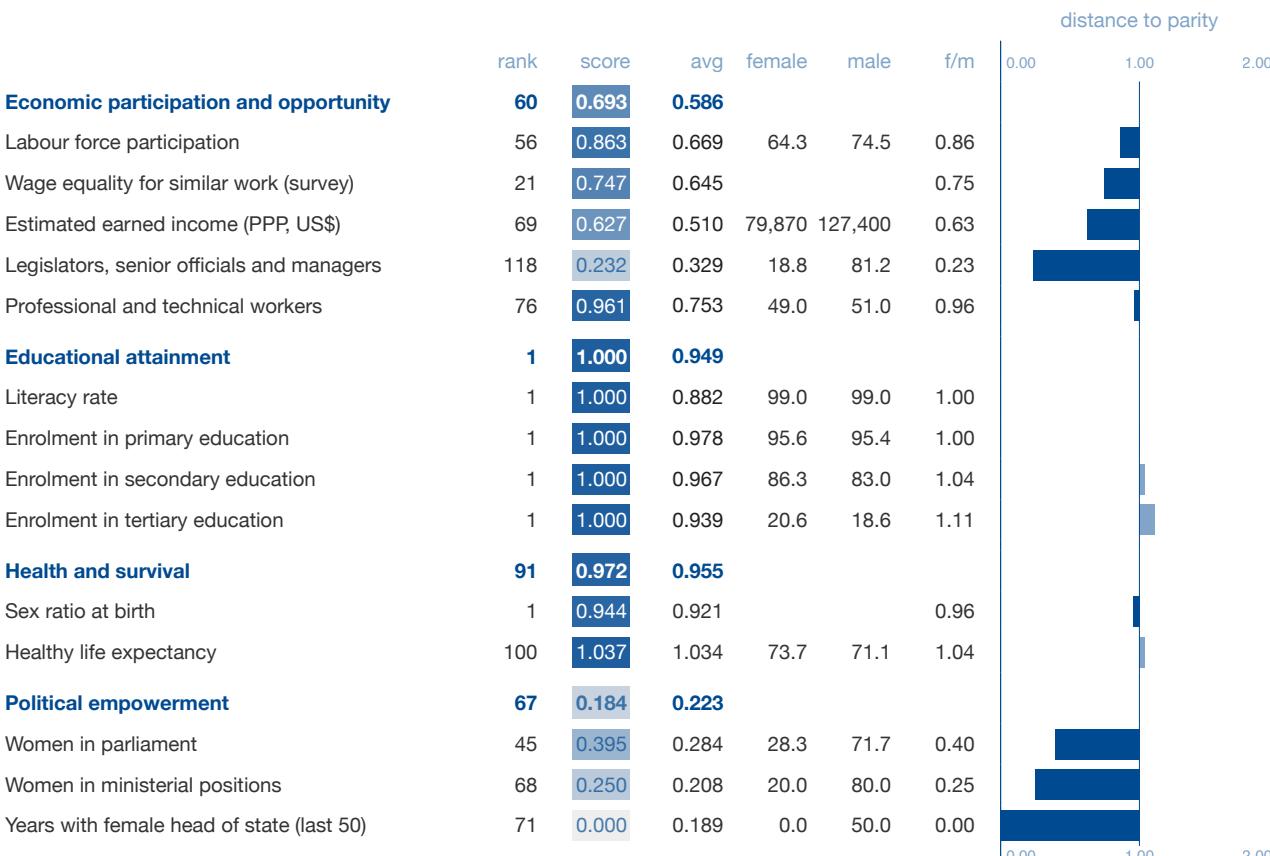


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 62.40  |
| GDP per capita (constant '11, intl. \$, PPP) | 94,278 |
| Total population (1,000s)                    | 575.75 |
| Population growth rate (%)                   | 1.25   |
| Population sex ratio (female/male)           | 0.99   |
| Human Capital Index score                    | 69.61  |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>56</b> | <b>0.667</b> | <b>61</b> | <b>0.712</b> |
| Economic participation and opportunity | 76        | 0.560        | 60        | 0.693        |
| Educational attainment                 | 1         | 1.000        | 1         | 1.000        |
| Health and survival                    | 71        | 0.973        | 91        | 0.972        |
| Political empowerment                  | 44        | 0.135        | 67        | 0.184        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 180    |
| Youth not in employment or education                         | 5.7    | 6.6  | 0.86   | Length of maternity/paternity leave (days)                 | 112.0  | 2.0   |        |
| Unemployed adults  | 6.6    | 6.0  | 1.10   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 54.7   | 45.3 | 1.21   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 18.8   | 21.8 | 0.86   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 35.3   | 14.7 | 2.39   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 1.1    | 0.6  | 1.80   |  |        |       |        |
| Own-account workers  | 5.0    | 5.5  | 0.91   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 3.8    | 4.2   | 0.90   |
| Advancement of women to leadership roles                     |        |      | ² 0.76 | Primary education attainment, adults                       | 94.9   | 95.2  | 1.00   |
| Boards of publicly traded companies                          | 13.0   | 87.0 | 0.15   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |      | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |      | –      | Out-of-school youth  | 16.7   | 20.0  | 0.84   |
| Employers  | 2.6    | 0.6  | 4.24   | Secondary education attainment, adults                     | 75.7   | 83.4  | 0.91   |
| R&D personnel  | 22.1   | 77.9 | 0.28   | Secondary education attainment, 25-54                      | 78.1   | 80.3  | 0.97   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 50.7   | 66.8  | 0.76   |
| Hold an account at a financial institution                   | 96.7   | 95.6 | 1.01   | Tertiary education attainment, adults                      | –      | –     | –      |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 24.0   | 24.2  | 0.99   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 9.2    | 18.5  | 0.50   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 95.8   | 98.9  | 0.97   |
| Mean monthly earnings (1,000s, local curr.)                  | 3.1    | 3.9  | 0.78   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1919   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 98     | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 0.4   | 0.85   |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | 9.5    | 5.8   | 1.64   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 37.1   | 41.4  | 0.90   |
| Election list quotas for women, local                        |        |      | –      | Education  | 29.3   | 21.8  | 1.34   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 2.6    | 9.2   | 0.28   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 8.8    | 2.9   | 3.05   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.7    | 7.2   | 0.10   |
| Average length of single life                                | 27.9   | 30.4 | 0.92   | Natural Sci., Mathematics and Statistics                   | 3.7    | 5.9   | 0.64   |
| Proportion married by age 25                                 | 17.4   | 8.0  | 2.19   | Services   | 3.9    | 0.6   | 6.73   |
| Mean age of women at birth of first child                    |        |      | 32     | Social Sci., Journalism and Information                    | 8.4    | 5.6   | 1.49   |
| Average number of children per woman                         |        |      | 1.57   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.0    | 0.0   | ¹ 0.81 |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 1.6    | 1.6   | ¹ 1.03 |
| Total dependency ratio                                       |        |      | 44     | Mortality, infectious and parasitic diseases               | 0.0    | 0.0   | ¹ 1.10 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.1    | 0.1   | ¹ 0.85 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.0    | 0.0   | ¹ 0.49 |
|  |        |      |        | Mortality, childbirth                                      |        |       | ¹ 10   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 22.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 99.90  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 97.30  |

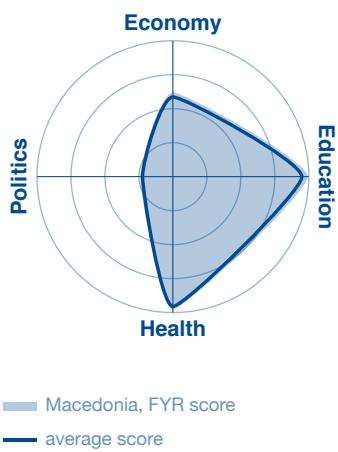
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Macedonia, FYR

rank  
out of 149 countries **66**  
score  
0.00 = imparity  
1.00 = parity **0.707**



## SCORE AT GLANCE

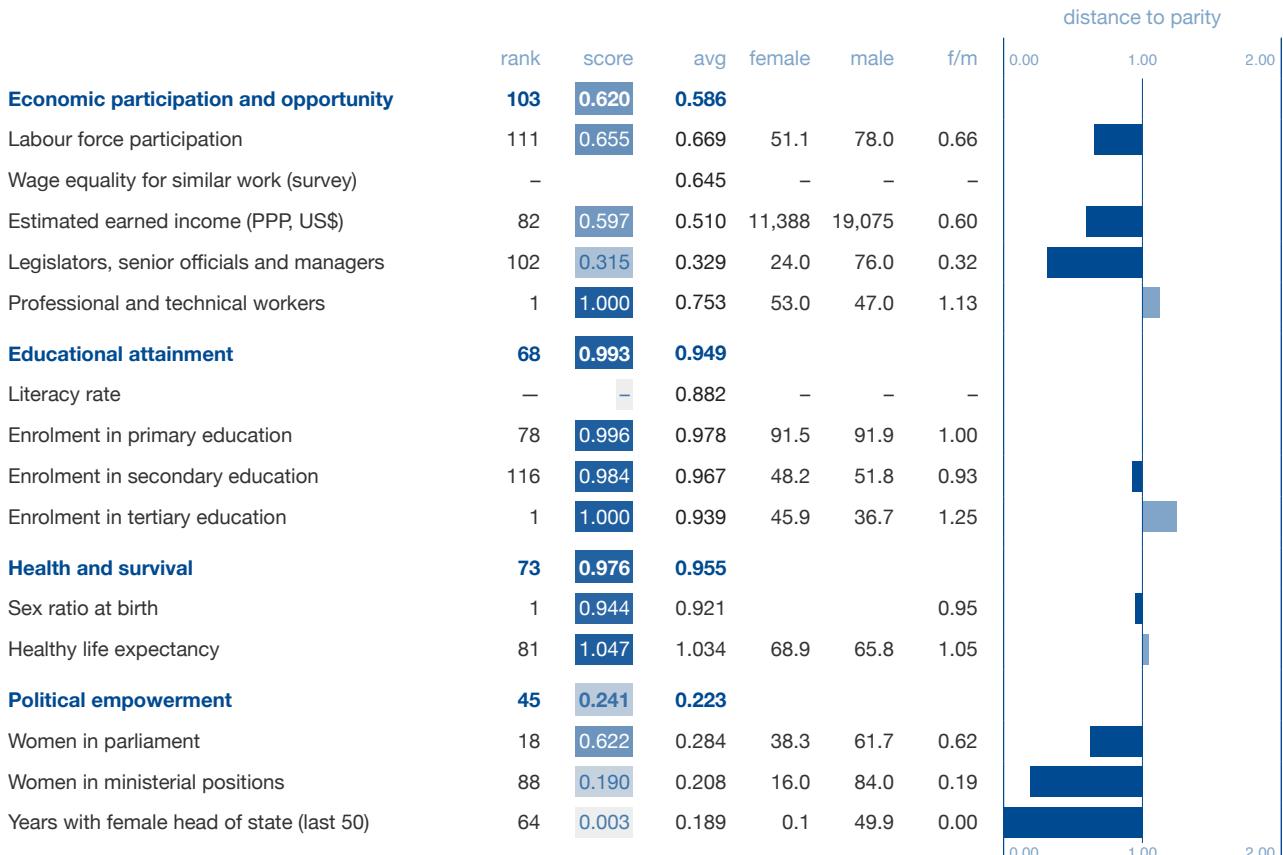


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 11.34    |
| GDP per capita (constant '11, intl. \$, PPP) | 13,111   |
| Total population (1,000s)                    | 2,081.21 |
| Population growth rate (%)                   | 0.09     |
| Population sex ratio (female/male)           | 1.00     |
| Human Capital Index score                    | -        |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>28</b> | <b>0.698</b> | <b>66</b> | <b>0.707</b> |
| Economic participation and opportunity | 31        | 0.671        | 103       | 0.620        |
| Educational attainment                 | 64        | 0.985        | 68        | 0.993        |
| Health and survival                    | 101       | 0.964        | 73        | 0.976        |
| Political empowerment                  | 28        | 0.173        | 45        | 0.241        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | yes   | Length of parental leave (days)                            |        |      | 0      |
| Youth not in employment or education                         | 24.9   | 24.5 | 1.02  | Length of maternity/paternity leave (days)                 | 270.0  | –    |        |
| Unemployed adults  | 22.7   | 24.4 | 0.93  | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 48.4   | 51.6 | 0.94  | Provider of parental leave benefits                        |        |      | –      |
| Workers in informal employment                               | –      | –    | –     | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 13.1   | 11.7 | 1.11  | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 8.9    | 5.9  | 1.52  | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 10.1   | 4.2  | 2.39  |  |        |      |        |
| Own-account workers  | 6.9    | 17.2 | 0.40  |  |        |      |        |
| Work, minutes per day  | –      | –    | –     |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –     |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 9.3    | 8.6  | 1.07   |
| Advancement of women to leadership roles                     |        | 2    | –     | Primary education attainment, adults                       | 72.0   | 85.3 | 0.84   |
| Boards of publicly traded companies                          | –      | –    | –     | Primary education attainment, 25-54                        | –      | –    | –      |
| Firms with female (co-)owners                                |        |      | 0.43  | Primary education attainment, 65+                          | –      | –    | –      |
| Firms with female top managers                               |        |      | 0.35  | Out-of-school youth  | 30.4   | 26.7 | 1.14   |
| Employers  | 2.8    | 4.2  | 0.66  | Secondary education attainment, adults                     | –      | –    | –      |
| R&D personnel  | 51.1   | 48.9 | 1.05  | Secondary education attainment, 25-54                      | –      | –    | –      |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | –      | –    | –      |
| Hold an account at a financial institution                   | 64.0   | 79.7 | 0.80  | Tertiary education attainment, adults                      | –      | –    | –      |
| Women's access to financial services                         |        |      | yes   | Tertiary education attainment, age 25-54                   | –      | –    | –      |
| Inheritance rights for daughters                             |        |      | part  | Tertiary education attainment, age 65+                     | –      | –    | –      |
| Women's access to land use, control and ownership            |        |      | part  | Tertiary education attainment, age 25-54                   | –      | –    | –      |
| Women's access to non-land assets use, control and ownership |        |      | part  | Tertiary education attainment, age 65+                     | –      | –    | –      |
| Mean monthly earnings (1,000s, local curr.)                  | 30.0   | 32.9 | 0.91  | PhD graduates  | –      | –    | –      |
| <b>Political Leadership</b>                                  | female | male | value | Individuals using the internet                             | –      | –    | –      |
| Year women received right to vote                            |        |      | 1946  |  |        |      |        |
| Years since any women received voting rights                 |        |      | 71    | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Number of female heads of state to date                      |        |      | 1     | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 3.0  | 0.47   |
| Election list quotas for women, national                     |        |      | 33    | Arts and Humanities  | 13.1   | 8.1  | 1.62   |
| Election list quotas for women, local                        |        |      | 33    | Business, Admin. and Law                                   | 37.0   | 36.8 | 1.00   |
| Voluntary political party quotas                             |        |      | no    | Education  | 8.2    | 3.5  | 2.30   |
| Seats held in upper house                                    | –      | –    | –     | Engineering, Manuf. and Construction                       | 9.8    | 17.2 | 0.57   |
| <b>Family</b>  | female | male | value | Health and Welfare   | 11.6   | 4.9  | 2.38   |
| Average length of single life                                | 22.9   | 26.7 | 0.86  | Information and Comm. Technologies                         | 3.0    | 9.9  | 0.30   |
| Proportion married by age 25                                 | –      | –    | –     | Natural Sci., Mathematics and Statistics                   | 3.1    | 2.2  | 1.44   |
| Mean age of women at birth of first child                    |        |      | 29    | Services   | 4.8    | 9.9  | 0.48   |
| Average number of children per woman                         |        |      | 1.53  | Social Sci., Journalism and Information                    | 7.6    | 4.5  | 1.70   |
| Women's unmet demand for family planning                     |        |      | 34.00 | <b>Health</b>  | female | male | value  |
| Potential support ratio                                      |        |      | 5     | Mortality, children under age 5                            | 0.1    | 0.1  | 1 0.83 |
| Total dependency ratio                                       |        |      | 42    | Mortality, non-communicable diseases                       | 9.3    | 9.8  | 1 0.95 |
| Parity of parental rights in marriage                        |        |      | yes   | Mortality, infectious and parasitic diseases               | 0.0    | 0.0  | 1 0.49 |
| Parity of parental rights after divorce                      |        |      | yes   | Mortality, accidental injuries                             | 0.1    | 0.3  | 1 0.37 |
|  |        |      |       | Mortality, intentional injuries, self-harm                 | 0.1    | 0.2  | 1 0.34 |
|  |        |      |       | Mortality, childbirth                                      | –      | –    | –      |
|  |        |      |       | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |      | 18.0   |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |       | Births attended by skilled health personnel                |        |      | –      |
|  |        |      |       | Antenatal care, at least four visits                       |        |      | –      |

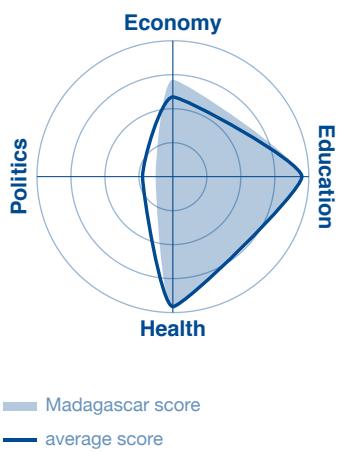
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Madagascar

rank  
out of 149 countries **84**  
score  
0.00 = imparity  
1.00 = parity **0.691**



## SCORE AT GLANCE

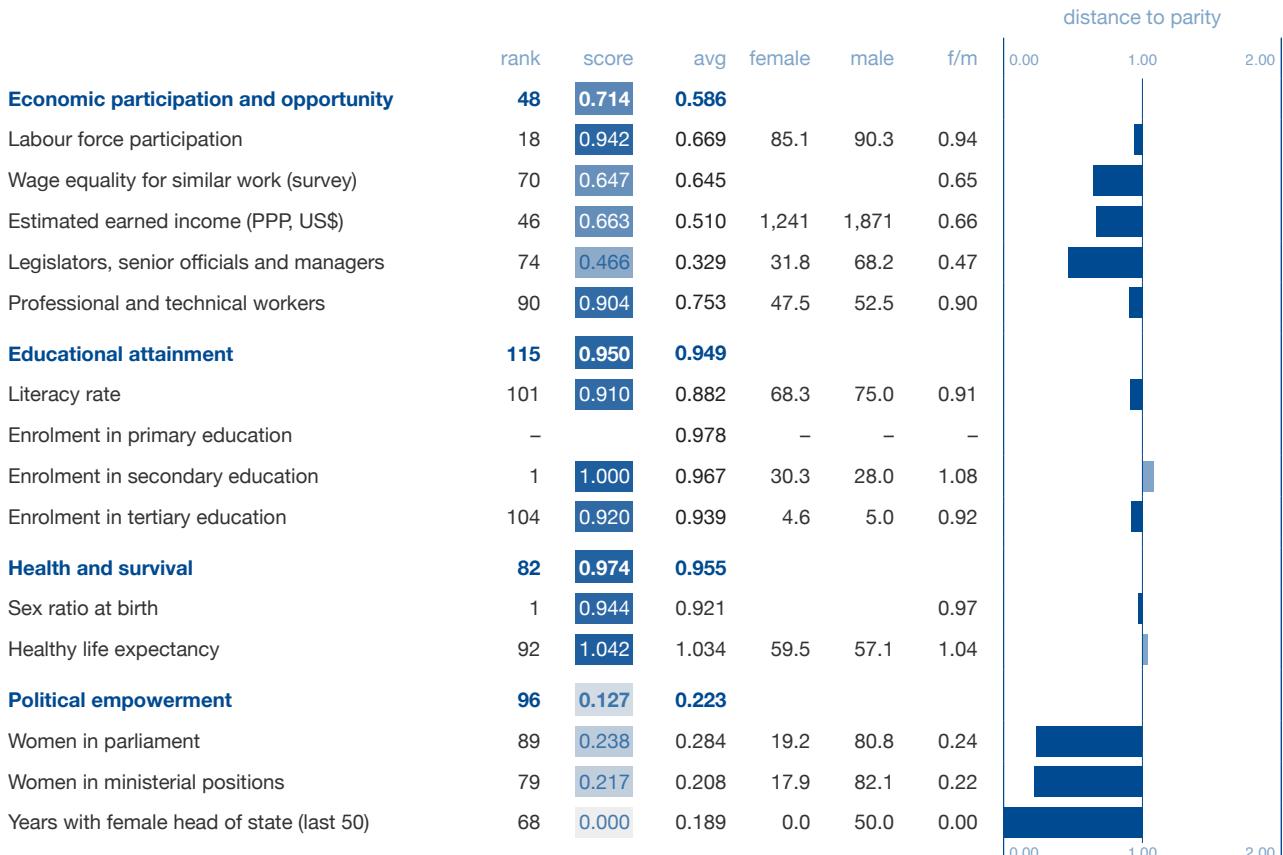


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 11.50     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,416     |
| Total population (1,000s)                    | 24,894.55 |
| Population growth rate (%)                   | 2.68      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 51.96     |

|  | rank      | score        | 2006      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           |              | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>84</b> | <b>0.639</b> | <b>84</b> | <b>0.691</b> |
| Economic participation and opportunity | 71        | 0.578        | 48        | 0.714        |
| Educational attainment                 | 76        | 0.960        | 115       | 0.950        |
| Health and survival                    | 49        | 0.978        | 82        | 0.974        |
| Political empowerment                  | 104       | 0.038        | 96        | 0.127        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value             |  | female | male | value |
|--|--------|-------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |       |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | 4.3    | 3.3   | 1.29              | Length of maternity/paternity leave (days)                 | 98.0   | -    |       |
| Unemployed adults  | 0.6    | 0.6   | 1.11              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 56.8   | 43.2  | 1.31              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | dual   | -    |       |
| High-skilled share of labour force                           | 1.9    | 2.9   | 0.67              | Government supports or provides childcare                  |        |      | no    |
| Workers employed part-time                                   | 34.3   | 22.1  | 1.56              | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 59.4   | 23.5  | 2.52              |  |        |      |       |
| Own-account workers  | 30.6   | 57.8  | 0.53              |  |        |      |       |
| Work, minutes per day  | -      | -     | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 22.4   | 22.7 | 0.99  |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.58 | Primary education attainment, adults                       | -      | -    | -     |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 80.2   | 82.5 | 0.97  |
| Firms with female (co-)owners                                |        |       | 0.71              | Primary education attainment, 65+                          | 58.5   | 73.5 | 0.80  |
| Firms with female top managers                               |        |       | 0.39              | Out-of-school youth  | 78.0   | 73.2 | 1.07  |
| Employers  | 2.0    | 23.5  | 0.08              | Secondary education attainment, adults                     | -      | -    | -     |
| R&D personnel  | 35.8   | 64.2  | 0.56              | Secondary education attainment, 25-54                      | 36.0   | 36.0 | 1.00  |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 16.5   | 27.0 | 0.61  |
| Hold an account at a financial institution                   | 5.5    | 6.0   | 0.92              | Tertiary education attainment, adults                      | -      | -    | -     |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 3.6    | 4.7  | 0.76  |
| Inheritance rights for daughters                             |        |       | part              | Tertiary education attainment, age 65+                     | 2.1    | 4.1  | 0.51  |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |       | yes               | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 116.3  | 167.6 | 0.69              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |      |       |
| Year women received right to vote                            |        |       | 1959              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |       | 58                | Agri., Forestry, Fisheries and Veterinary                  | 1.0    | 1.3  | 0.82  |
| Number of female heads of state to date                      |        |       | 1                 | Arts and Humanities  | 9.1    | 6.0  | 1.51  |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 48.3   | 42.6 | 1.13  |
| Election list quotas for women, local                        |        |       | -                 | Education  | 1.0    | 1.3  | 0.76  |
| Voluntary political party quotas                             |        |       | -                 | Engineering, Manuf. and Construction                       | 2.2    | 7.3  | 0.31  |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 9.9    | 5.6  | 1.76  |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 4.9    | 9.8  | 0.50  |
| Average length of single life                                | 20.0   | 22.4  | 0.89              | Natural Sci., Mathematics and Statistics                   | 8.4    | 11.3 | 0.74  |
| Proportion married by age 25                                 | 76.1   | 45.0  | 1.69              | Services   | 1.5    | 0.7  | 2.10  |
| Mean age of women at birth of first child                    |        |       | 28                | Social Sci., Journalism and Information                    | 13.6   | 14.1 | 0.96  |
| Average number of children per woman                         |        |       | 4.18              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |       | 19.00             | Mortality, children under age 5                            | 18.1   | 22.2 |       |
| Potential support ratio                                      |        |       | 19                | Mortality, non-communicable diseases                       | 32.6   | 35.4 |       |
| Total dependency ratio                                       |        |       | 79                | Mortality, infectious and parasitic diseases               | 17.3   | 21.3 |       |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 4.6    | 9.2  |       |
| Parity of parental rights after divorce                      |        |       | part              | Mortality, intentional injuries, self-harm                 | 0.6    | 2.3  |       |
|  |        |       |                   | Mortality, childbirth                                      |        |      |       |
|  |        |       |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |      | -     |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |       |                   | Births attended by skilled health personnel                |        |      | 44.30 |
|  |        |       |                   | Antenatal care, at least four visits                       |        |      | 51.10 |

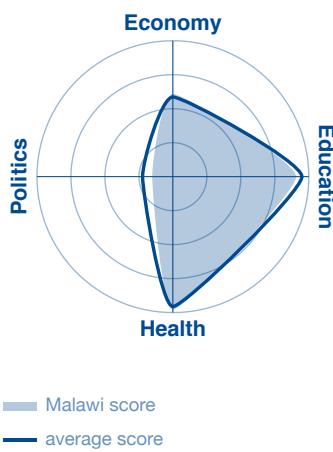
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Malawi

rank  
out of 149 countries **112**  
score  
0.00 = imparity  
1.00 = parity **0.662**



## SCORE AT GLANCE

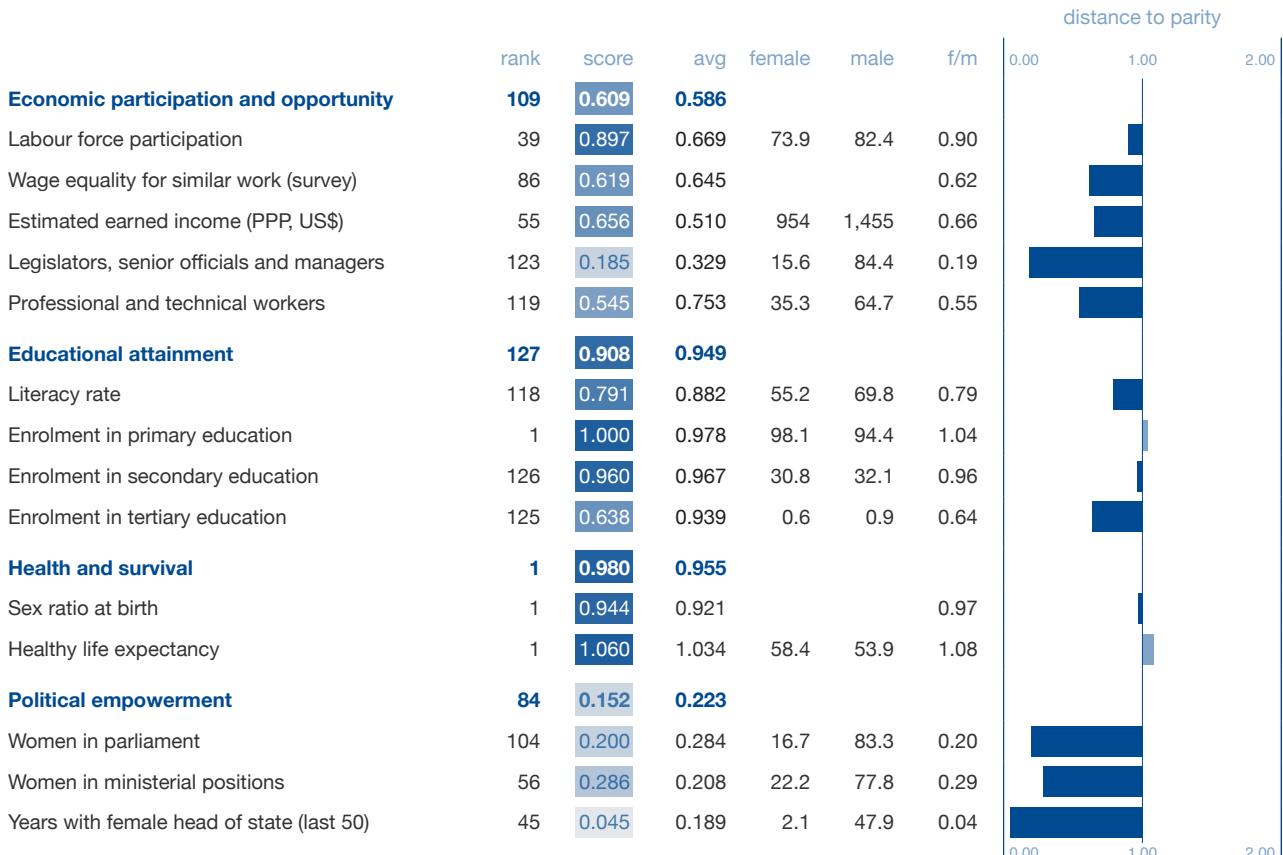


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 6.30      |
| GDP per capita (constant '11, intl. \$, PPP) | 1,095     |
| Total population (1,000s)                    | 18,091.58 |
| Population growth rate (%)                   | 2.88      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 52.32     |

|  | rank      | 2006         | 2018       |              |
|--|-----------|--------------|------------|--------------|
|  |           | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>81</b> | <b>0.644</b> | <b>112</b> | <b>0.662</b> |
| Economic participation and opportunity | 36        | 0.665        | 109        | 0.609        |
| Educational attainment                 | 96        | 0.860        | 127        | 0.908        |
| Health and survival                    | 106       | 0.960        | 1          | 0.980        |
| Political empowerment                  | 68        | 0.090        | 84         | 0.152        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



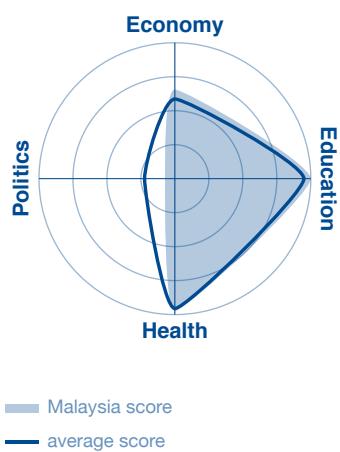
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 56.0   | -    |       |
| Unemployed adults  | 6.9    | 4.9  | 1.40              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 59.9   | 40.1 | 1.49              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |       |
| High-skilled share of labour force                           | 0.8    | 2.0  | 0.43              | Government supports or provides childcare                  |        |      | no    |
| Workers employed part-time                                   | 47.1   | 35.8 | 1.32              | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 7.6    | 5.5  | 1.37              |  |        |      |       |
| Own-account workers  | 55.8   | 47.9 | 1.17              | <b>Education and Skills</b>                                |        |      |       |
| Work, minutes per day  | -      | -    | -                 | Out-of-school children                                     | 4.1    | 9.5  | 0.43  |
| Proportion of unpaid work per day                            | -      | -    | -                 | Primary education attainment, adults                       | -      | -    | -     |
|  |        |      |                   | Primary education attainment, 25-54                        | 72.2   | 84.4 | 0.86  |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, 65+                          | 32.9   | 64.7 | 0.51  |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school youth  | 60.3   | 52.6 | 1.15  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.56 | Secondary education attainment, adults                     | -      | -    | -     |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, 25-54                      | 14.5   | 28.5 | 0.51  |
| Firms with female (co-)owners                                |        |      | 0.39              | Secondary education attainment, 65+                        | 2.0    | 9.9  | 0.20  |
| Firms with female top managers                               |        |      | 0.17              | Tertiary education attainment, adults                      | -      | -    | -     |
| Employers  | 0.7    | 5.5  | 0.13              | Tertiary education attainment, age 25-54                   | 1.0    | 1.7  | 0.57  |
| R&D personnel  | 17.7   | 82.3 | 0.22              | Tertiary education attainment, age 65+                     | 0.2    | 1.0  | 0.26  |
|  |        |      |                   | PhD graduates  | -      | -    | -     |
| <b>Access to Assets</b>                                      | female | male | value             | Individuals using the internet                             | -      | -    | -     |
| Hold an account at a financial institution                   | 13.0   | 19.5 | 0.67              |  |        |      |       |
| Women's access to financial services                         |        |      | part              | <b>Graduates by Degree Type</b>                            |        |      |       |
| Inheritance rights for daughters                             |        |      | part              | Agri., Forestry, Fisheries and Veterinary                  | 13.7   | 16.1 | 0.85  |
| Women's access to land use, control and ownership            |        |      | part              | Arts and Humanities  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | part              | Business, Admin. and Law                                   | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 | Education  | -      | -    | -     |
|  |        |      |                   | Engineering, Manuf. and Construction                       | 19.9   | 37.6 | 0.53  |
| <b>Political Leadership</b>                                  | female | male | value             | Health and Welfare   | 25.2   | 5.9  | 4.30  |
| Year women received right to vote                            |        |      | 1961              | Information and Comm. Technologies                         | -      | -    | -     |
| Years since any women received voting rights                 |        |      | 56                | Natural Sci., Mathematics and Statistics                   | -      | -    | -     |
| Number of female heads of state to date                      |        |      | 1                 | Services   | -      | -    | -     |
| Election list quotas for women, national                     |        |      | -                 | Social Sci., Journalism and Information                    | 41.2   | 40.4 | 1.02  |
| Election list quotas for women, local                        |        |      | -                 |  |        |      |       |
| Voluntary political party quotas                             |        |      | yes               | <b>Health</b>  |        |      |       |
| Seats held in upper house                                    | 11.1   | 88.9 | 0.12              | Mortality, children under age 5                            | 18.3   | 21.6 |       |
|  |        |      |                   | Mortality, non-communicable diseases                       | 24.0   | 23.9 |       |
| <b>Family</b>  | female | male | value             | Mortality, infectious and parasitic diseases               | 29.4   | 31.5 |       |
| Average length of single life                                | 19.8   | 24.6 | 0.80              | Mortality, accidental injuries                             | 4.1    | 7.4  |       |
| Proportion married by age 25                                 | 81.4   | 40.4 | 2.01              | Mortality, intentional injuries, self-harm                 | 0.3    | 0.9  |       |
| Mean age of women at birth of first child                    |        |      | 28                | Mortality, childbirth                                      |        |      |       |
| Average number of children per woman                         |        |      | 4.57              | Legislation on domestic violence                           |        |      | yes   |
| Women's unmet demand for family planning                     |        |      | 26.00             | Prevalence of gender violence in lifetime                  |        |      | 31.0  |
| Potential support ratio                                      |        |      | 18                | Law permits abortion to preserve a woman's physical health |        |      | no    |
| Total dependency ratio                                       |        |      | 90                | Births attended by skilled health personnel                |        |      | -     |
| Parity of parental rights in marriage                        |        |      | yes               | Antenatal care, at least four visits                       |        |      | 44.70 |
| Parity of parental rights after divorce                      |        |      | yes               |  |        |      |       |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

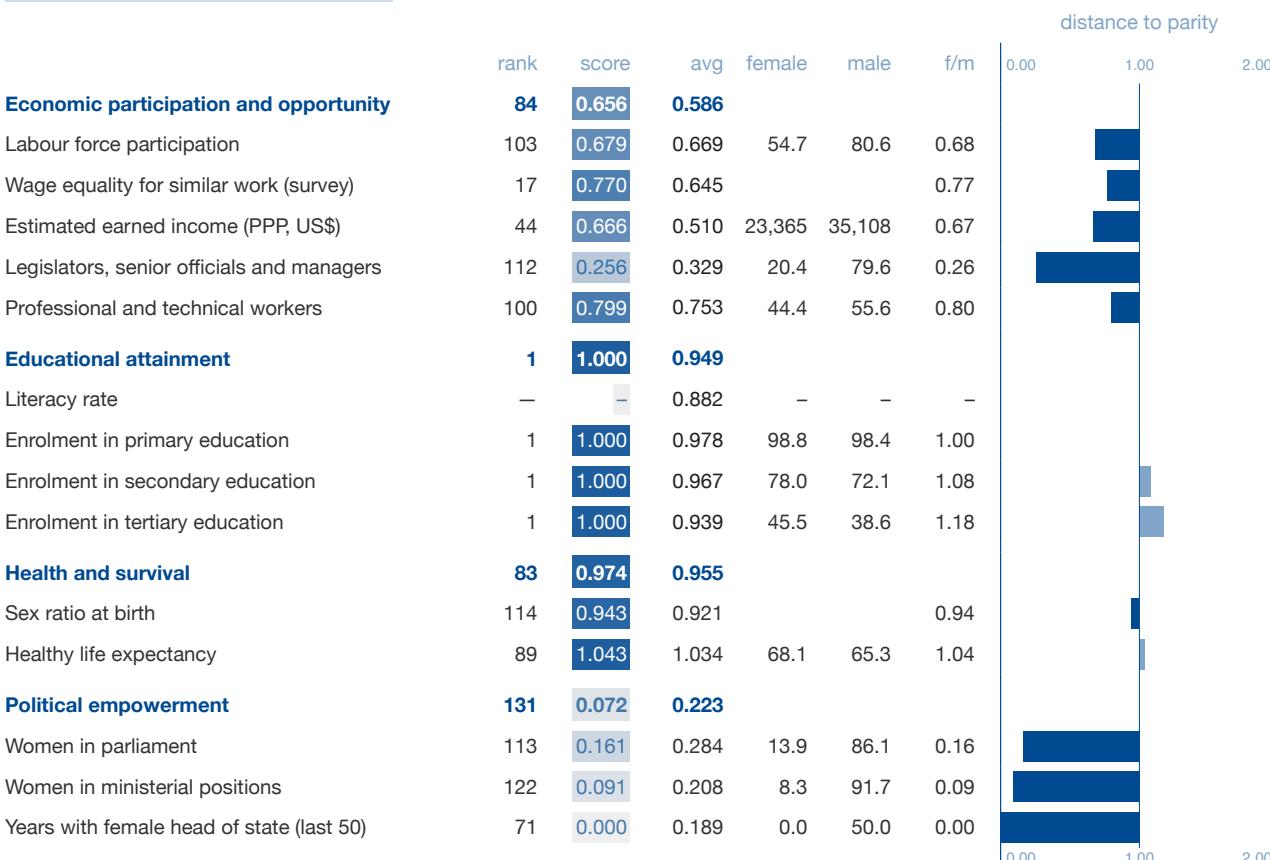


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 314.50    |
| GDP per capita (constant '11, intl. \$, PPP) | 26,808    |
| Total population (1,000s)                    | 31,187.27 |
| Population growth rate (%)                   | 1.35      |
| Population sex ratio (female/male)           | 0.94      |
| Human Capital Index score                    | 68.29     |

|  | 2006      | 2018         |            |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>72</b> | <b>0.651</b> | <b>101</b> |
| Economic participation and opportunity | 68        | 0.592        | 84         |
| Educational attainment                 | 63        | 0.985        | 1          |
| Health and survival                    | 80        | 0.970        | 83         |
| Political empowerment                  | 90        | 0.056        | 131        |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 1.6    | 0.9  | 1.93              | Length of maternity/paternity leave (days)                 | 60.0   | -    | -                 |
| Unemployed adults  | 3.4    | 2.9  | 1.16              | Wages paid during maternity/paternity leave                | 100.0  | -    | -                 |
| Discouraged job seekers                                      | 44.7   | 55.3 | 0.81              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    | -                 |
| High-skilled share of labour force                           | 11.8   | 11.7 | 1.01              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 8.2    | 3.9  | 2.11              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 7.7    | 2.3  | 3.28              |  |        |      |                   |
| Own-account workers  | 17.4   | 18.1 | 0.96              | <b>Education and Skills</b>                                | female | male | value             |
| Work, minutes per day  | -      | -    | -                 | Out-of-school children                                     | 1.6    | 2.2  | 0.76              |
| Proportion of unpaid work per day                            | -      | -    | -                 | Primary education attainment, adults                       | 88.0   | 94.4 | 0.93              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, 25-54                        | 95.6   | 96.2 | 0.99              |
| Law mandates equal pay                                       |        |      | no                | Primary education attainment, 65+                          | 60.9   | 83.5 | 0.73              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.78 | Out-of-school youth  | 35.6   | 46.2 | 0.77              |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, adults                     | 49.7   | 52.1 | 0.96              |
| Firms with female (co-)owners                                |        |      | 0.34              | Secondary education attainment, 25-54                      | 83.4   | 83.7 | 1.00              |
| Firms with female top managers                               |        |      | 0.36              | Secondary education attainment, 65+                        | 18.6   | 36.3 | 0.51              |
| Employers  | 1.4    | 2.3  | 0.62              | Tertiary education attainment, adults                      | -      | -    | -                 |
| R&D personnel  | 47.8   | 52.2 | 0.91              | Tertiary education attainment, age 25-54                   | 20.3   | 17.8 | 1.14              |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 65+                     | 2.1    | 5.9  | 0.36              |
| Hold an account at a financial institution                   | 78.1   | 83.0 | 0.94              | PhD graduates  | -      | -    | -                 |
| Women's access to financial services                         |        |      | yes               | Individuals using the internet                             | 69.0   | 73.0 | 0.95              |
| Inheritance rights for daughters                             |        |      | no                | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Women's access to land use, control and ownership            |        |      | part              | Agri., Forestry, Fisheries and Veterinary                  | 1.6    | 1.8  | 0.92              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Arts and Humanities  | 6.6    | 5.7  | 1.16              |
| Mean monthly earnings (1,000s, local curr.)                  | 2.4    | 2.5  | 0.96              | Business, Admin. and Law                                   | 24.7   | 13.3 | 1.85              |
| <b>Political Leadership</b>                                  | female | male | value             | Education  | 21.6   | 11.4 | 1.90              |
| Year women received right to vote                            |        |      | 1957              | Engineering, Manuf. and Construction                       | 15.7   | 42.0 | 0.37              |
| Years since any women received voting rights                 |        |      | 60                | Health and Welfare   | 4.7    | 2.5  | 1.88              |
| Number of female heads of state to date                      |        |      | 0                 | Information and Comm. Technologies                         | 3.6    | 4.4  | 0.82              |
| Election list quotas for women, national                     |        |      | -                 | Natural Sci., Mathematics and Statistics                   | 7.2    | 5.5  | 1.31              |
| Election list quotas for women, local                        |        |      | -                 | Services   | 3.2    | 4.4  | 0.74              |
| Voluntary political party quotas                             |        |      | -                 | Social Sci., Journalism and Information                    | 10.6   | 8.9  | 1.18              |
| Seats held in upper house                                    | -      | -    | -                 | <b>Health</b>  | female | male | value             |
| <b>Family</b>  | female | male | value             | Mortality, children under age 5                            | 1.6    | 2.1  | <sup>1</sup> 0.76 |
| Average length of single life                                | 25.7   | 28.0 | 0.92              | Mortality, non-communicable diseases                       | 46.7   | 60.1 | <sup>1</sup> 0.78 |
| Proportion married by age 25                                 | 32.9   | 24.2 | 1.36              | Mortality, infectious and parasitic diseases               | 2.3    | 9.6  | <sup>1</sup> 0.24 |
| Mean age of women at birth of first child                    |        |      | 31                | Mortality, accidental injuries                             | 2.4    | 8.3  | <sup>1</sup> 0.29 |
| Average number of children per woman                         |        |      | 2.04              | Mortality, intentional injuries, self-harm                 | 0.7    | 2.2  | <sup>1</sup> 0.30 |
| Women's unmet demand for family planning                     |        |      | 9.00              | Mortality, childbirth                                      |        |      | <sup>1</sup> 40   |
| Potential support ratio                                      |        |      | 11                | Legislation on domestic violence                           |        |      | yes               |
| Total dependency ratio                                       |        |      | 44                | Prevalence of gender violence in lifetime                  |        |      | -                 |
| Parity of parental rights in marriage                        |        |      | part              | Law permits abortion to preserve a woman's physical health |        |      | yes               |
| Parity of parental rights after divorce                      |        |      | part              | Births attended by skilled health personnel                |        |      | 99.00             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | -                 |

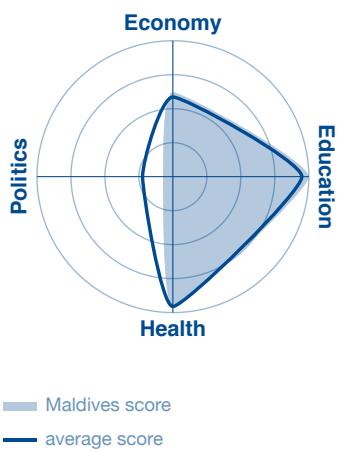
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Maldives

rank  
out of 149 countries **113**  
score  
0.00 = imparity  
1.00 = parity **0.662**



## SCORE AT GLANCE

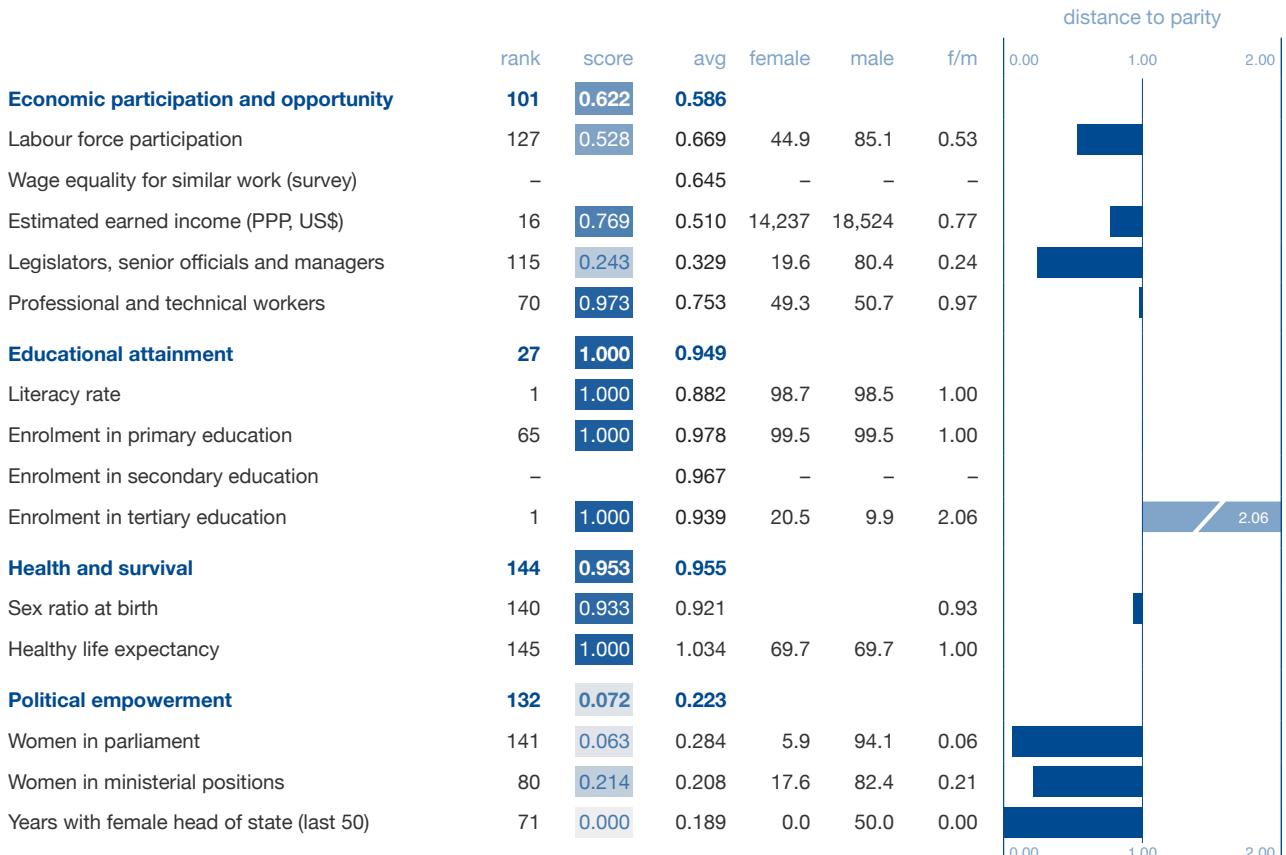


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 4.60   |
| GDP per capita (constant '11, intl. \$, PPP) | 15,184 |
| Total population (1,000s)                    | 427.76 |
| Population growth rate (%)                   | 1.89   |
| Population sex ratio (female/male)           | 0.76   |
| Human Capital Index score                    | —      |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>113</b> | <b>0.662</b> |
| Economic participation and opportunity | —         | —          | 101        | 0.622        |
| Educational attainment                 | —         | —          | 27         | 1.000        |
| Health and survival                    | —         | —          | 144        | 0.953        |
| Political empowerment                  | —         | —          | 132        | 0.072        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value | <b>Care</b>  | female | male  | value  |
|--|--------|------|-------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes   | Length of parental leave (days)                            |        |       | 0      |
| Youth not in employment or education                         | 77.4   | 32.9 | 2.35  | Length of maternity/paternity leave (days)                 | 60.0   | 3.0   |        |
| Unemployed adults  | 5.9    | 4.8  | 1.23  | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 69.1   | 30.9 | 2.24  | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | empl   | empl  |        |
| High-skilled share of labour force                           | 0.7    | 1.2  | 0.59  | Government supports or provides childcare                  |        |       | no     |
| Workers employed part-time                                   | 28.4   | 5.8  | 4.91  | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 8.9    | 2.9  | 3.06  |  |        |       |        |
| Own-account workers  | 28.0   | 11.8 | 2.37  |  |        |       |        |
| Work, minutes per day  | -      | -    | -     |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 4.0    | 6.3   | 0.64   |
| Advancement of women to leadership roles                     |        | 2    | -     | Primary education attainment, adults                       | 35.0   | 42.9  | 0.82   |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 87.1   | 88.8  | 0.98   |
| Firms with female (co-)owners                                |        |      | -     | Primary education attainment, 65+                          | 26.6   | 5.4   | 4.95   |
| Firms with female top managers                               |        |      | -     | Out-of-school youth  | 31.1   | 34.0  | 0.92   |
| Employers  | 1.3    | 2.9  | 0.44  | Secondary education attainment, adults                     | 4.1    | 6.4   | 0.63   |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | 72.0   | 76.4  | 0.94   |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 21.4   | 0.9   | 22.51  |
| Hold an account at a financial institution                   | -      | -    | -     | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | -     | Tertiary education attainment, age 25-54                   | 2.4    | 3.6   | 0.66   |
| Inheritance rights for daughters                             |        |      | -     | Tertiary education attainment, age 65+                     | 0.1    | 0.2   | 0.65   |
| Women's access to land use, control and ownership            |        |      | -     | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | -     | Individuals using the internet                             | -      | -     | -      |
| Mean monthly earnings (1,000s, local curr.)                  | 6.5    | 9.2  | 0.71  |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |       |        |
| Year women received right to vote                            |        |      | 1932  | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 85    | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -      |
| Number of female heads of state to date                      |        |      | 0     | Arts and Humanities  | -      | -     | -      |
| Election list quotas for women, national                     |        |      | -     | Business, Admin. and Law                                   | -      | -     | -      |
| Election list quotas for women, local                        |        |      | -     | Education  | -      | -     | -      |
| Voluntary political party quotas                             |        |      | -     | Engineering, Manuf. and Construction                       | -      | -     | -      |
| Seats held in upper house                                    | -      | -    | -     | Health and Welfare   | -      | -     | -      |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | -      | -     | -      |
| Average length of single life                                | 21.8   | 25.7 | 0.85  | Natural Sci., Mathematics and Statistics                   | -      | -     | -      |
| Proportion married by age 25                                 | -      | -    | -     | Services   | -      | -     | -      |
| Mean age of women at birth of first child                    |        |      | 29    | Social Sci., Journalism and Information                    | -      | -     | -      |
| Average number of children per woman                         |        |      | 2.09  | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | -     | Mortality, children under age 5                            | 0.0    | 0.0   | 1 0.73 |
| Potential support ratio                                      |        |      | 18    | Mortality, non-communicable diseases                       | 0.4    | 0.5   | 1 0.70 |
| Total dependency ratio                                       |        |      | 38    | Mortality, infectious and parasitic diseases               | 0.0    | 0.0   | 1 0.51 |
| Parity of parental rights in marriage                        |        |      | -     | Mortality, accidental injuries                             | 0.0    | 0.1   | 1 0.53 |
| Parity of parental rights after divorce                      |        |      | -     | Mortality, intentional injuries, self-harm                 | 0.0    | 0.0   | 1 0.51 |
|  |        |      |       | Mortality, childbirth                                      |        |       | 1 68   |
|  |        |      |       | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | -      |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |       | Births attended by skilled health personnel                |        |       | 95.50  |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | 85.10  |

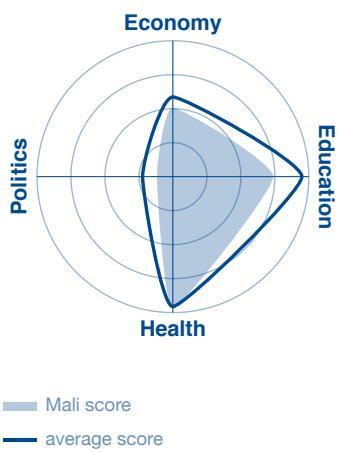
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mali

rank  
out of 149 countries **143**  
score  
0.00 = imparity  
1.00 = parity **0.582**



## SCORE AT GLANCE

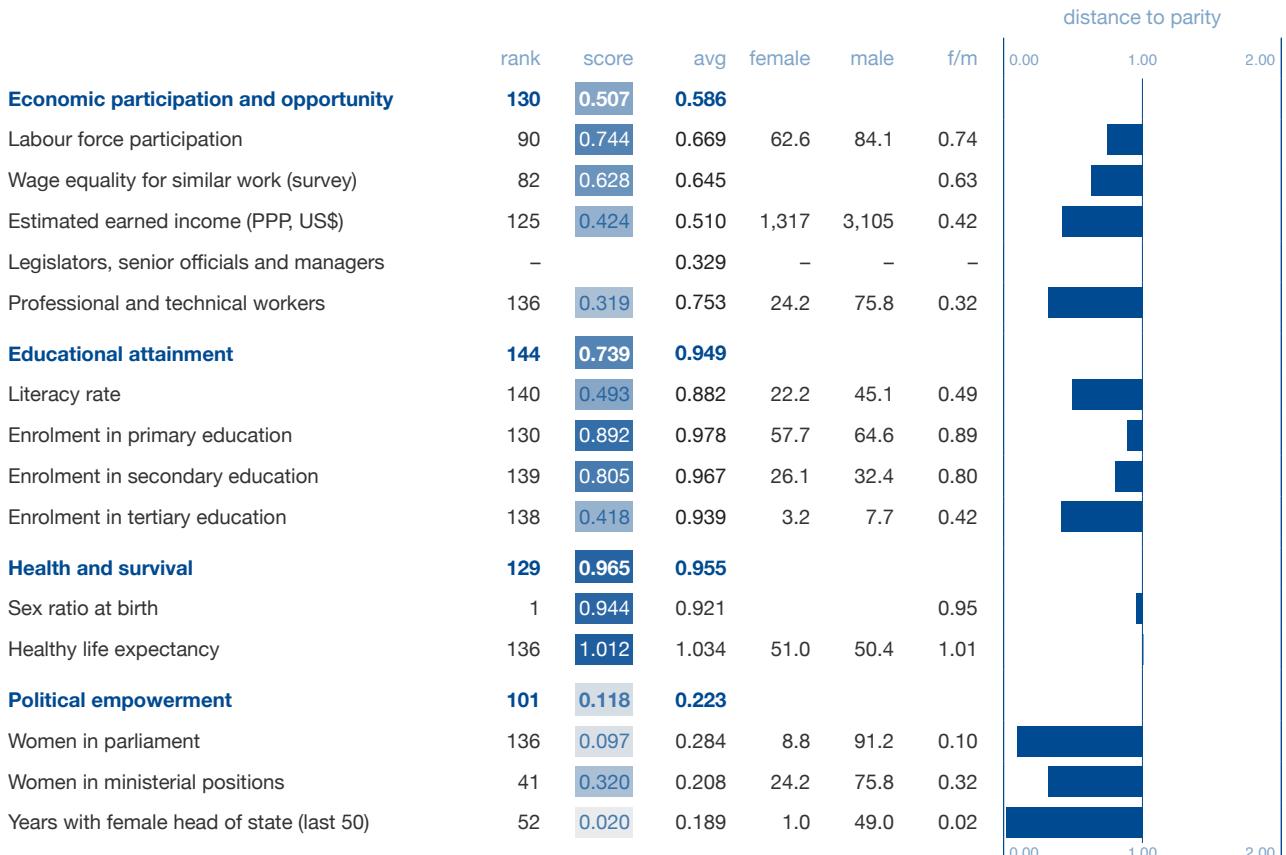


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 15.29     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,014     |
| Total population (1,000s)                    | 17,994.84 |
| Population growth rate (%)                   | 3.00      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 46.02     |

| Global Gender Gap score                |           |              | rank out of |              |
|--|-----------|--------------|-------------|--------------|
|  | rank      | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>99</b> | <b>0.600</b> | <b>143</b>  | <b>0.582</b> |
| Economic participation and opportunity | 35        | 0.665        | 130         | 0.507        |
| Educational attainment                 | 111       | 0.674        | 144         | 0.739        |
| Health and survival                    | 91        | 0.968        | 129         | 0.965        |
| Political empowerment                  | 67        | 0.091        | 101         | 0.118        |
| rank out of                            | 115       |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value |
|--|--------|------|--------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | –     |
| Youth not in employment or education                         | 33.8   | 14.9 | 2.27   | Length of maternity/paternity leave (days)                 | 98.0   | 3.0   |       |
| Unemployed adults  | 10.1   | 5.4  | 1.86   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | –      | –    | –      | Provider of parental leave benefits                        |        |       | –     |
| Workers in informal employment                               | 96.9   | 88.0 | 1.10   | Provider of maternity/paternity leave benefits             | gov    | gov   |       |
| High-skilled share of labour force                           | 0.3    | 1.3  | 0.25   | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 96.4   | 95.1 | 1.01   | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 27.9   | 29.4 | 0.95   |  |        |       |       |
| Own-account workers  | 67.4   | 56.5 | 1.19   |  |        |       |       |
| Work, minutes per day  | –      | –    | –      |  |        |       |       |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 42.7   | 36.0  | 1.19  |
| Advancement of women to leadership roles                     |        |      | 2 0.54 | Primary education attainment, adults                       | 16.1   | 28.7  | 0.56  |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 25.0   | 38.7  | 0.65  |
| Firms with female (co-)owners                                |        |      | 0.18   | Primary education attainment, 65+                          | 2.5    | 9.8   | 0.26  |
| Firms with female top managers                               |        |      | 0.13   | Out-of-school youth  | 75.4   | 67.7  | 1.11  |
| Employers  | 0.1    | 29.4 | 0.00   | Secondary education attainment, adults                     | 3.5    | 8.9   | 0.39  |
| R&D personnel  | 16.3   | 83.7 | 0.20   | Secondary education attainment, 25-54                      | 11.3   | 22.5  | 0.50  |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 1.4    | 4.8   | 0.29  |
| Hold an account at a financial institution                   | 10.5   | 16.1 | 0.66   | Tertiary education attainment, adults                      | 0.7    | 2.7   | 0.24  |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 1.9    | 5.0   | 0.38  |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 0.5    | 1.4   | 0.35  |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | –      | –     | –     |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | –      | –     | –     |
| Mean monthly earnings (1,000s, local curr.)                  | 45.8   | 74.4 | 0.62   |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |       |
| Year women received right to vote                            |        |      | 1956   | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 61     | Agri., Forestry, Fisheries and Veterinary                  | 1.5    | 1.2   | 1.24  |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 9.3    | 10.9  | 0.85  |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 60.6   | 51.0  | 1.19  |
| Election list quotas for women, local                        |        |      | –      | Education  | 8.2    | 5.6   | 1.47  |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 1.1    | 3.6   | 0.32  |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 8.0    | 8.5   | 0.93  |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.4    | 1.1   | 0.34  |
| Average length of single life                                | 19.0   | 25.9 | 0.73   | Natural Sci., Mathematics and Statistics                   | 3.7    | 9.5   | 0.39  |
| Proportion married by age 25                                 | 86.2   | 20.3 | 4.25   | Services   | –      | –     | –     |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | 5.1    | 5.5   | 0.92  |
| Average number of children per woman                         |        |      | 6.06   | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 28.00  | Mortality, children under age 5                            | 38.5   | 44.9  |       |
| Potential support ratio                                      |        |      | 20     | Mortality, non-communicable diseases                       | 30.4   | 23.8  |       |
| Total dependency ratio                                       |        |      | 101    | Mortality, infectious and parasitic diseases               | 27.6   | 28.3  |       |
| Parity of parental rights in marriage                        |        |      | no     | Mortality, accidental injuries                             | 5.3    | 8.6   |       |
| Parity of parental rights after divorce                      |        |      | part   | Mortality, intentional injuries, self-harm                 | 0.9    | 2.3   |       |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 587 |
|  |        |      |        | Legislation on domestic violence                           |        |       | no    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | –     |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | no    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –     |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 41.20 |

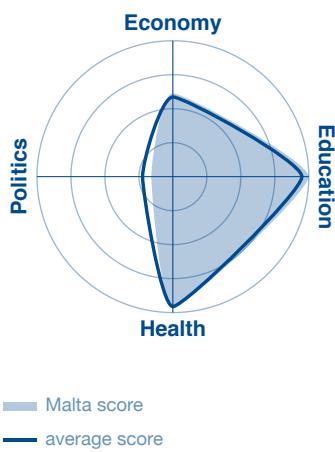
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Malta

rank  
out of 149 countries **91**  
score  
0.00 = imparity  
1.00 = parity **0.686**



## SCORE AT GLANCE

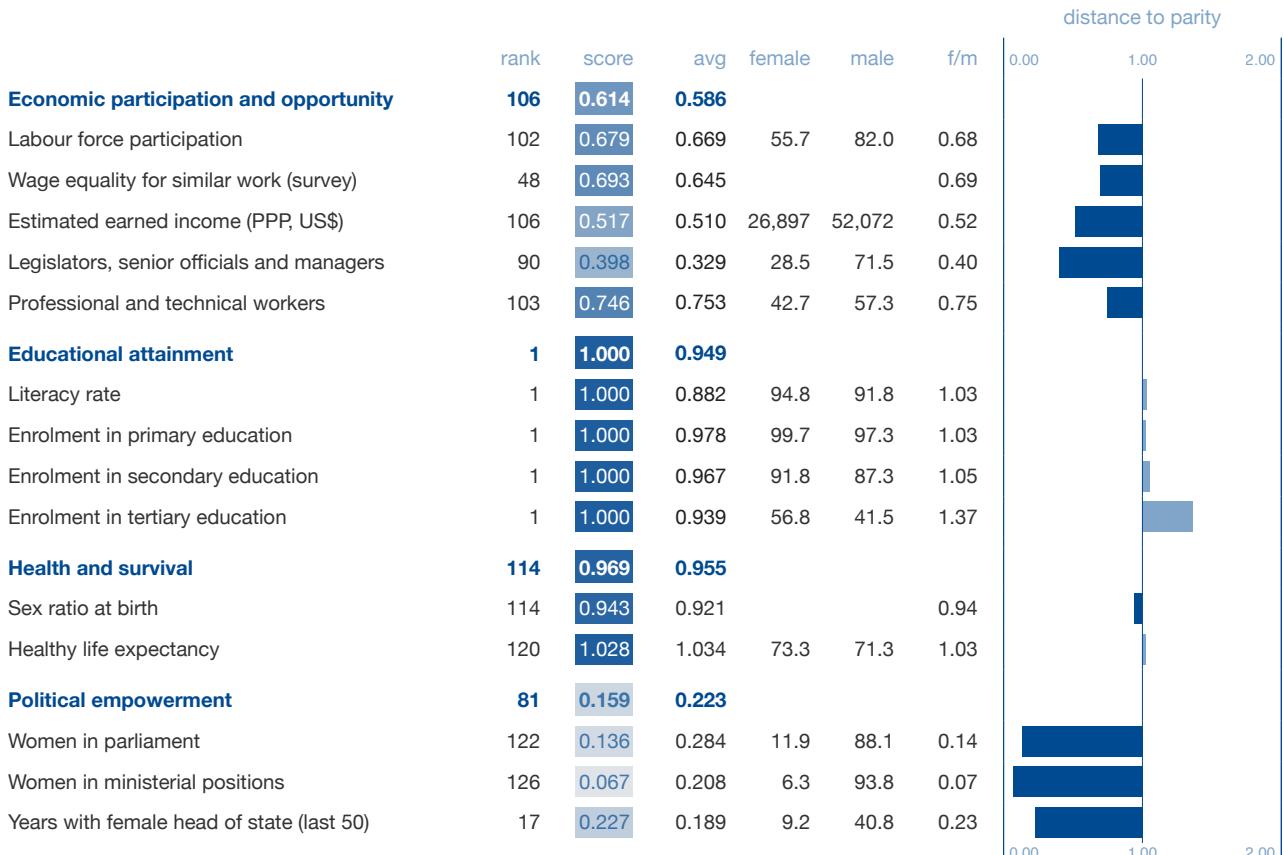


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 12.54  |
| GDP per capita (constant '11, intl. \$, PPP) | 36,513 |
| Total population (1,000s)                    | 429.36 |
| Population growth rate (%)                   | 0.32   |
| Population sex ratio (female/male)           | 0.99   |
| Human Capital Index score                    | 66.13  |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>71</b> | <b>0.652</b> | <b>91</b> | <b>0.686</b> |
| Economic participation and opportunity | 91        | 0.510        | 106       | 0.614        |
| Educational attainment                 | 26        | 0.998        | 1         | 1.000        |
| Health and survival                    | 65        | 0.974        | 114       | 0.969        |
| Political empowerment                  | 48        | 0.126        | 81        | 0.159        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |       | 0      |
| Youth not in employment or education                         | 11.1   | 9.6  | 1.15   | Length of maternity/paternity leave (days)                 | 126.0  | 1.0   |        |
| Unemployed adults  | 5.2    | 4.4  | 1.20   | Wages paid during maternity/paternity leave                | 82.0   | 100.0 |        |
| Discouraged job seekers                                      | 81.3   | 0.0  | –      | Provider of parental leave benefits                        |        |       | –      |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | dual   | empl  |        |
| High-skilled share of labour force                           | 12.5   | 12.3 | 1.02   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 28.9   | 11.2 | 2.58   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.1    | 0.0  | –      |  |        |       |        |
| Own-account workers  | 4.5    | 11.7 | 0.38   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 0.2    | 2.7   | 0.09   |
| Advancement of women to leadership roles                     |        |      | ² 0.66 | Primary education attainment, adults                       | 98.5   | 99.2  | 0.99   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |      | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |      | –      | Out-of-school youth  | 7.2    | 17.1  | 0.42   |
| Employers  | 1.6    | 0.0  | –      | Secondary education attainment, adults                     | 35.5   | 38.4  | 0.92   |
| R&D personnel  | 28.5   | 71.5 | 0.40   | Secondary education attainment, 25-54                      | 91.9   | 92.2  | 1.00   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 33.9   | 49.0  | 0.69   |
| Hold an account at a financial institution                   | 95.6   | 97.1 | 0.98   | Tertiary education attainment, adults                      | 12.9   | 13.7  | 0.94   |
| Women's access to financial services                         |        |      | –      | Tertiary education attainment, age 25-54                   | 18.2   | 18.6  | 0.98   |
| Inheritance rights for daughters                             |        |      | –      | Tertiary education attainment, age 65+                     | 5.2    | 7.9   | 0.66   |
| Women's access to land use, control and ownership            |        |      | –      | PhD graduates  | 0.2    | 0.4   | 0.39   |
| Women's access to non-land assets use, control and ownership |        |      | –      | Individuals using the internet                             | 74.8   | 77.5  | 0.97   |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1947   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 70     | Agri., Forestry, Fisheries and Veterinary                  | 0.2    | 0.2   | 1.02   |
| Number of female heads of state to date                      |        |      | 2      | Arts and Humanities  | 14.0   | 11.7  | 1.20   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 27.8   | 25.2  | 1.10   |
| Election list quotas for women, local                        |        |      | –      | Education  | 14.5   | 6.6   | 2.20   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 3.2    | 13.4  | 0.24   |
| Seats held in upper house                                    | 30.0   | 70.0 | 0.43   | Health and Welfare   | 17.0   | 8.1   | 2.09   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 2.8    | 15.4  | 0.18   |
| Average length of single life                                | 28.0   | 30.3 | 0.92   | Natural Sci., Mathematics and Statistics                   | 7.4    | 9.8   | 0.76   |
| Proportion married by age 25                                 | 10.3   | 3.7  | 2.82   | Services   | 2.1    | 0.8   | 2.52   |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 9.4    | 7.0   | 1.35   |
| Average number of children per woman                         |        |      | 1.46   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.0    | 0.0   | ¹ 0.81 |
| Potential support ratio                                      |        |      | 4      | Mortality, non-communicable diseases                       | 1.5    | 1.5   | ¹ 0.98 |
| Total dependency ratio                                       |        |      | 50     | Mortality, infectious and parasitic diseases               | 0.0    | 0.0   | ¹ 0.99 |
| Parity of parental rights in marriage                        |        |      | –      | Mortality, accidental injuries                             | 0.0    | 0.1   | ¹ 0.44 |
| Parity of parental rights after divorce                      |        |      | –      | Mortality, intentional injuries, self-harm                 | 0.0    | 0.0   | ¹ 0.21 |
|  |        |      | –      | Mortality, childbirth                                      |        |       | ¹ 9    |
|  |        |      | –      | Legislation on domestic violence                           |        |       | yes    |
|  |        |      | –      | Prevalence of gender violence in lifetime                  |        |       | –      |
|  |        |      | –      | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      | –      | Births attended by skilled health personnel                |        |       | 99.90  |
|  |        |      | –      | Antenatal care, at least four visits                       |        |       | –      |

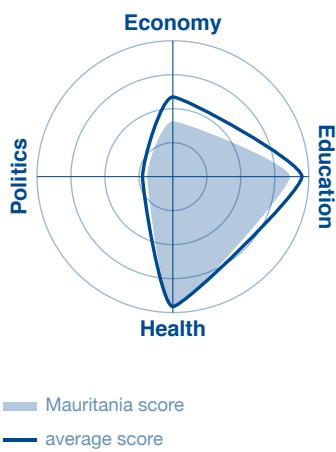
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mauritania

rank  
out of 149 countries **136**  
score  
0.00 = imparity  
1.00 = parity **0.607**



## SCORE AT GLANCE

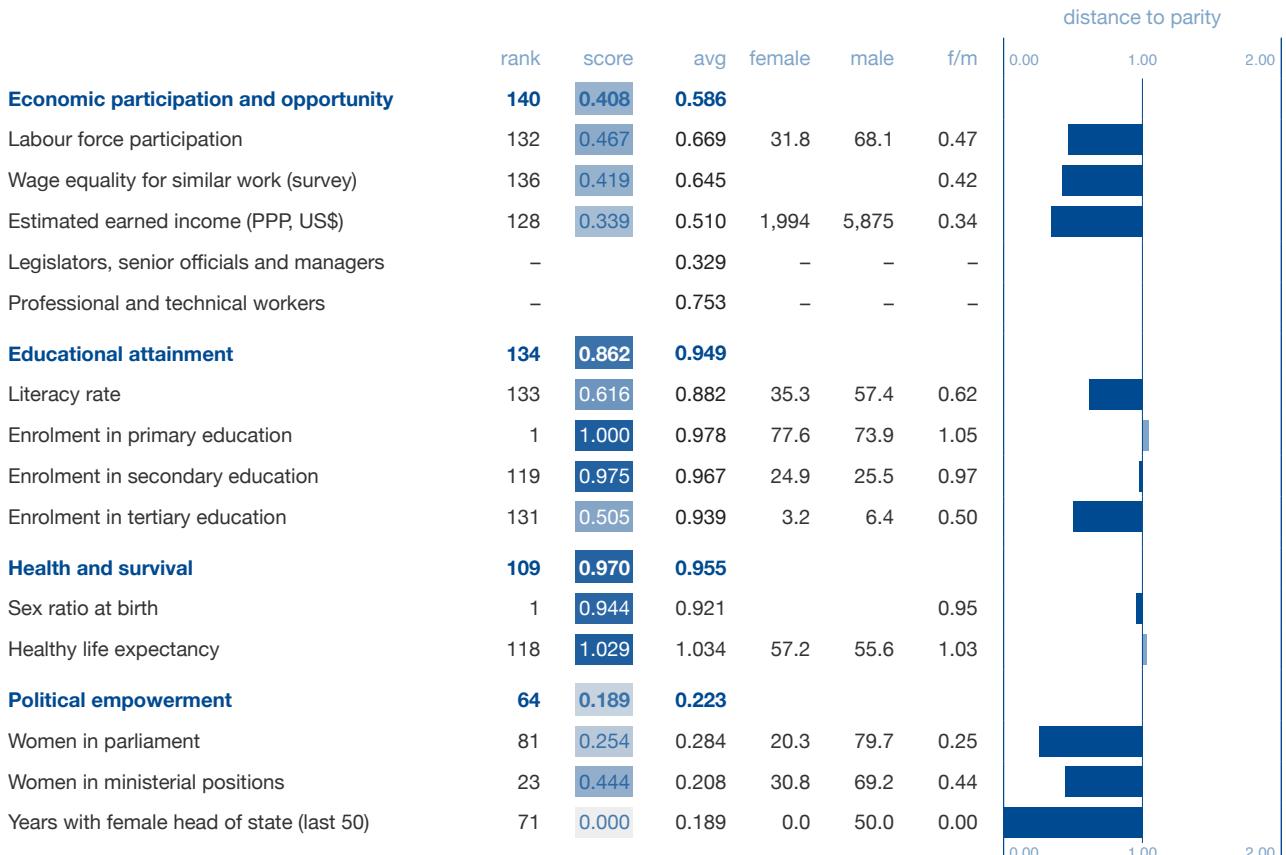


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 5.02     |
| GDP per capita (constant '11, intl. \$, PPP) | 3,598    |
| Total population (1,000s)                    | 4,301.02 |
| Population growth rate (%)                   | 2.71     |
| Population sex ratio (female/male)           | 0.98     |
| Human Capital Index score                    | 41.19    |

| Global Gender Gap score                |            |              | rank out of |              |
|--|------------|--------------|-------------|--------------|
|  | rank       | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>106</b> | <b>0.583</b> | <b>136</b>  | <b>0.607</b> |
| Economic participation and opportunity | 93         | 0.499        | 140         | 0.408        |
| Educational attainment                 | 103        | 0.818        | 134         | 0.862        |
| Health and survival                    | 1          | 0.980        | 109         | 0.970        |
| Political empowerment                  | 106        | 0.037        | 64          | 0.189        |
| rank out of                            | 115        |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 98.0   | -    |                   |
| Unemployed adults  | 12.6   | 8.6  | 1.47              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -    |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | -      | -    | -                 |  |        |      |                   |
| Own-account workers  | -      | -    | -                 |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 18.3   | 21.9 | 0.84              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.35 | Primary education attainment, adults                       | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 54.6   | 65.3 | 0.84              |
| Firms with female (co-)owners                                |        |      | 0.18              | Primary education attainment, 65+                          | 3.5    | 27.4 | 0.13              |
| Firms with female top managers                               |        |      | 0.05              | Out-of-school youth  | 73.9   | 71.6 | 1.03              |
| Employers  | -      | -    | -                 | Secondary education attainment, adults                     | -      | -    | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 20.2   | 35.1 | 0.58              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 1.0    | 8.0  | 0.13              |
| Hold an account at a financial institution                   | 18.8   | 22.2 | 0.85              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 2.9    | 12.1 | 0.24              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.5    | 1.5  | 0.33              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1961              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 56                | Agri., Forestry, Fisheries and Veterinary                  | 0.5    | 0.6  | 0.80              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 19.5   | 20.9 | 0.93              |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 37.1   | 27.6 | 1.35              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 4.3    | 10.5 | 0.40              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 2.6    | 9.3  | 0.28              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 0.3    | 0.5  | 0.57              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 5.7    | 3.9  | 1.45              |
| Average length of single life                                | 21.8   | 29.4 | 0.74              | Natural Sci., Mathematics and Statistics                   | 8.5    | 8.7  | 0.98              |
| Proportion married by age 25                                 | -      | -    | -                 | Services   | 0.3    | 0.5  | 0.62              |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 21.2   | 17.4 | 1.21              |
| Average number of children per woman                         |        |      | 4.67              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 32.00             | Mortality, children under age 5                            | 4.8    | 6.1  | <sup>1</sup> 0.79 |
| Potential support ratio                                      |        |      | 18                | Mortality, non-communicable diseases                       | 6.1    | 5.5  | <sup>1</sup> 1.10 |
| Total dependency ratio                                       |        |      | 76                | Mortality, infectious and parasitic diseases               | 3.2    | 3.7  | <sup>1</sup> 0.86 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 0.9    | 1.6  | <sup>1</sup> 0.60 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.2    | 0.5  | <sup>1</sup> 0.33 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 602  |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 65.10             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 48.40             |

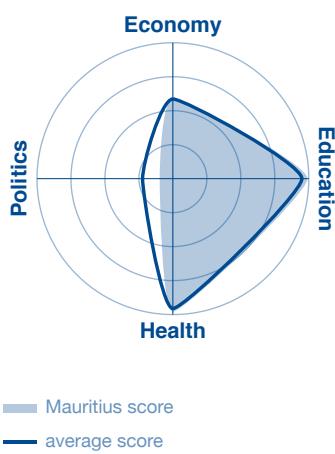
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mauritius

rank  
out of 149 countries **109**  
  
score  
0.00 = impurity  
1.00 = parity **0.663**



## SCORE AT GLANCE

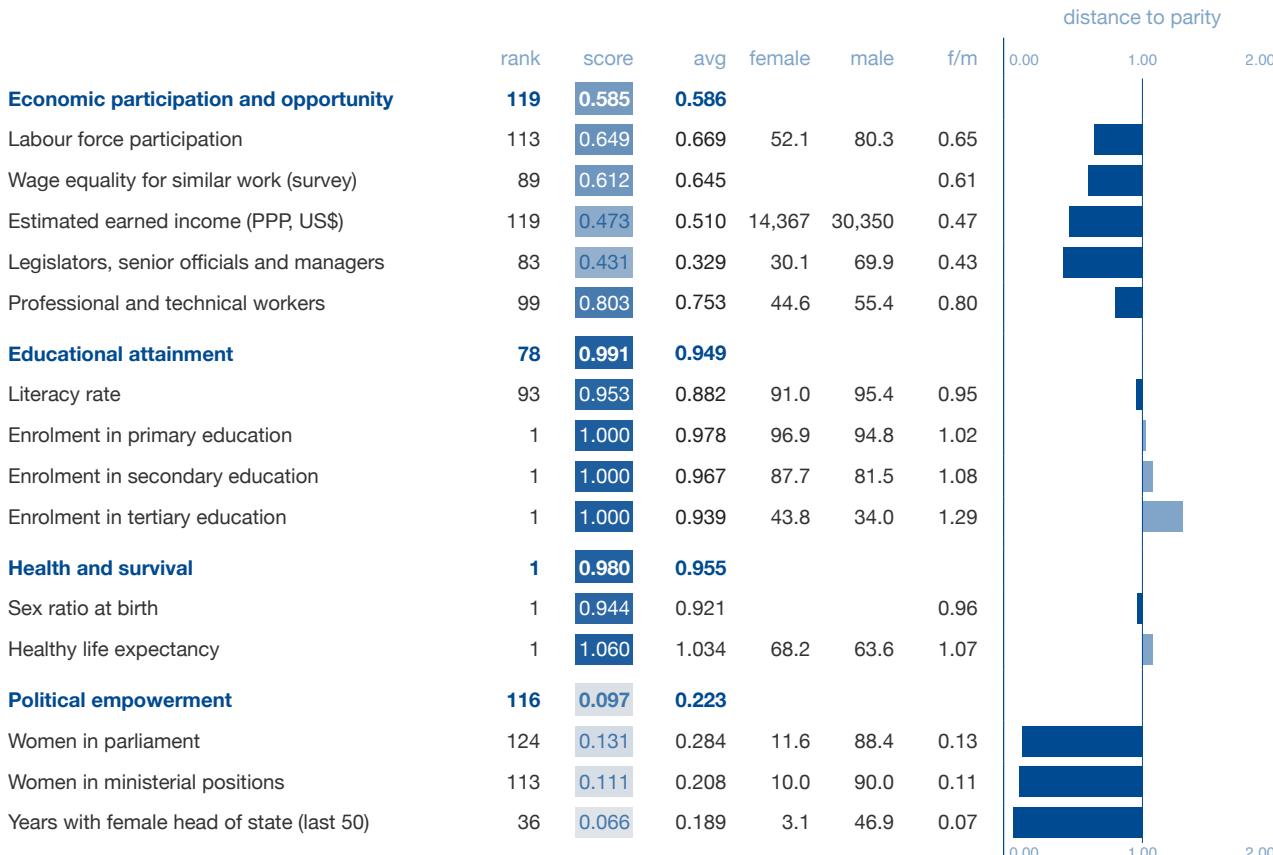


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 13.34    |
| GDP per capita (constant '11, intl. \$, PPP) | 20,293   |
| Total population (1,000s)                    | 1,262.13 |
| Population growth rate (%)                   | 0.24     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 60.34    |

|  |           | 2006         | 2018       |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>88</b> | <b>0.633</b> | <b>109</b> |
| Economic participation and opportunity | 95        | 0.483        | 119        |
| Educational attainment                 | 65        | 0.983        | 78         |
| Health and survival                    | 1         | 0.980        | 1          |
| Political empowerment                  | 73        | 0.085        | 116        |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male   | value             |       |
|--|--------|------|-------------------|--|--------|--------|-------------------|-------|
|  |        |      |                   | Care   |        |        |                   |       |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |        | -                 |       |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | 5.0    |                   |       |
| Unemployed adults  | 11.3   | 4.8  | 2.36              | Wages paid during maternity/paternity leave                | 100.0  | 100.0  |                   |       |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |        | -                 |       |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | empl   |                   |       |
| High-skilled share of labour force                           | 4.7    | 6.6  | 0.71              | Government supports or provides childcare                  |        |        | no                |       |
| Workers employed part-time                                   | 31.8   | 22.5 | 1.42              | Government provides child allowance                        |        |        | yes               |       |
| Contributing family workers                                  | 4.4    | 0.9  | 5.06              |  |        |        |                   |       |
| Own-account workers  | 9.3    | 16.8 | 0.55              |  |        |        |                   |       |
| Work, minutes per day  | -      | -    | -                 |  |        |        |                   |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |        |                   |       |
| Economic Leadership  | female | male | value             |  | female | male   | value             |       |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 2.7    | 4.7    | 0.57              |       |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.61 | Primary education attainment, adults                       | 63.3   | 70.8   | 0.89              |       |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 98.2   | 98.7   | 1.00              |       |
| Firms with female (co-)owners                                |        |      | 0.20              | Primary education attainment, 65+                          | 64.3   | 87.5   | 0.73              |       |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 12.8   | 19.1   | 0.67              |       |
| Employers  | 1.6    | 0.9  | 1.84              | Secondary education attainment, adults                     | 39.8   | 47.6   | 0.84              |       |
| R&D personnel  | 29.5   | 70.5 | 0.42              | Secondary education attainment, 25-54                      | 60.1   | 60.0   | 1.00              |       |
| Access to Assets   | female | male | value             | Secondary education attainment, 65+                        | 15.1   | 34.4   | 0.44              |       |
| Hold an account at a financial institution                   | 80.0   | 84.6 | 0.95              | Tertiary education attainment, adults                      | -      | -      | -                 |       |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 3.6    | 4.6    | 0.79              |       |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.8    | 4.4    | 0.18              |       |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | -      | -      | -                 |       |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 45.7   | 54.7   | 0.84              |       |
| Mean monthly earnings (1,000s, local curr.)                  | 16.6   | 22.6 | 0.73              |  |        |        |                   |       |
| Political Leadership   | female | male | value             |  | female | male   | value             |       |
| Year women received right to vote                            |        |      | 1956              | <b>Graduates by Degree Type</b>                            | female | male   | value             |       |
| Years since any women received voting rights                 |        |      | 61                | Agri., Forestry, Fisheries and Veterinary                  | 1.2    | 1.6    | 0.74              |       |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | 6.3    | 2.0    | 3.19              |       |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 27.4   | 24.7   | 1.11              |       |
| Election list quotas for women, local                        |        |      | 33                | Education  | 37.6   | 22.3   | 1.69              |       |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 3.7    | 17.9   | 0.21              |       |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 3.9    | 4.7    | 0.82              |       |
| Family   | female | male | value             | Information and Comm. Technologies                         | 5.7    | 14.6   | 0.39              |       |
| Average length of single life                                | 23.9   | 29.2 | 0.82              | Natural Sci., Mathematics and Statistics                   | 5.0    | 5.3    | 0.94              |       |
| Proportion married by age 25                                 | 38.3   | 11.5 | 3.33              | Services   | 3.1    | 2.6    | 1.20              |       |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 6.7    | 4.3    | 1.54              |       |
| Average number of children per woman                         |        |      | 1.43              |  | Health | female | male              | value |
| Women's unmet demand for family planning                     |        |      | 24.00             | Mortality, children under age 5                            | 0.1    | 0.1    | <sup>1</sup> 0.77 |       |
| Potential support ratio                                      |        |      | 7                 | Mortality, non-communicable diseases                       | 3.9    | 4.5    | <sup>1</sup> 0.87 |       |
| Total dependency ratio                                       |        |      | 42                | Mortality, infectious and parasitic diseases               | 0.1    | 0.2    | <sup>1</sup> 0.49 |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.1    | 0.3    | <sup>1</sup> 0.30 |       |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1    | <sup>1</sup> 0.25 |       |
|  |        |      |                   | Mortality, childbirth                                      |        |        | <sup>1</sup> 53   |       |
|  |        |      |                   | Legislation on domestic violence                           |        |        | yes               |       |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |        | -                 |       |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |        | yes               |       |
|  |        |      |                   | Births attended by skilled health personnel                |        |        | 99.80             |       |
|  |        |      |                   | Antenatal care, at least four visits                       |        |        | -                 |       |

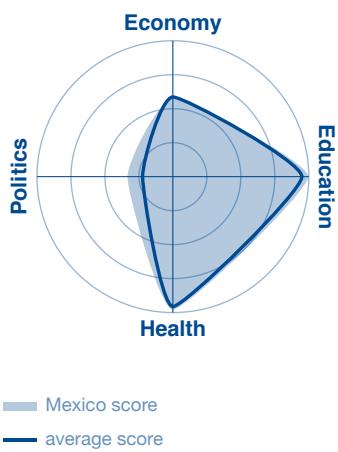
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mexico

rank  
out of 149 countries **50**  
score  
0.00 = imparity  
1.00 = parity **0.721**



## SCORE AT GLANCE

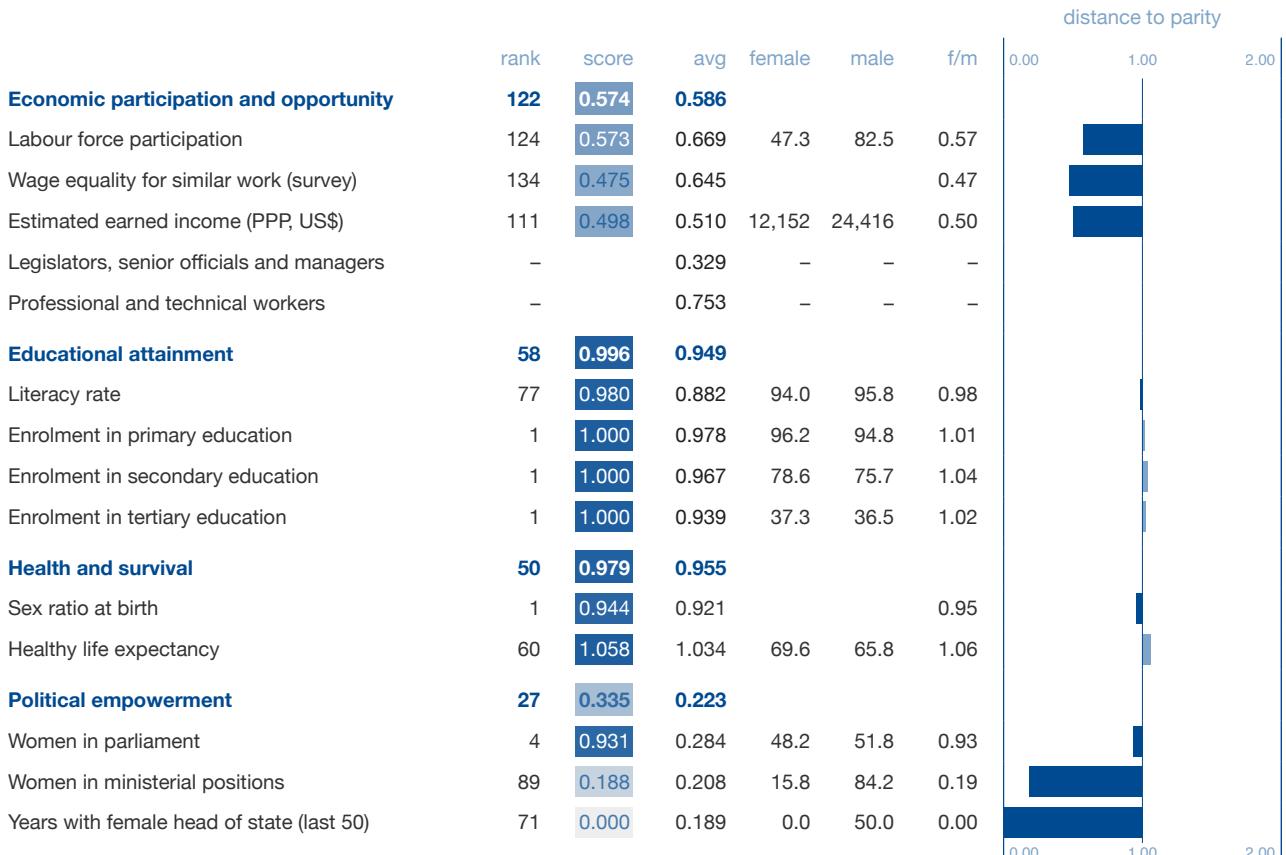


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 1,149.92   |
| GDP per capita (constant '11, intl. \$, PPP) | 17,336     |
| Total population (1,000s)                    | 127,540.42 |
| Population growth rate (%)                   | 1.25       |
| Population sex ratio (female/male)           | 1.01       |
| Human Capital Index score                    | 61.25      |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>75</b> | <b>0.646</b> | <b>50</b> | <b>0.721</b> |
| Economic participation and opportunity | 98        | 0.480        | 122       | 0.574        |
| Educational attainment                 | 45        | 0.992        | 58        | 0.996        |
| Health and survival                    | 1         | 0.980        | 50        | 0.979        |
| Political empowerment                  | 45        | 0.133        | 27        | 0.335        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 30.5   | 8.6   | 3.55   | Length of maternity/paternity leave (days)                 | 84.0   | 5.0   |        |
| Unemployed adults  | 3.9    | 3.9   | 1.02   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 69.5   | 30.5  | 2.28   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 56.8   | 49.4  | 1.15   | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 7.4    | 9.1   | 0.82   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 30.4   | 16.0  | 1.90   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 7.2    | 3.5   | 2.09   |  |        |       |        |
| Own-account workers  | 23.0   | 21.9  | 1.05   |  |        |       |        |
| Work, minutes per day  | 606.5  | 580.3 | 1.05   |  |        |       |        |
| Proportion of unpaid work per day                            | 61.5   | 19.4  | 3.17   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 1.8    | 2.9   | 0.63   |
| Advancement of women to leadership roles                     |        |       | 2 0.48 | Primary education attainment, adults                       | 78.1   | 80.5  | 0.97   |
| Boards of publicly traded companies                          | 5.2    | 94.8  | 0.05   | Primary education attainment, 25-54                        | 95.8   | 96.6  | 0.99   |
| Firms with female (co-)owners                                |        |       | 0.35   | Primary education attainment, 65+                          | 71.8   | 79.8  | 0.90   |
| Firms with female top managers                               |        |       | 0.17   | Out-of-school youth  | 41.3   | 43.3  | 0.95   |
| Employers  | 2.3    | 3.5   | 0.66   | Secondary education attainment, adults                     | 32.2   | 34.7  | 0.93   |
| R&D personnel  | -      | -     | -      | Secondary education attainment, 25-54                      | 61.4   | 63.6  | 0.97   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 16.2   | 23.6  | 0.68   |
| Hold an account at a financial institution                   | 38.8   | 38.5  | 1.01   | Tertiary education attainment, adults                      | 13.6   | 16.1  | 0.85   |
| Women's access to financial services                         |        |       | part   | Tertiary education attainment, age 25-54                   | 16.9   | 18.7  | 0.90   |
| Inheritance rights for daughters                             |        |       | part   | Tertiary education attainment, age 65+                     | 4.3    | 10.7  | 0.40   |
| Women's access to land use, control and ownership            |        |       | part   | PhD graduates  | 0.2    | 0.3   | 0.58   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 54.6   | 60.5  | 0.90   |
| Mean monthly earnings (1,000s, local curr.)                  | 5.2    | 6.1   | 0.85   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1947   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 70     | Agri., Forestry, Fisheries and Veterinary                  | 1.3    | 2.6   | 0.51   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 4.6    | 3.6   | 1.26   |
| Election list quotas for women, national                     |        |       | 50     | Business, Admin. and Law                                   | 36.5   | 31.7  | 1.15   |
| Election list quotas for women, local                        |        |       | 50     | Education  | 17.1   | 7.4   | 2.31   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 12.2   | 35.0  | 0.35   |
| Seats held in upper house                                    | 28.4   | 71.6  | 0.40   | Health and Welfare   | 11.2   | 6.3   | 1.77   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.5    | 2.9   | 0.54   |
| Average length of single life                                | 23.0   | 25.5  | 0.90   | Natural Sci., Mathematics and Statistics                   | 3.0    | 3.0   | 1.00   |
| Proportion married by age 25                                 | 49.6   | 35.6  | 1.39   | Services   | 0.7    | 1.5   | 0.47   |
| Mean age of women at birth of first child                    |        |       | 27     | Social Sci., Journalism and Information                    | 12.1   | 6.0   | 2.00   |
| Average number of children per woman                         |        |       | 2.18   |  |        |       |        |
| Women's unmet demand for family planning                     |        |       | 12.00  | <b>Health</b>  | female | male  | value  |
| Potential support ratio                                      |        |       | 10     | Mortality, children under age 5                            | 13.8   | 17.5  | 1 0.79 |
| Total dependency ratio                                       |        |       | 51     | Mortality, non-communicable diseases                       | 234.9  | 253.5 | 1 0.93 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, infectious and parasitic diseases               | 6.7    | 10.9  | 1 0.62 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, accidental injuries                             | 8.9    | 26.8  | 1 0.33 |
|  |        |       |        | Mortality, intentional injuries, self-harm                 | 3.9    | 27.3  | 1 0.14 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 38   |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 47.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 95.60  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | -      |

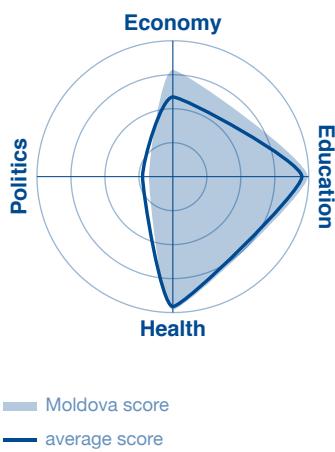
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Moldova

rank  
out of 149 countries **35**  
score  
0.00 = imparity  
1.00 = parity **0.733**



## SCORE AT GLANCE

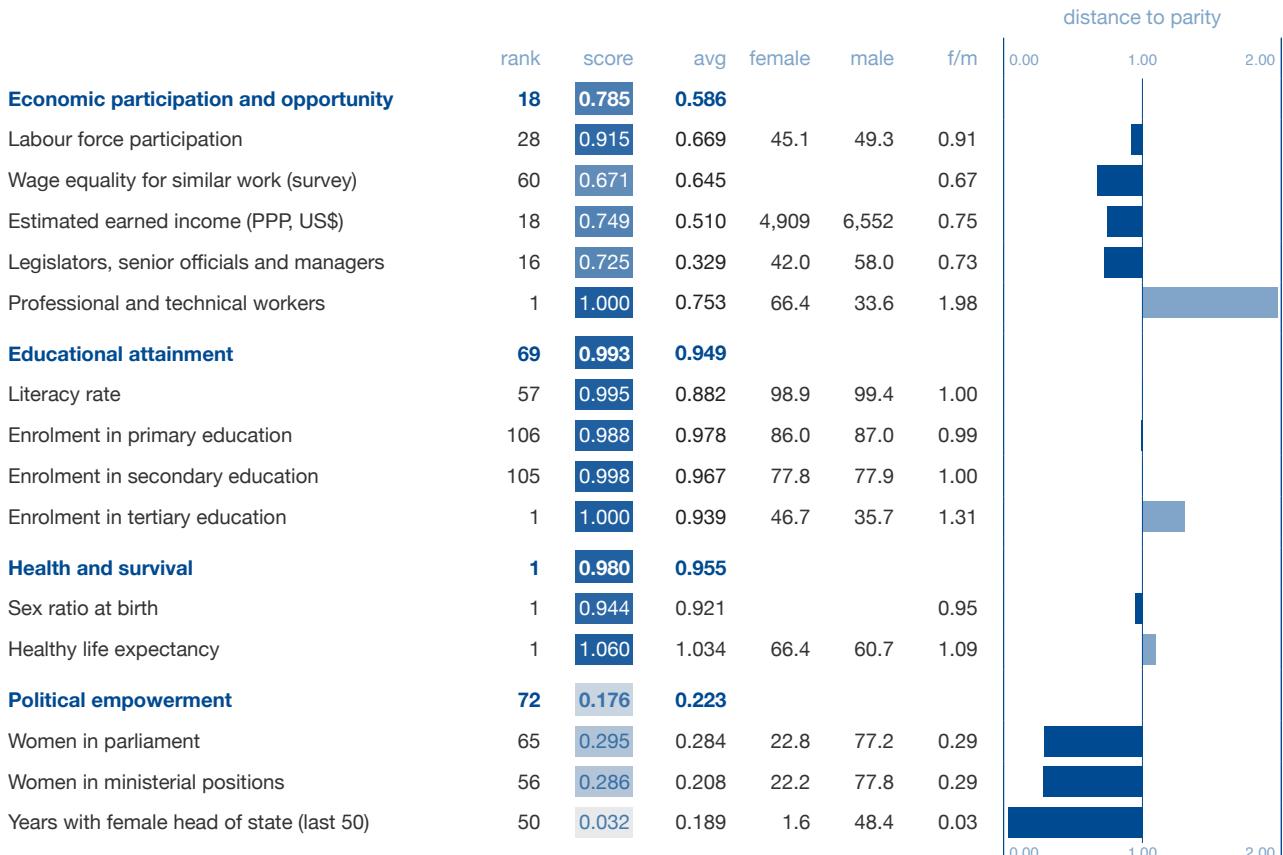


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 8.13     |
| GDP per capita (constant '11, intl. \$, PPP) | 5,190    |
| Total population (1,000s)                    | 4,059.61 |
| Population growth rate (%)                   | -0.23    |
| Population sex ratio (female/male)           | 1.08     |
| Human Capital Index score                    | 62.29    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>17</b> | <b>0.713</b> | <b>35</b> | <b>0.733</b> |
| Economic participation and opportunity | 2         | 0.760        | 18        | 0.785        |
| Educational attainment                 | 37        | 0.994        | 69        | 0.993        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 50        | 0.117        | 72        | 0.176        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | 1039  |
| Youth not in employment or education                         | 25.2   | 30.2 | 0.84              | Length of maternity/paternity leave (days)                 | 126.0  | –    |       |
| Unemployed adults  | 2.9    | 5.4  | 0.53              | Wages paid during maternity/paternity leave                | 100.0  | –    |       |
| Discouraged job seekers                                      | 44.4   | 55.6 | 0.80              | Provider of parental leave benefits                        |        |      | gov   |
| Workers in informal employment                               | –      | –    | –                 | Provider of maternity/paternity leave benefits             | gov    | –    |       |
| High-skilled share of labour force                           | 13.6   | 10.8 | 1.26              | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 25.8   | 19.5 | 1.32              | Government provides child allowance                        |        |      | yes   |
| Contributing family workers                                  | 7.1    | 2.2  | 3.24              |  |        |      |       |
| Own-account workers  | 25.5   | 38.2 | 0.67              |  |        |      |       |
| Work, minutes per day  | –      | –    | –                 |  |        |      |       |
| Proportion of unpaid work per day                            | –      | –    | –                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 10.3   | 9.8  | 1.05  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.63 | Primary education attainment, adults                       | 99.3   | 99.4 | 1.00  |
| Boards of publicly traded companies                          | –      | –    | –                 | Primary education attainment, 25-54                        | –      | –    | –     |
| Firms with female (co-)owners                                |        |      | 0.90              | Primary education attainment, 65+                          | –      | –    | –     |
| Firms with female top managers                               |        |      | 0.35              | Out-of-school youth  | 38.4   | 40.1 | 0.96  |
| Employers  | 0.5    | 2.2  | 0.21              | Secondary education attainment, adults                     | 73.5   | 76.1 | 0.97  |
| R&D personnel  | 51.7   | 48.3 | 1.07              | Secondary education attainment, 25-54                      | –      | –    | –     |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | –      | –    | –     |
| Hold an account at a financial institution                   | 19.0   | 16.4 | 1.16              | Tertiary education attainment, adults                      | 21.2   | 17.2 | 1.23  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | –      | –    | –     |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | –      | –    | –     |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.2    | 0.2  | 1.37  |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | –      | –    | –     |
| Mean monthly earnings (1,000s, local curr.)                  | 4.2    | 4.9  | 0.87              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1924              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 93                | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 3.6  | 0.23  |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | 6.8    | 3.9  | 1.73  |
| Election list quotas for women, national                     |        |      | –                 | Business, Admin. and Law                                   | 37.8   | 33.3 | 1.13  |
| Election list quotas for women, local                        |        |      | –                 | Education  | 19.9   | 4.8  | 4.11  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 9.1    | 31.7 | 0.29  |
| Seats held in upper house                                    | 23.8   | 76.2 | 0.31              | Health and Welfare   | 6.6    | 4.2  | 1.58  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.9    | 2.9  | 0.29  |
| Average length of single life                                | 21.9   | 25.7 | 0.85              | Natural Sci., Mathematics and Statistics                   | 2.1    | 2.7  | 0.79  |
| Proportion married by age 25                                 | 61.5   | 27.7 | 2.22              | Services   | 5.4    | 8.0  | 0.67  |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 10.8   | 4.8  | 2.23  |
| Average number of children per woman                         |        |      | 1.24              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 11.00             | Mortality, children under age 5                            | 0.3    | 0.4  |       |
| Potential support ratio                                      |        |      | 7                 | Mortality, non-communicable diseases                       | 19.2   | 20.2 |       |
| Total dependency ratio                                       |        |      | 35                | Mortality, infectious and parasitic diseases               | 0.1    | 0.4  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.3    | 1.2  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.2    | 0.7  |       |
|  |        |      |                   | Mortality, childbirth                                      | 1      | –    | –     |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 25.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | –     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | –     |

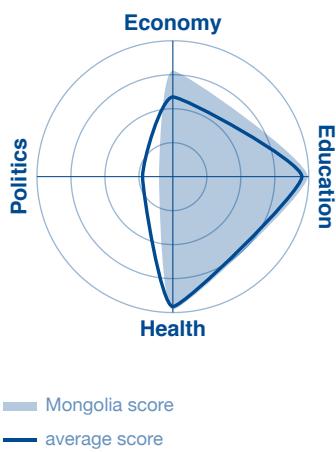
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mongolia

rank  
out of 149 countries **58**  
score  
0.00 = imparity  
1.00 = parity **0.714**



## SCORE AT GLANCE

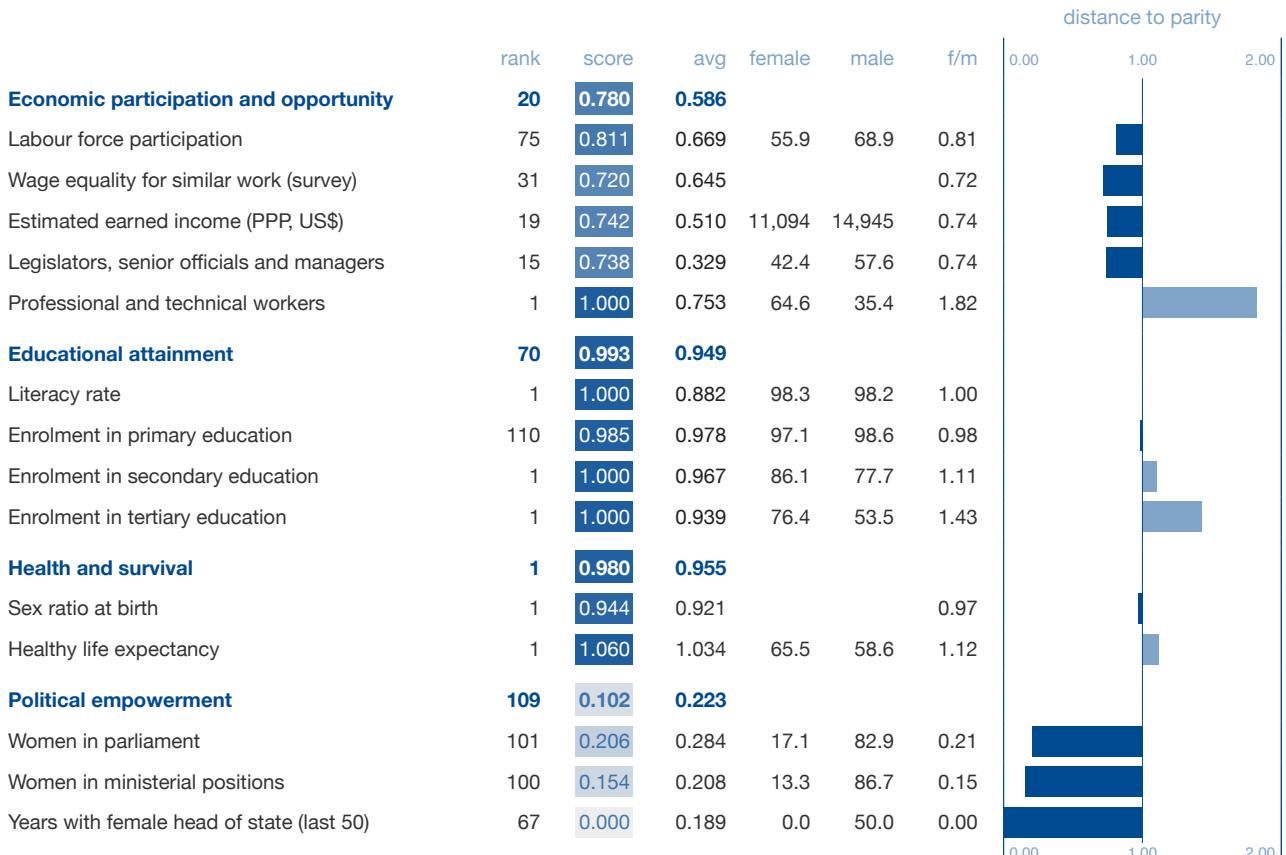


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 11.49    |
| GDP per capita (constant '11, intl. \$, PPP) | 11,841   |
| Total population (1,000s)                    | 3,027.40 |
| Population growth rate (%)                   | 1.54     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 64.35    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>42</b> | <b>0.682</b> | <b>58</b> | <b>0.714</b> |
| Economic participation and opportunity | 21        | 0.704        | 20        | 0.780        |
| Educational attainment                 | 20        | 0.999        | 70        | 0.993        |
| Health and survival                    | 1         | 0.980        | 1         | 0.980        |
| Political empowerment                  | 101       | 0.046        | 109       | 0.102        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male | value             |
|--|--------|-------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 19.8   | 14.0  | 1.42              | Length of maternity/paternity leave (days)                 | 120.0  | -    |                   |
| Unemployed adults  | 6.7    | 8.2   | 0.82              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 33.4   | 66.6  | 0.50              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | 26.9   | 33.1  | 0.81              | Provider of maternity/paternity leave benefits             | gov    | -    |                   |
| High-skilled share of labour force                           | 17.5   | 13.3  | 1.32              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 14.6   | 12.7  | 1.14              | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 4.6    | 1.4   | 3.27              |  |        |      |                   |
| Own-account workers  | 40.0   | 47.4  | 0.84              |  |        |      |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 3.3    | 2.1  | 1.62              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.68 | Primary education attainment, adults                       | 95.6   | 95.4 | 1.00              |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 97.1   | 94.6 | 1.03              |
| Firms with female (co-)owners                                |        |       | 0.61              | Primary education attainment, 65+                          | 86.2   | 94.9 | 0.91              |
| Firms with female top managers                               |        |       | 0.55              | Out-of-school youth  | 15.2   | 28.8 | 0.53              |
| Employers  | 1.0    | 1.4   | 0.70              | Secondary education attainment, adults                     | 71.1   | 63.8 | 1.12              |
| R&D personnel  | -      | -     | -                 | Secondary education attainment, 25-54                      | 93.2   | 86.1 | 1.08              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 46.3   | 68.7 | 0.67              |
| Hold an account at a financial institution                   | 93.2   | 90.3  | 1.03              | Tertiary education attainment, adults                      | 26.8   | 20.5 | 1.31              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 34.4   | 20.3 | 1.70              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 20.7   | 34.0 | 0.61              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | 0.2    | 0.3  | 0.66              |
| Women's access to non-land assets use, control and ownership |        |       | yes               | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 760.7  | 856.0 | 0.89              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| <b>Political Leadership</b>                                  | female | male  | value             | Agri., Forestry, Fisheries and Veterinary                  | 2.1    | 2.3  | 0.93              |
| Year women received right to vote                            |        |       | 1924              | Arts and Humanities  | 10.2   | 6.4  | 1.59              |
| Years since any women received voting rights                 |        |       | 93                | Business, Admin. and Law                                   | 29.6   | 30.0 | 0.99              |
| Number of female heads of state to date                      |        |       | 1                 | Education  | 20.6   | 8.2  | 2.52              |
| Election list quotas for women, national                     |        |       | 20                | Engineering, Manuf. and Construction                       | 8.4    | 20.9 | 0.40              |
| Election list quotas for women, local                        |        |       | -                 | Health and Welfare   | 11.4   | 4.0  | 2.84              |
| Voluntary political party quotas                             |        |       | -                 | Information and Comm. Technologies                         | 1.6    | 5.4  | 0.30              |
| Seats held in upper house                                    | 20.7   | 79.3  | 0.26              | Natural Sci., Mathematics and Statistics                   | 2.4    | 4.0  | 0.59              |
| <b>Family</b>  | female | male  | value             | Services   | 1.4    | 9.1  | 0.16              |
| Average length of single life                                | 24.2   | 26.2  | 0.92              | Social Sci., Journalism and Information                    | 11.4   | 9.7  | 1.18              |
| Proportion married by age 25                                 | 42.4   | 28.3  | 1.50              | <b>Health</b>  | female | male | value             |
| Mean age of women at birth of first child                    |        |       | 29                | Mortality, children under age 5                            | 0.7    | 1.0  | <sup>1</sup> 0.66 |
| Average number of children per woman                         |        |       | 2.76              | Mortality, non-communicable diseases                       | 6.7    | 8.5  | <sup>1</sup> 0.79 |
| Women's unmet demand for family planning                     |        |       | 22.00             | Mortality, infectious and parasitic diseases               | 0.3    | 0.6  | <sup>1</sup> 0.50 |
| Potential support ratio                                      |        |       | 17                | Mortality, accidental injuries                             | 0.3    | 1.0  | <sup>1</sup> 0.29 |
| Total dependency ratio                                       |        |       | 50                | Mortality, intentional injuries, self-harm                 | 0.2    | 0.9  | <sup>1</sup> 0.20 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, childbirth                                      |        |      | <sup>1</sup> 44   |
| Parity of parental rights after divorce                      |        |       | yes               | Legislation on domestic violence                           |        |      | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |      | 98.90             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |      | 89.60             |

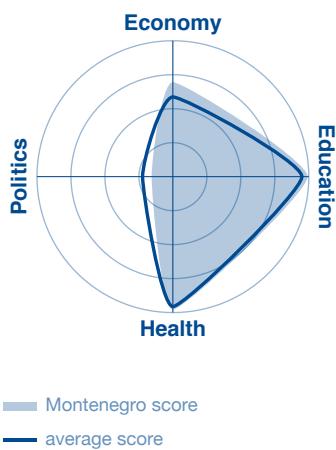
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Montenegro

rank  
out of 149 countries **69**  
score  
0.00 = imparity  
1.00 = parity **0.706**



## SCORE AT GLANCE

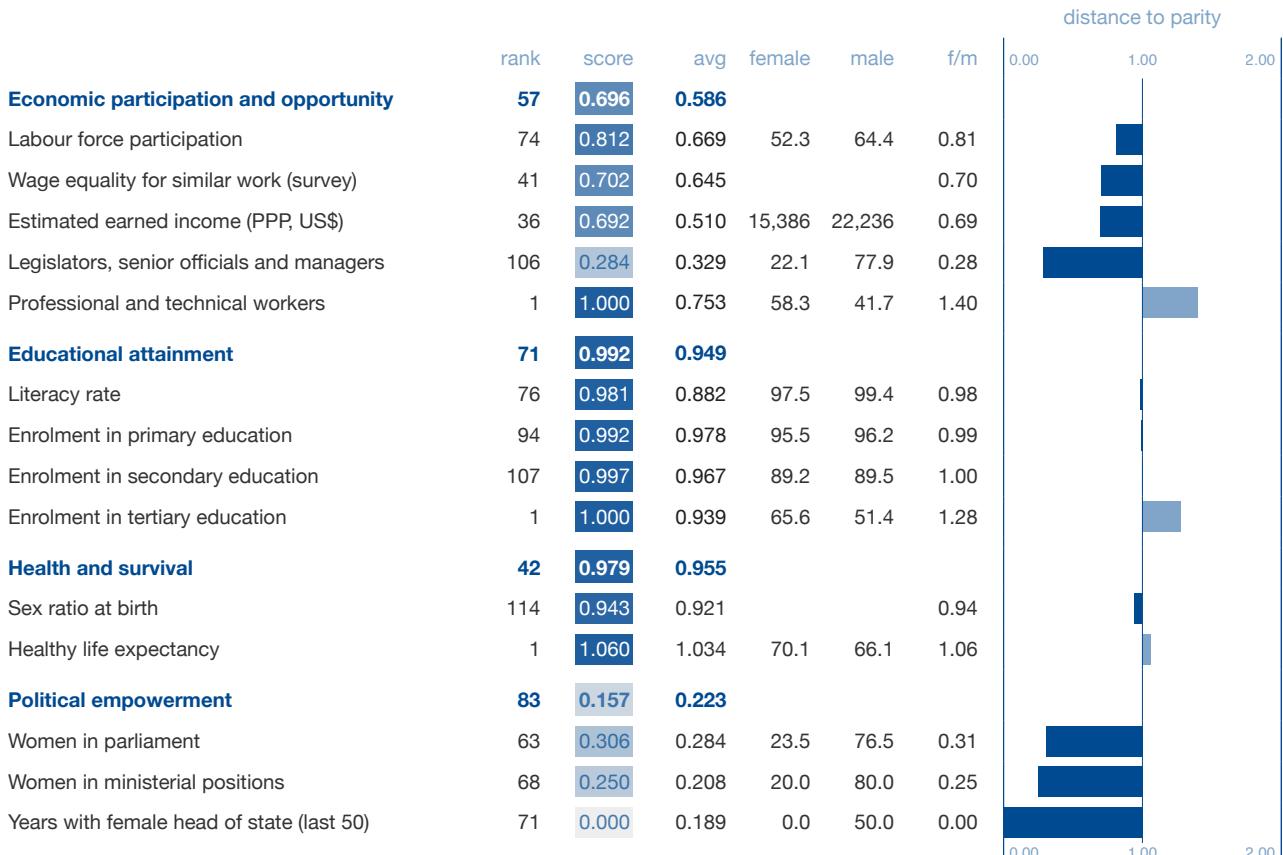


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 4.77   |
| GDP per capita (constant '11, intl. \$, PPP) | 16,409 |
| Total population (1,000s)                    | 628.62 |
| Population growth rate (%)                   | 0.05   |
| Population sex ratio (female/male)           | 1.03   |
| Human Capital Index score                    | -      |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>69</b> | <b>0.706</b> |
| Economic participation and opportunity | -         | -          | 57        | 0.696        |
| Educational attainment                 | -         | -          | 71        | 0.992        |
| Health and survival                    | -         | -          | 42        | 0.979        |
| Political empowerment                  | -         | -          | 83        | 0.157        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



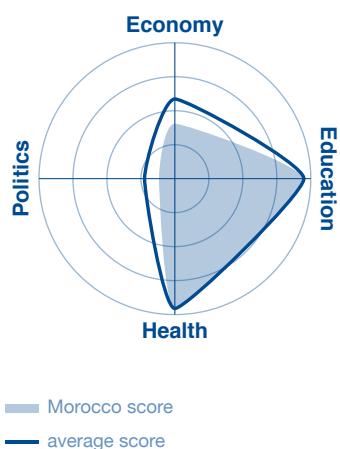
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |       | 365    |
| Youth not in employment or education                         | 7.6    | 8.9  | 0.85   | Length of maternity/paternity leave (days)                 | 45.0   | —     |        |
| Unemployed adults  | 17.1   | 18.3 | 0.94   | Wages paid during maternity/paternity leave                | 100.0  | —     |        |
| Discouraged job seekers                                      | 0.0    | —    | —      | Provider of parental leave benefits                        |        | gov   |        |
| Workers in informal employment                               | —      | —    | —      | Provider of maternity/paternity leave benefits             | gov    | —     |        |
| High-skilled share of labour force                           | 12.1   | 12.9 | 0.94   | Government supports or provides childcare                  |        | yes   |        |
| Workers employed part-time                                   | 12.3   | 6.2  | 1.98   | Government provides child allowance                        |        | yes   |        |
| Contributing family workers                                  | 3.3    | 1.8  | 1.80   |  |        |       |        |
| Own-account workers  | 6.1    | 12.0 | 0.51   |  |        |       |        |
| Work, minutes per day  | —      | —    | —      |  |        |       |        |
| Proportion of unpaid work per day                            | —      | —    | —      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 6.9    | 5.8   | 1.18   |
| Advancement of women to leadership roles                     |        |      | 2 0.61 | Primary education attainment, adults                       | 96.0   | 99.1  | 0.97   |
| Boards of publicly traded companies                          | —      | —    | —      | Primary education attainment, 25-54                        | —      | —     | —      |
| Firms with female (co-)owners                                |        |      | 0.31   | Primary education attainment, 65+                          | —      | —     | —      |
| Firms with female top managers                               |        |      | 0.24   | Out-of-school youth  | —      | —     | —      |
| Employers  | 6.0    | 1.8  | 3.32   | Secondary education attainment, adults                     | 65.2   | 80.4  | 0.81   |
| R&D personnel  | 48.3   | 51.7 | 0.94   | Secondary education attainment, 25-54                      | —      | —     | —      |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | —      | —     | —      |
| Hold an account at a financial institution                   | 57.9   | 61.9 | 0.94   | Tertiary education attainment, adults                      | —      | —     | —      |
| Women's access to financial services                         |        |      | —      | Tertiary education attainment, age 25-54                   | —      | —     | —      |
| Inheritance rights for daughters                             |        |      | —      | Tertiary education attainment, age 65+                     | —      | —     | —      |
| Women's access to land use, control and ownership            |        |      | —      | PhD graduates  | —      | —     | —      |
| Women's access to non-land assets use, control and ownership |        |      | —      | Individuals using the internet                             | —      | —     | —      |
| Mean monthly earnings (1,000s, local curr.)                  | —      | —    | —      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1946   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 71     | Agri., Forestry, Fisheries and Veterinary                  | —      | —     | —      |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | —      | —     | —      |
| Election list quotas for women, national                     |        |      | 30     | Business, Admin. and Law                                   | —      | —     | —      |
| Election list quotas for women, local                        |        |      | 30     | Education  | —      | —     | —      |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | —      | —     | —      |
| Seats held in upper house                                    | 15.4   | 84.6 | 0.18   | Health and Welfare   | —      | —     | —      |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | —      | —     | —      |
| Average length of single life                                | 26.3   | 29.7 | 0.89   | Natural Sci., Mathematics and Statistics                   | —      | —     | —      |
| Proportion married by age 25                                 | 22.6   | 5.5  | 4.11   | Services   | —      | —     | —      |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | —      | —     | —      |
| Average number of children per woman                         |        |      | 1.67   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | —      | Mortality, children under age 5                            | 0.0    | 0.0   | 1 0.84 |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 3.0    | 3.0   | 1 1.02 |
| Total dependency ratio                                       |        |      | 48     | Mortality, infectious and parasitic diseases               | 0.0    | 0.0   | 1 0.46 |
| Parity of parental rights in marriage                        |        |      | —      | Mortality, accidental injuries                             | 0.0    | 0.1   | 1 0.42 |
| Parity of parental rights after divorce                      |        |      | —      | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1   | 1 0.44 |
|  |        |      | —      | Mortality, childbirth                                      | —      | —     | 1 7    |
|  |        |      | —      | Legislation on domestic violence                           |        | yes   |        |
|  |        |      | —      | Prevalence of gender violence in lifetime                  |        | —     |        |
|  |        |      | —      | Law permits abortion to preserve a woman's physical health |        | yes   |        |
|  |        |      | —      | Births attended by skilled health personnel                |        | 99.00 |        |
|  |        |      | —      | Antenatal care, at least four visits                       |        | 86.60 |        |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

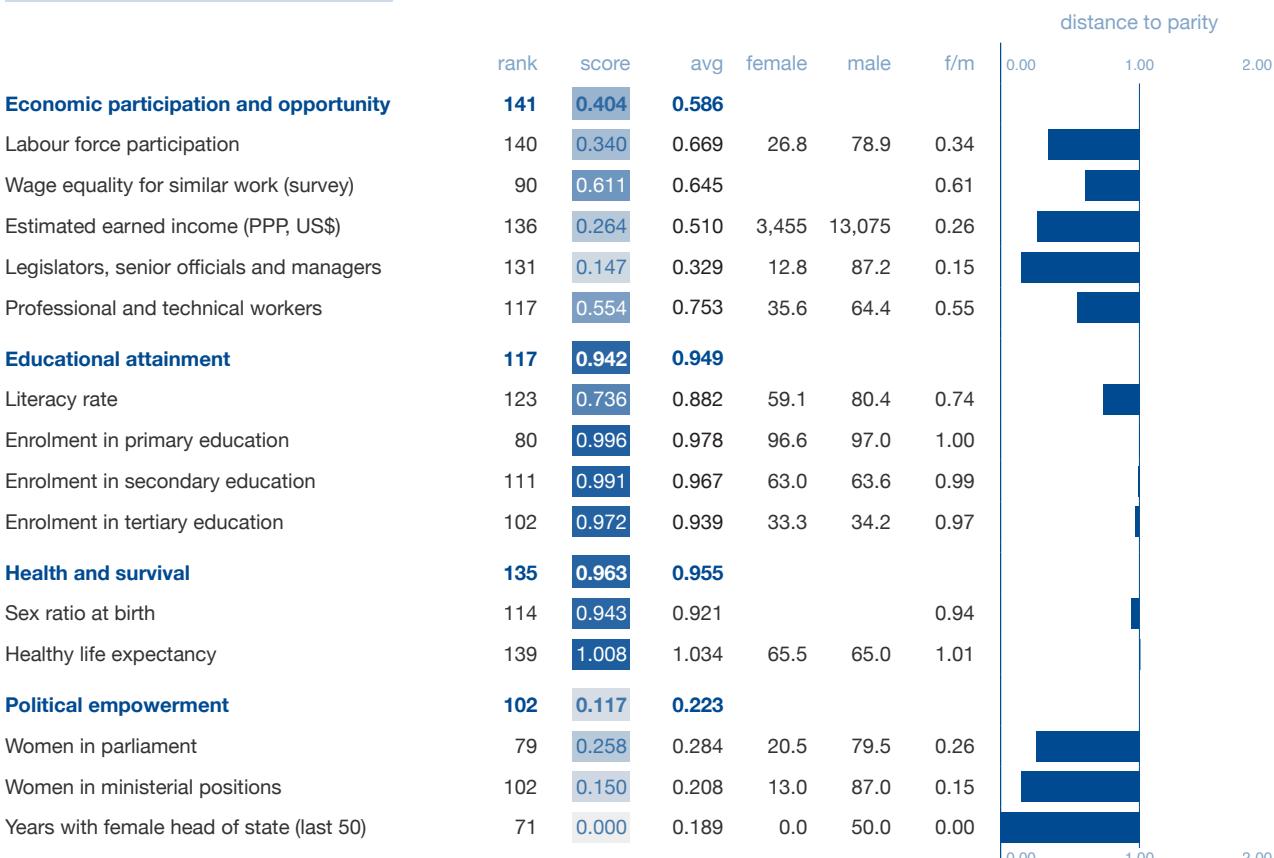


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 109.14    |
| GDP per capita (constant '11, intl. \$, PPP) | 7,485     |
| Total population (1,000s)                    | 35,276.79 |
| Population growth rate (%)                   | 1.28      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 49.47     |

|  | rank       | 2006         | 2018       |              |
|--|------------|--------------|------------|--------------|
|  |            | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>107</b> | <b>0.583</b> | <b>137</b> | <b>0.607</b> |
| Economic participation and opportunity | 102        | 0.461        | 141        | 0.404        |
| Educational attainment                 | 99         | 0.848        | 117        | 0.942        |
| Health and survival                    | 90         | 0.968        | 135        | 0.963        |
| Political empowerment                  | 92         | 0.053        | 102        | 0.117        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  | Care   | female | male  | value |
|--|--------|------|--------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                |        |       | -     |
| Youth not in employment or education                         | -      | -    | -      | Length of maternity/paternity leave (days)     | 98.0   | 3.0   |       |
| Unemployed adults  | 10.3   | 9.5  | 1.08   | Wages paid during maternity/paternity leave    | 67.0   | 100.0 |       |
| Discouraged job seekers                                      | -      | -    | -      | Provider of parental leave benefits            |        |       | -     |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits | gov    | gov   |       |
| High-skilled share of labour force                           | 2.8    | 5.5  | 0.50   | Government supports or provides childcare      |        |       | yes   |
| Workers employed part-time                                   | 38.0   | 7.9  | 4.81   | Government provides child allowance            |        |       | yes   |
| Contributing family workers                                  | 47.3   | 12.5 | 3.80   |  |        |       |       |
| Own-account workers  | 16.5   | 33.6 | 0.49   |  |        |       |       |
| Work, minutes per day  | -      | -    | -      |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |       |
| Economic Leadership  | female | male | value  |  | female | male  | value |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                         | 1.2    | 1.0   | 1.24  |
| Advancement of women to leadership roles                     |        |      | 2 0.55 | Primary education attainment, adults           | -      | -     | -     |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54            | 60.3   | 81.2  | 0.74  |
| Firms with female (co-)owners                                |        |      | 0.46   | Primary education attainment, 65+              | 13.3   | 40.3  | 0.33  |
| Firms with female top managers                               |        |      | 0.04   | Out-of-school youth                            | 47.7   | 35.9  | 1.33  |
| Employers  | 0.8    | 12.5 | 0.06   | Secondary education attainment, adults         | -      | -     | -     |
| R&D personnel  | 25.3   | 74.7 | 0.34   | Secondary education attainment, 25-54          | 36.5   | 50.4  | 0.73  |
| Access to Assets   | female | male | value  | Secondary education attainment, 65+            | 5.4    | 21.5  | 0.25  |
| Hold an account at a financial institution                   | -      | -    | -      | Tertiary education attainment, adults          | -      | -     | -     |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54       | 10.0   | 12.7  | 0.78  |
| Inheritance rights for daughters                             |        |      | no     | Tertiary education attainment, age 65+         | 0.7    | 4.7   | 0.16  |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates                                  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                 | 51.4   | 62.8  | 0.82  |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -      |  |        |       |       |
| Political Leadership   | female | male | value  |  | female | male  | value |
| Year women received right to vote                            |        |      | 1959   |  |        |       |       |
| Years since any women received voting rights                 |        |      | 58     |  |        |       |       |
| Number of female heads of state to date                      |        |      | 0      |  |        |       |       |
| Election list quotas for women, national                     |        |      | -      |  |        |       |       |
| Election list quotas for women, local                        |        |      | -      |  |        |       |       |
| Voluntary political party quotas                             |        |      | no     |  |        |       |       |
| Seats held in upper house                                    | 10.6   | 89.4 | 0.12   |  |        |       |       |
| Family   | female | male | value  |  | female | male  | value |
| Average length of single life                                | 26.3   | 31.2 | 0.84   |  |        |       |       |
| Proportion married by age 25                                 | 41.0   | 6.5  | 6.31   |  |        |       |       |
| Mean age of women at birth of first child                    |        |      | 30     |  |        |       |       |
| Average number of children per woman                         |        |      | 2.49   |  |        |       |       |
| Women's unmet demand for family planning                     |        |      | 12.00  |  |        |       |       |
| Potential support ratio                                      |        |      | 10     |  |        |       |       |
| Total dependency ratio                                       |        |      | 52     |  |        |       |       |
| Parity of parental rights in marriage                        |        |      | part   |  |        |       |       |
| Parity of parental rights after divorce                      |        |      | part   |  |        |       |       |

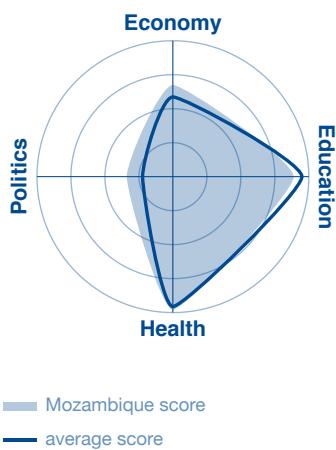
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Mozambique

rank  
out of 149 countries **49**  
score  
0.00 = imparity  
1.00 = parity **0.721**



## SCORE AT GLANCE

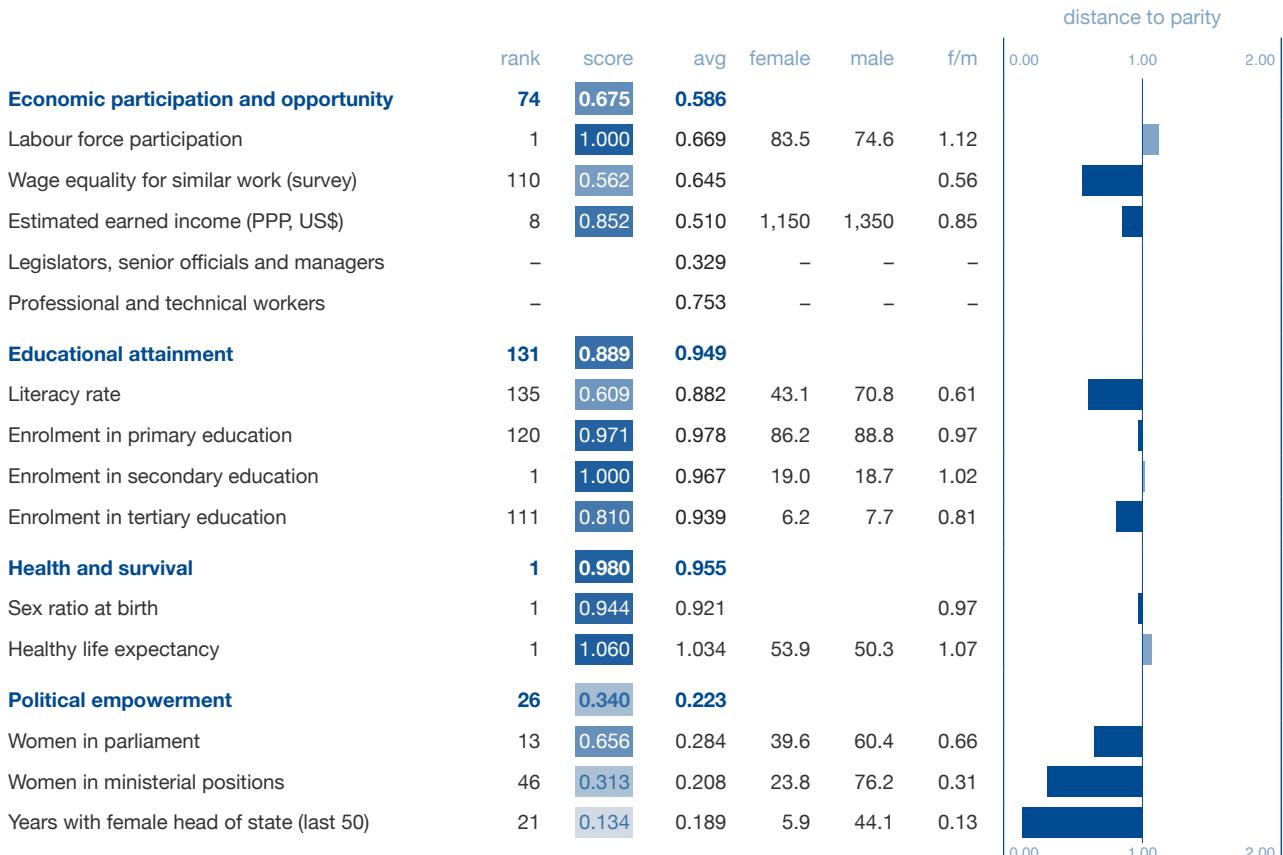


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 12.33     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,136     |
| Total population (1,000s)                    | 28,829.48 |
| Population growth rate (%)                   | 2.86      |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | 50.18     |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>49</b> | <b>0.721</b> |
| Economic participation and opportunity | —         | —          | 74        | 0.675        |
| Educational attainment                 | —         | —          | 131       | 0.889        |
| Health and survival                    | —         | —          | 1         | 0.980        |
| Political empowerment                  | —         | —          | 26        | 0.340        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 12.5   | 7.4  | 1.69   | Length of maternity/paternity leave (days)                 | 60.0   | 1.0   |        |
| Unemployed adults  | 26.8   | 23.5 | 1.14   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | -      | -    | -      | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 0.4    | 0.8  | 0.55   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | -      | -    | -      | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 56.8   | 12.7 | 4.46   |  |        |       |        |
| Own-account workers  | 39.1   | 65.4 | 0.60   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 13.2   | 8.6   | 1.53   |
| Advancement of women to leadership roles                     |        |      | 2 0.57 | Primary education attainment, adults                       | 12.9   | 28.4  | 0.45   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | 68.5   | 86.2  | 0.80   |
| Firms with female (co-)owners                                |        |      | 0.32   | Primary education attainment, 65+                          | 20.4   | 59.4  | 0.34   |
| Firms with female top managers                               |        |      | -      | Out-of-school youth  | 74.0   | 66.3  | 1.11   |
| Employers  | 1.1    | 12.7 | 0.09   | Secondary education attainment, adults                     | 3.0    | 6.7   | 0.45   |
| R&D personnel  | 30.0   | 70.0 | 0.43   | Secondary education attainment, 25-54                      | 11.7   | 26.1  | 0.45   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 0.7    | 3.8   | 0.17   |
| Hold an account at a financial institution                   | -      | -    | -      | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 1.0    | 1.4   | 0.70   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 0.1    | 0.3   | 0.25   |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | -      | -     | -      |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -      |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1975   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 42     | Agri., Forestry, Fisheries and Veterinary                  | 2.2    | 2.3   | 0.94   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 2.8    | 2.8   | 0.98   |
| Election list quotas for women, national                     |        |      | -      | Business, Admin. and Law                                   | 38.7   | 27.8  | 1.39   |
| Election list quotas for women, local                        |        |      | -      | Education  | 26.3   | 33.3  | 0.79   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 3.1    | 9.7   | 0.32   |
| Seats held in upper house                                    | 26.5   | 73.5 | 0.36   | Health and Welfare   | 7.6    | 5.2   | 1.46   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.7    | 1.8   | 0.39   |
| Average length of single life                                | 18.9   | 23.5 | 0.80   | Natural Sci., Mathematics and Statistics                   | 1.1    | 2.6   | 0.40   |
| Proportion married by age 25                                 | 84.7   | 55.3 | 1.53   | Services   | 1.6    | 4.3   | 0.37   |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | 14.5   | 10.2  | 1.42   |
| Average number of children per woman                         |        |      | 5.24   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 29.00  | Mortality, children under age 5                            | 38.4   | 44.1  | 1 0.87 |
| Potential support ratio                                      |        |      | 16     | Mortality, non-communicable diseases                       | 49.1   | 41.4  | 1 1.19 |
| Total dependency ratio                                       |        |      | 93     | Mortality, infectious and parasitic diseases               | 50.0   | 61.0  | 1 0.82 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 8.9    | 14.1  | 1 0.63 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.9    | 2.3   | 1 0.37 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 489  |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 32.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 54.30  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 50.60  |

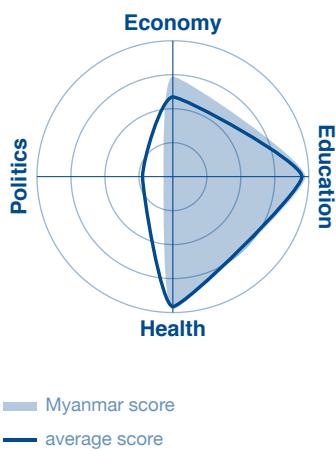
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Myanmar

rank  
out of 149 countries **88**  
score  
0.00 = imparity  
1.00 = parity **0.690**



## SCORE AT GLANCE

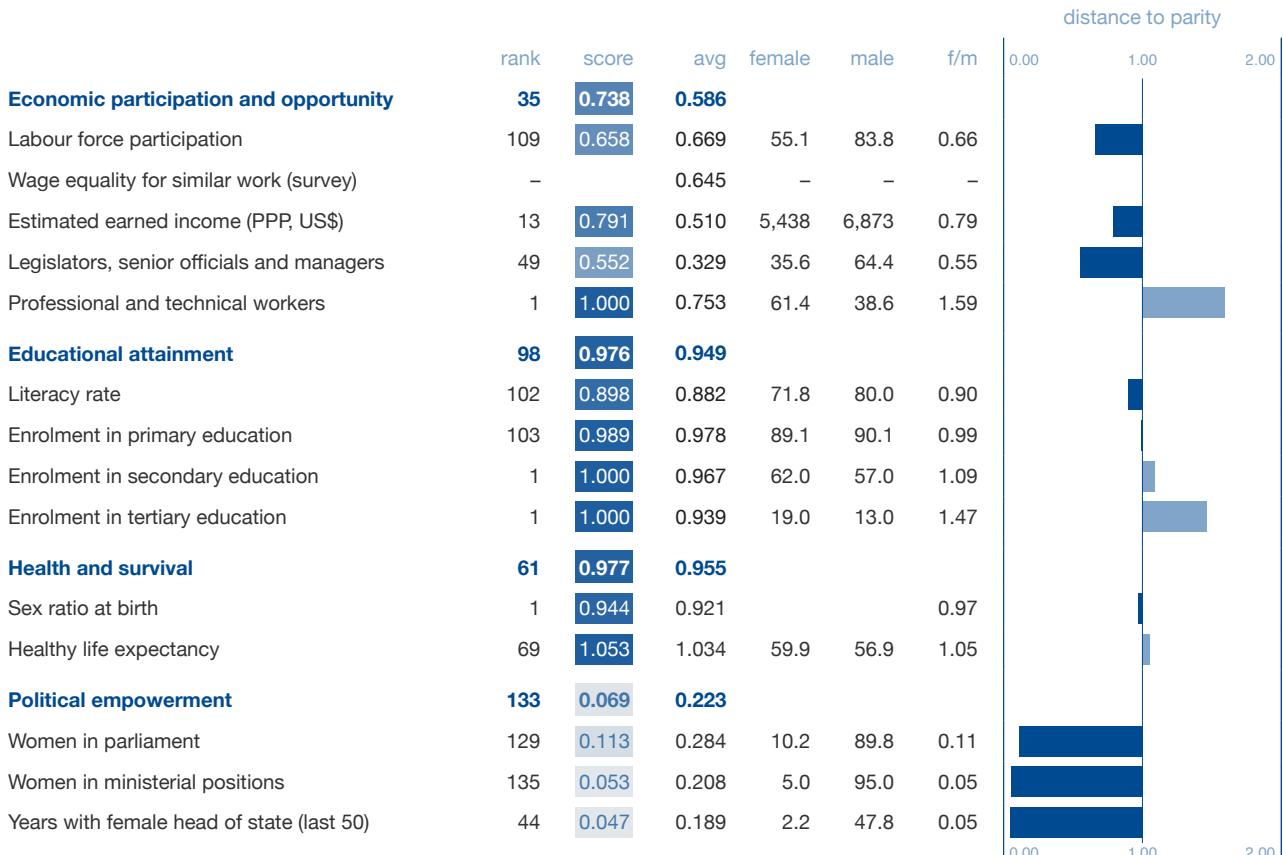


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 69.32     |
| GDP per capita (constant '11, intl. \$, PPP) | 5,592     |
| Total population (1,000s)                    | 52,885.22 |
| Population growth rate (%)                   | 0.91      |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | 57.67     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | —    | —     | 35   | 0.738 |
| Educational attainment                 | —    | —     | 98   | 0.976 |
| Health and survival                    | —    | —     | 61   | 0.955 |
| Political empowerment                  | —    | —     | 133  | 0.069 |
| rank out of                            |      | 115   |      | 149   |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value | <b>Care</b>  | female | male  | value |
|--|--------|------|-------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 25.2   | 11.2 | 2.25  | Length of maternity/paternity leave (days)                 | 98.0   | 15.0  |       |
| Unemployed adults  | 0.9    | 0.7  | 1.34  | Wages paid during maternity/paternity leave                | 70.0   | 70.0  |       |
| Discouraged job seekers                                      | 59.5   | 40.5 | 1.47  | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | 82.7   | 82.4 | 1.00  | Provider of maternity/paternity leave benefits             | gov    | gov   |       |
| High-skilled share of labour force                           | 0.1    | 0.1  | 2.20  | Government supports or provides childcare                  |        |       | no    |
| Workers employed part-time                                   | 11.5   | 7.5  | 1.55  | Government provides child allowance                        |        |       | no    |
| Contributing family workers                                  | 34.5   | 14.2 | 2.43  |  |        |       |       |
| Own-account workers  | 26.4   | 41.0 | 0.64  |  |        |       |       |
| Work, minutes per day  | -      | -    | -     |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 12.7   | 11.8  | 1.08  |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | -      | -     | -     |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | 85.2   | 90.2  | 0.94  |
| Firms with female (co-)owners                                |        |      | 0.54  | Primary education attainment, 65+                          | 61.0   | 81.0  | 0.75  |
| Firms with female top managers                               |        |      | 0.70  | Out-of-school youth  | 59.7   | 62.8  | 0.95  |
| Employers  | 1.8    | 14.2 | 0.13  | Secondary education attainment, adults                     | -      | -     | -     |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | 44.6   | 49.1  | 0.91  |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | 12.7   | 26.2  | 0.48  |
| Hold an account at a financial institution                   | 17.1   | 28.6 | 0.60  | Tertiary education attainment, adults                      | -      | -     | -     |
| Women's access to financial services                         |        |      | part  | Tertiary education attainment, age 25-54                   | 11.3   | 7.8   | 1.45  |
| Inheritance rights for daughters                             |        |      | part  | Tertiary education attainment, age 65+                     | 1.6    | 3.5   | 0.46  |
| Women's access to land use, control and ownership            |        |      | part  | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |        |      | part  | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 0.1    | 0.1  | 0.73  |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value |  |        |       |       |
| Year women received right to vote                            |        |      | 1935  | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 82    | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 0.7   | 0.58  |
| Number of female heads of state to date                      |        |      | 1     | Arts and Humanities  | 33.3   | 36.4  | 0.92  |
| Election list quotas for women, national                     |        |      | -     | Business, Admin. and Law                                   | 5.5    | 6.5   | 0.83  |
| Election list quotas for women, local                        |        |      | -     | Education  | 2.8    | 1.3   | 2.24  |
| Voluntary political party quotas                             |        |      | -     | Engineering, Manuf. and Construction                       | 3.9    | 3.9   | 1.00  |
| Seats held in upper house                                    | -      | -    | -     | Health and Welfare   | 1.6    | 0.7   | 2.29  |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | 14.9   | 17.1  | 0.87  |
| Average length of single life                                | 23.6   | 26.1 | 0.90  | Natural Sci., Mathematics and Statistics                   | 28.6   | 25.8  | 1.11  |
| Proportion married by age 25                                 | 45.4   | 31.8 | 1.43  | Services   | 0.4    | 0.5   | 0.77  |
| Mean age of women at birth of first child                    |        |      | 30    | Social Sci., Journalism and Information                    | 8.8    | 7.1   | 1.24  |
| Average number of children per woman                         |        |      | 2.21  | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 25.00 | Mortality, children under age 5                            | 20.0   | 25.7  |       |
| Potential support ratio                                      |        |      | 12    | Mortality, non-communicable diseases                       | 153.2  | 141.7 |       |
| Total dependency ratio                                       |        |      | 49    | Mortality, infectious and parasitic diseases               | 23.4   | 35.6  |       |
| Parity of parental rights in marriage                        |        |      | no    | Mortality, accidental injuries                             | 11.1   | 19.8  |       |
| Parity of parental rights after divorce                      |        |      | yes   | Mortality, intentional injuries, self-harm                 | 1.4    | 3.4   |       |
|  |        |      |       | Mortality, childbirth                                      |        |       |       |
|  |        |      |       | Legislation on domestic violence                           |        |       | no    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | -     |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | no    |
|  |        |      |       | Births attended by skilled health personnel                |        |       | -     |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | 73.40 |

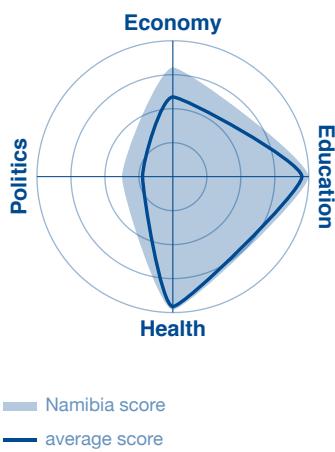
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Namibia

rank  
out of 149 countries **10**  
score  
0.00 = imparity  
1.00 = parity **0.789**



## SCORE AT GLANCE

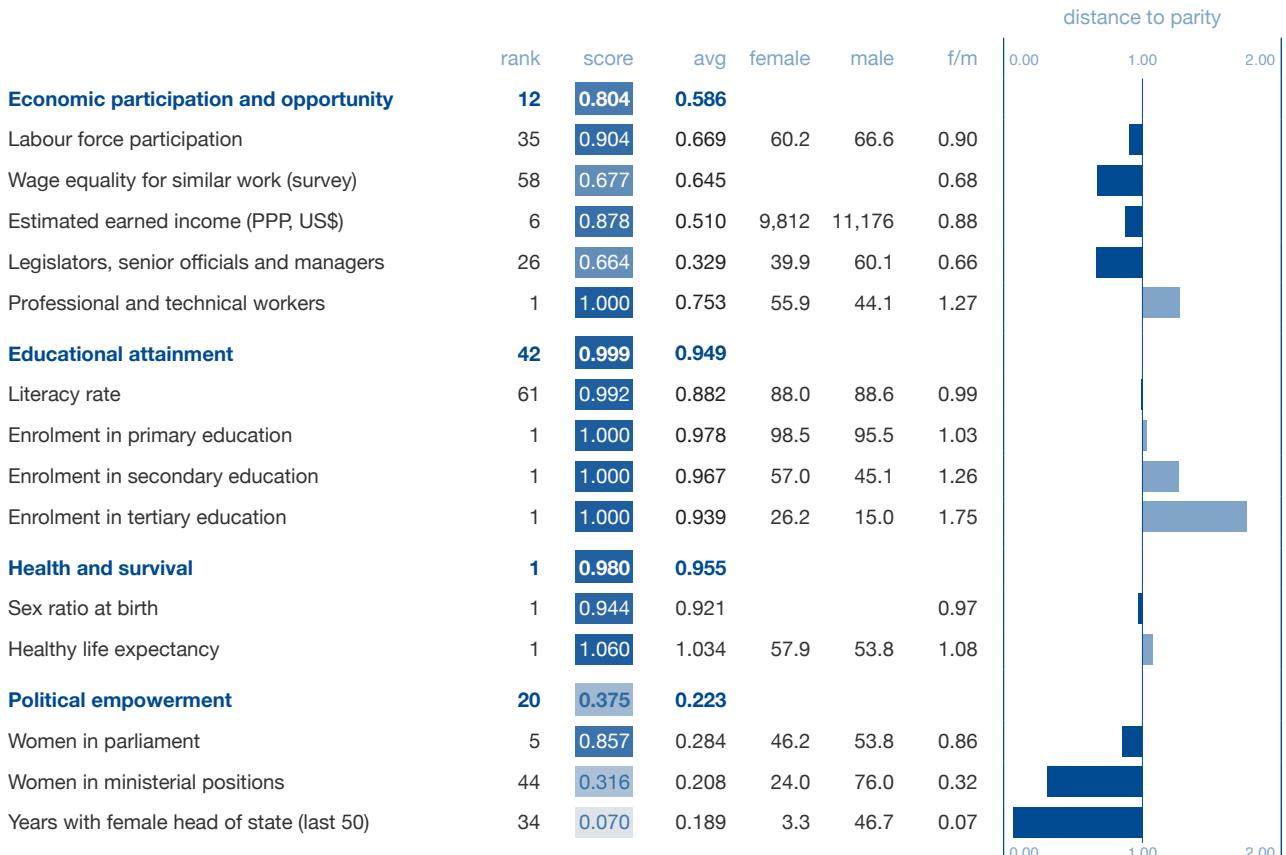


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 13.24    |
| GDP per capita (constant '11, intl. \$, PPP) | 9,542    |
| Total population (1,000s)                    | 2,479.71 |
| Population growth rate (%)                   | 2.13     |
| Population sex ratio (female/male)           | 1.06     |
| Human Capital Index score                    | 55.86    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>38</b> | <b>0.686</b> | <b>10</b> | <b>0.789</b> |
| Economic participation and opportunity | 57        | 0.614        | 12        | 0.804        |
| Educational attainment                 | 43        | 0.993        | 42        | 0.999        |
| Health and survival                    | 93        | 0.967        | 1         | 0.980        |
| Political empowerment                  | 29        | 0.172        | 20        | 0.375        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 33.1   | 27.8 | 1.19              | Length of maternity/paternity leave (days)                 | 84.0   | -     |                   |
| Unemployed adults  | 20.2   | 16.7 | 1.21              | Wages paid during maternity/paternity leave                | 100.0  | -     |                   |
| Discouraged job seekers                                      | 63.2   | 36.8 | 1.72              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 61.9   | 60.3 | 1.03              | Provider of maternity/paternity leave benefits             | gov    | -     |                   |
| High-skilled share of labour force                           | 6.4    | 5.7  | 1.11              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 18.3   | 11.9 | 1.54              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 5.0    | 2.7  | 1.84              |  |        |       |                   |
| Own-account workers  | 26.9   | 15.9 | 1.69              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 | <b>Education and Skills</b>                                | female | male  | value             |
| Proportion of unpaid work per day                            | -      | -    | -                 | Out-of-school children                                     | 7.8    | 10.8  | 0.72              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, adults                       | 49.5   | 50.7  | 0.98              |
| Law mandates equal pay                                       |        |      | yes               | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.63 | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00              |
| Boards of publicly traded companies                          | -      | -    | -                 | Out-of-school youth  | 41.0   | 36.7  | 1.12              |
| Firms with female (co-)owners                                |        |      | 0.69              | Secondary education attainment, adults                     | 16.3   | 19.0  | 0.86              |
| Firms with female top managers                               |        |      | 0.38              | Secondary education attainment, 25-54                      | 30.5   | 28.8  | 1.06              |
| Employers  | 3.1    | 2.7  | 1.13              | Secondary education attainment, 65+                        | 13.1   | 18.6  | 0.70              |
| R&D personnel  | 39.9   | 60.1 | 0.67              | Tertiary education attainment, adults                      | -      | -     | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 25-54                   | 6.1    | 5.0   | 1.20              |
| Hold an account at a financial institution                   | 56.0   | 60.3 | 0.93              | Tertiary education attainment, age 65+                     | 3.8    | 5.8   | 0.65              |
| Women's access to financial services                         |        |      | part              | PhD graduates  | -      | -     | -                 |
| Inheritance rights for daughters                             |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Women's access to land use, control and ownership            |        |      | part              |  |        |       |                   |
| Women's access to non-land assets use, control and ownership |        |      | part              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Mean monthly earnings (1,000s, local curr.)                  | 6.8    | 7.0  | 0.97              | Agri., Forestry, Fisheries and Veterinary                  | 5.9    | 9.9   | 0.59              |
| <b>Political Leadership</b>                                  | female | male | value             | Arts and Humanities  | 3.1    | 4.6   | 0.68              |
| Year women received right to vote                            |        |      | 1989              | Business, Admin. and Law                                   | 29.7   | 32.5  | 0.91              |
| Years since any women received voting rights                 |        |      | 28                | Education  | 50.4   | 39.9  | 1.26              |
| Number of female heads of state to date                      |        |      | 1                 | Engineering, Manuf. and Construction                       | 0.5    | 5.1   | 0.11              |
| Election list quotas for women, national                     |        |      | -                 | Health and Welfare   | 4.1    | 4.1   | 0.99              |
| Election list quotas for women, local                        |        |      | -                 | Information and Comm. Technologies                         | 0.3    | 1.1   | 0.26              |
| Voluntary political party quotas                             |        |      | yes               | Natural Sci., Mathematics and Statistics                   | 2.5    | 3.9   | 0.63              |
| Seats held in upper house                                    | -      | -    | -                 | Services   | 3.4    | 1.2   | 2.94              |
| <b>Family</b>  | female | male | value             | Social Sci., Journalism and Information                    | 2.9    | 2.5   | 1.17              |
| Average length of single life                                | 27.9   | 33.3 | 0.84              | <b>Health</b>  | female | male  | value             |
| Proportion married by age 25                                 | 22.1   | 10.0 | 2.21              | Mortality, children under age 5                            | 1.5    | 1.8   | <sup>1</sup> 0.81 |
| Mean age of women at birth of first child                    |        |      | 29                | Mortality, non-communicable diseases                       | 3.5    | 3.1   | <sup>1</sup> 1.12 |
| Average number of children per woman                         |        |      | 3.42              | Mortality, infectious and parasitic diseases               | 2.3    | 2.9   | <sup>1</sup> 0.81 |
| Women's unmet demand for family planning                     |        |      | 21.00             | Mortality, accidental injuries                             | 0.3    | 0.8   | <sup>1</sup> 0.43 |
| Potential support ratio                                      |        |      | 17                | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4   | <sup>1</sup> 0.29 |
| Total dependency ratio                                       |        |      | 68                | Mortality, childbirth                                      |        |       | <sup>1</sup> 265  |
| Parity of parental rights in marriage                        |        |      | yes               | Legislation on domestic violence                           |        |       | yes               |
| Parity of parental rights after divorce                      |        |      | yes               | Prevalence of gender violence in lifetime                  |        |       | 36.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 88.20             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 62.50             |

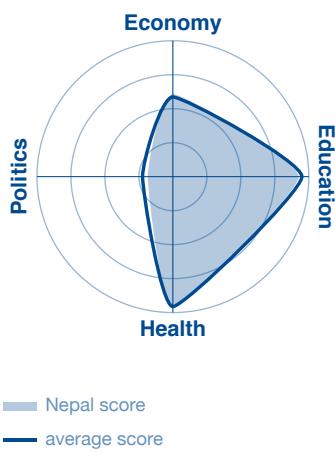
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Nepal

rank  
out of 149 countries **105**  
score  
0.00 = imparity  
1.00 = parity **0.671**



## SCORE AT GLANCE

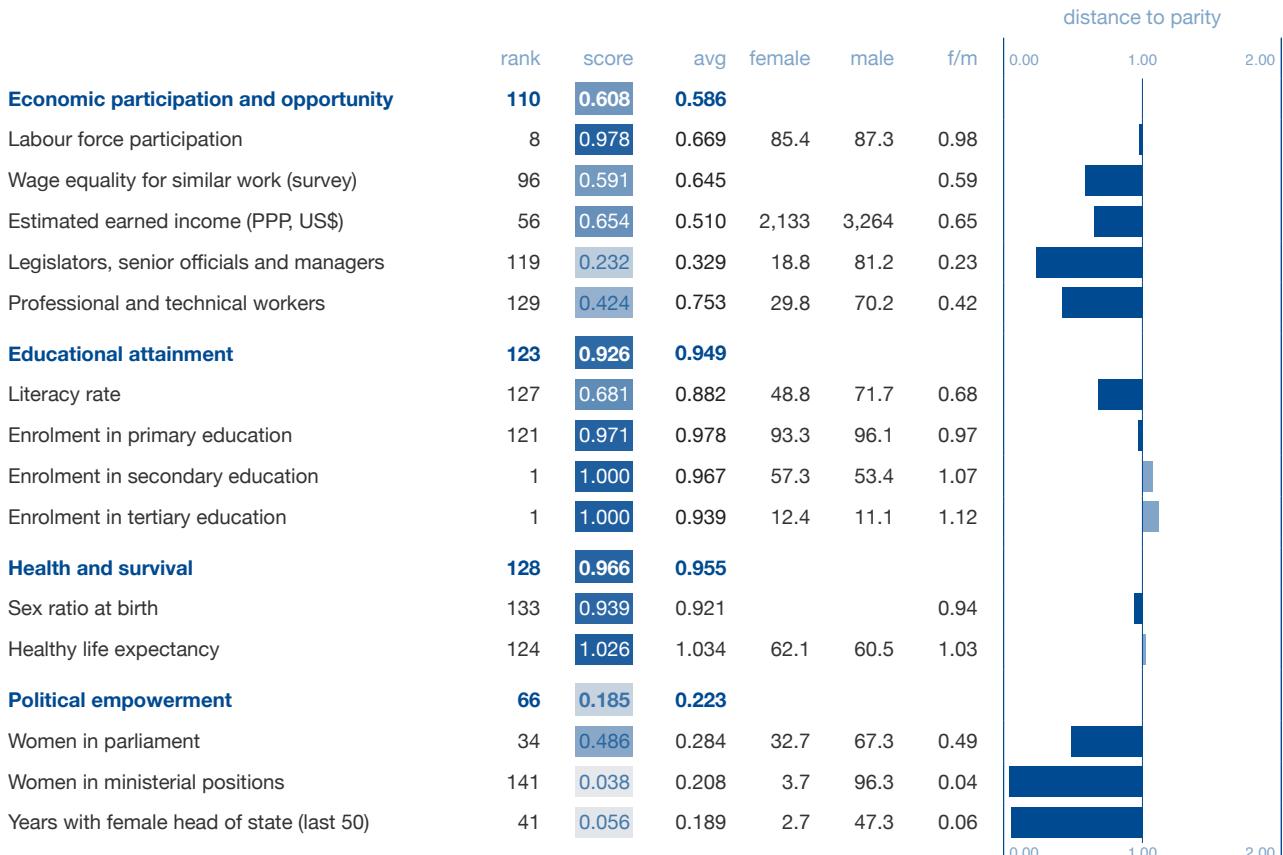


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 24.47     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,443     |
| Total population (1,000s)                    | 28,982.77 |
| Population growth rate (%)                   | 1.09      |
| Population sex ratio (female/male)           | 1.06      |
| Human Capital Index score                    | 55.92     |

|  | rank       | 2006         | 2018       |              |
|--|------------|--------------|------------|--------------|
|  |            | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>111</b> | <b>0.548</b> | <b>105</b> | <b>0.671</b> |
| Economic participation and opportunity | 100        | 0.465        | 110        | 0.608        |
| Educational attainment                 | 109        | 0.734        | 123        | 0.926        |
| Health and survival                    | 111        | 0.953        | 128        | 0.966        |
| Political empowerment                  | 102        | 0.039        | 66         | 0.185        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | 24.4   | 22.2 | 1.10   | Length of maternity/paternity leave (days)                 | 52.0   | -    |        |
| Unemployed adults  | 3.4    | 2.6  | 1.31   | Wages paid during maternity/paternity leave                | 100.0  | -    |        |
| Discouraged job seekers                                      | -      | -    | -      | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | 99.4   | 98.8 | 1.01   | Provider of maternity/paternity leave benefits             | empl   | -    |        |
| High-skilled share of labour force                           | 4.1    | 7.9  | 0.52   | Government supports or provides childcare                  |        |      | no     |
| Workers employed part-time                                   | 26.8   | 17.1 | 1.57   | Government provides child allowance                        |        |      | no     |
| Contributing family workers                                  | 63.9   | 23.2 | 2.76   |  |        |      |        |
| Own-account workers  | 26.3   | 43.8 | 0.60   |  |        |      |        |
| Work, minutes per day  | -      | -    | -      |  |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 3.3    | 2.5  | 1.29   |
| Advancement of women to leadership roles                     |        |      | 2 0.53 | Primary education attainment, adults                       | 82.9   | 90.3 | 0.92   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | 46.4   | 80.6 | 0.58   |
| Firms with female (co-)owners                                |        |      | 0.28   | Primary education attainment, 65+                          | 3.9    | 30.2 | 0.13   |
| Firms with female top managers                               |        |      | 0.21   | Out-of-school youth  | 20.7   | 33.2 | 0.62   |
| Employers  | 0.3    | 23.2 | 0.01   | Secondary education attainment, adults                     | 30.7   | 38.0 | 0.81   |
| R&D personnel  | -      | -    | -      | Secondary education attainment, 25-54                      | 26.3   | 55.8 | 0.47   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 1.6    | 12.5 | 0.13   |
| Hold an account at a financial institution                   | 31.3   | 36.7 | 0.85   | Tertiary education attainment, adults                      | 6.7    | 11.5 | 0.58   |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | 4.3    | 13.3 | 0.32   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 0.1    | 2.7  | 0.05   |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | -      | -    | -      |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | -      | -    | -      |
| Mean monthly earnings (1,000s, local curr.)                  | 5.2    | 7.7  | 0.67   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |        |
| Year women received right to vote                            |        |      | 1951   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 66     | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -      |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | -      | -    | -      |
| Election list quotas for women, national                     |        |      | 33     | Business, Admin. and Law                                   | -      | -    | -      |
| Election list quotas for women, local                        |        |      | 40     | Education  | -      | -    | -      |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | -      | -    | -      |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | -      | -    | -      |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | -      | -    | -      |
| Average length of single life                                | 20.6   | 23.8 | 0.87   | Natural Sci., Mathematics and Statistics                   | -      | -    | -      |
| Proportion married by age 25                                 | 72.7   | 42.3 | 1.72   | Services   | -      | -    | -      |
| Mean age of women at birth of first child                    |        |      | 26     | Social Sci., Journalism and Information                    | -      | -    | -      |
| Average number of children per woman                         |        |      | 2.12   |  |        |      |        |
| Women's unmet demand for family planning                     |        |      | 28.00  | <b>Health</b>  | female | male | value  |
| Potential support ratio                                      |        |      | 11     | Mortality, children under age 5                            | 9.4    | 11.2 | 1 0.84 |
| Total dependency ratio                                       |        |      | 60     | Mortality, non-communicable diseases                       | 59.1   | 62.3 | 1 0.95 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, infectious and parasitic diseases               | 9.9    | 12.5 | 1 0.79 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, accidental injuries                             | 7.4    | 12.0 | 1 0.61 |
|  |        |      |        | Mortality, intentional injuries, self-harm                 | 1.0    | 1.6  | 1 0.64 |
|  |        |      |        | Mortality, childbirth                                      |        |      | 1 258  |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | 28.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |      | 55.60  |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | 59.50  |

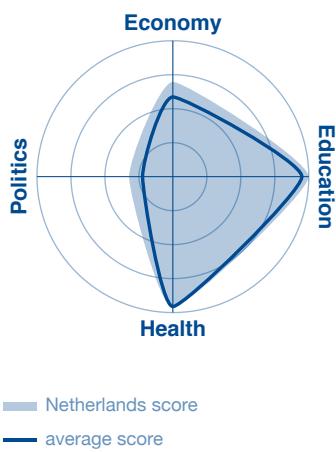
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Netherlands

rank  
out of 149 countries **27**  
score  
0.00 = imparity  
1.00 = parity **0.747**



## SCORE AT GLANCE

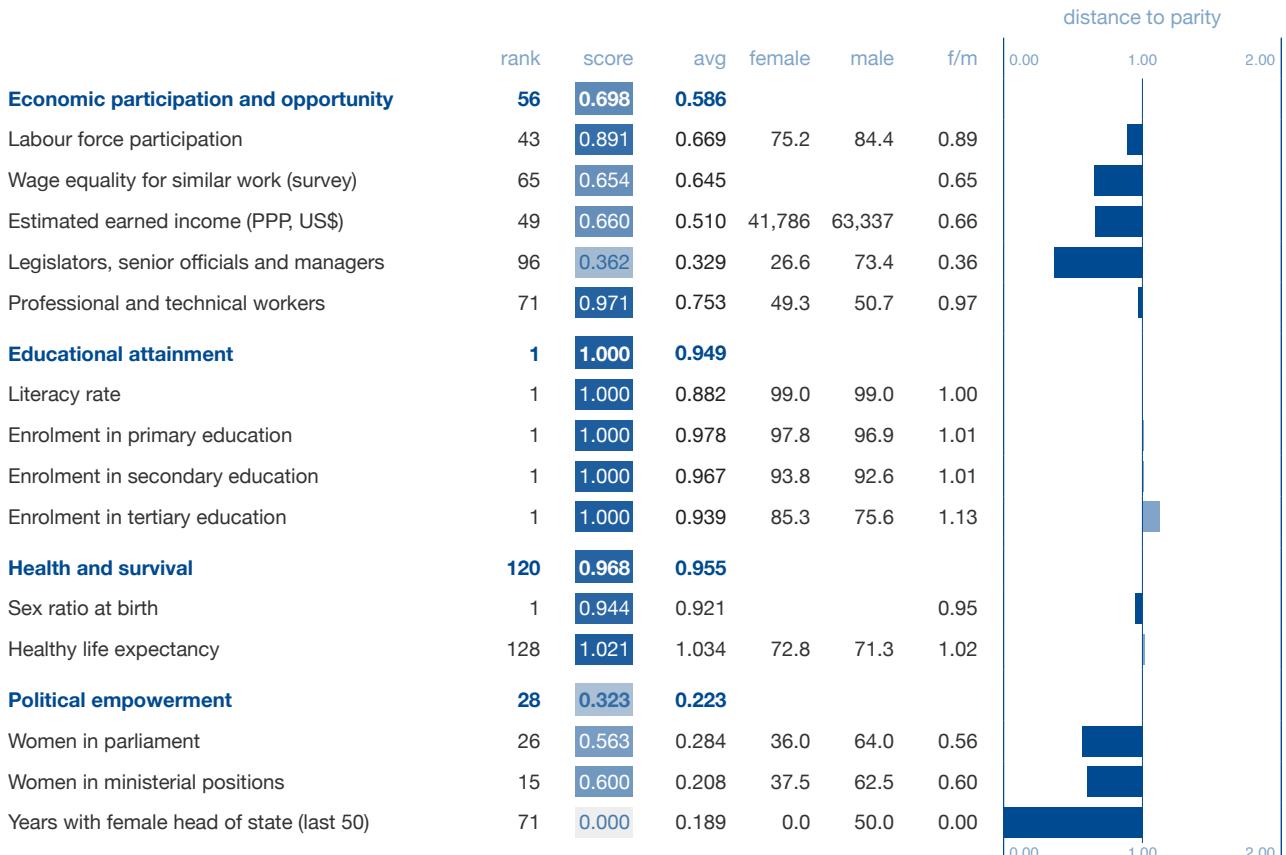


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 826.20    |
| GDP per capita (constant '11, intl. \$, PPP) | 48,473    |
| Total population (1,000s)                    | 16,987.33 |
| Population growth rate (%)                   | 0.29      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 73.07     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>12</b> | <b>0.725</b> | <b>27</b> | <b>0.747</b> |
| Economic participation and opportunity | 51        | 0.635        | 56        | 0.698        |
| Educational attainment                 | 73        | 0.972        | 1         | 1.000        |
| Health and survival                    | 67        | 0.974        | 120       | 0.968        |
| Political empowerment                  | 10        | 0.319        | 28        | 0.323        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



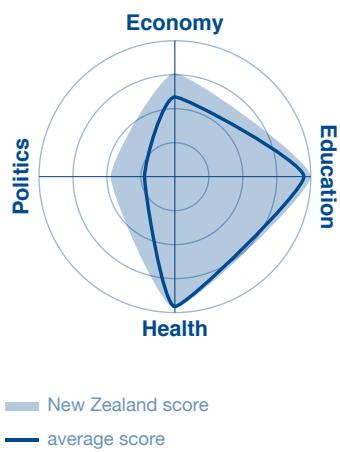
## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 4.7    | 4.6   | 1.01   | Length of maternity/paternity leave (days)                 | 112.0  | 2.0   |        |
| Unemployed adults  | 6.5    | 5.6   | 1.17   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 55.6   | 44.4  | 1.25   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 16.9   | 17.9  | 0.95   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 62.1   | 28.8  | 2.16   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.7    | 0.2   | 3.20   |  |        |       |        |
| Own-account workers  | 10.3   | 14.1  | 0.73   |  |        |       |        |
| Work, minutes per day  | 459.7  | 486.8 | 0.94   |  |        |       |        |
| Proportion of unpaid work per day                            | 55.3   | 27.3  | 2.03   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 1.1    | 1.6   | 0.72   |
| Advancement of women to leadership roles                     |        |       | 2 0.74 | Primary education attainment, adults                       | 98.3   | 98.6  | 1.00   |
| Boards of publicly traded companies                          | 28.0   | 72.0  | 0.39   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | -      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | -      | Out-of-school youth  | 3.4    | 3.2   | 1.07   |
| Employers  | 2.3    | 0.2   | 10.21  | Secondary education attainment, adults                     | 65.5   | 73.8  | 0.89   |
| R&D personnel  | 27.5   | 72.5  | 0.38   | Secondary education attainment, 25-54                      | 91.6   | 91.6  | 1.00   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 74.2   | 82.3  | 0.90   |
| Hold an account at a financial institution                   | 99.2   | 99.4  | 1.00   | Tertiary education attainment, adults                      | 26.6   | 31.3  | 0.85   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 27.8   | 27.8  | 1.00   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 13.6   | 23.5  | 0.58   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.3    | 0.8   | 0.35   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 93.5   | 92.7  | 1.01   |
| Mean monthly earnings (1,000s, local curr.)                  | 1.6    | 2.8   | 0.58   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1919   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 98     | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 1.5   | 0.92   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 8.8    | 8.4   | 1.04   |
| Election list quotas for women, national                     |        |       | -      | Business, Admin. and Law                                   | 21.6   | 32.2  | 0.67   |
| Election list quotas for women, local                        |        |       | -      | Education  | 15.7   | 5.5   | 2.85   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 3.5    | 14.2  | 0.24   |
| Seats held in upper house                                    | -      | -     | -      | Health and Welfare   | 24.4   | 11.0  | 2.21   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.0    | 6.7   | 0.15   |
| Average length of single life                                | 26.2   | 28.7  | 0.91   | Natural Sci., Mathematics and Statistics                   | 1.8    | 3.5   | 0.53   |
| Proportion married by age 25                                 | 27.2   | 12.8  | 2.13   | Services   | 4.7    | 4.7   | 1.01   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 15.4   | 9.2   | 1.67   |
| Average number of children per woman                         |        |       | 1.74   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | -      | Mortality, children under age 5                            | 0.3    | 0.4   | 1 0.77 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 67.5   | 62.8  | 1 1.07 |
| Total dependency ratio                                       |        |       | 54     | Mortality, infectious and parasitic diseases               | 1.3    | 1.2   | 1 1.12 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 2.8    | 2.3   | 1 1.18 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.7    | 1.4   | 1 0.51 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 7    |
|  |        |       |        | Legislation on domestic violence                           |        |       | no     |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 25.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | -      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | -      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

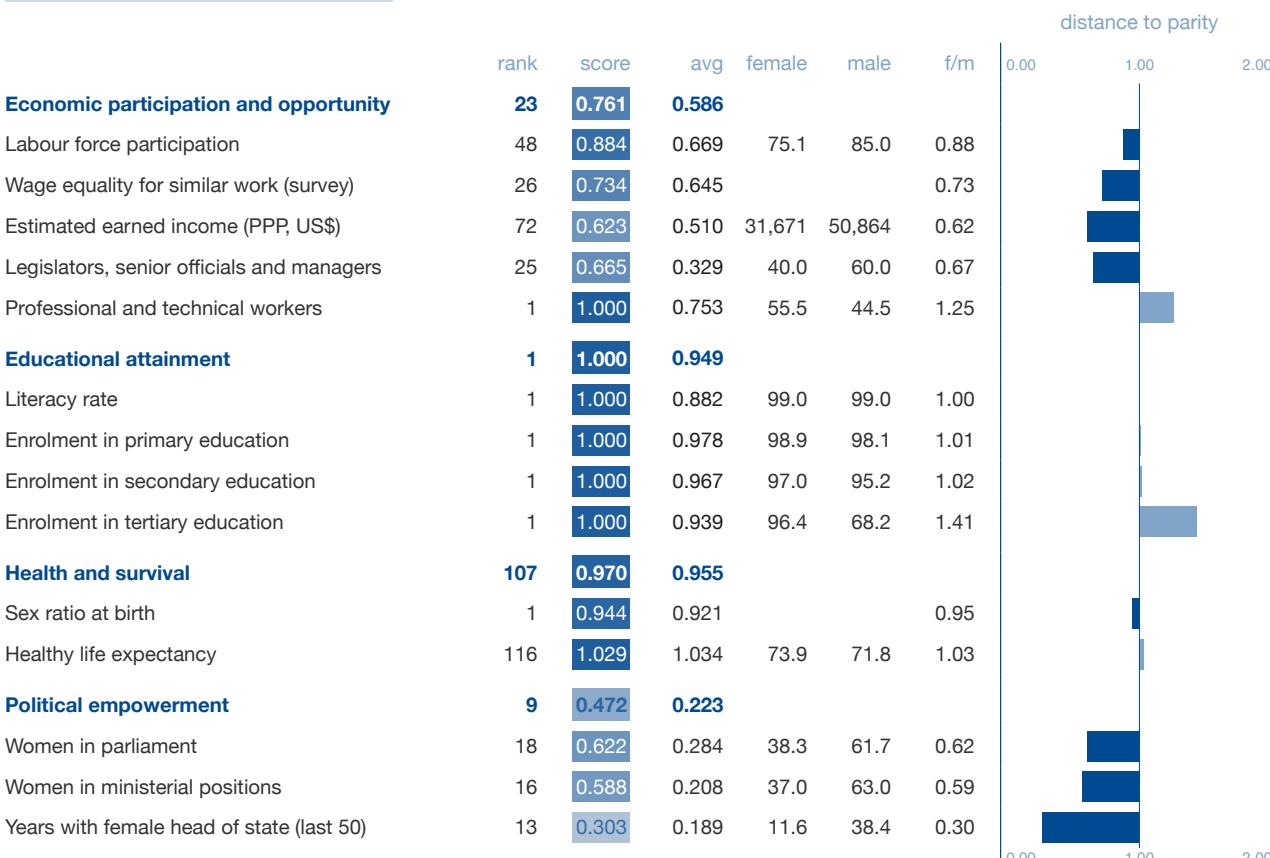


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 205.85   |
| GDP per capita (constant '11, intl. \$, PPP) | 36,086   |
| Total population (1,000s)                    | 4,660.83 |
| Population growth rate (%)                   | 0.94     |
| Population sex ratio (female/male)           | 1.03     |
| Human Capital Index score                    | 74.14    |

|  | rank     | 2006         | rank     | 2018         |
|--|----------|--------------|----------|--------------|
|  |          | score        |          | score        |
| <b>Global Gender Gap score</b>         | <b>7</b> | <b>0.751</b> | <b>7</b> | <b>0.801</b> |
| Economic participation and opportunity | 14       | 0.714        | 23       | 0.761        |
| Educational attainment                 | 17       | 0.999        | 1        | 1.000        |
| Health and survival                    | 69       | 0.973        | 107      | 0.970        |
| Political empowerment                  | 11       | 0.317        | 9        | 0.472        |
| rank out of                            | 115      |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value |
|--|--------|-------|--------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 0     |
| Youth not in employment or education                         | 13.3   | 9.4   | 1.40   | Length of maternity/paternity leave (days)                 | 112.0  | 0.0   |       |
| Unemployed adults  | 5.5    | 4.8   | 1.15   | Wages paid during maternity/paternity leave                | 47.0   | –     |       |
| Discouraged job seekers                                      | 47.0   | 34.0  | 1.38   | Provider of parental leave benefits                        |        |       | –     |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | gov    | –     |       |
| High-skilled share of labour force                           | 16.9   | 14.9  | 1.14   | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 43.5   | 22.1  | 1.97   | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 1.0    | 0.8   | 1.30   |  |        |       |       |
| Own-account workers  | 9.3    | 13.1  | 0.71   |  |        |       |       |
| Work, minutes per day  | 469.0  | 479.0 | 0.98   |  |        |       |       |
| Proportion of unpaid work per day                            | 56.3   | 29.4  | 1.91   |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 1.0    | 0.7   | 1.56  |
| Advancement of women to leadership roles                     |        |       | ² 0.79 | Primary education attainment, adults                       | –      | –     | –     |
| Boards of publicly traded companies                          | 22.5   | 77.5  | 0.29   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00  |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 0.8    | 3.9   | 0.21  |
| Employers  | 4.0    | 0.8   | 5.14   | Secondary education attainment, adults                     | 67.4   | 71.8  | 0.94  |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 99.8   | 99.4  | 1.00  |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 79.5   | 82.1  | 0.97  |
| Hold an account at a financial institution                   | 99.2   | 99.9  | 0.99   | Tertiary education attainment, adults                      | 27.9   | 24.0  | 1.16  |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 31.9   | 27.2  | 1.17  |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 25.7   | 24.6  | 1.05  |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.7    | 1.0   | 0.71  |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 82.2   | 81.2  | 1.01  |
| Mean monthly earnings (1,000s, local curr.)                  | 3.8    | 5.4   | 0.70   |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |       |
| Year women received right to vote                            |        |       | 1893   | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |       | 124    | Agri., Forestry, Fisheries and Veterinary                  | 2.0    | 1.6   | 1.21  |
| Number of female heads of state to date                      |        |       | 2      | Arts and Humanities  | 12.1   | 10.0  | 1.21  |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 21.6   | 27.1  | 0.80  |
| Election list quotas for women, local                        |        |       | –      | Education  | 14.2   | 4.0   | 3.54  |
| Voluntary political party quotas                             |        |       | –      | Engineering, Manuf. and Construction                       | 3.7    | 12.7  | 0.30  |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 20.5   | 6.9   | 2.96  |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 2.6    | 11.6  | 0.22  |
| Average length of single life                                | 30.5   | 32.0  | 0.95   | Natural Sci., Mathematics and Statistics                   | 5.9    | 6.6   | 0.89  |
| Proportion married by age 25                                 | 10.0   | 5.1   | 1.97   | Services   | 3.2    | 5.7   | 0.55  |
| Mean age of women at birth of first child                    |        |       | 30     | Social Sci., Journalism and Information                    | 10.5   | 6.8   | 1.55  |
| Average number of children per woman                         |        |       | 1.99   | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.2    | 0.2   |       |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 14.0   | 13.3  |       |
| Total dependency ratio                                       |        |       | 53     | Mortality, infectious and parasitic diseases               | 0.2    | 0.1   |       |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 0.5    | 0.7   |       |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.5   |       |
|  |        |       |        | Mortality, childbirth                                      |        |       |       |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes   |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 33.0  |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 96.60 |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –     |

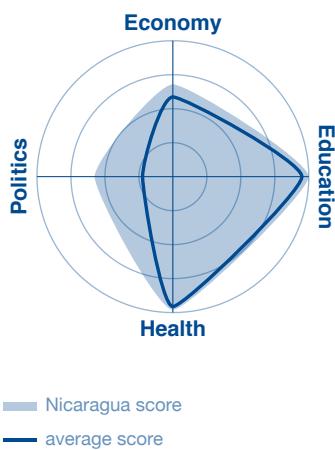
<sup>¹</sup> Age-standardized death rates per 100,000 population. <sup>²</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Nicaragua

rank  
out of 149 countries **5**  
score  
0.00 = imparity  
1.00 = parity **0.809**



## SCORE AT GLANCE

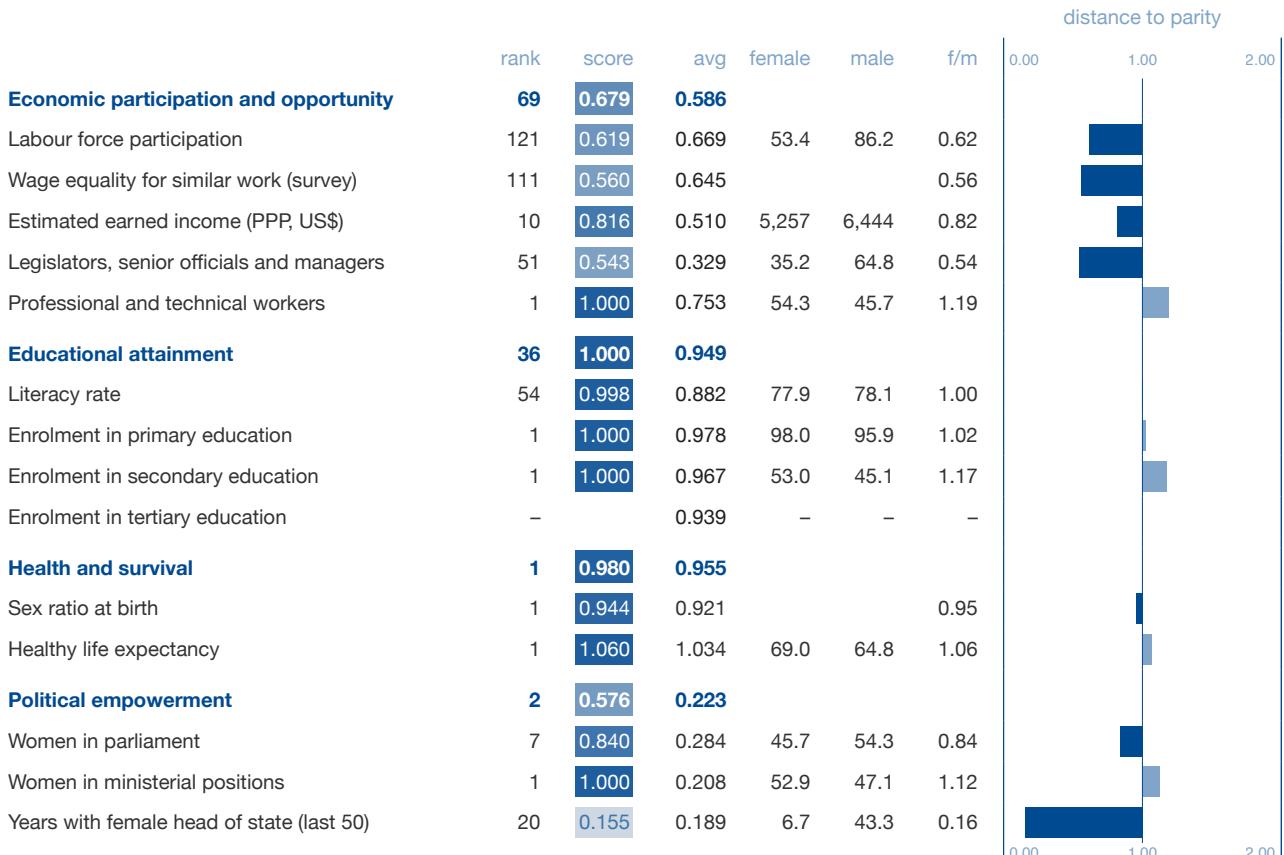


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 13.81    |
| GDP per capita (constant '11, intl. \$, PPP) | 5,321    |
| Total population (1,000s)                    | 6,149.93 |
| Population growth rate (%)                   | 1.08     |
| Population sex ratio (female/male)           | 1.03     |
| Human Capital Index score                    | 53.11    |

|  | rank      | 2006         | rank     | 2018         |
|--|-----------|--------------|----------|--------------|
|  |           | score        |          | score        |
| <b>Global Gender Gap score</b>         | <b>62</b> | <b>0.657</b> | <b>5</b> | <b>0.809</b> |
| Economic participation and opportunity | 101       | 0.463        | 69       | 0.679        |
| Educational attainment                 | 40        | 0.994        | 36       | 1.000        |
| Health and survival                    | 50        | 0.978        | 1        | 0.980        |
| Political empowerment                  | 25        | 0.192        | 2        | 0.576        |
| rank out of                            | 115       |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | 5.0   |                   |
| Unemployed adults  | 5.5    | 5.1  | 1.06              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 36.2   | 63.8 | 0.57              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | empl  |                   |
| High-skilled share of labour force                           | 5.4    | 4.4  | 1.22              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 9.2    | 10.0 | 0.92              |  |        |       |                   |
| Own-account workers  | 38.3   | 25.6 | 1.50              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 0.3    | 2.8   | 0.10              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.56 | Primary education attainment, adults                       | -      | -     | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.56              | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00              |
| Firms with female top managers                               |        |      | 0.37              | Out-of-school youth  | 31.7   | 37.1  | 0.85              |
| Employers  | 2.6    | 10.0 | 0.26              | Secondary education attainment, adults                     | -      | -     | -                 |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 61.4   | 56.8  | 1.08              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 23.8   | 27.8  | 0.86              |
| Hold an account at a financial institution                   | 14.1   | 23.9 | 0.59              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 19.8   | 16.6  | 1.20              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 8.0    | 11.4  | 0.71              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 14.0   | 10.9 | 1.28              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1950              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 67                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |        |      | 50                | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 20.6   | 24.4 | 0.84              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 63.6   | 42.1 | 1.51              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |        |      | 2.20              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 11.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 12                | Mortality, children under age 5                            | 1.1    | 1.5   | <sup>1</sup> 0.76 |
| Total dependency ratio                                       |        |      | 53                | Mortality, non-communicable diseases                       | 10.5   | 11.3  | <sup>1</sup> 0.93 |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, infectious and parasitic diseases               | 0.4    | 0.7   | <sup>1</sup> 0.58 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, accidental injuries                             | 0.5    | 1.5   | <sup>1</sup> 0.31 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 0.3    | 1.2   | <sup>1</sup> 0.21 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 150  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 29.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 88.00             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 87.80             |

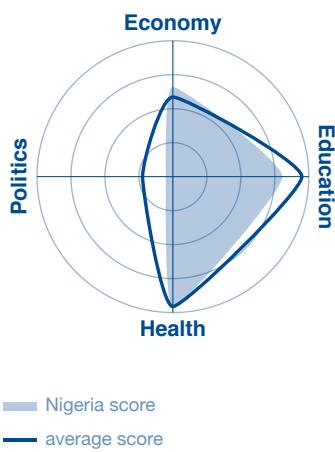
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Nigeria

rank  
out of 149 countries **133**  
score  
0.00 = imparity  
1.00 = parity **0.621**



## SCORE AT GLANCE

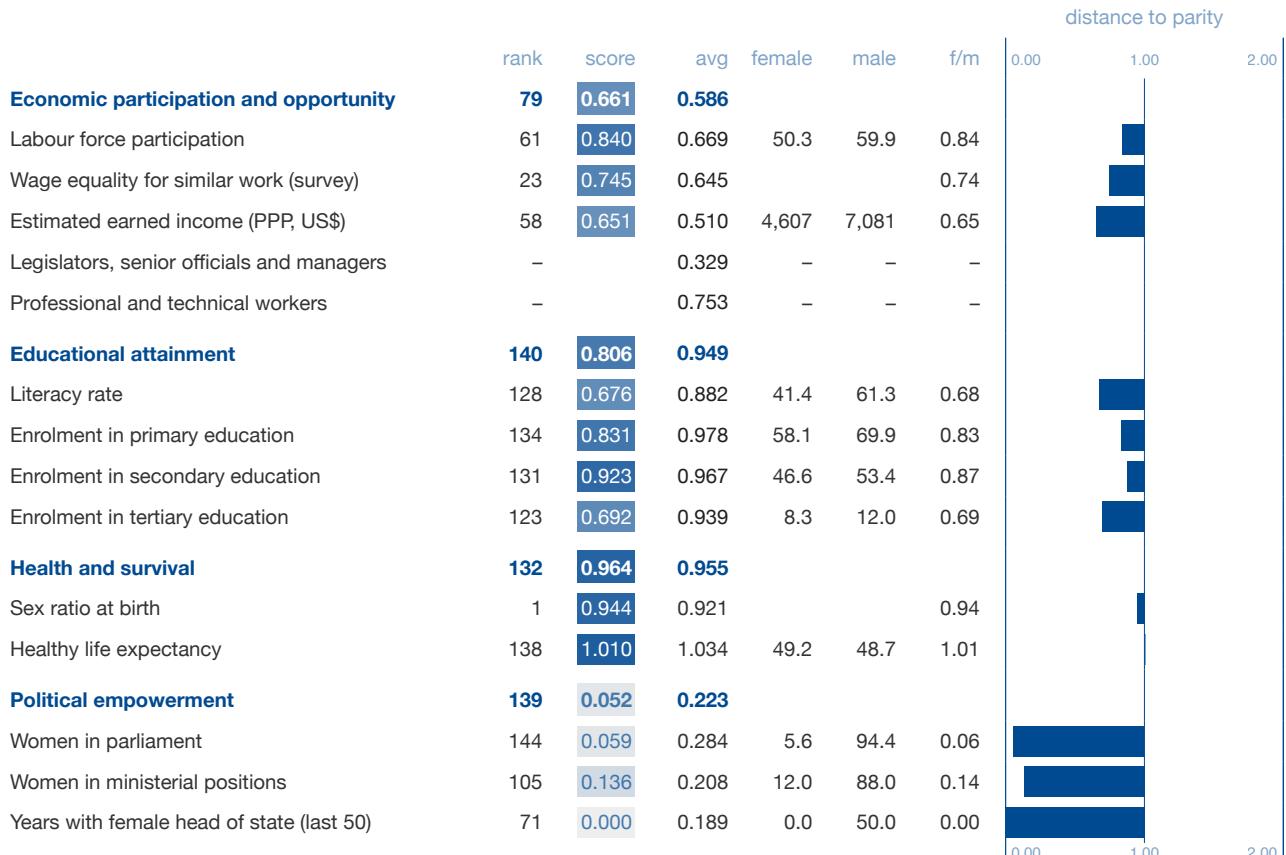


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 375.77     |
| GDP per capita (constant '11, intl. \$, PPP) | 5,338      |
| Total population (1,000s)                    | 185,989.64 |
| Population growth rate (%)                   | 2.59       |
| Population sex ratio (female/male)           | 0.97       |
| Human Capital Index score                    | 51.06      |

|  | rank      | 2006         | 2018       |              |
|--|-----------|--------------|------------|--------------|
|  |           | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>94</b> | <b>0.610</b> | <b>133</b> | <b>0.621</b> |
| Economic participation and opportunity | 59        | 0.612        | 79         | 0.661        |
| Educational attainment                 | 104       | 0.816        | 140        | 0.806        |
| Health and survival                    | 99        | 0.966        | 132        | 0.964        |
| Political empowerment                  | 99        | 0.049        | 139        | 0.052        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



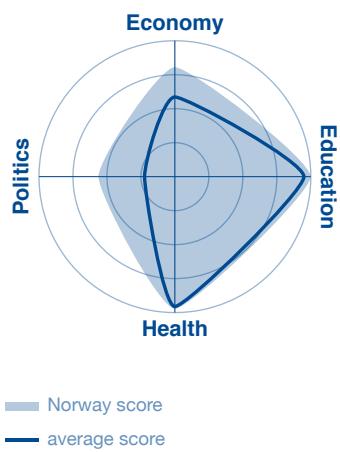
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -     | -                 | Length of maternity/paternity leave (days)                 | 84.0   | -     |                   |
| Unemployed adults  | 5.1    | 3.6   | 1.40              | Wages paid during maternity/paternity leave                | 50.0   | -     |                   |
| Discouraged job seekers                                      | -      | -     | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | empl   | -     |                   |
| High-skilled share of labour force                           | -      | -     | -                 | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 14.1   | 8.9   | 1.59              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | -      | -     | -                 |  |        |       |                   |
| Own-account workers  | -      | -     | -                 |  |        |       |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | no                | Out-of-school children                                     | 40.0   | 28.9  | 1.39              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.62 | Primary education attainment, adults                       | -      | -     | -                 |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 65.8   | 82.7  | 0.80              |
| Firms with female (co-)owners                                |        |       | 0.19              | Primary education attainment, 65+                          | 18.4   | 45.9  | 0.40              |
| Firms with female top managers                               |        |       | 0.16              | Out-of-school youth  | -      | -     | -                 |
| Employers  | -      | -     | -                 | Secondary education attainment, adults                     | -      | -     | -                 |
| R&D personnel  | 26.6   | 73.4  | 0.36              | Secondary education attainment, 25-54                      | 48.5   | 64.1  | 0.76              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 6.6    | 19.1  | 0.35              |
| Hold an account at a financial institution                   | 33.6   | 54.3  | 0.62              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |       | no                | Tertiary education attainment, age 25-54                   | 10.3   | 19.7  | 0.52              |
| Inheritance rights for daughters                             |        |       | no                | Tertiary education attainment, age 65+                     | 2.2    | 8.0   | 0.28              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 391.0  | 453.4 | 0.86              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1958              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 59                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |        |       | -                 | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |        |       | -                 | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 21.3   | 28.6  | 0.74              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 67.0   | 15.2  | 4.41              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |       | 30                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |        |       | 5.53              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |       | 19.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |       | 19                | Mortality, children under age 5                            | 345.4  | 413.9 | <sup>1</sup> 0.83 |
| Total dependency ratio                                       |        |       | 88                | Mortality, non-communicable diseases                       | 296.4  | 262.8 | <sup>1</sup> 1.13 |
| Parity of parental rights in marriage                        |        |       | part              | Mortality, infectious and parasitic diseases               | 353.8  | 457.8 | <sup>1</sup> 0.77 |
| Parity of parental rights after divorce                      |        |       | part              | Mortality, accidental injuries                             | 55.6   | 90.1  | <sup>1</sup> 0.62 |
|  |        |       |                   | Mortality, intentional injuries, self-harm                 | 12.6   | 32.2  | <sup>1</sup> 0.39 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 814  |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 18.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 35.20             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | 51.10             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

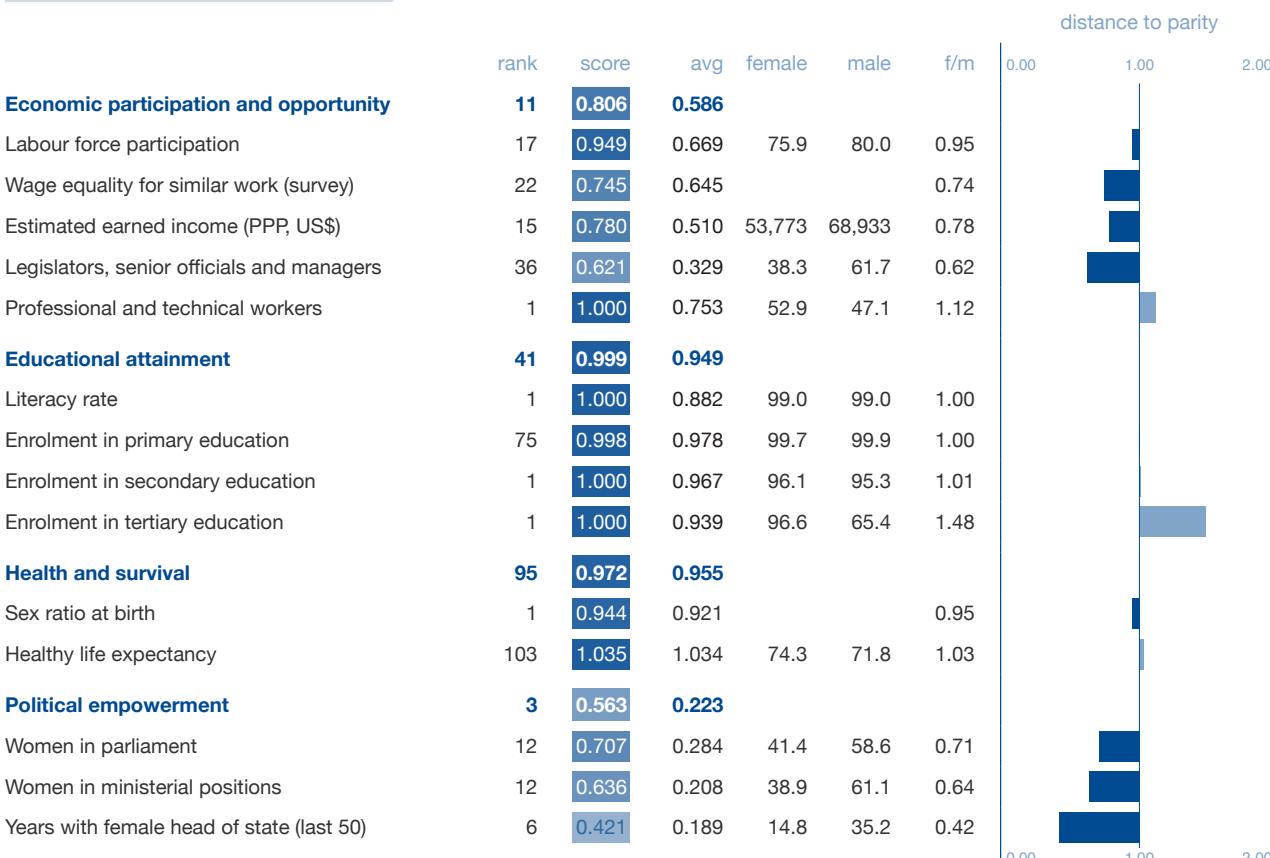


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 398.83   |
| GDP per capita (constant '11, intl. \$, PPP) | 64,800   |
| Total population (1,000s)                    | 5,254.69 |
| Population growth rate (%)                   | 0.93     |
| Population sex ratio (female/male)           | 0.98     |
| Human Capital Index score                    | 77.12    |

| Global Gender Gap score                |          |              |          |              |
|--|----------|--------------|----------|--------------|
|  | 2006     | 2018         |          |              |
|  | rank     | score        | rank     | score        |
| <b>Global Gender Gap score</b>         | <b>2</b> | <b>0.799</b> | <b>2</b> | <b>0.835</b> |
| Economic participation and opportunity | 11       | 0.729        | 11       | 0.806        |
| Educational attainment                 | 15       | 1.000        | 41       | 0.999        |
| Health and survival                    | 61       | 0.975        | 95       | 0.972        |
| Political empowerment                  | 2        | 0.494        | 3        | 0.563        |
| rank out of                            | 115      |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 343    |
| Youth not in employment or education                         | 4.7    | 5.3   | 0.89   | Length of maternity/paternity leave (days)                 | –      | –     |        |
| Unemployed adults  | 3.9    | 5.4   | 0.73   | Wages paid during maternity/paternity leave                | –      | –     |        |
| Discouraged job seekers                                      | 50.9   | 49.0  | 1.04   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | –      | –     |        |
| High-skilled share of labour force                           | 22.8   | 19.9  | 1.15   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 46.8   | 31.0  | 1.51   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.2    | 0.2   | 1.11   |  |        |       |        |
| Own-account workers  | 3.5    | 6.3   | 0.55   |  |        |       |        |
| Work, minutes per day  | 439.8  | 454.2 | 0.97   |  |        |       |        |
| Proportion of unpaid work per day                            | 48.1   | 35.8  | 1.34   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.3    | 0.1   | 3.61   |
| Advancement of women to leadership roles                     |        |       | 2 0.85 | Primary education attainment, adults                       | 99.6   | 99.7  | 1.00   |
| Boards of publicly traded companies                          | 41.0   | 59.0  | 0.69   | Primary education attainment, 25-54                        | 99.9   | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 99.6   | 99.6  | 1.00   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 8.1    | 9.2   | 0.89   |
| Employers  | 0.9    | 0.2   | 5.40   | Secondary education attainment, adults                     | 76.9   | 78.1  | 0.98   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 99.8   | 99.9  | 1.00   |
|  |        |       |        | Secondary education attainment, 65+                        | 99.4   | 99.5  | 1.00   |
|  |        |       |        | Tertiary education attainment, adults                      | 30.8   | 22.4  | 1.38   |
|  |        |       |        | Tertiary education attainment, age 25-54                   | 40.9   | 31.1  | 1.32   |
|  |        |       |        | Tertiary education attainment, age 65+                     | 17.5   | 24.1  | 0.73   |
|  |        |       |        | PhD graduates  | 0.7    | 1.2   | 0.64   |
| <b>Access to Assets</b>                                      | female | male  | value  | Individuals using the internet                             | 96.7   | 96.9  | 1.00   |
| Hold an account at a financial institution                   | 100.0  | 100.0 | 1.00   |  |        |       |        |
| Women's access to financial services                         |        |       | yes    | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Inheritance rights for daughters                             |        |       | yes    | Agri., Forestry, Fisheries and Veterinary                  | 0.9    | 0.7   | 1.30   |
| Women's access to land use, control and ownership            |        |       | yes    | Arts and Humanities  | 8.6    | 8.5   | 1.01   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Business, Admin. and Law                                   | 15.1   | 16.8  | 0.90   |
| Mean monthly earnings (1,000s, local curr.)                  | 41.4   | 47.2  | 0.88   | Education  | 20.8   | 10.3  | 2.02   |
| <b>Political Leadership</b>                                  | female | male  | value  | Engineering, Manuf. and Construction                       | 4.8    | 24.4  | 0.20   |
| Year women received right to vote                            |        |       | 1913   | Health and Welfare   | 28.6   | 8.3   | 3.46   |
| Years since any women received voting rights                 |        |       | 104    | Information and Comm. Technologies                         | 0.9    | 6.4   | 0.14   |
| Number of female heads of state to date                      |        |       | 3      | Natural Sci., Mathematics and Statistics                   | 4.7    | 5.4   | 0.87   |
| Election list quotas for women, national                     |        |       | –      | Services   | 3.7    | 8.3   | 0.45   |
| Election list quotas for women, local                        |        |       | 40     | Social Sci., Journalism and Information                    | 11.9   | 10.6  | 1.12   |
| Voluntary political party quotas                             |        |       | yes    | <b>Health</b>  | female | male  | value  |
| Seats held in upper house                                    | –      | –     | –      | Mortality, children under age 5                            | 0.1    | 0.1   | 1 0.75 |
| <b>Family</b>  | female | male  | value  | Mortality, non-communicable diseases                       | 18.0   | 16.6  | 1 1.09 |
| Average length of single life                                | 31.8   | 33.8  | 0.94   | Mortality, infectious and parasitic diseases               | 0.4    | 0.3   | 1 1.30 |
| Proportion married by age 25                                 | 5.6    | 1.9   | 2.93   | Mortality, accidental injuries                             | 0.8    | 0.9   | 1 0.95 |
| Mean age of women at birth of first child                    |        |       | 31     | Mortality, intentional injuries, self-harm                 | 0.2    | 0.4   | 1 0.47 |
| Average number of children per woman                         |        |       | 1.82   | Mortality, childbirth                                      |        | 1     | 5      |
| Women's unmet demand for family planning                     |        |       | –      | Legislation on domestic violence                           |        |       | yes    |
| Potential support ratio                                      |        |       | 4      | Prevalence of gender violence in lifetime                  |        |       | 27.0   |
| Total dependency ratio                                       |        |       | 52     | Law permits abortion to preserve a woman's physical health |        |       | yes    |
| Parity of parental rights in marriage                        |        |       | yes    | Births attended by skilled health personnel                |        |       | 99.10  |
| Parity of parental rights after divorce                      |        |       | yes    | Antenatal care, at least four visits                       |        |       | –      |

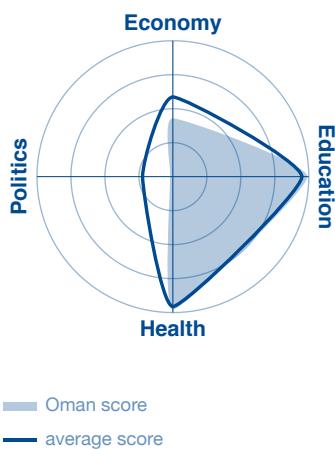
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Oman

rank  
out of 149 countries **139**  
score  
0.00 = imparity  
1.00 = parity **0.605**



## SCORE AT GLANCE

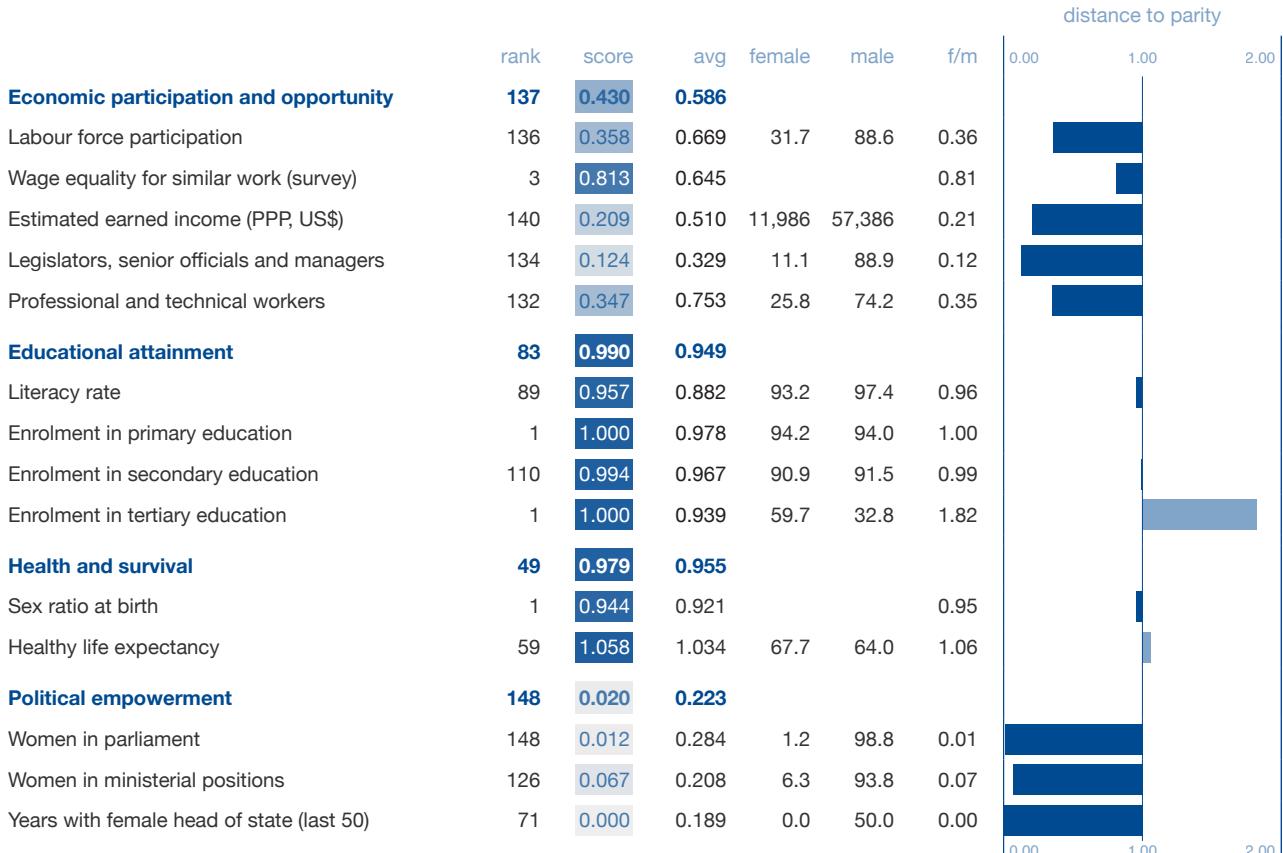


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 72.64    |
| GDP per capita (constant '11, intl. \$, PPP) | 37,961   |
| Total population (1,000s)                    | 4,424.76 |
| Population growth rate (%)                   | 4.38     |
| Population sex ratio (female/male)           | 0.53     |
| Human Capital Index score                    | —        |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | —         | —          | <b>139</b> | <b>0.605</b> |
| Economic participation and opportunity | —         | —          | 137        | 0.430        |
| Educational attainment                 | —         | —          | 83         | 0.990        |
| Health and survival                    | —         | —          | 49         | 0.979        |
| Political empowerment                  | —         | —          | 148        | 0.020        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | -      | -    | -      | Length of maternity/paternity leave (days)                 | -      | -    | -      |
| Unemployed adults  | -      | -    | -      | Wages paid during maternity/paternity leave                | -      | -    | -      |
| Discouraged job seekers                                      | -      | -    | -      | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | -      | -    | -      | Provider of maternity/paternity leave benefits             | -      | -    | -      |
| High-skilled share of labour force                           | -      | -    | -      | Government supports or provides childcare                  |        |      | no     |
| Workers employed part-time                                   | -      | -    | -      | Government provides child allowance                        |        |      | no     |
| Contributing family workers                                  | -      | -    | -      |  |        |      |        |
| Own-account workers  | -      | -    | -      |  |        |      |        |
| Work, minutes per day  | -      | -    | -      |  |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 2.0    | 1.9  | 1.04   |
| Advancement of women to leadership roles                     |        |      | 2 0.71 | Primary education attainment, adults                       | 85.3   | 83.3 | 1.02   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | -      | -    | -      |
| Firms with female (co-)owners                                |        |      | -      | Primary education attainment, 65+                          | -      | -    | -      |
| Firms with female top managers                               |        |      | -      | Out-of-school youth  | 3.4    | 16.9 | 0.20   |
| Employers  | 0.8    | -    | -      | Secondary education attainment, adults                     | 63.2   | 45.3 | 1.39   |
| R&D personnel  | 27.0   | 73.0 | 0.37   | Secondary education attainment, 25-54                      | -      | -    | -      |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | -      | -    | -      |
| Hold an account at a financial institution                   | -      | -    | -      | Tertiary education attainment, adults                      | 18.2   | 10.2 | 1.78   |
| Women's access to financial services                         |        |      | part   | Tertiary education attainment, age 25-54                   | -      | -    | -      |
| Inheritance rights for daughters                             |        |      | no     | Tertiary education attainment, age 65+                     | -      | -    | -      |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | 0.4    | 0.3  | 1.39   |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | 59.8   | 71.2 | 0.84   |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -      |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Year women received right to vote                            |        |      | 1994   | Agri., Forestry, Fisheries and Veterinary                  | 0.3    | 0.2  | 1.64   |
| Years since any women received voting rights                 |        |      | 23     | Arts and Humanities  | 14.0   | 3.8  | 3.65   |
| Number of female heads of state to date                      | 0.0    | -    | -      | Business, Admin. and Law                                   | -      | -    | -      |
| Election list quotas for women, national                     |        |      | -      | Education  | -      | -    | -      |
| Election list quotas for women, local                        |        |      | -      | Engineering, Manuf. and Construction                       | -      | -    | -      |
| Voluntary political party quotas                             |        |      | -      | Health and Welfare   | -      | -    | -      |
| Seats held in upper house                                    | 25.8   | 74.2 | 0.35   | Information and Comm. Technologies                         | -      | -    | -      |
| <b>Family</b>  | female | male | value  | Natural Sci., Mathematics and Statistics                   | -      | -    | -      |
| Average length of single life                                | 25.6   | 27.7 | 0.92   | Services   | -      | -    | -      |
| Proportion married by age 25                                 | 34.3   | 16.3 | 2.10   | Social Sci., Journalism and Information                    | -      | -    | -      |
| Mean age of women at birth of first child                    | 31.1   | -    | -      |  |        |      |        |
| Average number of children per woman                         |        |      | 2.67   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | -      | Mortality, children under age 5                            | 0.4    | 0.5  | 1 0.78 |
| Potential support ratio                                      |        |      | 33     | Mortality, non-communicable diseases                       | 2.9    | 5.4  | 1 0.53 |
| Total dependency ratio                                       |        |      | 32     | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | 1 0.41 |
| Parity of parental rights in marriage                        |        |      | no     | Mortality, accidental injuries                             | 0.2    | 1.4  | 1 0.15 |
| Parity of parental rights after divorce                      |        |      | no     | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4  | 1 0.14 |
|  |        |      |        | Mortality, childbirth                                      |        |      | 1 17   |
|  |        |      |        | Legislation on domestic violence                           |        |      | no     |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | -      |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | no     |
|  |        |      |        | Births attended by skilled health personnel                |        |      | 99.10  |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | 93.80  |

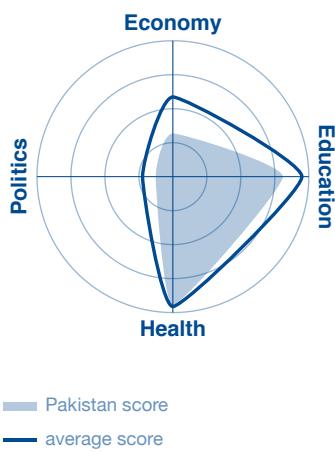
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Pakistan

rank  
out of 149 countries **148**  
score  
0.00 = imparity  
1.00 = parity **0.550**



## SCORE AT GLANCE

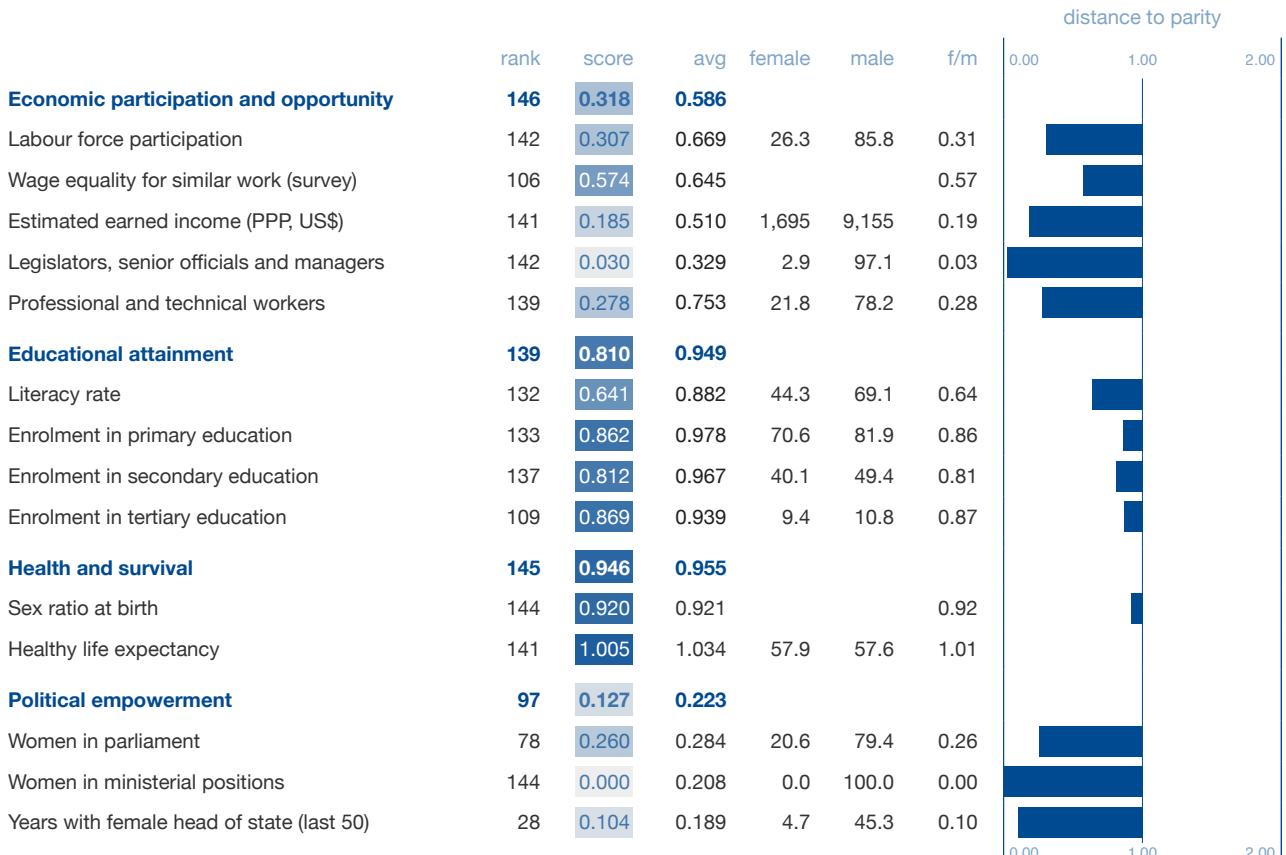


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 304.95     |
| GDP per capita (constant '11, intl. \$, PPP) | 5,035      |
| Total population (1,000s)                    | 193,203.48 |
| Population growth rate (%)                   | 1.93       |
| Population sex ratio (female/male)           | 0.95       |
| Human Capital Index score                    | 46.34      |

|  | rank       | score        | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  |            |              | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>112</b> | <b>0.543</b> | <b>148</b> | <b>0.550</b> |
| Economic participation and opportunity | 112        | 0.369        | 146        | 0.318        |
| Educational attainment                 | 110        | 0.706        | 139        | 0.810        |
| Health and survival                    | 112        | 0.951        | 145        | 0.946        |
| Political empowerment                  | 37         | 0.148        | 97         | 0.127        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | -     |                   |
| Unemployed adults  | 9.0    | 5.0  | 1.80              | Wages paid during maternity/paternity leave                | 100.0  | -     |                   |
| Discouraged job seekers                                      | 42.9   | 57.1 | 0.75              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 73.2   | 71.0 | 1.03              | Provider of maternity/paternity leave benefits             | gov    | -     |                   |
| High-skilled share of labour force                           | 2.1    | 6.9  | 0.31              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 28.9   | 3.7  | 7.83              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 54.7   | 15.0 | 3.65              |  |        |       |                   |
| Own-account workers  | 20.4   | 40.5 | 0.50              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 32.1   | 20.6  | 1.56              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.53 | Primary education attainment, adults                       | 36.5   | 62.5  | 0.58              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 49.1   | 71.7  | 0.68              |
| Firms with female (co-)owners                                |        |      | 0.13              | Primary education attainment, 65+                          | 13.3   | 45.6  | 0.29              |
| Firms with female top managers                               |        |      | 0.06              | Out-of-school youth  | 68.1   | 58.1  | 1.17              |
| Employers  | 0.1    | 15.0 | 0.01              | Secondary education attainment, adults                     | 21.0   | 34.2  | 0.61              |
| R&D personnel  | 22.5   | 77.5 | 0.29              | Secondary education attainment, 25-54                      | 34.7   | 54.3  | 0.64              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 8.1    | 28.8  | 0.28              |
| Hold an account at a financial institution                   | 3.0    | 14.2 | 0.21              | Tertiary education attainment, adults                      | 6.1    | 11.3  | 0.54              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 7.4    | 12.6  | 0.59              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 1.4    | 6.9   | 0.20              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.1    | 1.0   | 0.06              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 9.7    | 15.8 | 0.61              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1956              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 61                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |        |      | -                 | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | 10.0   | 90.0 | 0.11              | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 23.2   | 26.9 | 0.86              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 48.0   | 21.0 | 2.29              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |        |      | 3.48              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 20.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 13                | Mortality, children under age 5                            | 195.7  | 233.2 | <sup>1</sup> 0.84 |
| Total dependency ratio                                       |        |      | 65                | Mortality, non-communicable diseases                       | 378.5  | 394.7 | <sup>1</sup> 0.96 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, infectious and parasitic diseases               | 70.5   | 90.6  | <sup>1</sup> 0.78 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, accidental injuries                             | 26.5   | 64.0  | <sup>1</sup> 0.41 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 7.5    | 20.5  | <sup>1</sup> 0.37 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 178  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 39.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 52.10             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 36.60             |

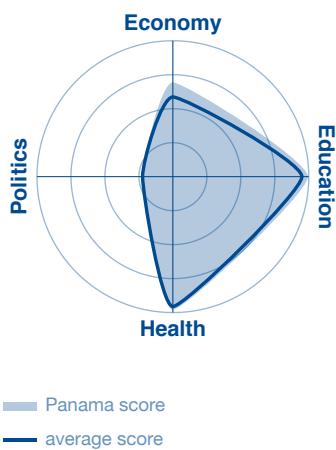
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Panama

rank  
out of 149 countries **45**  
score  
0.00 = imparity  
1.00 = parity **0.722**



## SCORE AT GLANCE

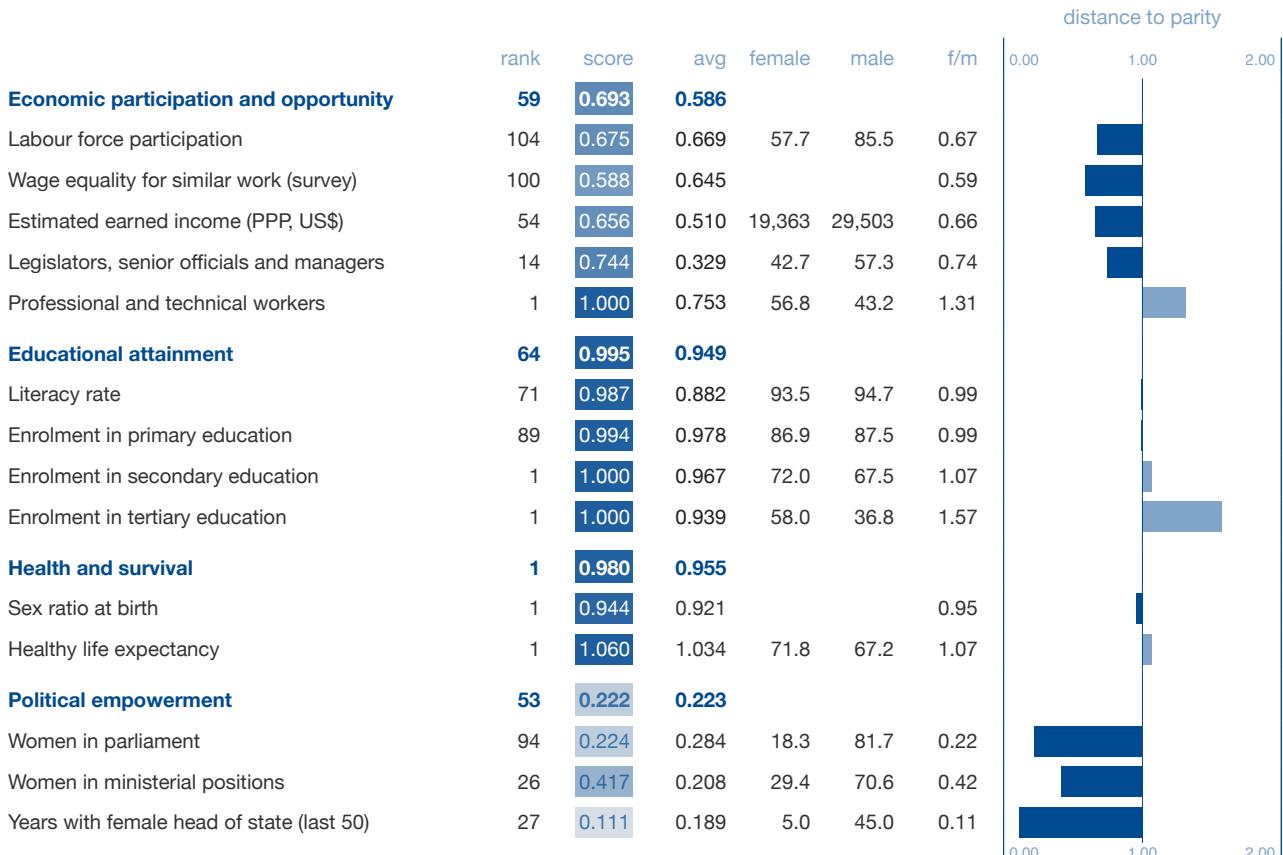


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 61.84    |
| GDP per capita (constant '11, intl. \$, PPP) | 22,267   |
| Total population (1,000s)                    | 4,034.12 |
| Population growth rate (%)                   | 1.57     |
| Population sex ratio (female/male)           | 1.00     |
| Human Capital Index score                    | 63.85    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>31</b> | <b>0.693</b> | <b>45</b> | <b>0.722</b> |
| Economic participation and opportunity | 44        | 0.647        | 59        | 0.693        |
| Educational attainment                 | 35        | 0.995        | 64        | 0.995        |
| Health and survival                    | 47        | 0.979        | 1         | 0.980        |
| Political empowerment                  | 35        | 0.153        | 53        | 0.222        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | 28.0   | 37.3 | 0.75              | Length of maternity/paternity leave (days)                 | 98.0   | -    |       |
| Unemployed adults  | 5.6    | 3.5  | 1.63              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 43.1   | 56.9 | 0.76              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | -    |       |
| High-skilled share of labour force                           | 15.4   | 13.2 | 1.17              | Government supports or provides childcare                  |        |      | yes   |
| Workers employed part-time                                   | 27.6   | 19.0 | 1.45              | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 7.2    | 3.3  | 2.18              |  |        |      |       |
| Own-account workers  | 23.9   | 29.6 | 0.81              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 6.8    | 6.4  | 1.07  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.65 | Primary education attainment, adults                       | 82.5   | 82.8 | 1.00  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 96.0   | 96.8 | 0.99  |
| Firms with female (co-)owners                                |        |      | 0.33              | Primary education attainment, 65+                          | 84.3   | 85.6 | 0.99  |
| Firms with female top managers                               |        |      | 0.31              | Out-of-school youth  | 11.7   | 17.1 | 0.68  |
| Employers  | 2.2    | 3.3  | 0.67              | Secondary education attainment, adults                     | 45.8   | 40.1 | 1.14  |
| R&D personnel  | 45.7   | 54.3 | 0.84              | Secondary education attainment, 25-54                      | 73.1   | 68.5 | 1.07  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 38.9   | 37.7 | 1.03  |
| Hold an account at a financial institution                   | 40.3   | 46.6 | 0.86              | Tertiary education attainment, adults                      | 18.7   | 13.4 | 1.39  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 29.8   | 20.2 | 1.48  |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 11.0   | 12.0 | 0.92  |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.2    | 0.3  | 0.63  |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 52.5   | 49.9 | 1.05  |
| Mean monthly earnings (1,000s, local curr.)                  | 0.6    | 0.7  | 0.98              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1941              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 76                | Agri., Forestry, Fisheries and Veterinary                  | 0.7    | 1.1  | 0.65  |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | 6.6    | 6.1  | 1.08  |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 27.3   | 30.1 | 0.91  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 28.2   | 18.4 | 1.53  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 8.4    | 14.9 | 0.56  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 8.6    | 6.2  | 1.39  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 4.1    | 7.3  | 0.57  |
| Average length of single life                                | 21.6   | 25.3 | 0.85              | Natural Sci., Mathematics and Statistics                   | 7.2    | 4.7  | 1.54  |
| Proportion married by age 25                                 | 58.7   | 33.9 | 1.73              | Services   | 2.8    | 5.2  | 0.54  |
| Mean age of women at birth of first child                    |        |      | 27                | Social Sci., Journalism and Information                    | 7.3    | 6.1  | 1.21  |
| Average number of children per woman                         |        |      | 2.51              | <b>Health</b>  | female | male | value |
| Women's unmet demand for family planning                     |        |      | 6.00              | Mortality, children under age 5                            | 0.6    | 0.7  |       |
| Potential support ratio                                      |        |      | 8                 | Mortality, non-communicable diseases                       | 6.6    | 8.0  |       |
| Total dependency ratio                                       |        |      | 55                | Mortality, infectious and parasitic diseases               | 0.5    | 1.0  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.2    | 0.8  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.1    | 0.8  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -     |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 87.90 |

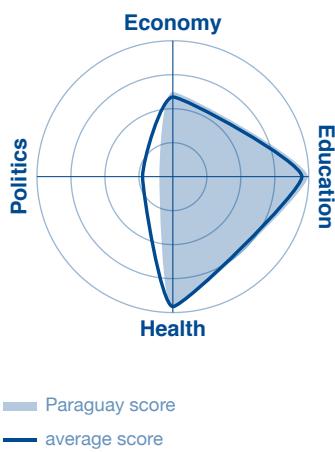
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Paraguay

rank  
out of 149 countries **104**  
score  
0.00 = imparity  
1.00 = parity **0.672**



## SCORE AT GLANCE

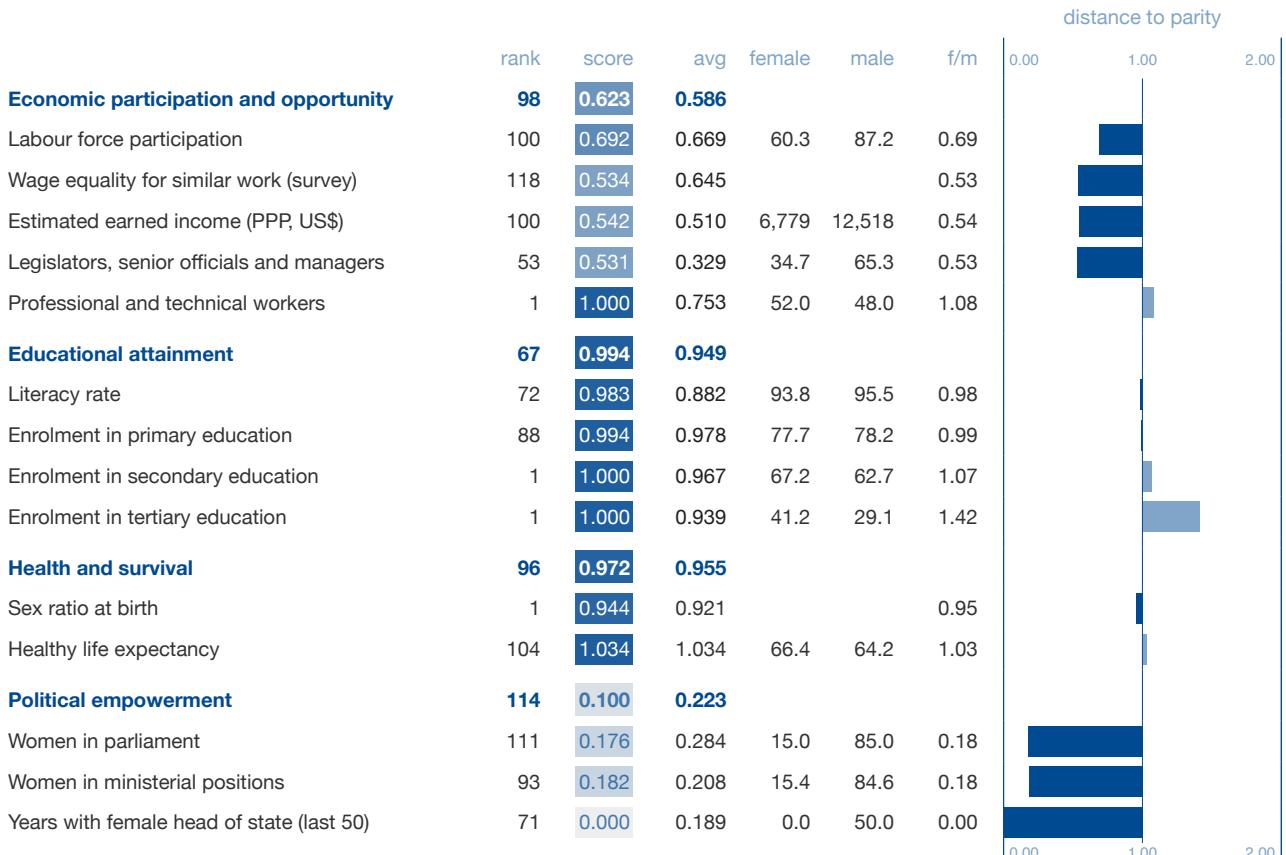


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 29.73    |
| GDP per capita (constant '11, intl. \$, PPP) | 8,827    |
| Total population (1,000s)                    | 6,725.31 |
| Population growth rate (%)                   | 1.26     |
| Population sex ratio (female/male)           | 0.97     |
| Human Capital Index score                    | 57.65    |

|  | rank      | 2006         | 2018       |              |
|--|-----------|--------------|------------|--------------|
|  |           | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>64</b> | <b>0.656</b> | <b>104</b> | <b>0.672</b> |
| Economic participation and opportunity | 80        | 0.554        | 98         | 0.623        |
| Educational attainment                 | 83        | 0.944        | 67         | 0.994        |
| Health and survival                    | 1         | 0.980        | 96         | 0.972        |
| Political empowerment                  | 38        | 0.144        | 114        | 0.100        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female  | male    | value             | <b>Care</b>  | female | male  | value             |
|--|---------|---------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |         |         | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 20.3    | 5.2     | 3.92              | Length of maternity/paternity leave (days)                 | 63.0   | 2.0   |                   |
| Unemployed adults  | 5.9     | 4.9     | 1.19              | Wages paid during maternity/paternity leave                | 50.0   | 100.0 |                   |
| Discouraged job seekers                                      | 70.8    | 29.2    | 2.43              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 68.3    | 63.9    | 1.07              | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 8.0     | 6.2     | 1.29              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 27.2    | 12.3    | 2.21              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 9.8     | 6.0     | 1.62              |  |        |       |                   |
| Own-account workers  | 32.4    | 31.0    | 1.04              |  |        |       |                   |
| Work, minutes per day  | -       | -       | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -       | -       | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female  | male    | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |         |         | yes               | Out-of-school children                                     | 11.0   | 10.7  | 1.03              |
| Advancement of women to leadership roles                     |         |         | <sup>2</sup> 0.52 | Primary education attainment, adults                       | 73.6   | 76.3  | 0.96              |
| Boards of publicly traded companies                          | -       | -       | -                 | Primary education attainment, 25-54                        | 97.2   | 97.7  | 0.99              |
| Firms with female (co-)owners                                |         |         | 1.07              | Primary education attainment, 65+                          | 86.7   | 92.1  | 0.94              |
| Firms with female top managers                               |         |         | 0.30              | Out-of-school youth  | 29.1   | 31.9  | 0.91              |
| Employers  | 3.0     | 6.0     | 0.49              | Secondary education attainment, adults                     | 37.9   | 38.3  | 0.99              |
| R&D personnel  | -       | -       | -                 | Secondary education attainment, 25-54                      | 58.8   | 58.6  | 1.00              |
| <b>Access to Assets</b>                                      | female  | male    | value             | Secondary education attainment, 65+                        | 20.8   | 29.7  | 0.70              |
| Hold an account at a financial institution                   | -       | -       | -                 | Tertiary education attainment, adults                      | 14.9   | 10.0  | 1.49              |
| Women's access to financial services                         |         |         | yes               | Tertiary education attainment, age 25-54                   | 21.5   | 16.3  | 1.32              |
| Inheritance rights for daughters                             |         |         | part              | Tertiary education attainment, age 65+                     | 6.1    | 8.0   | 0.76              |
| Women's access to land use, control and ownership            |         |         | part              | PhD graduates  | 0.1    | 0.1   | 1.35              |
| Women's access to non-land assets use, control and ownership |         |         | part              | Individuals using the internet                             | 42.9   | 43.1  | 1.00              |
| Mean monthly earnings (1,000s, local curr.)                  | 1,847.3 | 2,272.2 | 0.81              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female  | male    | value             |  |        |       |                   |
| Year women received right to vote                            |         |         | 1961              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |         |         | 56                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |         |         | 0                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |         |         | -                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |         |         | -                 | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |         |         | yes               | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | -       | -       | -                 | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female  | male    | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 22.7    | 26.8    | 0.85              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 44.8    | 22.3    | 2.01              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |         |         | 28                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |         |         | 2.48              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |         |         | 5.00              | Mortality, children under age 5                            | 1.2    | 1.6   | <sup>1</sup> 0.79 |
| Potential support ratio                                      |         |         | 10                | Mortality, non-communicable diseases                       | 12.6   | 13.3  | <sup>1</sup> 0.95 |
| Total dependency ratio                                       |         |         | 56                | Mortality, infectious and parasitic diseases               | 0.7    | 1.2   | <sup>1</sup> 0.58 |
| Parity of parental rights in marriage                        |         |         | yes               | Mortality, accidental injuries                             | 0.7    | 2.3   | <sup>1</sup> 0.33 |
| Parity of parental rights after divorce                      |         |         | yes               | Mortality, intentional injuries, self-harm                 | 0.3    | 0.9   | <sup>1</sup> 0.30 |
|  |         |         |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 132  |
|  |         |         |                   | Legislation on domestic violence                           |        |       | yes               |
|  |         |         |                   | Prevalence of gender violence in lifetime                  |        |       | 18.0              |
|  |         |         |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |         |         |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |         |         |                   | Antenatal care, at least four visits                       |        |       | 76.70             |

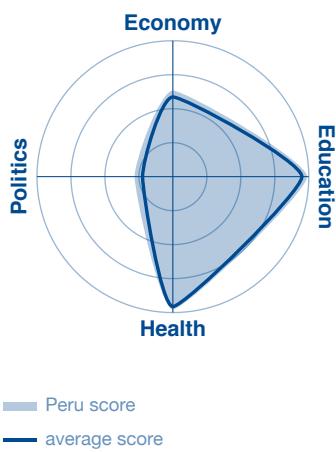
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Peru

rank  
out of 149 countries **52**  
score  
0.00 = imparity  
1.00 = parity **0.720**



## SCORE AT GLANCE

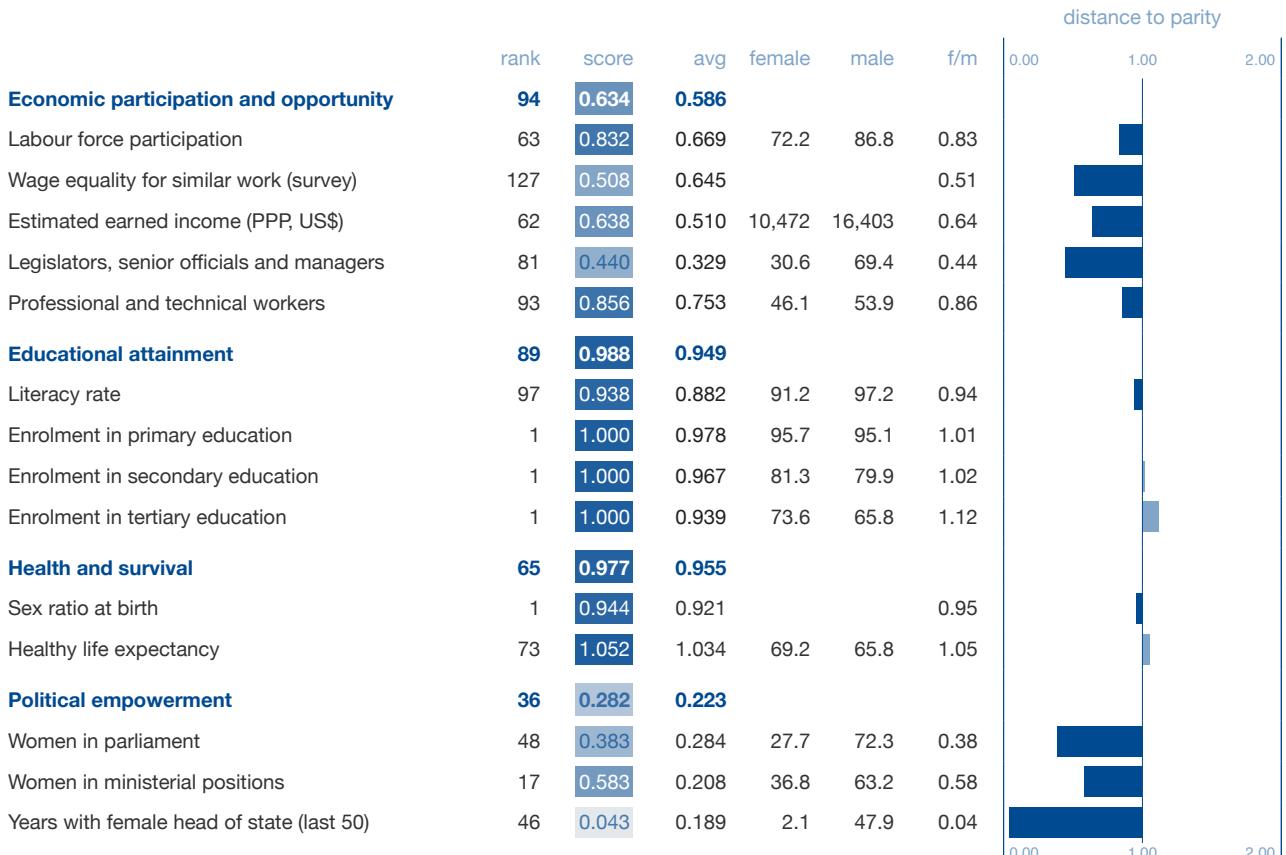


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 211.39    |
| GDP per capita (constant '11, intl. \$, PPP) | 12,237    |
| Total population (1,000s)                    | 31,773.84 |
| Population growth rate (%)                   | 1.21      |
| Population sex ratio (female/male)           | 1.00      |
| Human Capital Index score                    | 62.17     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>60</b> | <b>0.662</b> | <b>52</b> | <b>0.720</b> |
| Economic participation and opportunity | 86        | 0.531        | 94        | 0.634        |
| Educational attainment                 | 71        | 0.976        | 89        | 0.988        |
| Health and survival                    | 58        | 0.976        | 65        | 0.977        |
| Political empowerment                  | 31        | 0.165        | 36        | 0.282        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



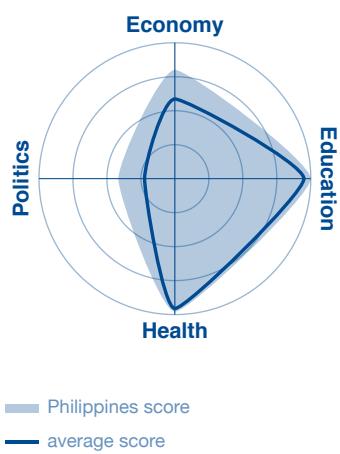
## SELECTED CONTEXTUAL DATA

|  | female | male | value  |  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 26.9   | 18.1 | 1.49   | Length of maternity/paternity leave (days)                 | 90.0   | 4.0   |        |
| Unemployed adults  | 7.6    | 6.1  | 1.26   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 53.7   | 46.3 | 1.16   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 65.4   | 52.1 | 1.26   | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 15.2   | 15.6 | 0.98   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 23.7   | 11.3 | 2.09   | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 7.1    | 3.5  | 2.04   |  |        |       |        |
| Own-account workers  | 28.3   | 26.2 | 1.08   |  |        |       |        |
| Work, minutes per day  | -      | -    | -      |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 1.7    | 2.5   | 0.69   |
| Advancement of women to leadership roles                     |        |      | 2 0.50 | Primary education attainment, adults                       | 75.3   | 85.9  | 0.88   |
| Boards of publicly traded companies                          | -      | -    | -      | Primary education attainment, 25-54                        | 97.3   | 99.2  | 0.98   |
| Firms with female (co-)owners                                |        |      | 0.40   | Primary education attainment, 65+                          | 72.5   | 92.2  | 0.79   |
| Firms with female top managers                               |        |      | 0.16   | Out-of-school youth  | 20.9   | 21.5  | 0.97   |
| Employers  | 3.3    | 3.5  | 0.94   | Secondary education attainment, adults                     | 51.5   | 60.6  | 0.85   |
| R&D personnel  | -      | -    | -      | Secondary education attainment, 25-54                      | 73.2   | 81.4  | 0.90   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 31.0   | 47.3  | 0.65   |
| Hold an account at a financial institution                   | 22.5   | 35.7 | 0.63   | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 17.5   | 16.2  | 1.08   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 7.4    | 14.5  | 0.51   |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | part   | Individuals using the internet                             | 38.5   | 43.2  | 0.89   |
| Mean monthly earnings (1,000s, local curr.)                  | 1.2    | 1.5  | 0.81   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1955   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 62     | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -      |
| Number of female heads of state to date                      |        |      | 4      | Arts and Humanities  | -      | -     | -      |
| Election list quotas for women, national                     |        |      | 30     | Business, Admin. and Law                                   | -      | -     | -      |
| Election list quotas for women, local                        |        |      | 30     | Education  | -      | -     | -      |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | -      | -     | -      |
| Seats held in upper house                                    | -      | -    | -      | Health and Welfare   | -      | -     | -      |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | -      | -     | -      |
| Average length of single life                                | 23.8   | 27.5 | 0.87   | Natural Sci., Mathematics and Statistics                   | -      | -     | -      |
| Proportion married by age 25                                 | 49.9   | 23.7 | 2.11   | Services   | -      | -     | -      |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | -      | -     | -      |
| Average number of children per woman                         |        |      | 2.40   |  |        |       |        |
| Women's unmet demand for family planning                     |        |      | 9.00   | <b>Health</b>  | female | male  | value  |
| Potential support ratio                                      |        |      | 9      | Mortality, children under age 5                            | 4.6    | 5.9   | 1 0.79 |
| Total dependency ratio                                       |        |      | 53     | Mortality, non-communicable diseases                       | 54.7   | 57.9  | 1 0.94 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, infectious and parasitic diseases               | 2.3    | 4.2   | 1 0.56 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, accidental injuries                             | 3.6    | 8.8   | 1 0.41 |
|  |        |      |        | Mortality, intentional injuries, self-harm                 | 1.3    | 5.1   | 1 0.25 |
|  |        |      |        | Mortality, childbirth                                      |        |       | 1 68   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 36.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | 90.00  |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | 94.70  |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

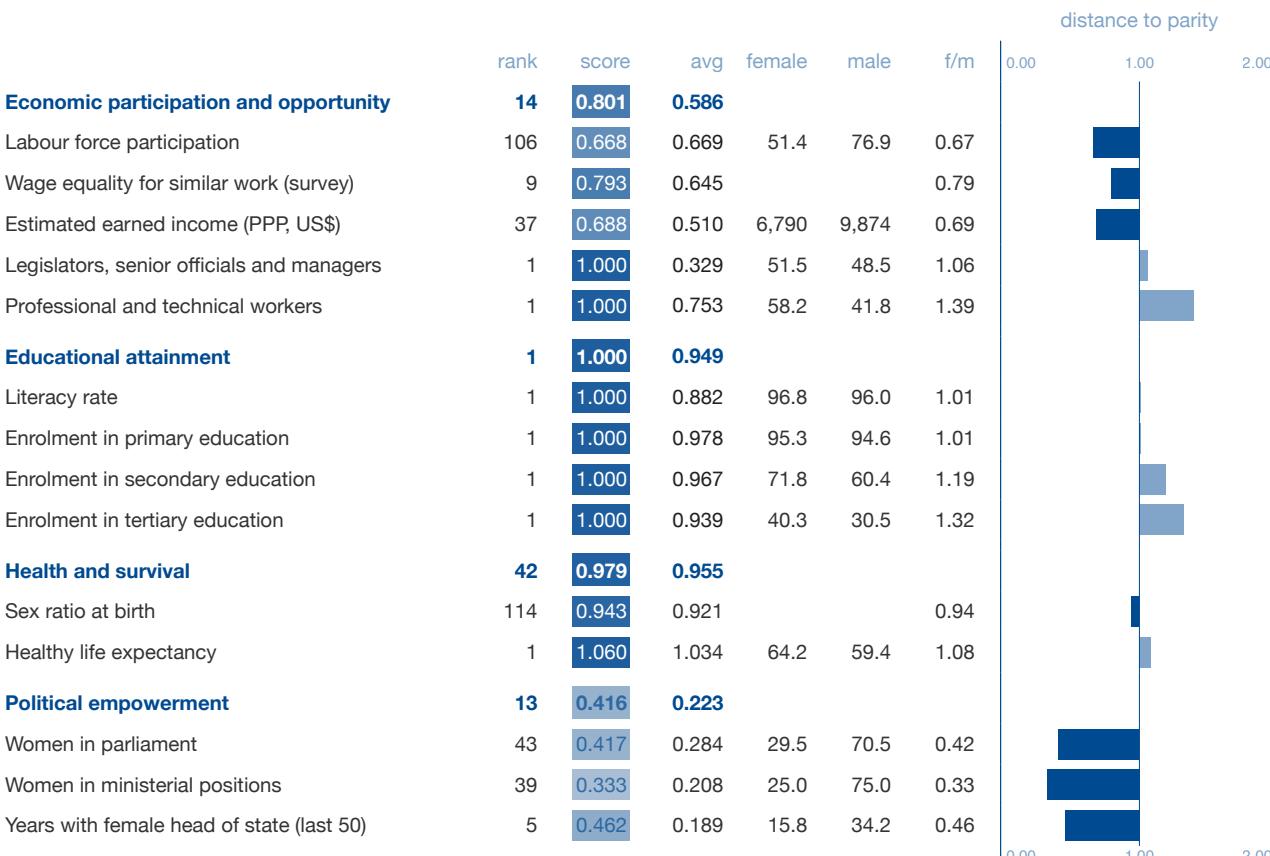


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 313.60     |
| GDP per capita (constant '11, intl. \$, PPP) | 7,599      |
| Total population (1,000s)                    | 103,320.22 |
| Population growth rate (%)                   | 1.52       |
| Population sex ratio (female/male)           | 0.99       |
| Human Capital Index score                    | 64.36      |

|  | rank     | 2006         | rank     | 2018         |
|--|----------|--------------|----------|--------------|
|  |          | score        |          | score        |
| <b>Global Gender Gap score</b>         | <b>6</b> | <b>0.752</b> | <b>8</b> | <b>0.799</b> |
| Economic participation and opportunity | 4        | 0.757        | 14       | 0.801        |
| Educational attainment                 | 1        | 1.000        | 1        | 1.000        |
| Health and survival                    | 1        | 0.980        | 42       | 0.979        |
| Political empowerment                  | 16       | 0.269        | 13       | 0.416        |
| rank out of                            | 115      |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 28.6   | 17.1 | 1.68              | Length of maternity/paternity leave (days)                 | 60.0   | 7.0   |                   |
| Unemployed adults  | 5.8    | 6.6  | 0.88              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 28.6   | 72.1 | 0.40              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 12.7   | 12.9 | 0.98              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 20.0   | 18.3 | 1.09              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 12.0   | 5.4  | 2.21              |  |        |       |                   |
| Own-account workers  | 27.9   | 26.6 | 1.05              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 1.2    | 5.1   | 0.23              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.77 | Primary education attainment, adults                       | 85.8   | 82.5  | 1.04              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 98.4   | 98.3  | 1.00              |
| Firms with female (co-)owners                                |        |      | 2.25              | Primary education attainment, 65+                          | 94.4   | 95.4  | 0.99              |
| Firms with female top managers                               |        |      | 0.43              | Out-of-school youth  | 15.3   | 23.5  | 0.65              |
| Employers  | 2.1    | 5.4  | 0.39              | Secondary education attainment, adults                     | 60.1   | 56.8  | 1.06              |
| R&D personnel  | 45.4   | 54.6 | 0.83              | Secondary education attainment, 25-54                      | 79.0   | 72.8  | 1.09              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 38.8   | 44.9  | 0.86              |
| Hold an account at a financial institution                   | 33.9   | 22.0 | 1.54              | Tertiary education attainment, adults                      | 19.2   | 14.7  | 1.31              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 32.6   | 26.0  | 1.26              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 15.7   | 17.4  | 0.90              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 0.3    | 0.3  | 1.04              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1937              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 80                | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Number of female heads of state to date                      |        |      | 2                 | Arts and Humanities  | -      | -     | -                 |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, local                        |        |      | -                 | Education  | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -     | -                 |
| Average length of single life                                | 24.2   | 26.9 | 0.90              | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Proportion married by age 25                                 | 42.2   | 24.7 | 1.71              | Services   | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 29                | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Average number of children per woman                         |        |      | 2.93              |  |        |       |                   |
| Women's unmet demand for family planning                     |        |      | 22.00             | <b>Health</b>  | female | male  | value             |
| Potential support ratio                                      |        |      | 14                | Mortality, children under age 5                            | 28.0   | 37.8  | <sup>1</sup> 0.74 |
| Total dependency ratio                                       |        |      | 58                | Mortality, non-communicable diseases                       | 200.5  | 254.8 | <sup>1</sup> 0.79 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, infectious and parasitic diseases               | 22.2   | 36.5  | <sup>1</sup> 0.61 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, accidental injuries                             | 7.4    | 20.0  | <sup>1</sup> 0.37 |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 2.3    | 13.8  | <sup>1</sup> 0.17 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 114  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 18.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 72.80             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 84.30             |

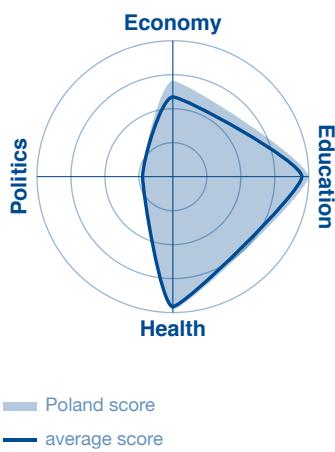
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Poland

rank  
out of 149 countries **42**  
score  
0.00 = imparity  
1.00 = parity **0.728**



## SCORE AT GLANCE

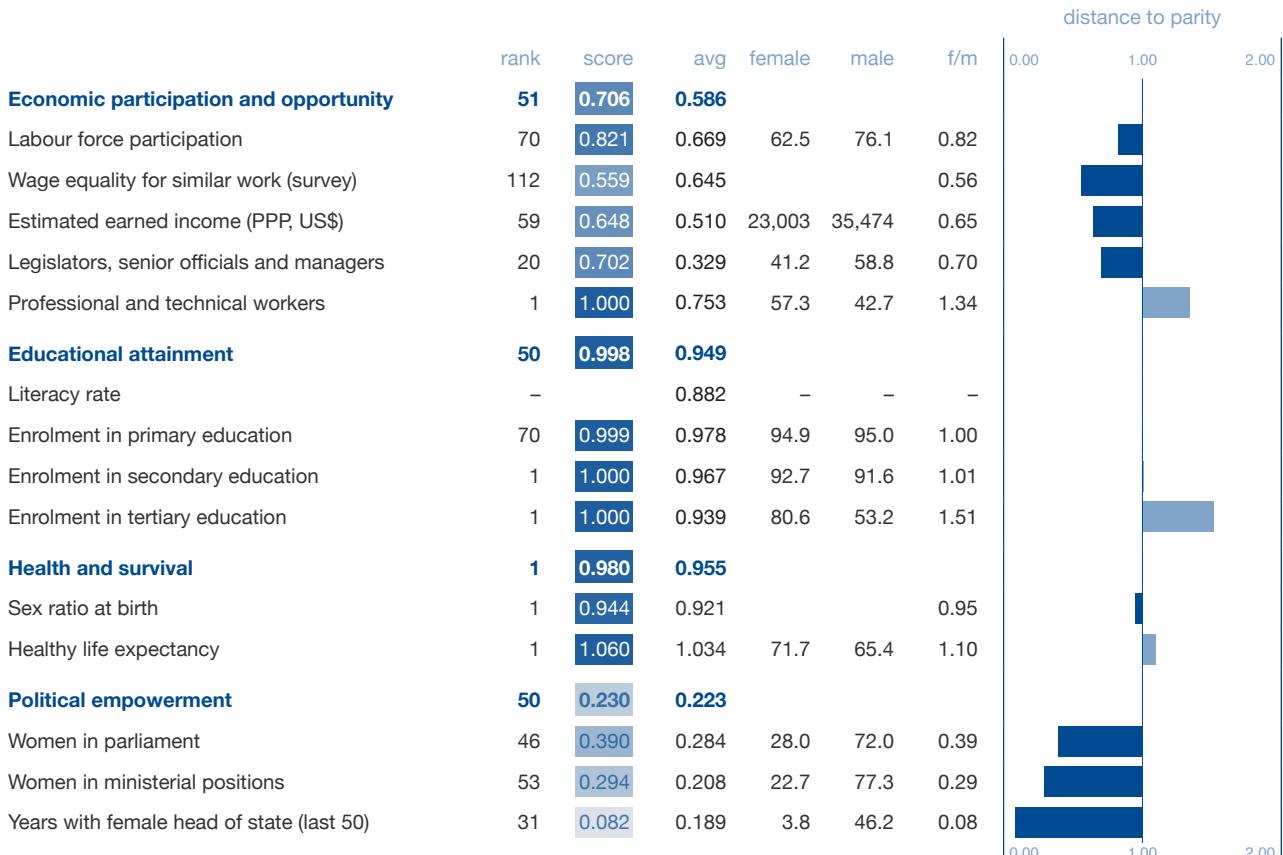


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 524.51    |
| GDP per capita (constant '11, intl. \$, PPP) | 27,216    |
| Total population (1,000s)                    | 38,224.41 |
| Population growth rate (%)                   | -0.16     |
| Population sex ratio (female/male)           | 1.07      |
| Human Capital Index score                    | 69.61     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 44   | 0.680 | 42   | 0.728 |
| Educational attainment                 | 50   | 0.635 | 51   | 0.706 |
| Health and survival                    | 13   | 1.000 | 50   | 0.998 |
| Political empowerment                  | 36   | 0.979 | 1    | 0.980 |
| rank out of                            | 58   | 0.107 | 50   | 0.230 |
|  | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | 182               |
| Youth not in employment or education                         | 10.8   | 11.2  | 0.97              | Length of maternity/paternity leave (days)                 | 182.0  | 14.0  |                   |
| Unemployed adults  | 6.2    | 6.1   | 1.02              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 49.9   | 50.1  | 1.00              | Provider of parental leave benefits                        |        |       | gov               |
| Workers in informal employment                               | -      | -     | -                 | Provider of maternity/paternity leave benefits             | gov    | gov   |                   |
| High-skilled share of labour force                           | 18.7   | 13.9  | 1.34              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 19.8   | 8.8   | 2.25              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 3.8    | 1.7   | 2.28              |  |        |       |                   |
| Own-account workers  | 10.4   | 17.1  | 0.61              |  |        |       |                   |
| Work, minutes per day  | 492.7  | 460.3 | 1.07              |  |        |       |                   |
| Proportion of unpaid work per day                            | 60.0   | 34.1  | 1.76              |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | yes               | Out-of-school children                                     | 3.5    | 3.5   | 0.99              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.59 | Primary education attainment, adults                       | 98.4   | 99.4  | 0.99              |
| Boards of publicly traded companies                          | 20.0   | 80.0  | 0.25              | Primary education attainment, 25-54                        | 98.7   | 98.3  | 1.00              |
| Firms with female (co-)owners                                |        |       | 0.68              | Primary education attainment, 65+                          | 96.1   | 98.1  | 0.98              |
| Firms with female top managers                               |        |       | 0.26              | Out-of-school youth  | 8.0    | 8.7   | 0.92              |
| Employers  | 2.6    | 1.7   | 1.53              | Secondary education attainment, adults                     | 80.8   | 86.4  | 0.94              |
| R&D personnel  | -      | -     | -                 | Secondary education attainment, 25-54                      | 92.7   | 88.9  | 1.04              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 56.6   | 69.0  | 0.82              |
| Hold an account at a financial institution                   | 73.0   | 83.3  | 0.88              | Tertiary education attainment, adults                      | 26.0   | 21.2  | 1.22              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 26.7   | 17.4  | 1.54              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 9.7    | 12.9  | 0.75              |
| Women's access to land use, control and ownership            |        |       | yes               | PhD graduates  | 0.5    | 0.7   | 0.69              |
| Women's access to non-land assets use, control and ownership |        |       | yes               | Individuals using the internet                             | 66.9   | 69.2  | 0.97              |
| Mean monthly earnings (1,000s, local curr.)                  | 3.7    | 4.5   | 0.83              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1918              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 99                | Agri., Forestry, Fisheries and Veterinary                  | 1.2    | 2.1   | 0.57              |
| Number of female heads of state to date                      |        |       | 3                 | Arts and Humanities  | 8.5    | 5.3   | 1.62              |
| Election list quotas for women, national                     |        |       | 35                | Business, Admin. and Law                                   | 24.6   | 21.8  | 1.13              |
| Election list quotas for women, local                        |        |       | 35                | Education  | 17.6   | 5.6   | 3.12              |
| Voluntary political party quotas                             |        |       | no                | Engineering, Manuf. and Construction                       | 9.4    | 26.1  | 0.36              |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 15.1   | 9.5   | 1.59              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 0.9    | 7.2   | 0.13              |
| Average length of single life                                | 26.6   | 28.7  | 0.93              | Natural Sci., Mathematics and Statistics                   | 4.5    | 3.4   | 1.32              |
| Proportion married by age 25                                 | 21.8   | 8.2   | 2.64              | Services   | 6.8    | 10.2  | 0.67              |
| Mean age of women at birth of first child                    |        |       | 29                | Social Sci., Journalism and Information                    | 11.6   | 8.8   | 1.32              |
| Average number of children per woman                         |        |       | 1.30              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | -                 | Mortality, children under age 5                            | 0.8    | 1.1   | <sup>1</sup> 0.80 |
| Potential support ratio                                      |        |       | 4                 | Mortality, non-communicable diseases                       | 174.1  | 172.6 | <sup>1</sup> 1.01 |
| Total dependency ratio                                       |        |       | 45                | Mortality, infectious and parasitic diseases               | 0.7    | 1.5   | <sup>1</sup> 0.49 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 4.4    | 9.3   | <sup>1</sup> 0.47 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 1.4    | 7.6   | <sup>1</sup> 0.18 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 3    |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 13.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 99.80             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | -                 |

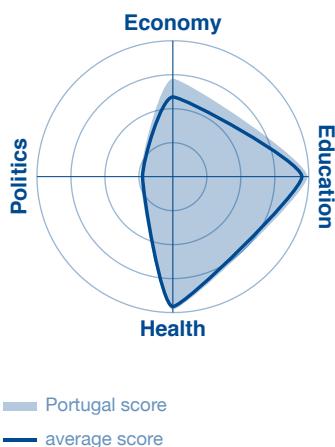
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Portugal

rank  
out of 149 countries **37**  
score  
0.00 = imparity  
1.00 = parity **0.732**



## SCORE AT GLANCE

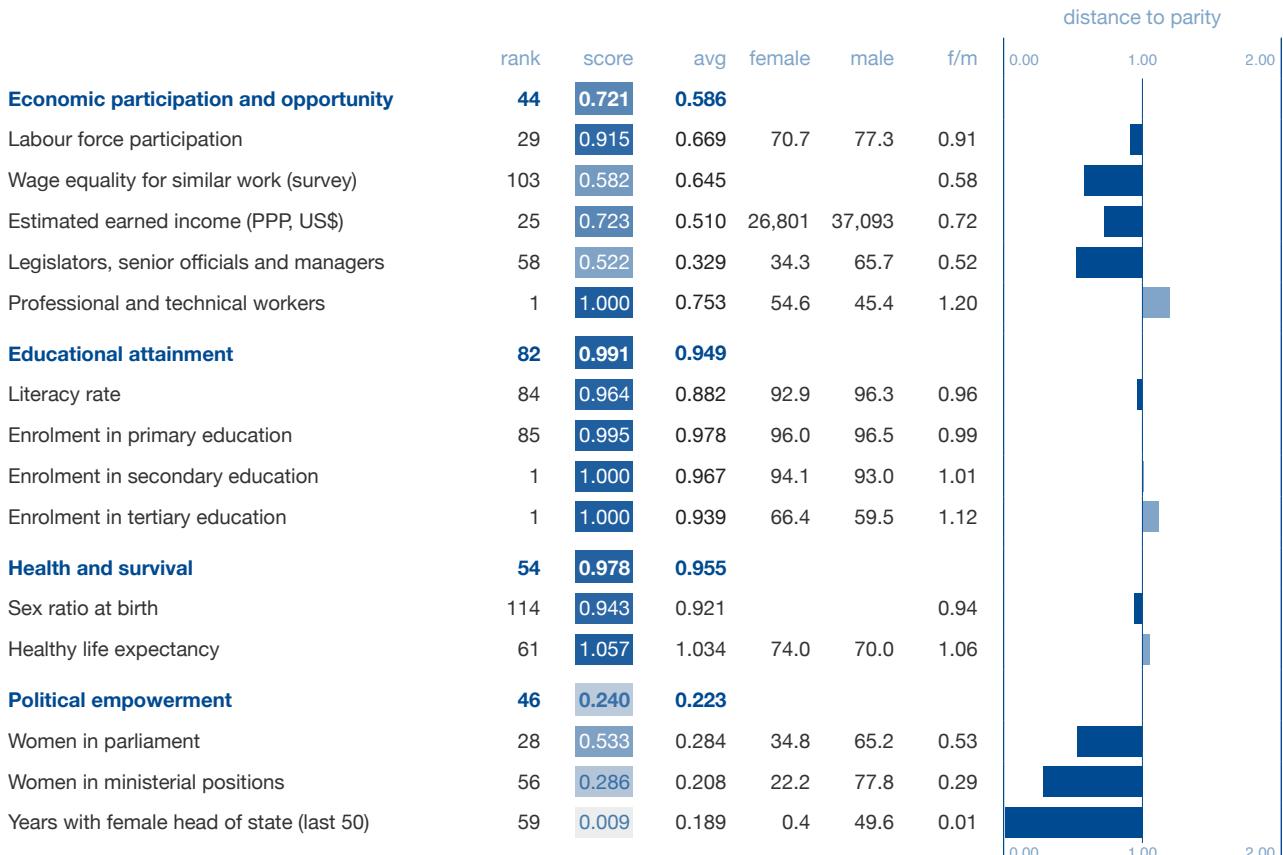


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 217.57    |
| GDP per capita (constant '11, intl. \$, PPP) | 27,937    |
| Total population (1,000s)                    | 10,371.63 |
| Population growth rate (%)                   | -0.39     |
| Population sex ratio (female/male)           | 1.11      |
| Human Capital Index score                    | 65.70     |

|  | rank      | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  |           | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>33</b> | <b>0.692</b> | <b>37</b> | <b>0.732</b> |
| Economic participation and opportunity | 33        | 0.669        | 44        | 0.721        |
| Educational attainment                 | 57        | 0.989        | 82        | 0.991        |
| Health and survival                    | 71        | 0.973        | 54        | 0.978        |
| Political empowerment                  | 40        | 0.138        | 46        | 0.240        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



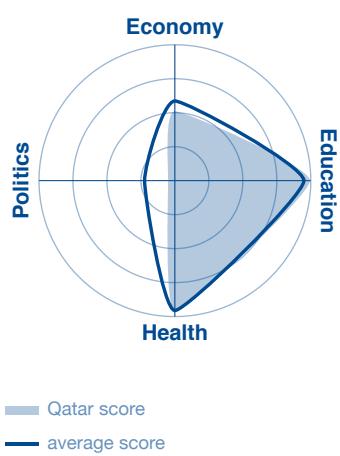
## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male | value  |
|--|--------|-------|--------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |      | 120    |
| Youth not in employment or education                         | 12.2   | 10.4  | 1.17   | Length of maternity/paternity leave (days)                 | –      | –    |        |
| Unemployed adults  | 11.2   | 11.0  | 1.02   | Wages paid during maternity/paternity leave                | –      | –    |        |
| Discouraged job seekers                                      | 55.4   | 44.6  | 1.24   | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | –      | –    |        |
| High-skilled share of labour force                           | 15.2   | 10.0  | 1.52   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 25.3   | 18.3  | 1.38   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.6    | 0.6   | 1.07   |  |        |      |        |
| Own-account workers  | 9.7    | 14.9  | 0.65   |  |        |      |        |
| Work, minutes per day  | 559.4  | 468.6 | 1.19   |  |        |      |        |
| Proportion of unpaid work per day                            | 58.7   | 20.6  | 2.85   |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 2.2    | 1.9  | 1.18   |
| Advancement of women to leadership roles                     |        |       | ² 0.62 | Primary education attainment, adults                       | 87.5   | 94.1 | 0.93   |
| Boards of publicly traded companies                          | 14.0   | 86.0  | 0.16   | Primary education attainment, 25-54                        | 98.7   | 98.6 | 1.00   |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 82.7   | 91.6 | 0.90   |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 3.5    | 2.0  | 1.74   |
| Employers  | 3.1    | 0.6   | 5.01   | Secondary education attainment, adults                     | 36.7   | 33.9 | 1.08   |
| R&D personnel  | 42.1   | 57.9  | 0.73   | Secondary education attainment, 25-54                      | 65.3   | 60.3 | 1.08   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 17.5   | 24.8 | 0.71   |
| Hold an account at a financial institution                   | 86.1   | 88.8  | 0.97   | Tertiary education attainment, adults                      | 20.6   | 15.4 | 1.34   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 29.9   | 20.8 | 1.44   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 5.6    | 8.0  | 0.70   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.4    | 0.6  | 0.64   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 65.7   | 71.8 | 0.92   |
| Mean monthly earnings (1,000s, local curr.)                  | 0.8    | 0.9   | 0.84   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |      |        |
| Year women received right to vote                            |        |       | 1931   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |       | 86     | Agri., Forestry, Fisheries and Veterinary                  | 2.0    | 1.7  | 1.21   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 9.3    | 8.6  | 1.09   |
| Election list quotas for women, national                     |        |       | 33     | Business, Admin. and Law                                   | 18.7   | 18.6 | 1.00   |
| Election list quotas for women, local                        |        |       | 33     | Education  | 9.7    | 2.8  | 3.53   |
| Voluntary political party quotas                             |        |       | no     | Engineering, Manuf. and Construction                       | 11.4   | 33.8 | 0.34   |
| Seats held in upper house                                    | 20.6   | 79.4  | 0.26   | Health and Welfare   | 24.5   | 9.9  | 2.48   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 0.4    | 2.2  | 0.18   |
| Average length of single life                                | 30.1   | 32.2  | 0.93   | Natural Sci., Mathematics and Statistics                   | 6.5    | 5.9  | 1.11   |
| Proportion married by age 25                                 | 9.5    | 3.9   | 2.44   | Services   | 4.5    | 7.9  | 0.57   |
| Mean age of women at birth of first child                    |        |       | 31     | Social Sci., Journalism and Information                    | 13.1   | 8.8  | 1.50   |
| Average number of children per woman                         |        |       | 1.25   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 0.1    | 0.2  | ¹ 0.80 |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 44.9   | 45.0 | ¹ 1.00 |
| Total dependency ratio                                       |        |       | 54     | Mortality, infectious and parasitic diseases               | 0.8    | 1.1  | ¹ 0.74 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 1.1    | 1.7  | ¹ 0.62 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.4    | 1.2  | ¹ 0.32 |
|  |        |       |        | Mortality, childbirth                                      |        |      | ¹ 10   |
|  |        |       |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |      | 19.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |      | –      |

¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

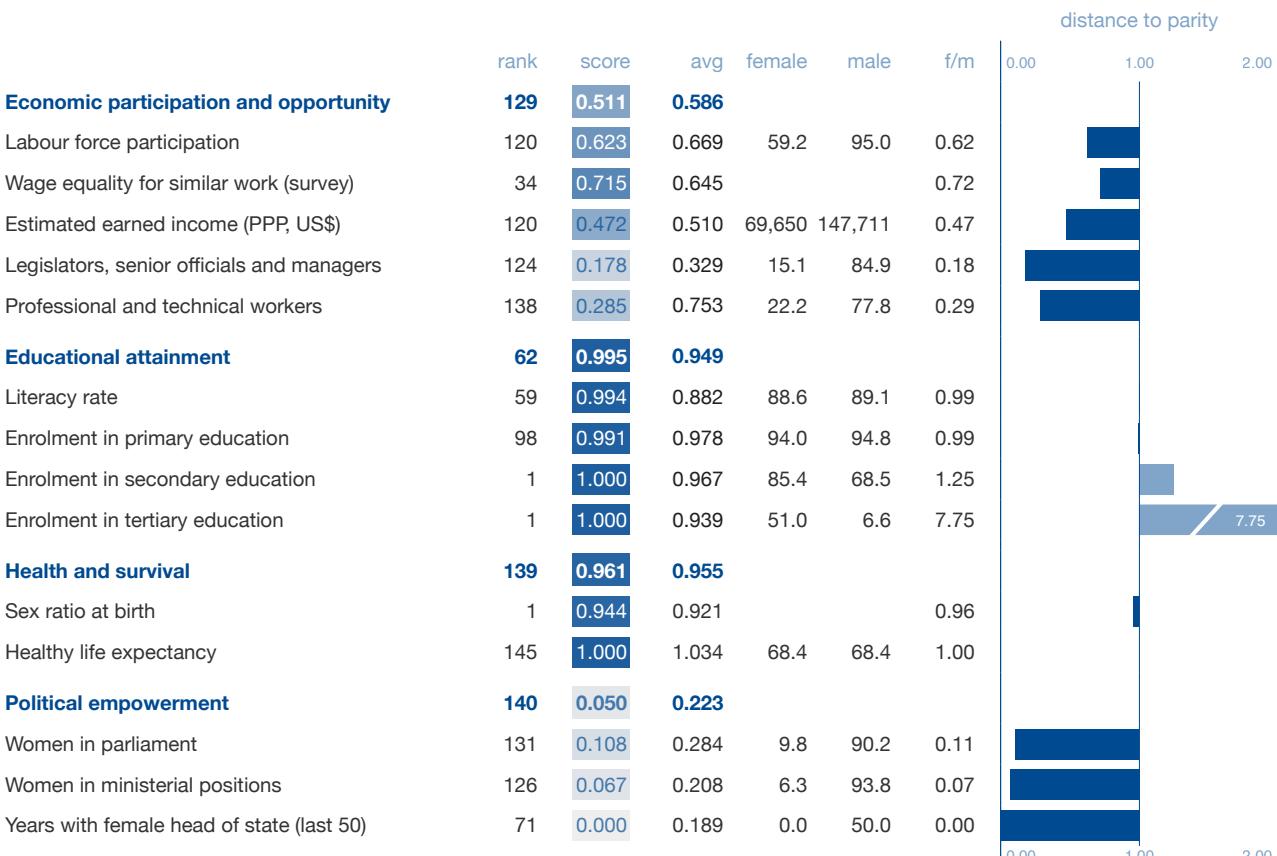


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 167.61   |
| GDP per capita (constant '11, intl. \$, PPP) | 116,936  |
| Total population (1,000s)                    | 2,569.80 |
| Population growth rate (%)                   | 2.38     |
| Population sex ratio (female/male)           | 0.33     |
| Human Capital Index score                    | 63.97    |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | —    | —     | 127  | 0.629 |
| Educational attainment                 | —    | —     | 62   | 0.995 |
| Health and survival                    | —    | —     | 139  | 0.961 |
| Political empowerment                  | —    | —     | 140  | 0.050 |
| rank out of                            |      | 115   |      | 149   |

## COUNTRY SCORE CARD



# 0.629 / 127 QAT

## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 30.7   | 2.9  | 10.74             | Length of maternity/paternity leave (days)                 | 50.0   | -    |                   |
| Unemployed adults  | 0.8    | 0.1  | 13.67             | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 76.4   | 23.6 | 3.24              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 4.5    | 13.7 | 0.33              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 0.2    | 0.0  | 7.50              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 0.0    | 0.0  | -                 |  |        |      |                   |
| Own-account workers  | 0.0    | 0.2  | 0.31              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 2.7    | 4.1  | 0.67              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.77 | Primary education attainment, adults                       | 85.9   | 83.9 | 1.02              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 75.1   | 75.1 | 1.00              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 27.9   | 59.1 | 0.47              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 12.8   | 42.7 | 0.30              |
| Employers  | 0.3    | 0.0  | -                 | Secondary education attainment, adults                     | 58.0   | 40.7 | 1.43              |
| R&D personnel  | 26.9   | 73.1 | 0.37              | Secondary education attainment, 25-54                      | 55.7   | 36.5 | 1.53              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 11.9   | 33.2 | 0.36              |
| Hold an account at a financial institution                   | -      | -    | -                 | Tertiary education attainment, adults                      | 36.1   | 16.6 | 2.17              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 21.8   | 9.6  | 2.27              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 2.7    | 11.1 | 0.25              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 91.7   | 94.1 | 0.97              |
| Mean monthly earnings (1,000s, local curr.)                  | 9.8    | 11.2 | 0.88              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 2003              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 14                | Agri., Forestry, Fisheries and Veterinary                  | -      | 0.8  | -                 |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 27.6   | 5.1  | 5.40              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 27.2   | 23.1 | 1.18              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 7.8    | 1.4  | 5.52              |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | 12.3   | 49.8 | 0.25              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 7.9    | 1.8  | 4.43              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.6    | 6.3  | 0.42              |
| Average length of single life                                | 25.8   | 27.6 | 0.93              | Natural Sci., Mathematics and Statistics                   | 2.4    | 2.2  | 1.09              |
| Proportion married by age 25                                 | 37.6   | 25.2 | 1.49              | Services   | 0.4    | 4.6  | 0.08              |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | 11.1   | 5.7  | 1.94              |
| Average number of children per woman                         |        |      | 1.91              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, children under age 5                            | 0.1    | 0.1  | <sup>1</sup> 0.80 |
| Potential support ratio                                      |        |      | 71                | Mortality, non-communicable diseases                       | 0.6    | 1.6  | <sup>1</sup> 0.39 |
| Total dependency ratio                                       |        |      | 18                | Mortality, infectious and parasitic diseases               | 0.0    | 0.0  | <sup>1</sup> 0.31 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 0.0    | 0.5  | <sup>1</sup> 0.07 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.0    | 0.3  | <sup>1</sup> 0.09 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 13   |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 84.50             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

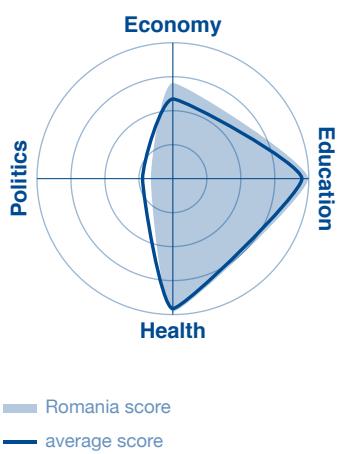
# Romania

**rank**  
out of 149 countries **63**

**score**  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

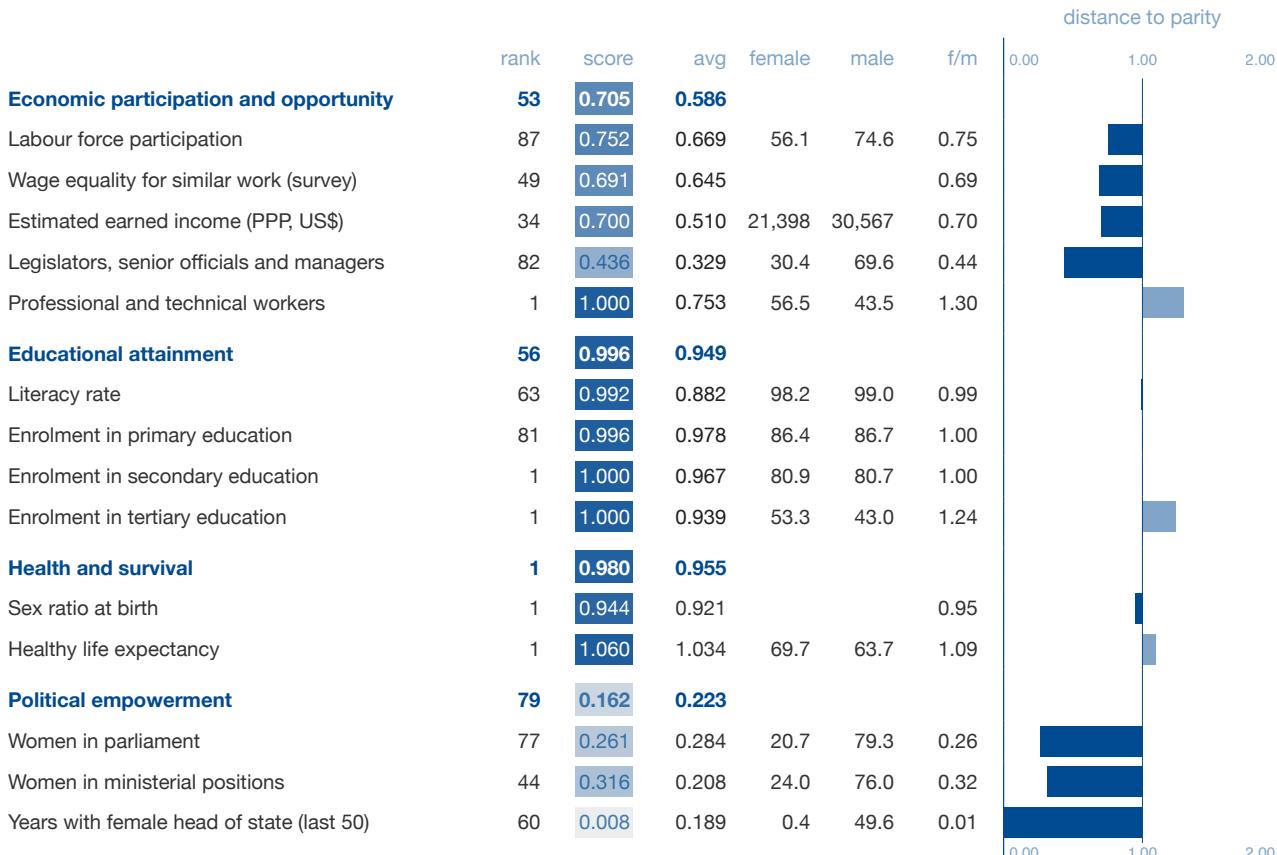


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 211.80    |
| GDP per capita (constant '11, intl. \$, PPP) | 23,313    |
| Total population (1,000s)                    | 19,778.08 |
| Population growth rate (%)                   | -0.50     |
| Population sex ratio (female/male)           | 1.06      |
| Human Capital Index score                    | 66.12     |

|  |           | 2006         | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>46</b> | <b>0.680</b> | <b>63</b> | <b>0.711</b> |
| Economic participation and opportunity | 30        | 0.673        | 53        | 0.705        |
| Educational attainment                 | 44        | 0.993        | 56        | 0.996        |
| Health and survival                    | 36        | 0.979        | 1         | 0.980        |
| Political empowerment                  | 79        | 0.074        | 79        | 0.162        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |       | 302    |
| Youth not in employment or education                         | 21.4   | 15.0 | 1.43   | Length of maternity/paternity leave (days)                 | 126.0  | 15.0  |        |
| Unemployed adults  | 5.0    | 6.6  | 0.76   | Wages paid during maternity/paternity leave                | 85.0   | 100.0 |        |
| Discouraged job seekers                                      | 38.3   | 61.7 | 0.62   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | empl  |        |
| High-skilled share of labour force                           | 10.1   | 9.8  | 1.03   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 12.6   | 7.4  | 1.69   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 13.3   | 4.8  | 2.75   |  |        |       |        |
| Own-account workers  | 11.1   | 21.7 | 0.51   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | 9.9    | 9.8   | 1.02   |
| Advancement of women to leadership roles                     |        |      | ² 0.63 | Primary education attainment, adults                       | 98.2   | 99.1  | 0.99   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 97.8   | 97.8  | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.89   | Primary education attainment, 65+                          | 93.3   | 97.5  | 0.96   |
| Firms with female top managers                               |        |      | 0.25   | Out-of-school youth  | 17.8   | 18.9  | 0.94   |
| Employers  | 0.6    | 4.8  | 0.13   | Secondary education attainment, adults                     | 59.4   | 70.4  | 0.84   |
| R&D personnel  | 45.2   | 54.8 | 0.82   | Secondary education attainment, 25-54                      | 94.6   | 93.3  | 1.01   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 63.2   | 79.6  | 0.79   |
| Hold an account at a financial institution                   | –      | –    | –      | Tertiary education attainment, adults                      | 12.7   | 13.3  | 0.96   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 15.2   | 12.1  | 1.26   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 6.5    | 11.0  | 0.59   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.1    | 0.1   | 1.10   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 53.1   | 58.4  | 0.91   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.1    | 2.2  | 0.92   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1929   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 88     | Agri., Forestry, Fisheries and Veterinary                  | 2.9    | 5.7   | 0.52   |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | 9.9    | 8.2   | 1.21   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 33.9   | 23.8  | 1.42   |
| Election list quotas for women, local                        |        |      | –      | Education  | 5.5    | 0.8   | 7.06   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 10.8   | 26.1  | 0.41   |
| Seats held in upper house                                    | 22.1   | 77.9 | 0.28   | Health and Welfare   | 13.0   | 8.3   | 1.57   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 3.0    | 8.6   | 0.35   |
| Average length of single life                                | 25.9   | 29.4 | 0.88   | Natural Sci., Mathematics and Statistics                   | 6.5    | 4.9   | 1.34   |
| Proportion married by age 25                                 | 32.2   | 11.9 | 2.71   | Services   | 2.2    | 8.2   | 0.27   |
| Mean age of women at birth of first child                    |        |      | 28     | Social Sci., Journalism and Information                    | 11.7   | 5.5   | 2.14   |
| Average number of children per woman                         |        |      | 1.52   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 12.00  | Mortality, children under age 5                            | 0.8    | 1.1   | ¹ 0.77 |
| Potential support ratio                                      |        |      | 4      | Mortality, non-communicable diseases                       | 118.6  | 121.2 | ¹ 0.98 |
| Total dependency ratio                                       |        |      | 49     | Mortality, infectious and parasitic diseases               | 1.0    | 1.9   | ¹ 0.56 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 1.5    | 4.6   | ¹ 0.33 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.5    | 2.1   | ¹ 0.21 |
|  |        |      |        | Mortality, childbirth                                      |        |       | ¹ 31   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 24.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | –      |

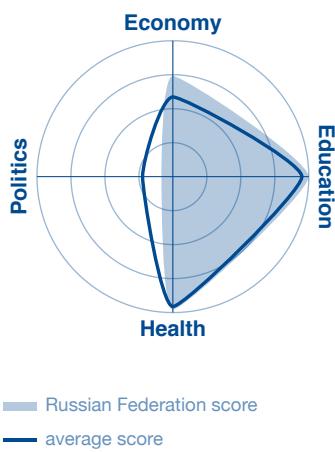
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Russian Federation

rank  
out of 149 countries **75**  
score  
0.00 = imparity  
1.00 = parity **0.701**



## SCORE AT GLANCE

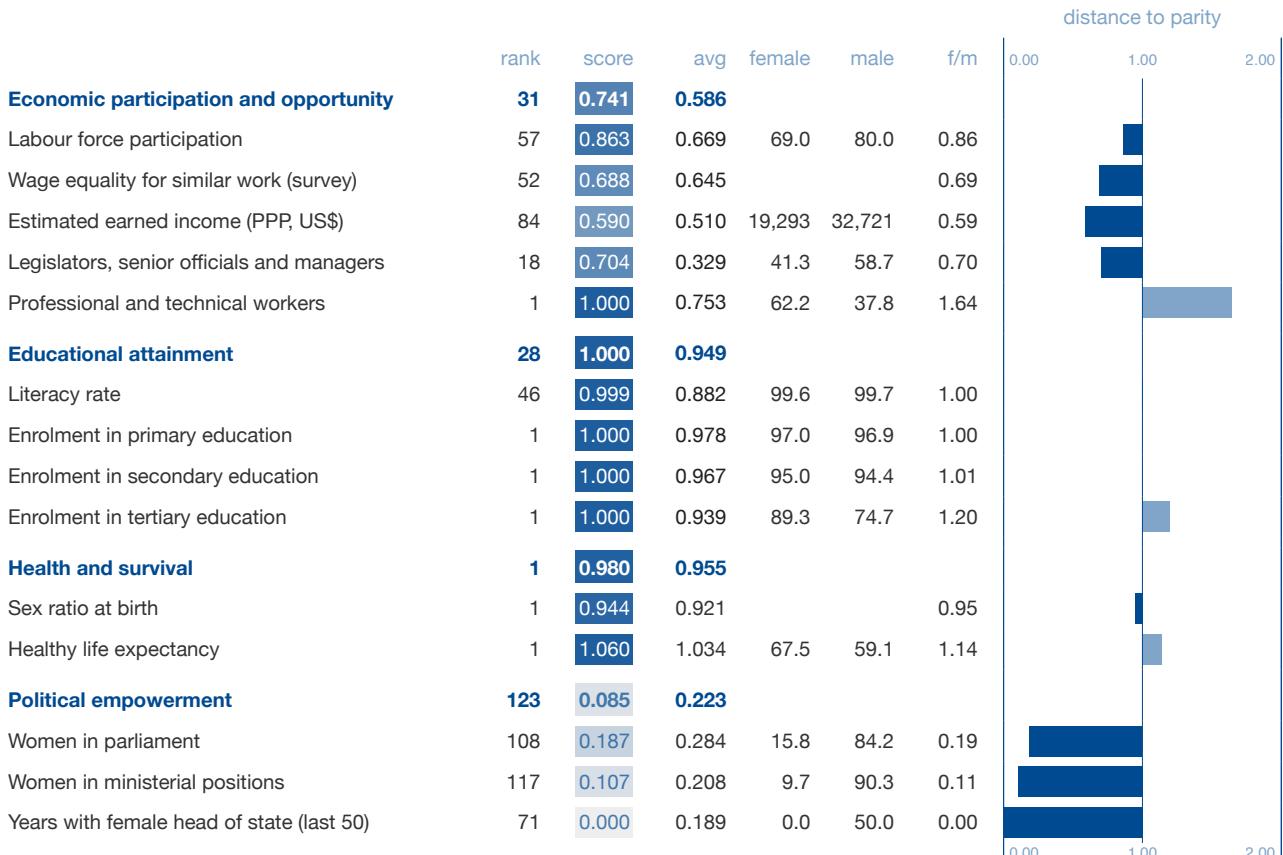


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 1,577.52   |
| GDP per capita (constant '11, intl. \$, PPP) | 24,766     |
| Total population (1,000s)                    | 143,964.51 |
| Population growth rate (%)                   | 0.00       |
| Population sex ratio (female/male)           | 1.15       |
| Human Capital Index score                    | 72.16      |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 22   | 0.696 | 31   | 0.741 |
| Educational attainment                 | 19   | 0.999 | 28   | 1.000 |
| Health and survival                    | 36   | 0.979 | 1    | 0.980 |
| Political empowerment                  | 108  | 0.034 | 123  | 0.085 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 1025   |
| Youth not in employment or education                         | 14.5   | 9.7  | 1.50   | Length of maternity/paternity leave (days)                 | 140.0  | –     |        |
| Unemployed adults  | 5.3    | 5.8  | 0.92   | Wages paid during maternity/paternity leave                | 100.0  | –     |        |
| Discouraged job seekers                                      | 31.3   | 68.7 | 0.46   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | –     |        |
| High-skilled share of labour force                           | 25.6   | 25.6 | 1.00   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 10.2   | 5.2  | 1.96   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.4    | 0.4  | 0.99   |  |        |       |        |
| Own-account workers  | 5.1    | 6.4  | 0.80   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 1.8    | 3.1   | 0.59   |
| Advancement of women to leadership roles                     |        |      | 2 0.65 | Primary education attainment, adults                       | 99.2   | 99.6  | 1.00   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.40   | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |      | 0.25   | Out-of-school youth  | –      | –     | –      |
| Employers  | 0.8    | 0.4  | 2.07   | Secondary education attainment, adults                     | 83.5   | 85.9  | 0.97   |
| R&D personnel  | –      | –    | –      | Secondary education attainment, 25-54                      | 99.0   | 97.9  | 1.01   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 87.4   | 89.2  | 0.98   |
| Hold an account at a financial institution                   | 70.2   | 63.8 | 1.10   | Tertiary education attainment, adults                      | 2.1    | 2.0   | 1.02   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 33.3   | 26.0  | 1.28   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 20.4   | 25.9  | 0.79   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.6    | 0.7   | 0.96   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 73.0   | 74.7  | 0.98   |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1918   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 99     | Agri., Forestry, Fisheries and Veterinary                  | –      | –     | –      |
| Number of female heads of state to date                      |        |      | 0      | Arts and Humanities  | –      | –     | –      |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | –      | –     | –      |
| Election list quotas for women, local                        |        |      | –      | Education  | –      | –     | –      |
| Voluntary political party quotas                             |        |      | –      | Engineering, Manuf. and Construction                       | –      | –     | –      |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | –      | –     | –      |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | –      | –     | –      |
| Average length of single life                                | 24.4   | 27.0 | 0.90   | Natural Sci., Mathematics and Statistics                   | –      | –     | –      |
| Proportion married by age 25                                 | 42.8   | 22.5 | 1.90   | Services   | –      | –     | –      |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | –      | –     | –      |
| Average number of children per woman                         |        |      | 1.75   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | 15.00  | Mortality, children under age 5                            | 8.0    | 10.6  | 1 0.75 |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 868.7  | 803.8 | 1 1.08 |
| Total dependency ratio                                       |        |      | 45     | Mortality, infectious and parasitic diseases               | 14.2   | 46.7  | 1 0.30 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 27.2   | 88.1  | 1 0.31 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 8.9    | 35.0  | 1 0.26 |
|  |        |      |        | Mortality, childbirth                                      | –      | –     | 1 25   |
|  |        |      |        | Legislation on domestic violence                           |        |       | no     |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | 21.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | –      |

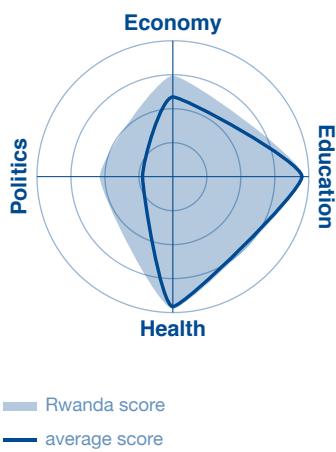
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Rwanda

rank  
out of 149 countries **6**  
score  
0.00 = imparity  
1.00 = parity **0.804**



## SCORE AT GLANCE

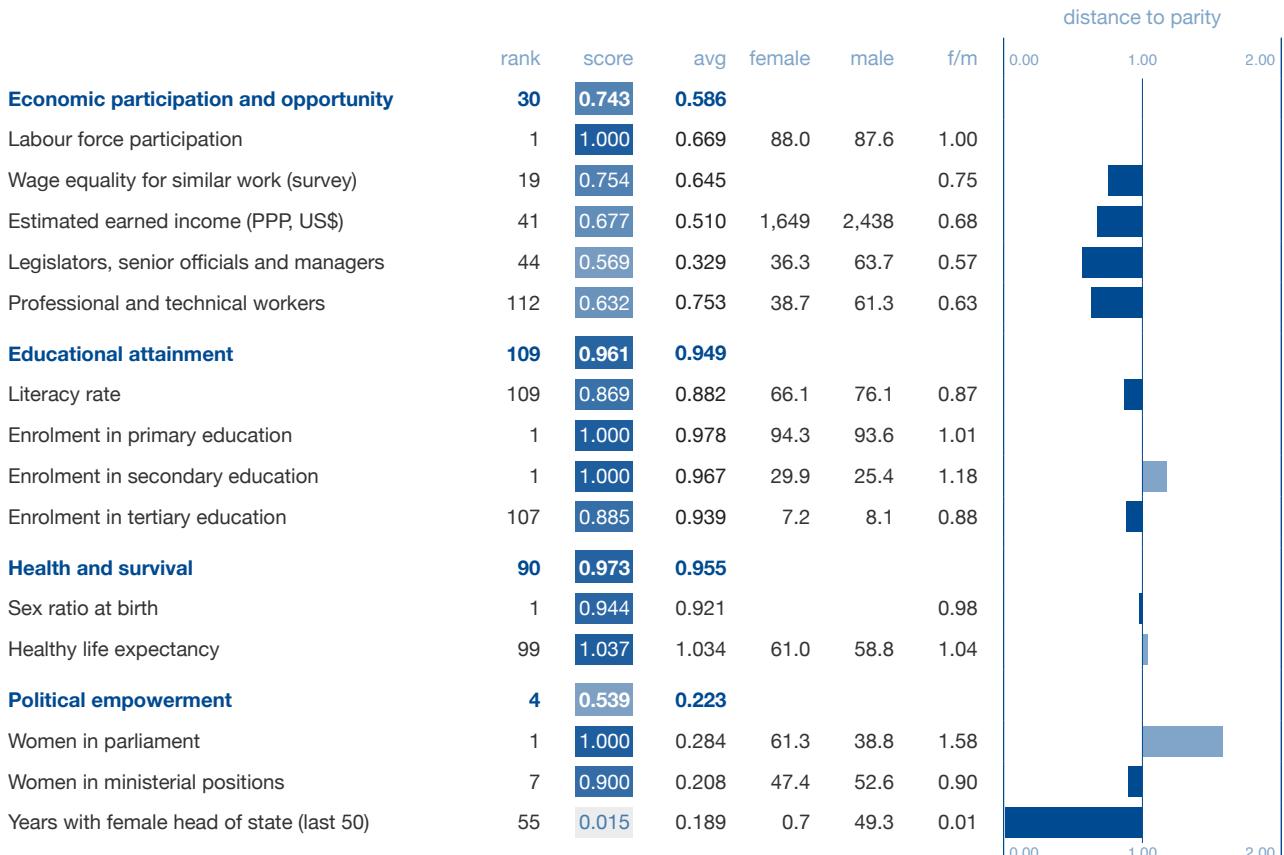


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 9.14      |
| GDP per capita (constant '11, intl. \$, PPP) | 1,854     |
| Total population (1,000s)                    | 11,917.51 |
| Population growth rate (%)                   | 2.39      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | 61.06     |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score   |
|--|-----------|------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>6</b>  | <b>0.804</b> |
| Economic participation and opportunity | -         | -          | 30        | 0.743        |
| Educational attainment                 | -         | -          | 109       | 0.961        |
| Health and survival                    | -         | -          | 90        | 0.973        |
| Political empowerment                  | -         | -          | 4         | 0.539        |
| rank out of                            | 115       |            | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 84.0   | 4.0   |                   |
| Unemployed adults  | 4.0    | 2.8  | 1.45              | Wages paid during maternity/paternity leave                | 60.0   | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 12.4   | 5.9  | 2.12              |  |        |       |                   |
| Own-account workers  | 71.9   | 64.8 | 1.11              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 | <b>Education and Skills</b>                                | female | male  | value             |
| Proportion of unpaid work per day                            | -      | -    | -                 | Out-of-school children                                     | 3.9    | 5.9   | 0.66              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, adults                       | 26.8   | 36.1  | 0.74              |
| Law mandates equal pay                                       |        |      | no                | Primary education attainment, 25-54                        | 80.5   | 82.5  | 0.98              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.84 | Primary education attainment, 65+                          | 23.3   | 55.9  | 0.42              |
| Boards of publicly traded companies                          | -      | -    | -                 | Out-of-school youth  | -      | -     | -                 |
| Firms with female (co-)owners                                |        |      | 0.75              | Secondary education attainment, adults                     | 6.4    | 10.7  | 0.60              |
| Firms with female top managers                               |        |      | 0.25              | Secondary education attainment, 25-54                      | 16.7   | 19.1  | 0.87              |
| Employers  | 0.3    | 5.9  | 0.05              | Secondary education attainment, 65+                        | 2.1    | 7.5   | 0.29              |
| R&D personnel  | -      | -    | -                 | Tertiary education attainment, adults                      | 1.4    | 2.9   | 0.48              |
| <b>Access to Assets</b>                                      | female | male | value             | Tertiary education attainment, age 25-54                   | 1.5    | 2.5   | 0.61              |
| Hold an account at a financial institution                   | 30.5   | 45.9 | 0.66              | Tertiary education attainment, age 65+                     | 0.1    | 0.6   | 0.11              |
| Women's access to financial services                         |        |      | part              | PhD graduates  | 0.0    | 0.1   | 0.18              |
| Inheritance rights for daughters                             |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Women's access to land use, control and ownership            |        |      | part              |  |        |       |                   |
| Women's access to non-land assets use, control and ownership |        |      | part              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 | Agri., Forestry, Fisheries and Veterinary                  | 3.3    | 8.0   | 0.41              |
| <b>Political Leadership</b>                                  | female | male | value             | Arts and Humanities  | 1.3    | 3.5   | 0.38              |
| Year women received right to vote                            |        |      | 1961              | Business, Admin. and Law                                   | 3.7    | 5.5   | 0.66              |
| Years since any women received voting rights                 |        |      | 56                | Education  | 11.9   | 19.0  | 0.62              |
| Number of female heads of state to date                      |        |      | 1                 | Engineering, Manuf. and Construction                       | 3.7    | 7.3   | 0.51              |
| Election list quotas for women, national                     |        |      | -                 | Health and Welfare   | 19.3   | 14.1  | 1.37              |
| Election list quotas for women, local                        |        |      | -                 | Information and Comm. Technologies                         | 4.5    | 6.2   | 0.72              |
| Voluntary political party quotas                             |        |      | no                | Natural Sci., Mathematics and Statistics                   | 2.0    | 3.0   | 0.67              |
| Seats held in upper house                                    | -      | -    | -                 | Services   | 4.7    | 2.3   | 2.06              |
| <b>Family</b>  | female | male | value             | Social Sci., Journalism and Information                    | 50.4   | 33.3  | 1.51              |
| Average length of single life                                | 24.6   | 26.6 | 0.92              | <b>Health</b>  | female | male  | value             |
| Proportion married by age 25                                 | 41.2   | 20.2 | 2.04              | Mortality, children under age 5                            | 6.4    | 7.8   | <sup>1</sup> 0.82 |
| Mean age of women at birth of first child                    |        |      | 30                | Mortality, non-communicable diseases                       | 13.5   | 18.1  | <sup>1</sup> 0.75 |
| Average number of children per woman                         |        |      | 3.89              | Mortality, infectious and parasitic diseases               | 5.6    | 8.1   | <sup>1</sup> 0.69 |
| Women's unmet demand for family planning                     |        |      | 21.00             | Mortality, accidental injuries                             | 2.3    | 6.8   | <sup>1</sup> 0.33 |
| Potential support ratio                                      |        |      | 20                | Mortality, intentional injuries, self-harm                 | 0.3    | 1.3   | <sup>1</sup> 0.19 |
| Total dependency ratio                                       |        |      | 77                | Mortality, childbirth                                      |        |       | <sup>1</sup> 290  |
| Parity of parental rights in marriage                        |        |      | part              | Legislation on domestic violence                           |        |       | yes               |
| Parity of parental rights after divorce                      |        |      | yes               | Prevalence of gender violence in lifetime                  |        |       | 56.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 90.70             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 43.90             |

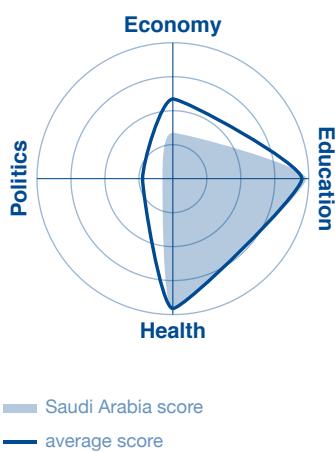
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Saudi Arabia

rank  
out of 149 countries **141**  
score  
0.00 = imparity  
1.00 = parity **0.590**



## SCORE AT GLANCE

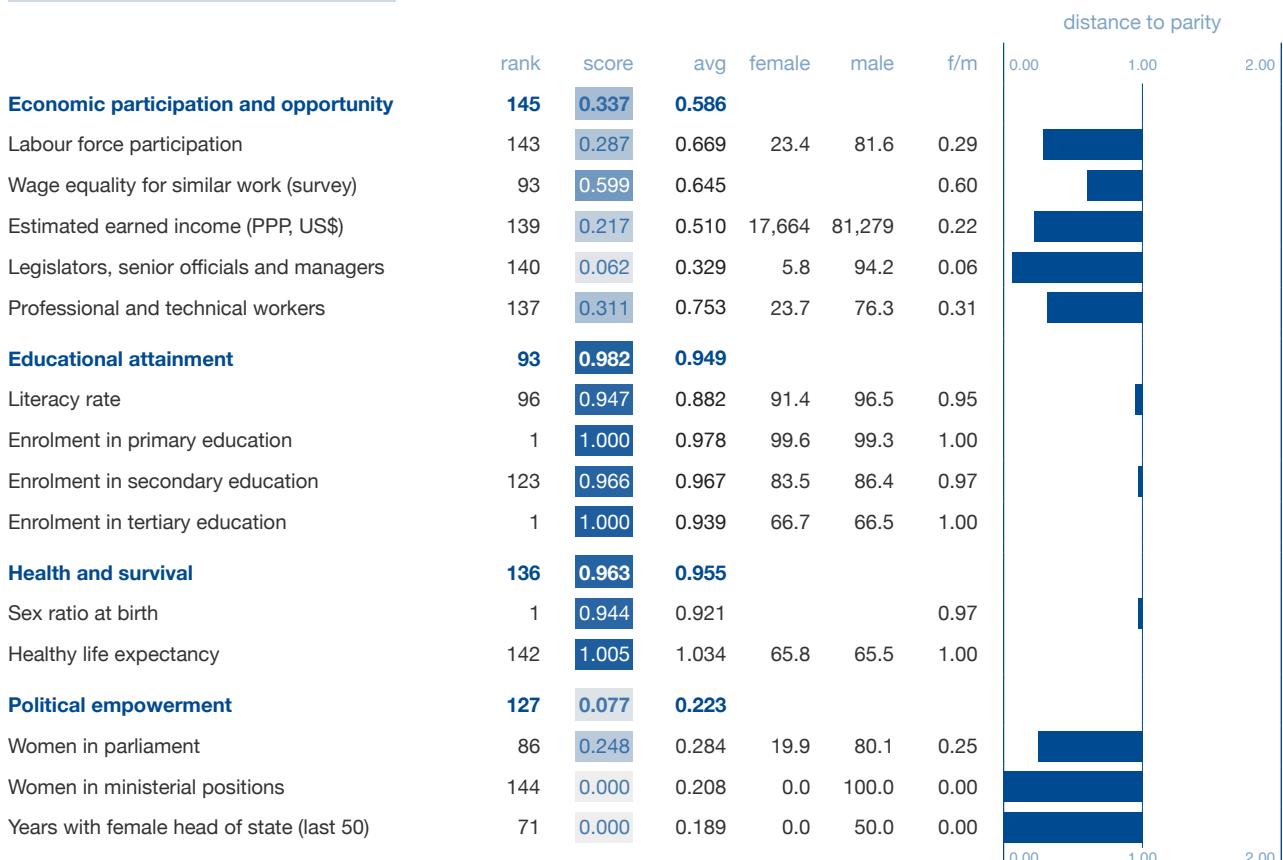


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 683.83    |
| GDP per capita (constant '11, intl. \$, PPP) | 49,045    |
| Total population (1,000s)                    | 32,275.69 |
| Population growth rate (%)                   | 1.94      |
| Population sex ratio (female/male)           | 0.76      |
| Human Capital Index score                    | 58.52     |

|  | 2006       | 2018         | 2006       | 2018         |
|--|------------|--------------|------------|--------------|
|  | rank       | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>114</b> | <b>0.524</b> | <b>141</b> | <b>0.590</b> |
| Economic participation and opportunity | 115        | 0.240        | 145        | 0.337        |
| Educational attainment                 | 93         | 0.880        | 93         | 0.982        |
| Health and survival                    | 54         | 0.977        | 136        | 0.963        |
| Political empowerment                  | 115        | 0.000        | 127        | 0.077        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 25.9   | 6.6  | 3.94              | Length of maternity/paternity leave (days)                 | 70.0   | 1.0   |                   |
| Unemployed adults  | 21.4   | 2.4  | 8.76              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 7.7    | 19.4 | 0.40              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 2.8    | 1.8  | 1.54              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 0.0    | 0.0  | 1.08              |  |        |       |                   |
| Own-account workers  | 1.1    | 3.2  | 0.35              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 1.5    | 3.0   | 0.51              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.54 | Primary education attainment, adults                       | 74.5   | 85.6  | 0.87              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 87.2   | 94.4  | 0.92              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 18.1   | 66.4  | 0.27              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 10.7   | 10.0  | 1.06              |
| Employers  | 0.2    | 0.0  | 8.01              | Secondary education attainment, adults                     | 45.7   | 50.9  | 0.90              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 64.8   | 69.7  | 0.93              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 5.6    | 31.5  | 0.18              |
| Hold an account at a financial institution                   | 61.1   | 75.3 | 0.81              | Tertiary education attainment, adults                      | 0.9    | 2.1   | 0.41              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 17.3   | 16.0  | 1.08              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 1.7    | 12.5  | 0.14              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 60.2   | 76.8  | 0.78              |
| Mean monthly earnings (1,000s, local curr.)                  | 6.0    | 6.5  | 0.92              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |      | -                 | Agri., Forestry, Fisheries and Veterinary                  | 0.1    | 0.3   | 0.39              |
| Years since any women received voting rights                 |        |      | -                 | Arts and Humanities  | 31.7   | 18.0  | 1.77              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 15.0   | 25.9  | 0.58              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 17.8   | 12.2  | 1.46              |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 0.7    | 15.9  | 0.04              |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | 6.1    | 5.2   | 1.16              |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | 5.8    | 8.4   | 0.68              |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 11.7   | 5.3   | 2.21              |
| Average length of single life                                | 24.9   | 28.0 | 0.89              | Services   | 1.6    | 1.2   | 1.33              |
| Proportion married by age 25                                 | 39.8   | 12.6 | 3.16              | Social Sci., Journalism and Information                    | 8.9    | 7.5   | 1.18              |
| Mean age of women at birth of first child                    |        |      | 32                |  |        |       |                   |
| Average number of children per woman                         |        |      | 2.53              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, children under age 5                            | 4.1    | 4.9   | <sup>1</sup> 0.85 |
| Potential support ratio                                      |        |      | 23                | Mortality, non-communicable diseases                       | 35.1   | 41.0  | <sup>1</sup> 0.86 |
| Total dependency ratio                                       |        |      | 40                | Mortality, infectious and parasitic diseases               | 0.7    | 1.2   | <sup>1</sup> 0.63 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 3.0    | 11.1  | <sup>1</sup> 0.27 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.6    | 2.5   | <sup>1</sup> 0.23 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 12   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 98.00             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | -                 |

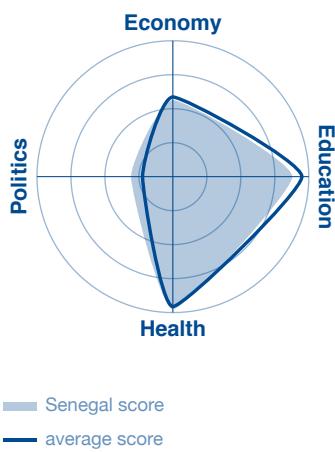
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Senegal

rank  
out of 149 countries **94**  
score  
0.00 = imparity  
1.00 = parity **0.682**



## SCORE AT GLANCE

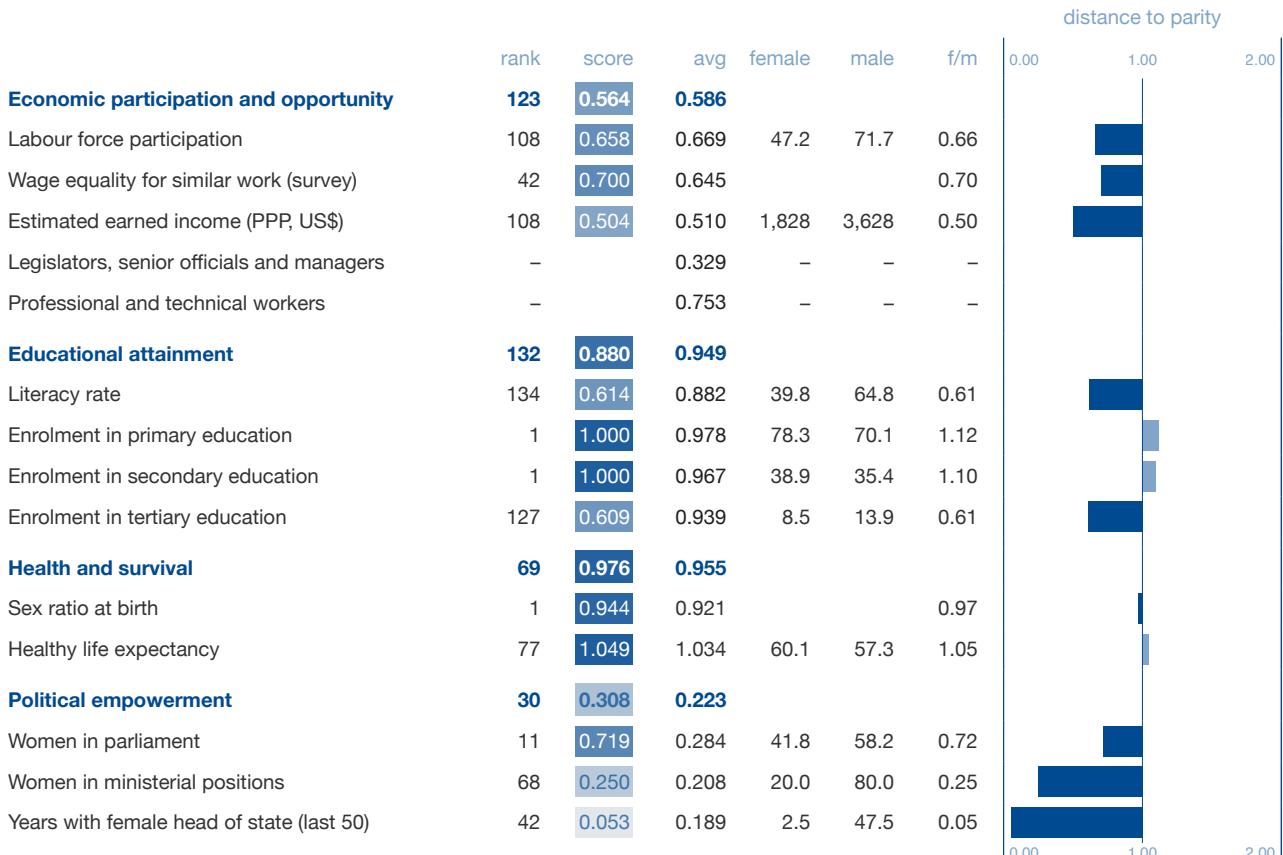


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 16.37     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,471     |
| Total population (1,000s)                    | 15,411.61 |
| Population growth rate (%)                   | 2.79      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | 43.33     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | —    | —     | 94   | 0.682 |
| Educational attainment                 | —    | —     | 123  | 0.564 |
| Health and survival                    | —    | —     | 132  | 0.880 |
| Political empowerment                  | —    | —     | 69   | 0.976 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 98.0   | 1.0   |                   |
| Unemployed adults  | 40.4   | 18.0 | 2.25              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 0.6    | 1.7  | 0.37              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 30.1   | 18.2 | 1.66              |  |        |       |                   |
| Own-account workers  | 37.6   | 32.6 | 1.15              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 23.6   | 30.3  | 0.78              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.62 | Primary education attainment, adults                       | 21.7   | 33.5  | 0.65              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 19.2   | 19.2  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.30              | Primary education attainment, 65+                          | 3.3    | 12.6  | 0.26              |
| Firms with female top managers                               |        |      | 0.16              | Out-of-school youth  | 76.9   | 73.6  | 1.04              |
| Employers  | 0.1    | 18.2 | 0.01              | Secondary education attainment, adults                     | 5.2    | 11.5  | 0.45              |
| R&D personnel  | 25.2   | 74.8 | 0.34              | Secondary education attainment, 25-54                      | 4.0    | 9.4   | 0.42              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 0.5    | 3.4   | 0.14              |
| Hold an account at a financial institution                   | 8.2    | 16.0 | 0.51              | Tertiary education attainment, adults                      | 1.8    | 4.5   | 0.40              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 1.3    | 3.2   | 0.40              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 0.0    | 1.6   | 0.00              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | 0.2    | 0.7   | 0.27              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Year women received right to vote                            |        |      | 1945              | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -                 |
| Years since any women received voting rights                 |        |      | 72                | Arts and Humanities  | -      | -     | -                 |
| Number of female heads of state to date                      |        |      | 2                 | Business, Admin. and Law                                   | -      | -     | -                 |
| Election list quotas for women, national                     |        |      | 50                | Education  | -      | -     | -                 |
| Election list quotas for women, local                        |        |      | 50                | Engineering, Manuf. and Construction                       | -      | -     | -                 |
| Voluntary political party quotas                             |        |      | no                | Health and Welfare   | -      | -     | -                 |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | -      | -     | -                 |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | -      | -     | -                 |
| Average length of single life                                | 22.2   | 29.9 | 0.74              | Services   | -      | -     | -                 |
| Proportion married by age 25                                 | 58.6   | 9.4  | 6.23              | Social Sci., Journalism and Information                    | -      | -     | -                 |
| Mean age of women at birth of first child                    |        |      | 30                |  |        |       |                   |
| Average number of children per woman                         |        |      | 4.77              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 30.00             | Mortality, children under age 5                            | 11.9   | 15.1  | <sup>1</sup> 0.79 |
| Potential support ratio                                      |        |      | 18                | Mortality, non-communicable diseases                       | 19.5   | 17.7  | <sup>1</sup> 1.10 |
| Total dependency ratio                                       |        |      | 85                | Mortality, infectious and parasitic diseases               | 9.2    | 11.4  | <sup>1</sup> 0.80 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 3.1    | 5.8   | <sup>1</sup> 0.53 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.5    | 1.6   | <sup>1</sup> 0.29 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 315  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 48.10             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

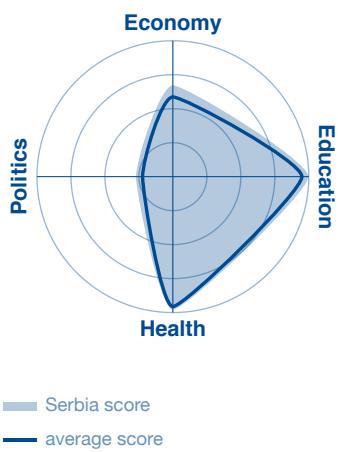
# Serbia

**rank**  
out of 149 countries **38**

**score**  
0.00 = impurity  
1.00 = parity



## SCORE AT GLANCE

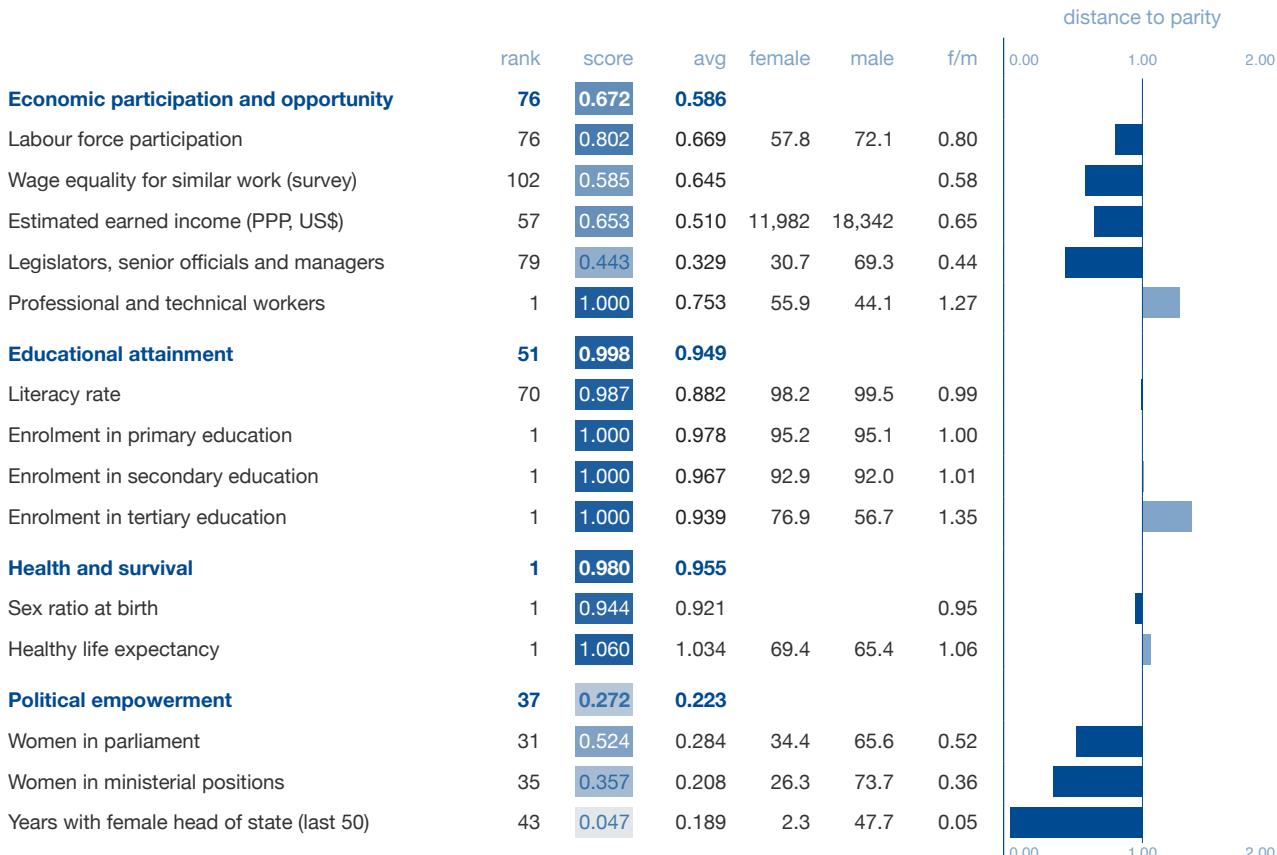


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 41.43    |
| GDP per capita (constant '11, intl. \$, PPP) | 14,049   |
| Total population (1,000s)                    | 8,820.08 |
| Population growth rate (%)                   | -0.33    |
| Population sex ratio (female/male)           | 1.05     |
| Human Capital Index score                    | 62.50    |

|  | rank | score | rank | score |
|--|------|-------|------|-------|
| Global Gender Gap score                | —    | —     | 38   | 0.730 |
| Economic participation and opportunity | —    | —     | 76   | 0.672 |
| Educational attainment                 | —    | —     | 51   | 0.998 |
| Health and survival                    | —    | —     | 1    | 0.980 |
| Political empowerment                  | —    | —     | 37   | 0.272 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



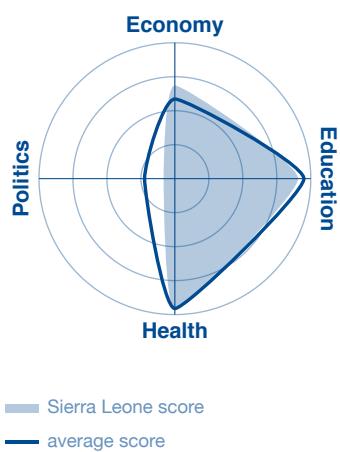
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |      | 230    |
| Youth not in employment or education                         | 18.7   | 17.5 | 1.07   | Length of maternity/paternity leave (days)                 | 135.0  | –    |        |
| Unemployed adults  | 18.8   | 16.8 | 1.12   | Wages paid during maternity/paternity leave                | 100.0  | –    |        |
| Discouraged job seekers                                      | 54.5   | 45.5 | 1.20   | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | 14.2   | 17.8 | 0.80   | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 13.4   | 11.0 | 1.21   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 19.9   | 15.1 | 1.32   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 12.9   | 4.2  | 3.06   |  |        |      |        |
| Own-account workers  | 11.6   | 26.5 | 0.44   |  |        |      |        |
| Work, minutes per day  | –      | –    | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | 0.7    | 0.9  | 0.79   |
| Advancement of women to leadership roles                     |        |      | 2 0.56 | Primary education attainment, adults                       | 95.5   | 98.6 | 0.97   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 99.2   | 99.2 | 1.00   |
| Firms with female (co-)owners                                |        |      | 0.42   | Primary education attainment, 65+                          | 53.9   | 70.3 | 0.77   |
| Firms with female top managers                               |        |      | 0.17   | Out-of-school youth  | 9.2    | 12.1 | 0.76   |
| Employers  | 1.9    | 4.2  | 0.46   | Secondary education attainment, adults                     | 65.2   | 77.1 | 0.85   |
| R&D personnel  | 49.5   | 50.5 | 0.98   | Secondary education attainment, 25-54                      | 79.6   | 82.0 | 0.97   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 20.2   | 42.3 | 0.48   |
| Hold an account at a financial institution                   | 83.0   | 83.2 | 1.00   | Tertiary education attainment, adults                      | 13.9   | 13.3 | 1.04   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 14.6   | 10.4 | 1.40   |
| Inheritance rights for daughters                             |        |      | yes    | Tertiary education attainment, age 65+                     | 3.6    | 9.4  | 0.39   |
| Women's access to land use, control and ownership            |        |      | yes    | PhD graduates  | 0.3    | 0.5  | 0.64   |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | –      | –    | –      |
| Mean monthly earnings (1,000s, local curr.)                  | 33.4   | 36.8 | 0.91   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |        |
| Year women received right to vote                            |        |      | 1946   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 71     | Agri., Forestry, Fisheries and Veterinary                  | 2.0    | 3.5  | 0.59   |
| Number of female heads of state to date                      |        |      | 3      | Arts and Humanities  | 11.1   | 7.4  | 1.50   |
| Election list quotas for women, national                     |        |      | 30     | Business, Admin. and Law                                   | 26.8   | 25.2 | 1.06   |
| Election list quotas for women, local                        |        |      | 30     | Education  | 12.3   | 3.6  | 3.47   |
| Voluntary political party quotas                             |        |      | no     | Engineering, Manuf. and Construction                       | 10.0   | 25.7 | 0.39   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 12.5   | 5.5  | 2.29   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 2.4    | 8.6  | 0.28   |
| Average length of single life                                | 27.1   | 30.4 | 0.89   | Natural Sci., Mathematics and Statistics                   | 5.4    | 3.1  | 1.73   |
| Proportion married by age 25                                 | 23.7   | 8.0  | 2.96   | Services   | 7.5    | 9.3  | 0.81   |
| Mean age of women at birth of first child                    |        |      | 29     | Social Sci., Journalism and Information                    | 10.1   | 8.2  | 1.23   |
| Average number of children per woman                         |        |      | 1.61   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | 7.00   | Mortality, children under age 5                            | 0.3    | 0.3  | 1 0.78 |
| Potential support ratio                                      |        |      | 4      | Mortality, non-communicable diseases                       | 49.3   | 50.1 | 1 0.98 |
| Total dependency ratio                                       |        |      | 50     | Mortality, infectious and parasitic diseases               | 0.3    | 0.4  | 1 0.73 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.5    | 1.3  | 1 0.38 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.4    | 1.2  | 1 0.34 |
|  |        |      |        | Mortality, childbirth                                      |        |      | 1 17   |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | 24.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |      | 99.90  |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | 93.90  |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

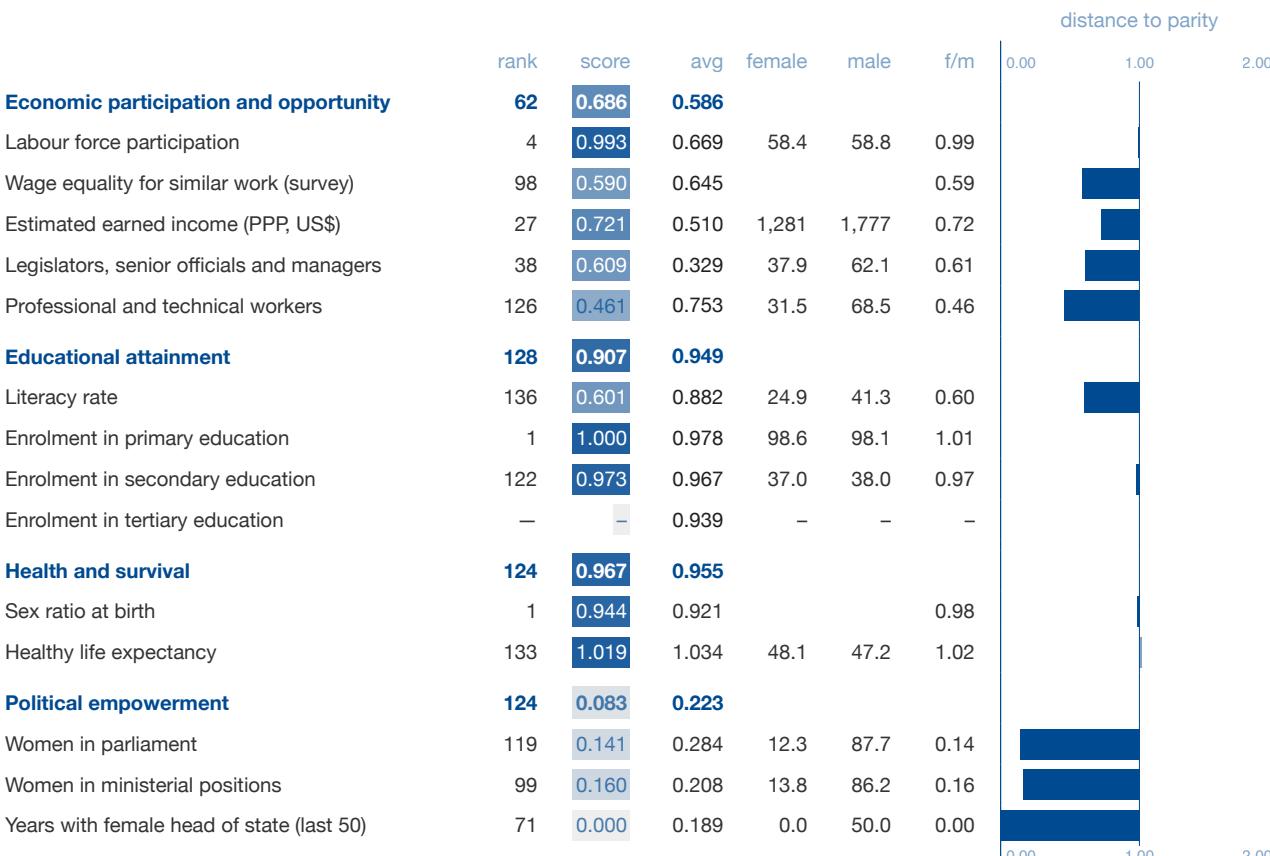


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 3.77     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,390    |
| Total population (1,000s)                    | 7,396.19 |
| Population growth rate (%)                   | 2.14     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | -        |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>114</b> | <b>0.661</b> |
| Economic participation and opportunity | -         | -          | 62         | 0.686        |
| Educational attainment                 | -         | -          | 128        | 0.907        |
| Health and survival                    | -         | -          | 124        | 0.967        |
| Political empowerment                  | -         | -          | 124        | 0.083        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | -      | -    | -                 |
| Unemployed adults  | -      | -    | -                 | Wages paid during maternity/paternity leave                | -      | -    | -                 |
| Discouraged job seekers                                      | 43.6   | 56.4 | 0.77              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | -      | -    | -                 |
| High-skilled share of labour force                           | 1.7    | 3.2  | 0.54              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | 23.0   | 18.8 | 1.22              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 6.4    | 6.6  | 0.97              | <b>Education and Skills</b>                                |        |      |                   |
| Own-account workers  | -      | -    | -                 | Out-of-school children                                     | 0.7    | 0.6  | 1.21              |
| Work, minutes per day  | -      | -    | -                 | Primary education attainment, adults                       | -      | -    | -                 |
| Proportion of unpaid work per day                            | -      | -    | -                 | Primary education attainment, 25-54                        | -      | -    | -                 |
| <b>Economic Leadership</b>                                   |        |      |                   | Primary education attainment, 65+                          | -      | -    | -                 |
| Law mandates equal pay                                       |        |      | no                | Out-of-school youth  | -      | -    | -                 |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.51 | Secondary education attainment, adults                     | -      | -    | -                 |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, 25-54                      | -      | -    | -                 |
| Firms with female (co-)owners                                |        |      | 0.09              | Secondary education attainment, 65+                        | -      | -    | -                 |
| Firms with female top managers                               |        |      | 0.08              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Employers  | 2.9    | 6.6  | 0.43              | Tertiary education attainment, age 25-54                   | -      | -    | -                 |
| R&D personnel  | -      | -    | -                 | Tertiary education attainment, age 65+                     | -      | -    | -                 |
| <b>Access to Assets</b>                                      |        |      |                   | PhD graduates  | -      | -    | -                 |
| Hold an account at a financial institution                   | 11.1   | 17.5 | 0.63              | Individuals using the internet                             | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | <b>Graduates by Degree Type</b>                            |        |      |                   |
| Inheritance rights for daughters                             |        |      | part              | Agri., Forestry, Fisheries and Veterinary                  | 5.9    | 4.2  | 1.40              |
| Women's access to land use, control and ownership            |        |      | no                | Arts and Humanities  | 15.7   | 15.7 | 1.01              |
| Women's access to non-land assets use, control and ownership |        |      | part              | Business, Admin. and Law                                   | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 | Education  | -      | -    | -                 |
| <b>Political Leadership</b>                                  |        |      |                   | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| Year women received right to vote                            |        |      | 1961              | Health and Welfare   | -      | -    | -                 |
| Years since any women received voting rights                 |        |      | 56                | Information and Comm. Technologies                         | -      | -    | -                 |
| Number of female heads of state to date                      | 0.0    |      | -                 | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Election list quotas for women, national                     |        |      | -                 | Services   | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -                 | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Voluntary political party quotas                             |        |      | -                 | <b>Health</b>  |        |      |                   |
| Seats held in upper house                                    | 14.3   | 85.7 | 0.17              | Mortality, children under age 5                            | 14.5   | 16.3 | <sup>1</sup> 0.89 |
| <b>Family</b>  |        |      |                   | Mortality, non-communicable diseases                       | 15.3   | 12.4 | <sup>1</sup> 1.23 |
| Average length of single life                                | 21.8   | 26.8 | 0.81              | Mortality, infectious and parasitic diseases               | 14.5   | 16.7 | <sup>1</sup> 0.87 |
| Proportion married by age 25                                 | 62.3   | 20.2 | 3.08              | Mortality, accidental injuries                             | 2.5    | 4.6  | <sup>1</sup> 0.55 |
| Mean age of women at birth of first child                    | 28.7   |      | -                 | Mortality, intentional injuries, self-harm                 | 0.5    | 1.3  | <sup>1</sup> 0.39 |
| Average number of children per woman                         |        |      | 4.46              | Mortality, childbirth                                      |        |      | -                 |
| Women's unmet demand for family planning                     |        |      | 27.00             | Legislation on domestic violence                           |        |      | yes               |
| Potential support ratio                                      |        |      | 22                | Prevalence of gender violence in lifetime                  |        |      | -                 |
| Total dependency ratio                                       |        |      | 82                | Law permits abortion to preserve a woman's physical health |        |      | yes               |
| Parity of parental rights in marriage                        |        |      | yes               | Births attended by skilled health personnel                |        |      | 59.70             |
| Parity of parental rights after divorce                      |        |      | yes               | Antenatal care, at least four visits                       |        |      | 76.00             |

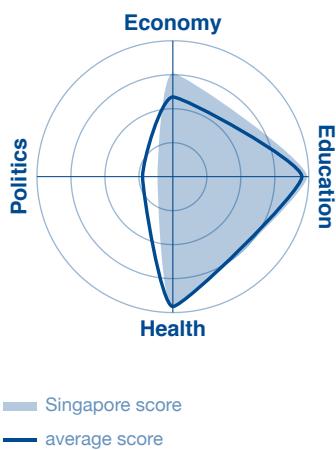
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Singapore

rank  
out of 149 countries **67**  
score  
0.00 = imparity  
1.00 = parity **0.707**



## SCORE AT GLANCE

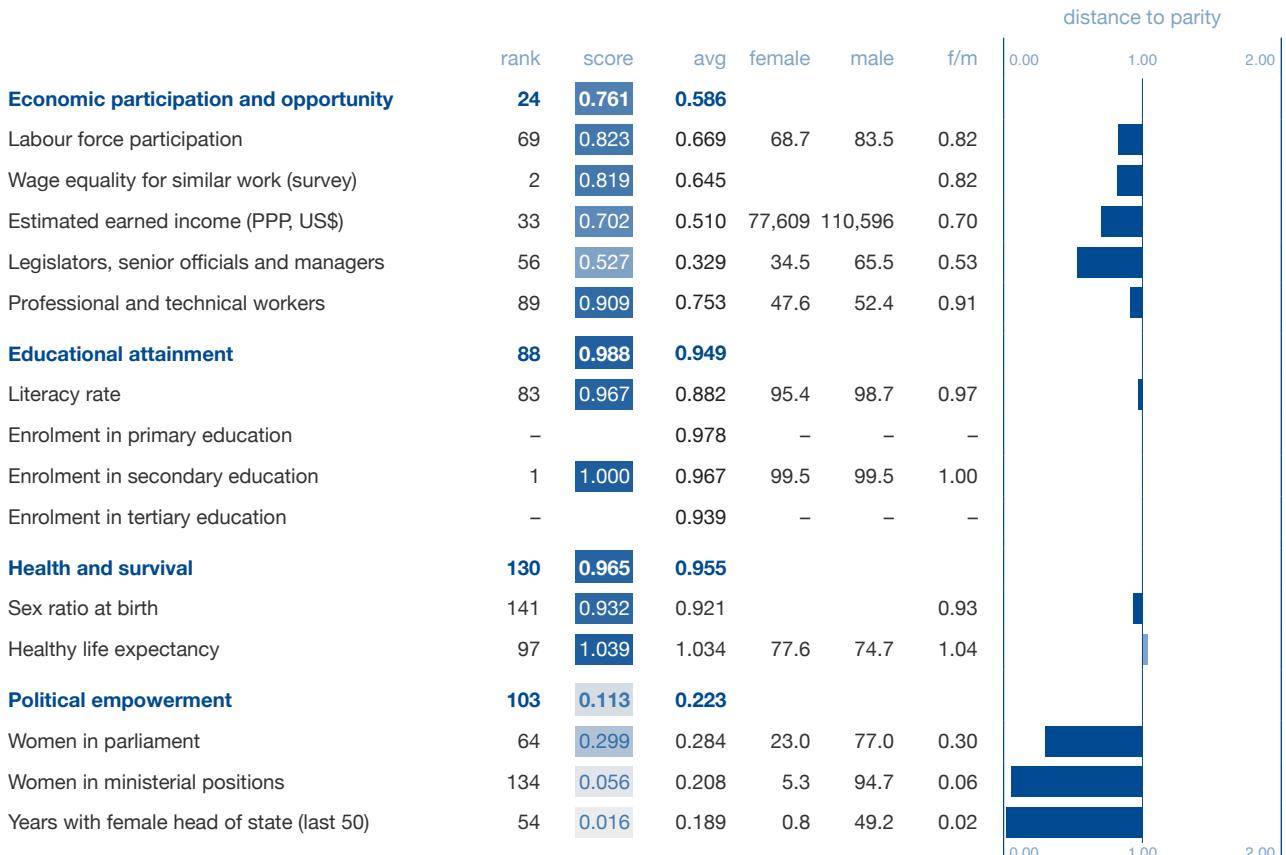


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 323.91   |
| GDP per capita (constant '11, intl. \$, PPP) | 85,535   |
| Total population (1,000s)                    | 5,622.46 |
| Population growth rate (%)                   | 1.49     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 73.28    |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>65</b> | <b>0.655</b> | <b>67</b> | <b>0.707</b> |
| Economic participation and opportunity | 45        | 0.646        | 24        | 0.761        |
| Educational attainment                 | 86        | 0.931        | 88        | 0.988        |
| Health and survival                    | 107       | 0.960        | 130       | 0.965        |
| Political empowerment                  | 75        | 0.083        | 103       | 0.113        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male  | value  |
|--|--------|------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |      | no     | Length of parental leave (days)                            |        |       | 7      |
| Youth not in employment or education                         | 16.4   | 7.4  | 2.23   | Length of maternity/paternity leave (days)                 | 105.0  | 7.0   |        |
| Unemployed adults  | 2.9    | 2.7  | 1.05   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 44.4   | 55.6 | 0.80   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 24.1   | 27.4 | 0.88   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 10.9   | 5.3  | 2.07   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.5    | 0.3  | 1.78   |  |        |       |        |
| Own-account workers  | 5.2    | 10.2 | 0.51   |  |        |       |        |
| Work, minutes per day  | –      | –    | –      |  |        |       |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no     | Out-of-school children                                     | –      | –     | –      |
| Advancement of women to leadership roles                     |        |      | ² 0.82 | Primary education attainment, adults                       | 83.6   | 90.1  | 0.93   |
| Boards of publicly traded companies                          | –      | –    | –      | Primary education attainment, 25-54                        | 94.6   | 95.6  | 0.99   |
| Firms with female (co-)owners                                |        |      | –      | Primary education attainment, 65+                          | 49.8   | 72.7  | 0.69   |
| Firms with female top managers                               |        |      | –      | Out-of-school youth  | –      | –     | –      |
| Employers  | 3.6    | 0.3  | 12.62  | Secondary education attainment, adults                     | 68.3   | 73.8  | 0.93   |
| R&D personnel  | –      | –    | –      | Secondary education attainment, 25-54                      | 85.4   | 87.3  | 0.98   |
| <b>Access to Assets</b>                                      | female | male | value  | Secondary education attainment, 65+                        | 33.3   | 53.9  | 0.62   |
| Hold an account at a financial institution                   | 96.1   | 96.6 | 0.99   | Tertiary education attainment, adults                      | 26.1   | 30.5  | 0.86   |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 25-54                   | 40.5   | 43.0  | 0.94   |
| Inheritance rights for daughters                             |        |      | part   | Tertiary education attainment, age 65+                     | 5.6    | 13.2  | 0.42   |
| Women's access to land use, control and ownership            |        |      | part   | PhD graduates  | –      | –     | –      |
| Women's access to non-land assets use, control and ownership |        |      | yes    | Individuals using the internet                             | 77.3   | 81.2  | 0.95   |
| Mean monthly earnings (1,000s, local curr.)                  | 3.7    | 4.1  | 0.91   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |       |        |
| Year women received right to vote                            |        |      | 1947   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |      | 70     | Agri., Forestry, Fisheries and Veterinary                  | 0.1    | 0.0   | 4.11   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 12.3   | 6.5   | 1.89   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 37.5   | 29.9  | 1.25   |
| Election list quotas for women, local                        |        |      | –      | Education  | 3.7    | 1.3   | 2.99   |
| Voluntary political party quotas                             |        |      | –      | Engineering, Manuf. and Construction                       | 14.6   | 36.4  | 0.40   |
| Seats held in upper house                                    | –      | –    | –      | Health and Welfare   | 9.7    | 3.7   | 2.61   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 6.1    | 11.0  | 0.55   |
| Average length of single life                                | 27.9   | 30.4 | 0.92   | Natural Sci., Mathematics and Statistics                   | 6.8    | 5.2   | 1.31   |
| Proportion married by age 25                                 | 8.2    | 2.4  | 3.47   | Services   | 1.5    | –     | –      |
| Mean age of women at birth of first child                    |        |      | 31     | Social Sci., Journalism and Information                    | 7.7    | 4.2   | 1.82   |
| Average number of children per woman                         |        |      | 1.25   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.1    | 0.1   | ¹ 0.80 |
| Potential support ratio                                      |        |      | 6      | Mortality, non-communicable diseases                       | 8.9    | 11.5  | ¹ 0.77 |
| Total dependency ratio                                       |        |      | 38     | Mortality, infectious and parasitic diseases               | 0.1    | 0.2   | ¹ 0.55 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.1    | 0.4   | ¹ 0.34 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.2    | 0.5   | ¹ 0.37 |
|  |        |      |        | Mortality, childbirth                                      |        |       | ¹ 10   |
|  |        |      |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |       | –      |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |       | –      |

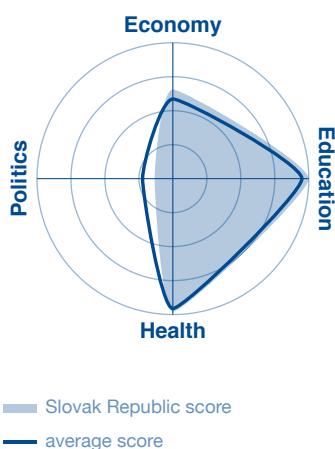
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Slovak Republic

rank  
out of 149 countries **83**  
score  
0.00 = imparity  
1.00 = parity **0.693**



## SCORE AT GLANCE

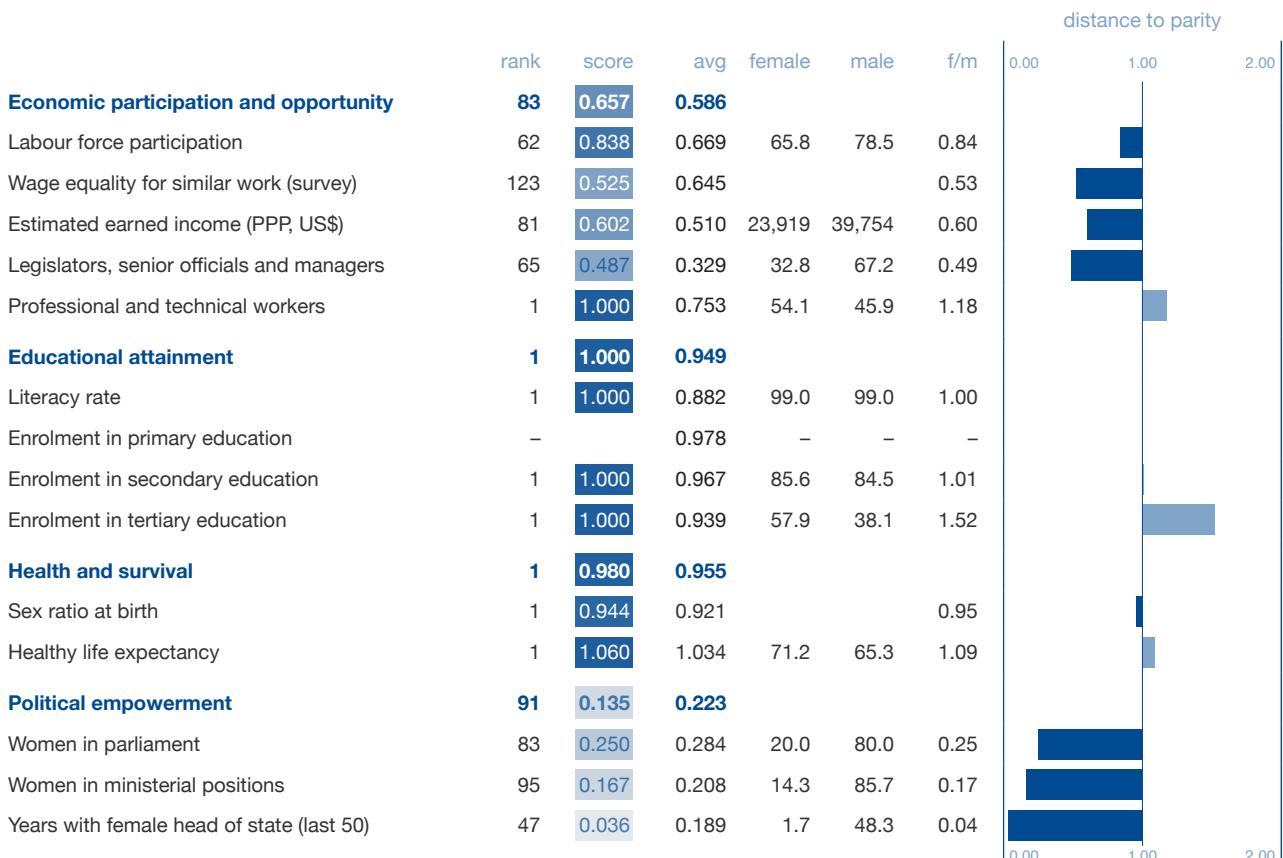


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 95.77    |
| GDP per capita (constant '11, intl. \$, PPP) | 30,155   |
| Total population (1,000s)                    | 5,444.22 |
| Population growth rate (%)                   | 0.05     |
| Population sex ratio (female/male)           | 1.06     |
| Human Capital Index score                    | 67.14    |

| Global Gender Gap score                |           |              | rank out of |              |
|--|-----------|--------------|-------------|--------------|
|  | rank      | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>50</b> | <b>0.676</b> | <b>83</b>   | <b>0.693</b> |
| Economic participation and opportunity | 43        | 0.650        | 83          | 0.657        |
| Educational attainment                 | 34        | 0.995        | 1           | 1.000        |
| Health and survival                    | 1         | 0.980        | 1           | 0.980        |
| Political empowerment                  | 77        | 0.077        | 91          | 0.135        |
| rank out of                            | 115       |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value  | <b>Care</b>  | female | male | value  |
|--|--------|------|--------|--|--------|------|--------|
| Non-discrimination laws, hiring women                        |        |      | yes    | Length of parental leave (days)                            |        |      | 899    |
| Youth not in employment or education                         | 14.2   | 13.3 | 1.07   | Length of maternity/paternity leave (days)                 | 238.0  | –    |        |
| Unemployed adults  | 10.8   | 8.8  | 1.23   | Wages paid during maternity/paternity leave                | 65.0   | –    |        |
| Discouraged job seekers                                      | 42.9   | 57.1 | 0.75   | Provider of parental leave benefits                        |        |      | gov    |
| Workers in informal employment                               | –      | –    | –      | Provider of maternity/paternity leave benefits             | gov    | –    |        |
| High-skilled share of labour force                           | 12.3   | 10.4 | 1.18   | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 19.6   | 13.0 | 1.51   | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 0.2    | 0.1  | 3.48   |  |        |      |        |
| Own-account workers  | 8.6    | 15.0 | 0.57   |  |        |      |        |
| Work, minutes per day  | –      | –    | –      |  |        |      |        |
| Proportion of unpaid work per day                            | –      | –    | –      |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value  | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | yes    | Out-of-school children                                     | –      | –    | –      |
| Advancement of women to leadership roles                     |        |      | 2 0.60 | Primary education attainment, adults                       | 99.8   | 99.8 | 1.00   |
| Boards of publicly traded companies                          | 14.0   | 86.0 | 0.16   | Primary education attainment, 25-54                        | –      | –    | –      |
| Firms with female (co-)owners                                |        |      | 0.42   | Primary education attainment, 65+                          | –      | –    | –      |
| Firms with female top managers                               |        |      | 0.16   | Secondary education attainment, adults                     | 82.6   | 91.1 | 0.91   |
| Employers  | 1.9    | 0.1  | 37.89  | Secondary education attainment, 25-54                      | –      | –    | –      |
| R&D personnel  | 42.2   | 57.8 | 0.73   | Secondary education attainment, 65+                        | –      | –    | –      |
| <b>Access to Assets</b>                                      | female | male | value  | Tertiary education attainment, adults                      | 19.8   | 18.0 | 1.10   |
| Hold an account at a financial institution                   | 80.0   | 74.3 | 1.08   | Tertiary education attainment, age 25-54                   | –      | –    | –      |
| Women's access to financial services                         |        |      | yes    | Tertiary education attainment, age 65+                     | –      | –    | –      |
| Inheritance rights for daughters                             |        |      | yes    | PhD graduates  | 0.6    | 0.7  | 0.96   |
| Women's access to land use, control and ownership            |        |      | yes    | Individuals using the internet                             | 76.9   | 78.4 | 0.98   |
| Women's access to non-land assets use, control and ownership |        |      | yes    |  |        |      |        |
| Mean monthly earnings (1,000s, local curr.)                  | 0.9    | 1.2  | 0.78   |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value  |  |        |      |        |
| Year women received right to vote                            |        |      | 1920   | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 97     | Agri., Forestry, Fisheries and Veterinary                  | 1.9    | 2.0  | 0.95   |
| Number of female heads of state to date                      |        |      | 1      | Arts and Humanities  | 8.0    | 6.3  | 1.28   |
| Election list quotas for women, national                     |        |      | –      | Business, Admin. and Law                                   | 22.2   | 20.0 | 1.11   |
| Election list quotas for women, local                        |        |      | –      | Education  | 16.6   | 7.1  | 2.32   |
| Voluntary political party quotas                             |        |      | yes    | Engineering, Manuf. and Construction                       | 5.7    | 24.4 | 0.24   |
| Seats held in upper house                                    | 36.7   | 63.3 | 0.58   | Health and Welfare   | 22.1   | 9.9  | 2.24   |
| <b>Family</b>  | female | male | value  | Information and Comm. Technologies                         | 0.6    | 6.7  | 0.08   |
| Average length of single life                                | 30.1   | 32.6 | 0.92   | Natural Sci., Mathematics and Statistics                   | 5.7    | 5.3  | 1.08   |
| Proportion married by age 25                                 | 9.7    | 4.2  | 2.32   | Services   | 3.9    | 9.6  | 0.41   |
| Mean age of women at birth of first child                    |        |      | 30     | Social Sci., Journalism and Information                    | 13.2   | 8.7  | 1.51   |
| Average number of children per woman                         |        |      | 1.44   | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | –      | Mortality, children under age 5                            | 0.2    | 0.2  | 1 0.79 |
| Potential support ratio                                      |        |      | 5      | Mortality, non-communicable diseases                       | 22.5   | 22.6 | 1 0.99 |
| Total dependency ratio                                       |        |      | 43     | Mortality, infectious and parasitic diseases               | 0.2    | 0.2  | 1 1.03 |
| Parity of parental rights in marriage                        |        |      | yes    | Mortality, accidental injuries                             | 0.8    | 1.5  | 1 0.57 |
| Parity of parental rights after divorce                      |        |      | yes    | Mortality, intentional injuries, self-harm                 | 0.1    | 0.6  | 1 0.18 |
|  |        |      |        | Mortality, childbirth                                      |        |      | 1 –    |
|  |        |      |        | Legislation on domestic violence                           |        |      | yes    |
|  |        |      |        | Prevalence of gender violence in lifetime                  |        |      | 23.0   |
|  |        |      |        | Law permits abortion to preserve a woman's physical health |        |      | yes    |
|  |        |      |        | Births attended by skilled health personnel                |        |      | –      |
|  |        |      |        | Antenatal care, at least four visits                       |        |      | –      |

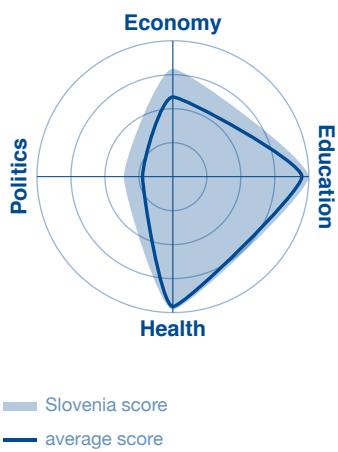
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Slovenia

rank 11  
out of 149 countries  
score 0.784  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

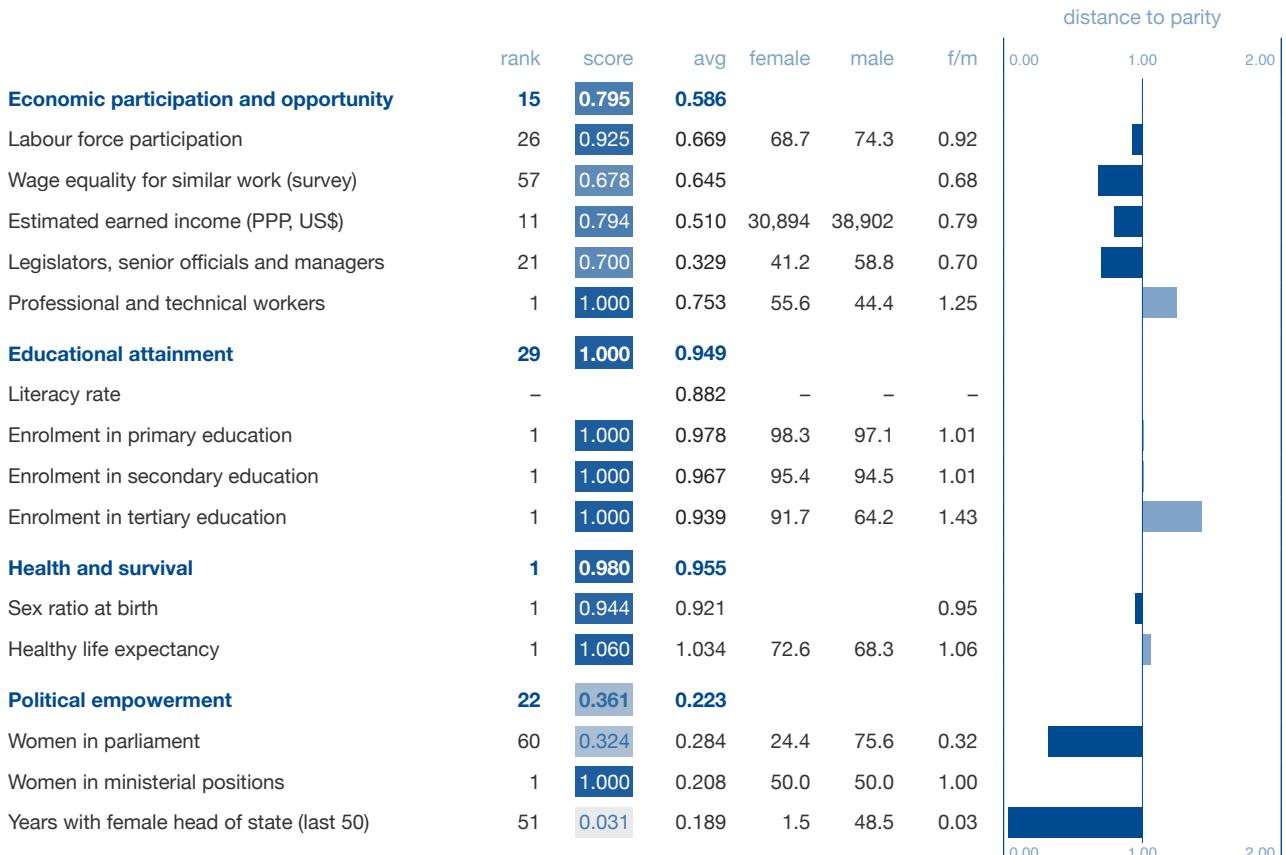


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 48.77    |
| GDP per capita (constant '11, intl. \$, PPP) | 31,401   |
| Total population (1,000s)                    | 2,077.86 |
| Population growth rate (%)                   | 0.08     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | 73.33    |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>51</b> | <b>0.675</b> | <b>11</b> | <b>0.784</b> |
| Economic participation and opportunity | 34        | 0.667        | 15        | 0.795        |
| Educational attainment                 | 22        | 0.999        | 29        | 1.000        |
| Health and survival                    | 71        | 0.973        | 1         | 0.980        |
| Political empowerment                  | 88        | 0.060        | 22        | 0.361        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



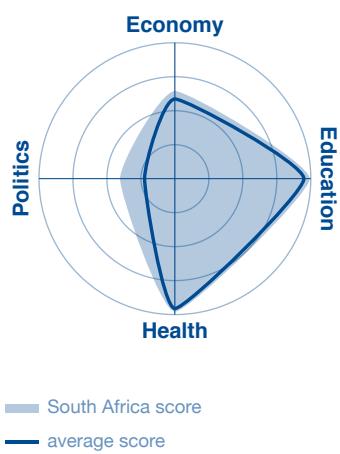
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 130    |
| Youth not in employment or education                         | 9.1    | 10.0  | 0.91   | Length of maternity/paternity leave (days)                 | 105.0  | 30.0  |        |
| Unemployed adults  | 8.6    | 7.5   | 1.15   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 53.5   | 46.5  | 1.15   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 19.9   | 13.9  | 1.43   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 28.0   | 17.7  | 1.58   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 3.1    | 1.8   | 1.72   |  |        |       |        |
| Own-account workers  | 5.7    | 10.3  | 0.55   |  |        |       |        |
| Work, minutes per day  | 520.4  | 466.3 | 1.12   |  |        |       |        |
| Proportion of unpaid work per day                            | 55.0   | 35.7  | 1.54   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 1.6    | 2.7   | 0.61   |
| Advancement of women to leadership roles                     |        |       | 2 0.71 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00   |
| Boards of publicly traded companies                          | 24.0   | 76.0  | 0.32   | Primary education attainment, 25-54                        | 99.7   | 99.6  | 1.00   |
| Firms with female (co-)owners                                |        |       | 0.53   | Primary education attainment, 65+                          | 99.1   | 99.5  | 1.00   |
| Firms with female top managers                               |        |       | 0.23   | Out-of-school youth  | 4.4    | 5.0   | 0.88   |
| Employers  | 2.0    | 1.8   | 1.10   | Secondary education attainment, adults                     | 76.7   | 86.4  | 0.89   |
| R&D personnel  | 36.3   | 63.7  | 0.57   | Secondary education attainment, 25-54                      | 99.1   | 98.2  | 1.01   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 88.7   | 92.2  | 0.96   |
| Hold an account at a financial institution                   | 97.0   | 97.5  | 0.99   | Tertiary education attainment, adults                      | 21.4   | 16.0  | 1.33   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 29.7   | 17.1  | 1.74   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 12.1   | 16.8  | 0.72   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 1.8    | 1.6   | 1.12   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 70.8   | 75.3  | 0.94   |
| Mean monthly earnings (1,000s, local curr.)                  | 1.5    | 1.6   | 0.95   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| <b>Political Leadership</b>                                  | female | male  | value  | Agri., Forestry, Fisheries and Veterinary                  | 2.9    | 2.8   | 1.03   |
| Year women received right to vote                            |        |       | 1946   | Arts and Humanities  | 11.0   | 7.0   | 1.57   |
| Years since any women received voting rights                 |        |       | 71     | Business, Admin. and Law                                   | 24.8   | 18.5  | 1.34   |
| Number of female heads of state to date                      |        |       | 1      | Education  | 14.3   | 3.4   | 4.27   |
| Election list quotas for women, national                     |        |       | 35     | Engineering, Manuf. and Construction                       | 6.9    | 30.6  | 0.22   |
| Election list quotas for women, local                        |        |       | 40     | Health and Welfare   | 13.1   | 5.5   | 2.38   |
| Voluntary political party quotas                             |        |       | yes    | Information and Comm. Technologies                         | 1.0    | 7.4   | 0.13   |
| Seats held in upper house                                    | -      | -     | -      | Natural Sci., Mathematics and Statistics                   | 6.2    | 5.8   | 1.07   |
| <b>Family</b>  | female | male  | value  | Services   | 7.9    | 9.7   | 0.81   |
| Average length of single life                                | 33.9   | 35.7  | 0.95   | Social Sci., Journalism and Information                    | 13.8   | 9.2   | 1.49   |
| Proportion married by age 25                                 | 5.6    | 1.8   | 3.20   | <b>Health</b>  | female | male  | value  |
| Mean age of women at birth of first child                    |        |       | 31     | Mortality, children under age 5                            | 0.0    | 0.0   | 1 0.78 |
| Average number of children per woman                         |        |       | 1.63   | Mortality, non-communicable diseases                       | 9.0    | 8.3   | 1 1.08 |
| Women's unmet demand for family planning                     |        |       | 9.00   | Mortality, infectious and parasitic diseases               | 0.1    | 0.1   | 1 1.48 |
| Potential support ratio                                      |        |       | 4      | Mortality, accidental injuries                             | 0.4    | 0.5   | 1 0.75 |
| Total dependency ratio                                       |        |       | 50     | Mortality, intentional injuries, self-harm                 | 0.1    | 0.4   | 1 0.28 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, childbirth                                      |        |       | 1 9    |
| Parity of parental rights after divorce                      |        |       | yes    | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 13.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 99.80  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | -      |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

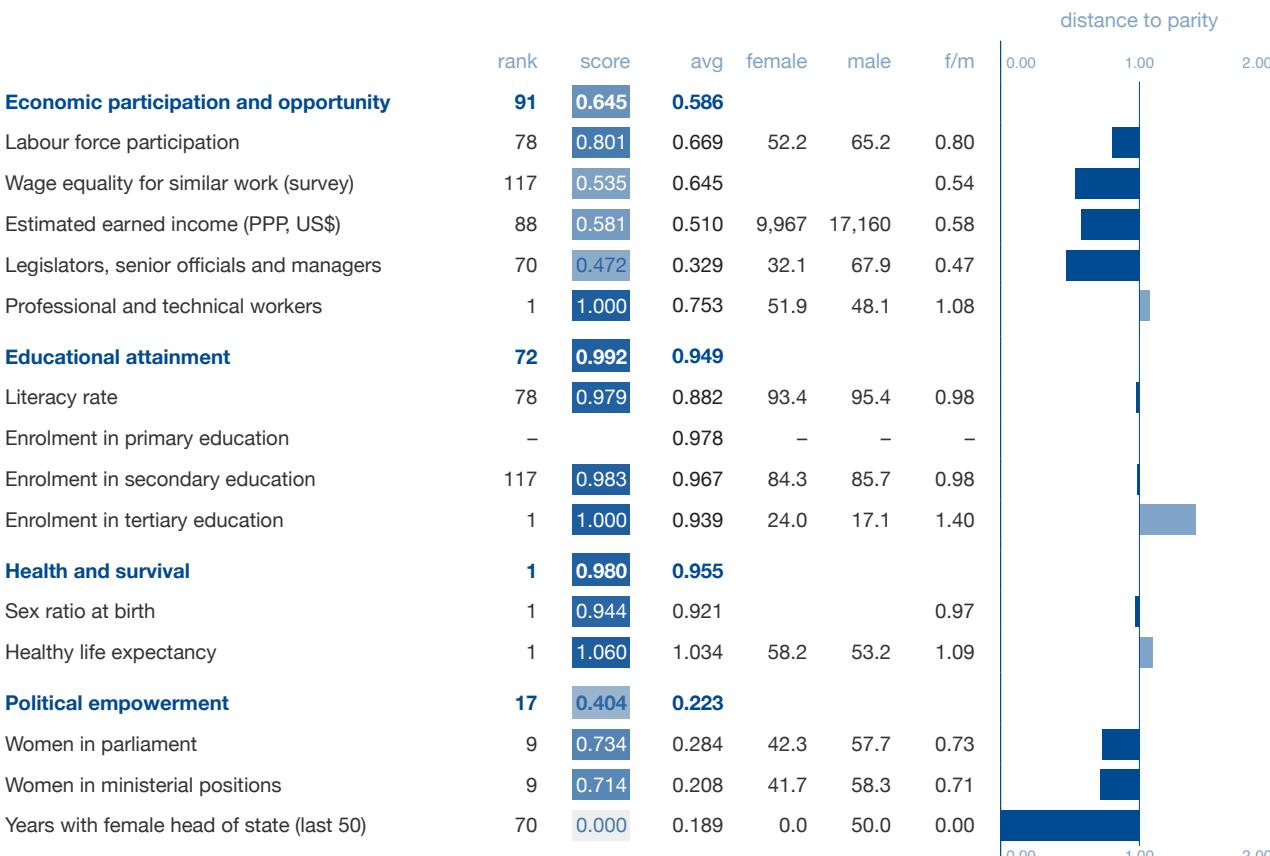


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 349.42    |
| GDP per capita (constant '11, intl. \$, PPP) | 12,295    |
| Total population (1,000s)                    | 56,015.47 |
| Population growth rate (%)                   | 1.22      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | 58.09     |

|  | 2006      | 2018         |           |
|--|-----------|--------------|-----------|
|  | rank      | score        | rank      |
| <b>Global Gender Gap score</b>         | <b>18</b> | <b>0.713</b> | <b>19</b> |
| Economic participation and opportunity | 79        | 0.556        | 91        |
| Educational attainment                 | 42        | 0.993        | 72        |
| Health and survival                    | 59        | 0.976        | 1         |
| Political empowerment                  | 8         | 0.326        | 17        |
| rank out of                            | 115       |              | 149       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 33.1   | 28.0  | 1.18              | Length of maternity/paternity leave (days)                 | 120.0  | 3.0   |                   |
| Unemployed adults  | 27.5   | 23.2  | 1.19              | Wages paid during maternity/paternity leave                | 38.0   | 100.0 |                   |
| Discouraged job seekers                                      | 55.2   | 44.8  | 1.23              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 36.2   | 32.8  | 1.10              | Provider of maternity/paternity leave benefits             | gov    | empl  |                   |
| High-skilled share of labour force                           | 7.7    | 7.0   | 1.10              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 16.4   | 8.4   | 1.96              | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 0.7    | 0.3   | 2.40              |  |        |       |                   |
| Own-account workers  | 9.0    | 9.2   | 0.97              |  |        |       |                   |
| Work, minutes per day  | 444.6  | 397.1 | 1.12              |  |        |       |                   |
| Proportion of unpaid work per day                            | 56.1   | 25.9  | 2.17              |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | yes               | Out-of-school children                                     | 6.0    | 16.8  | 0.36              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.58 | Primary education attainment, adults                       | 80.9   | 84.0  | 0.96              |
| Boards of publicly traded companies                          | 19.0   | 81.0  | 0.23              | Primary education attainment, 25-54                        | 93.2   | 94.2  | 0.99              |
| Firms with female (co-)owners                                |        |       | 0.29              | Primary education attainment, 65+                          | 66.6   | 73.2  | 0.91              |
| Firms with female top managers                               |        |       | -                 | Out-of-school youth  | 23.3   | 26.4  | 0.88              |
| Employers  | 2.6    | 0.3   | 8.71              | Secondary education attainment, adults                     | 62.8   | 66.6  | 0.94              |
| R&D personnel  | 43.4   | 56.6  | 0.77              | Secondary education attainment, 25-54                      | 65.6   | 63.1  | 1.04              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 25.5   | 31.8  | 0.80              |
| Hold an account at a financial institution                   | 68.8   | 68.8  | 1.00              | Tertiary education attainment, adults                      | 5.7    | 6.5   | 0.89              |
| Women's access to financial services                         |        |       | yes               | Tertiary education attainment, age 25-54                   | 14.9   | 12.6  | 1.18              |
| Inheritance rights for daughters                             |        |       | yes               | Tertiary education attainment, age 65+                     | 6.1    | 9.0   | 0.67              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 2.7    | 3.5   | 0.77              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1930              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 87                | Agri., Forestry, Fisheries and Veterinary                  | 1.7    | 2.4   | 0.69              |
| Number of female heads of state to date                      |        |       | 1                 | Arts and Humanities  | 5.3    | 4.7   | 1.13              |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 30.3   | 34.7  | 0.87              |
| Election list quotas for women, local                        |        |       | 50                | Education  | 23.3   | 11.8  | 1.98              |
| Voluntary political party quotas                             |        |       | yes               | Engineering, Manuf. and Construction                       | 4.4    | 15.2  | 0.29              |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 8.1    | 4.1   | 1.96              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 2.2    | 5.2   | 0.43              |
| Average length of single life                                | 28.0   | 31.2  | 0.90              | Natural Sci., Mathematics and Statistics                   | 6.7    | 8.6   | 0.79              |
| Proportion married by age 25                                 | 22.1   | 9.9   | 2.23              | Services   | 0.6    | 0.2   | 2.78              |
| Mean age of women at birth of first child                    |        |       | 28                | Social Sci., Journalism and Information                    | 17.4   | 12.9  | 1.35              |
| Average number of children per woman                         |        |       | 2.46              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | 17.00             | Mortality, children under age 5                            | 18.3   | 23.4  | <sup>1</sup> 0.78 |
| Potential support ratio                                      |        |       | 13                | Mortality, non-communicable diseases                       | 133.0  | 126.0 | <sup>1</sup> 1.06 |
| Total dependency ratio                                       |        |       | 52                | Mortality, infectious and parasitic diseases               | 87.4   | 95.9  | <sup>1</sup> 0.91 |
| Parity of parental rights in marriage                        |        |       | yes               | Mortality, accidental injuries                             | 6.0    | 16.4  | <sup>1</sup> 0.37 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 3.9    | 16.2  | <sup>1</sup> 0.24 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 138  |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 13.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 94.30             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | 87.10             |

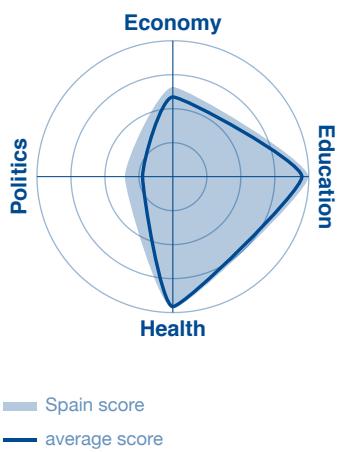
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Spain

rank  
out of 149 countries **29**  
score  
0.00 = imparity  
1.00 = parity **0.746**



## SCORE AT GLANCE

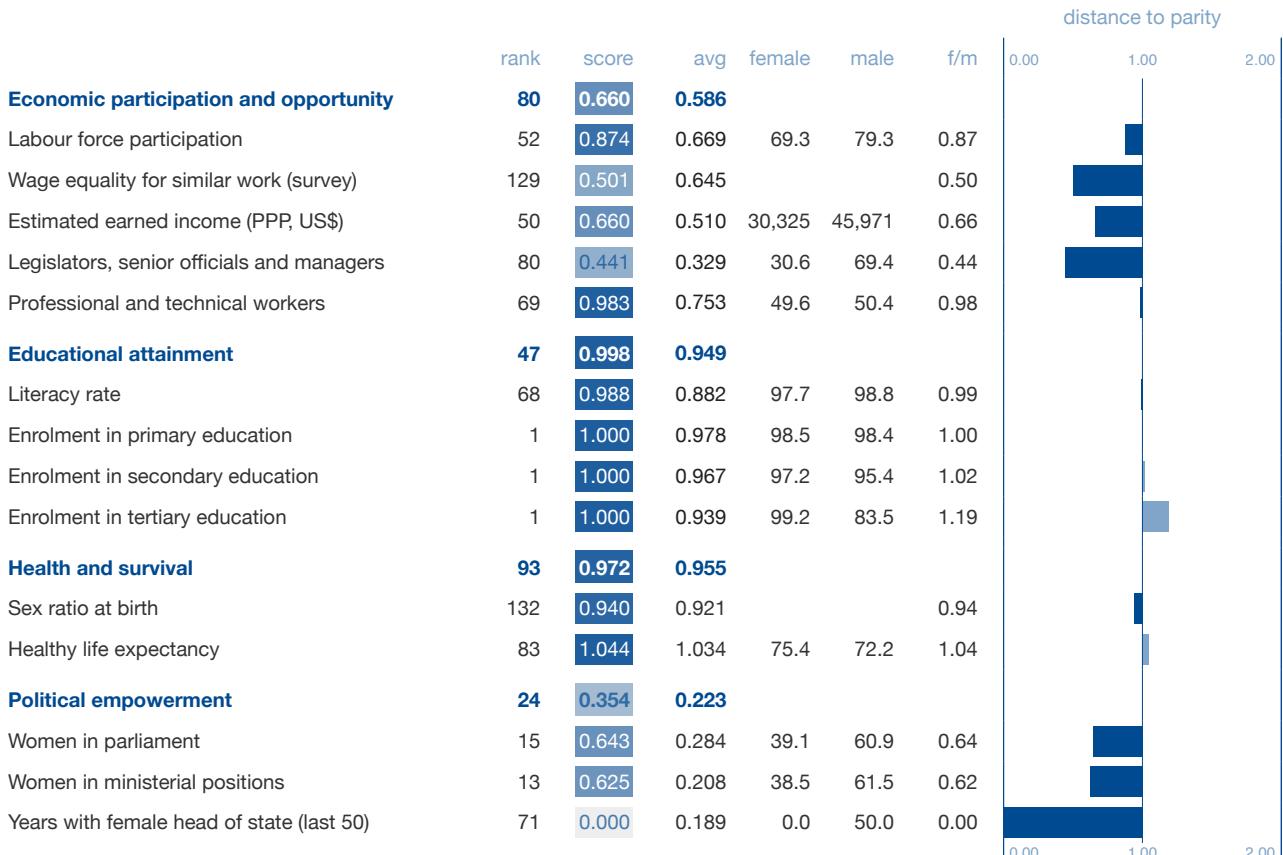


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 1,311.32  |
| GDP per capita (constant '11, intl. \$, PPP) | 34,272    |
| Total population (1,000s)                    | 46,347.58 |
| Population growth rate (%)                   | 0.05      |
| Population sex ratio (female/male)           | 1.04      |
| Human Capital Index score                    | 65.60     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>11</b> | <b>0.732</b> | <b>29</b> | <b>0.746</b> |
| Economic participation and opportunity | 85        | 0.539        | 80        | 0.660        |
| Educational attainment                 | 38        | 0.994        | 47        | 0.998        |
| Health and survival                    | 71        | 0.973        | 93        | 0.972        |
| Political empowerment                  | 5         | 0.421        | 24        | 0.354        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 0      |
| Youth not in employment or education                         | 14.9   | 16.4  | 0.91   | Length of maternity/paternity leave (days)                 | 112.0  | 13.0  |        |
| Unemployed adults  | 21.4   | 18.1  | 1.18   | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 71.2   | 28.8  | 2.47   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | gov   |        |
| High-skilled share of labour force                           | 20.2   | 18.1  | 1.11   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 32.0   | 16.1  | 1.99   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.6    | 0.4   | 1.47   |  |        |       |        |
| Own-account workers  | 8.8    | 13.8  | 0.63   |  |        |       |        |
| Work, minutes per day  | 503.9  | 487.8 | 1.03   |  |        |       |        |
| Proportion of unpaid work per day                            | 51.2   | 31.5  | 1.62   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.4    | 0.6   | 0.55   |
| Advancement of women to leadership roles                     |        |       | 2 0.52 | Primary education attainment, adults                       | 88.8   | 92.2  | 0.96   |
| Boards of publicly traded companies                          | 20.0   | 80.0  | 0.25   | Primary education attainment, 25-54                        | 94.7   | 95.3  | 0.99   |
| Firms with female (co-)owners                                |        |       | -      | Primary education attainment, 65+                          | 70.4   | 78.3  | 0.90   |
| Firms with female top managers                               |        |       | -      | Out-of-school youth  | 1.3    | 2.0   | 0.64   |
| Employers  | 3.4    | 0.4   | 8.59   | Secondary education attainment, adults                     | 47.3   | 48.4  | 0.98   |
| R&D personnel  | 39.8   | 60.2  | 0.66   | Secondary education attainment, 25-54                      | 83.2   | 81.1  | 1.03   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 34.4   | 46.6  | 0.74   |
| Hold an account at a financial institution                   | 97.6   | 97.6  | 1.00   | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 16.2   | 12.8  | 1.26   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 2.3    | 6.4   | 0.36   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 77.1   | 80.3  | 0.96   |
| Mean monthly earnings (1,000s, local curr.)                  | 1.6    | 2.1   | 0.77   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1931   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 86     | Agri., Forestry, Fisheries and Veterinary                  | 0.8    | 1.5   | 0.53   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 9.4    | 8.1   | 1.17   |
| Election list quotas for women, national                     |        |       | 40     | Business, Admin. and Law                                   | 20.0   | 18.3  | 1.09   |
| Election list quotas for women, local                        |        |       | 40     | Education  | 22.9   | 8.0   | 2.87   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 7.5    | 27.4  | 0.27   |
| Seats held in upper house                                    | -      | -     | -      | Health and Welfare   | 19.2   | 8.8   | 2.19   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.0    | 7.6   | 0.14   |
| Average length of single life                                | 27.7   | 30.3  | 0.91   | Natural Sci., Mathematics and Statistics                   | 4.9    | 5.3   | 0.93   |
| Proportion married by age 25                                 | 16.8   | 7.7   | 2.17   | Services   | 5.1    | 8.6   | 0.60   |
| Mean age of women at birth of first child                    |        |       | 32     | Social Sci., Journalism and Information                    | 8.1    | 5.6   | 1.46   |
| Average number of children per woman                         |        |       | 1.36   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | 12.00  | Mortality, children under age 5                            | 0.7    | 0.9   | 1 0.81 |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 180.5  | 182.1 | 1 0.99 |
| Total dependency ratio                                       |        |       | 51     | Mortality, infectious and parasitic diseases               | 2.6    | 2.7   | 1 0.96 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 4.5    | 5.3   | 1 0.84 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 1.1    | 3.2   | 1 0.34 |
|  |        |       |        | Mortality, childbirth                                      | -      | -     | 1 5    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 13.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | -      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | -      |

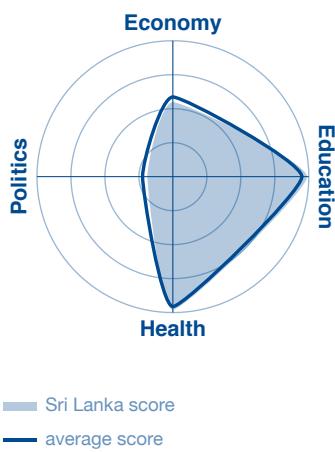
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Sri Lanka

rank  
out of 149 countries **100**  
score  
0.00 = imparity  
1.00 = parity **0.676**



## SCORE AT GLANCE

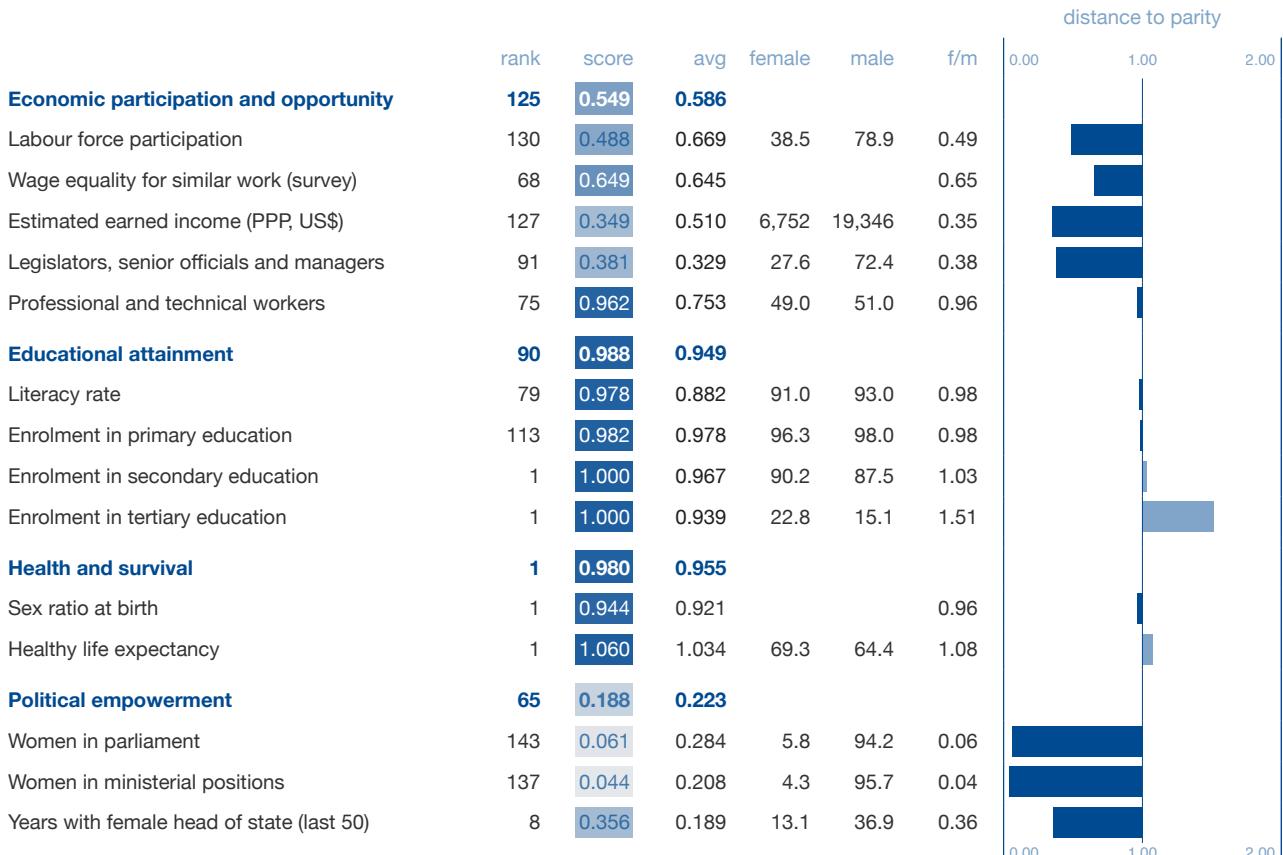


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 87.17     |
| GDP per capita (constant '11, intl. \$, PPP) | 11,669    |
| Total population (1,000s)                    | 20,798.49 |
| Population growth rate (%)                   | 0.36      |
| Population sex ratio (female/male)           | 1.08      |
| Human Capital Index score                    | 61.19     |

|  | rank      | 2006         | 2018       |              |
|--|-----------|--------------|------------|--------------|
|  |           | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>13</b> | <b>0.720</b> | <b>100</b> | <b>0.676</b> |
| Economic participation and opportunity | 84        | 0.545        | 125        | 0.549        |
| Educational attainment                 | 52        | 0.990        | 90         | 0.988        |
| Health and survival                    | 1         | 0.980        | 1          | 0.980        |
| Political empowerment                  | 7         | 0.365        | 65         | 0.188        |
| rank out of                            | 115       |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | 37.3   | 17.5 | 2.13              | Length of maternity/paternity leave (days)                 | 84.0   | -    |                   |
| Unemployed adults  | 7.6    | 3.0  | 2.54              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 55.3   | 44.7 | 1.24              | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 9.6    | 10.0 | 0.96              | Government supports or provides childcare                  |        |      | no                |
| Workers employed part-time                                   | 24.4   | 15.8 | 1.55              | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 20.6   | 2.9  | 7.21              |  |        |      |                   |
| Own-account workers  | 23.7   | 36.1 | 0.65              | <b>Education and Skills</b>                                |        |      |                   |
| Work, minutes per day  | -      | -    | -                 | Out-of-school children                                     | 3.6    | 1.8  | 1.98              |
| Proportion of unpaid work per day                            | -      | -    | -                 | Primary education attainment, adults                       | 83.4   | 88.4 | 0.94              |
|  |        |      |                   | Primary education attainment, 25-54                        | 96.6   | 97.4 | 0.99              |
| <b>Economic Leadership</b>                                   | female | male | value             | Primary education attainment, 65+                          | 84.4   | 94.1 | 0.90              |
| Law mandates equal pay                                       |        |      | no                | Out-of-school youth  | 17.9   | 23.0 | 0.78              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.61 | Secondary education attainment, adults                     | 55.6   | 56.6 | 0.98              |
| Boards of publicly traded companies                          | -      | -    | -                 | Secondary education attainment, 25-54                      | 79.5   | 75.4 | 1.05              |
| Firms with female (co-)owners                                |        |      | 0.35              | Secondary education attainment, 65+                        | 41.0   | 47.8 | 0.86              |
| Firms with female top managers                               |        |      | 0.10              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Employers  | 1.0    | 2.9  | 0.35              | Tertiary education attainment, age 25-54                   | 25.8   | 19.4 | 1.33              |
| R&D personnel  | 32.6   | 67.4 | 0.48              | Tertiary education attainment, age 65+                     | 6.9    | 10.2 | 0.68              |
|  |        |      |                   | PhD graduates  | -      | -    | -                 |
| <b>Access to Assets</b>                                      | female | male | value             | Individuals using the internet                             | -      | -    | -                 |
| Hold an account at a financial institution                   | 83.1   | 82.2 | 1.01              |  |        |      |                   |
| Women's access to financial services                         |        |      | yes               | <b>Graduates by Degree Type</b>                            |        |      |                   |
| Inheritance rights for daughters                             |        |      | part              | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                 |
| Women's access to land use, control and ownership            |        |      | no                | Arts and Humanities  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Business, Admin. and Law                                   | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 18.6   | 22.0 | 0.84              | Education  | -      | -    | -                 |
|  |        |      |                   | Engineering, Manuf. and Construction                       | -      | -    | -                 |
| <b>Political Leadership</b>                                  | female | male | value             | Health and Welfare   | -      | -    | -                 |
| Year women received right to vote                            |        |      | 1931              | Information and Comm. Technologies                         | -      | -    | -                 |
| Years since any women received voting rights                 |        |      | 86                | Natural Sci., Mathematics and Statistics                   | -      | -    | -                 |
| Number of female heads of state to date                      |        |      | 2                 | Services   | -      | -    | -                 |
| Election list quotas for women, national                     |        |      | -                 | Social Sci., Journalism and Information                    | -      | -    | -                 |
| Election list quotas for women, local                        |        |      | -                 |  |        |      |                   |
| Voluntary political party quotas                             |        |      | no                | <b>Health</b>  |        |      |                   |
| Seats held in upper house                                    | 11.7   | 88.3 | 0.13              | Mortality, children under age 5                            | 1.4    | 1.7  | <sup>1</sup> 0.79 |
|  |        |      |                   | Mortality, non-communicable diseases                       | 53.6   | 59.5 | <sup>1</sup> 0.90 |
| <b>Family</b>  | female | male | value             | Mortality, infectious and parasitic diseases               | 1.7    | 2.5  | <sup>1</sup> 0.68 |
| Average length of single life                                | 23.8   | 27.6 | 0.86              | Mortality, accidental injuries                             | 3.0    | 7.0  | <sup>1</sup> 0.43 |
| Proportion married by age 25                                 | 42.4   | 17.9 | 2.37              | Mortality, intentional injuries, self-harm                 | 1.5    | 6.4  | <sup>1</sup> 0.24 |
| Mean age of women at birth of first child                    |        |      | 30                | Mortality, childbirth                                      |        |      | <sup>1</sup> 30   |
| Average number of children per woman                         |        |      | 2.05              | Legislation on domestic violence                           |        |      | yes               |
| Women's unmet demand for family planning                     |        |      | 7.00              | Prevalence of gender violence in lifetime                  |        |      | -                 |
| Potential support ratio                                      |        |      | 7                 | Law permits abortion to preserve a woman's physical health |        |      | no                |
| Total dependency ratio                                       |        |      | 51                | Births attended by skilled health personnel                |        |      | 98.60             |
| Parity of parental rights in marriage                        |        |      | no                | Antenatal care, at least four visits                       |        |      | 92.50             |
| Parity of parental rights after divorce                      |        |      | no                |  |        |      |                   |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

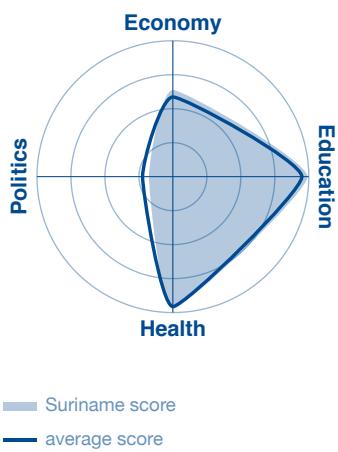
# Suriname

rank  
out of 149 countries **79**

score  
= impartiality  
0 = parity **0.695**



## SCORE AT GLANCE

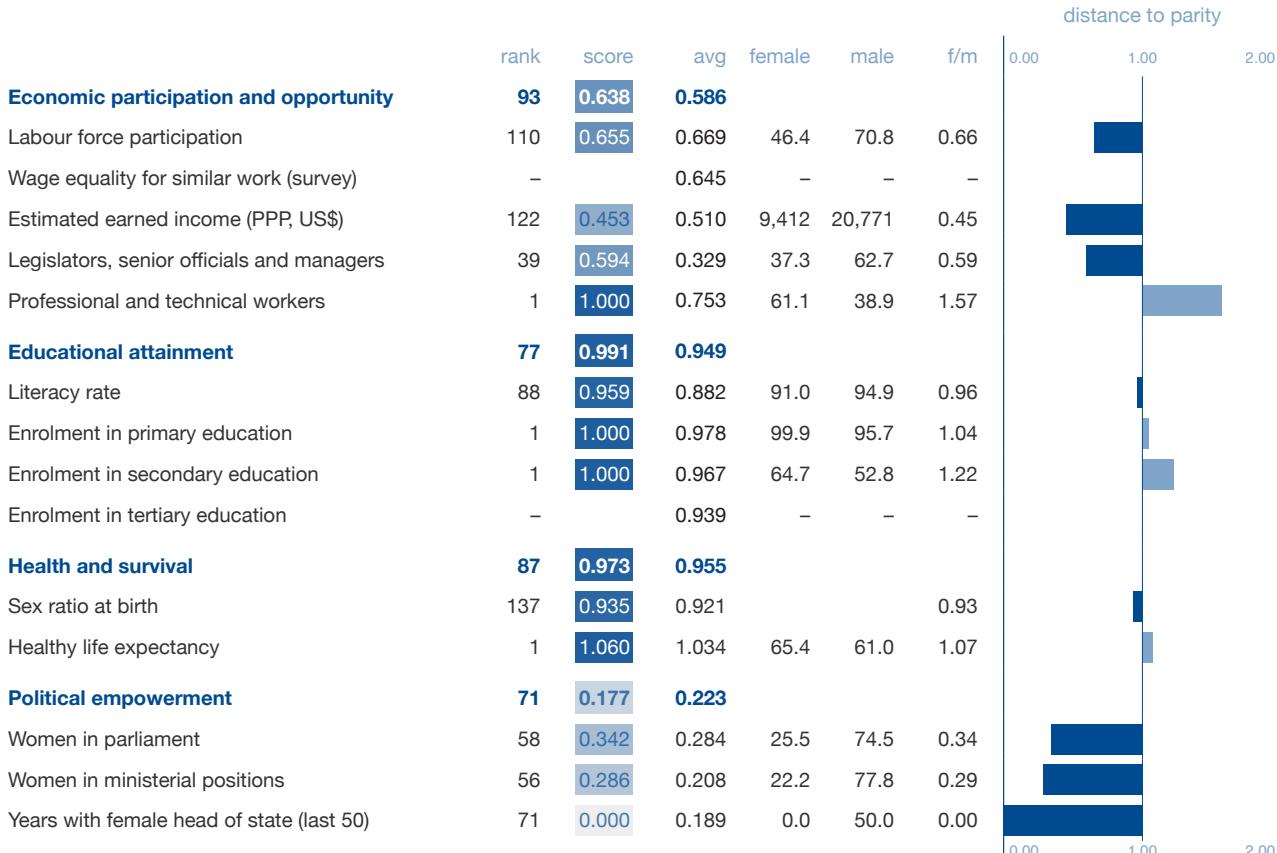


## KEY INDICATORS

|  |        |
|--|--------|
| GDP (US\$ billions)                          | 3.32   |
| GDP per capita (constant '11, intl. \$, PPP) | 13,767 |
| Total population (1,000s)                    | 558.37 |
| Population growth rate (%)                   | 0.88   |
| Population sex ratio (female/male)           | 0.99   |
| Human Capital Index score                    | -      |

|  | rank | score | rank | score |
|--|------|-------|------|-------|
| Global Gender Gap score                | —    | —     | 79   | 0.695 |
| Economic participation and opportunity | —    | —     | 93   | 0.638 |
| Educational attainment                 | —    | —     | 77   | 0.991 |
| Health and survival                    | —    | —     | 87   | 0.973 |
| Political empowerment                  | —    | —     | 71   | 0.177 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
|  |        |      | no    |  |        |      | -      |
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | -      | -    | -      |
| Unemployed adults  | 11.8   | 3.5  | 3.36  | Wages paid during maternity/paternity leave                | -      | -    | -      |
| Discouraged job seekers                                      | 28.6   | 71.5 | 0.40  | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | -      | -    | -      |
| High-skilled share of labour force                           | 3.0    | 4.9  | 0.60  | Government supports or provides childcare                  |        |      | yes    |
| Workers employed part-time                                   | 16.4   | 4.7  | 3.53  | Government provides child allowance                        |        |      | yes    |
| Contributing family workers                                  | 2.2    | 1.1  | 2.09  |  |        |      |        |
| Own-account workers  | 7.9    | 12.5 | 0.63  |  |        |      |        |
| Work, minutes per day  | -      | -    | -     |  |        |      |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |      |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male | value  |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 4.9    | 5.8  | 0.85   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | 88.1   | 92.8 | 0.95   |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | -      | -    | -      |
| Firms with female (co-)owners                                |        |      | 0.22  | Primary education attainment, 65+                          | -      | -    | -      |
| Firms with female top managers                               |        |      | 0.18  | Out-of-school youth  | 30.8   | 38.0 | 0.81   |
| Employers  | 0.7    | 1.1  | 0.63  | Secondary education attainment, adults                     | 26.2   | 23.1 | 1.14   |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | -      | -    | -      |
| <b>Access to Assets</b>                                      | female | male | value | Secondary education attainment, 65+                        | -      | -    | -      |
| Hold an account at a financial institution                   | -      | -    | -     | Tertiary education attainment, adults                      | 10.1   | 8.2  | 1.23   |
| Women's access to financial services                         |        |      | -     | Tertiary education attainment, age 25-54                   | -      | -    | -      |
| Inheritance rights for daughters                             |        |      | -     | Tertiary education attainment, age 65+                     | -      | -    | -      |
| Women's access to land use, control and ownership            |        |      | -     | PhD graduates  | -      | -    | -      |
| Women's access to non-land assets use, control and ownership |        |      | -     | Individuals using the internet                             | -      | -    | -      |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -     |  |        |      |        |
| <b>Political Leadership</b>                                  | female | male | value |  |        |      |        |
| Year women received right to vote                            |        |      | 1948  | <b>Graduates by Degree Type</b>                            | female | male | value  |
| Years since any women received voting rights                 |        |      | 69    | Agri., Forestry, Fisheries and Veterinary                  | 1.2    | 1.0  | 1.23   |
| Number of female heads of state to date                      |        |      | 0     | Arts and Humanities  | 3.9    | 1.5  | 2.58   |
| Election list quotas for women, national                     |        |      | -     | Business, Admin. and Law                                   | 36.4   | 27.8 | 1.31   |
| Election list quotas for women, local                        |        |      | -     | Education  | 36.6   | 40.1 | 0.91   |
| Voluntary political party quotas                             |        |      | -     | Engineering, Manuf. and Construction                       | 7.0    | 18.6 | 0.38   |
| Seats held in upper house                                    | 10.4   | 89.6 | 0.12  | Health and Welfare   | -      | -    | -      |
| <b>Family</b>  | female | male | value | Information and Comm. Technologies                         | -      | -    | -      |
| Average length of single life                                | 29.3   | 32.8 | 0.89  | Natural Sci., Mathematics and Statistics                   | 9.0    | 7.3  | 1.23   |
| Proportion married by age 25                                 | 14.7   | 5.1  | 2.90  | Services   | -      | -    | -      |
| Mean age of women at birth of first child                    |        |      | 29    | Social Sci., Journalism and Information                    | 2.5    | 1.2  | 2.02   |
| Average number of children per woman                         |        |      | 2.37  | <b>Health</b>  | female | male | value  |
| Women's unmet demand for family planning                     |        |      | -     | Mortality, children under age 5                            | 0.1    | 0.1  | 1 0.73 |
| Potential support ratio                                      |        |      | 10    | Mortality, non-communicable diseases                       | 1.4    | 1.5  | 1 0.91 |
| Total dependency ratio                                       |        |      | 50    | Mortality, infectious and parasitic diseases               | 0.1    | 0.1  | 1 0.87 |
| Parity of parental rights in marriage                        |        |      | -     | Mortality, accidental injuries                             | 0.1    | 0.2  | 1 0.40 |
| Parity of parental rights after divorce                      |        |      | -     | Mortality, intentional injuries, self-harm                 | 0.0    | 0.2  | 1 0.29 |
|  |        |      | -     | Mortality, childbirth                                      |        |      | 1 155  |
|  |        |      | -     | Legislation on domestic violence                           |        |      | yes    |
|  |        |      | -     | Prevalence of gender violence in lifetime                  |        |      | -      |
|  |        |      | -     | Law permits abortion to preserve a woman's physical health |        |      | no     |
|  |        |      | -     | Births attended by skilled health personnel                |        |      | 90.00  |
|  |        |      | -     | Antenatal care, at least four visits                       |        |      | 66.80  |

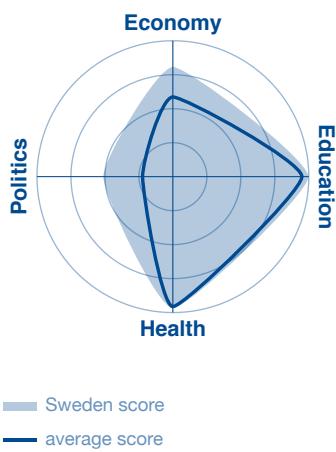
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Sweden

rank  
out of 149 countries **3**  
**0.822**



## SCORE AT GLANCE

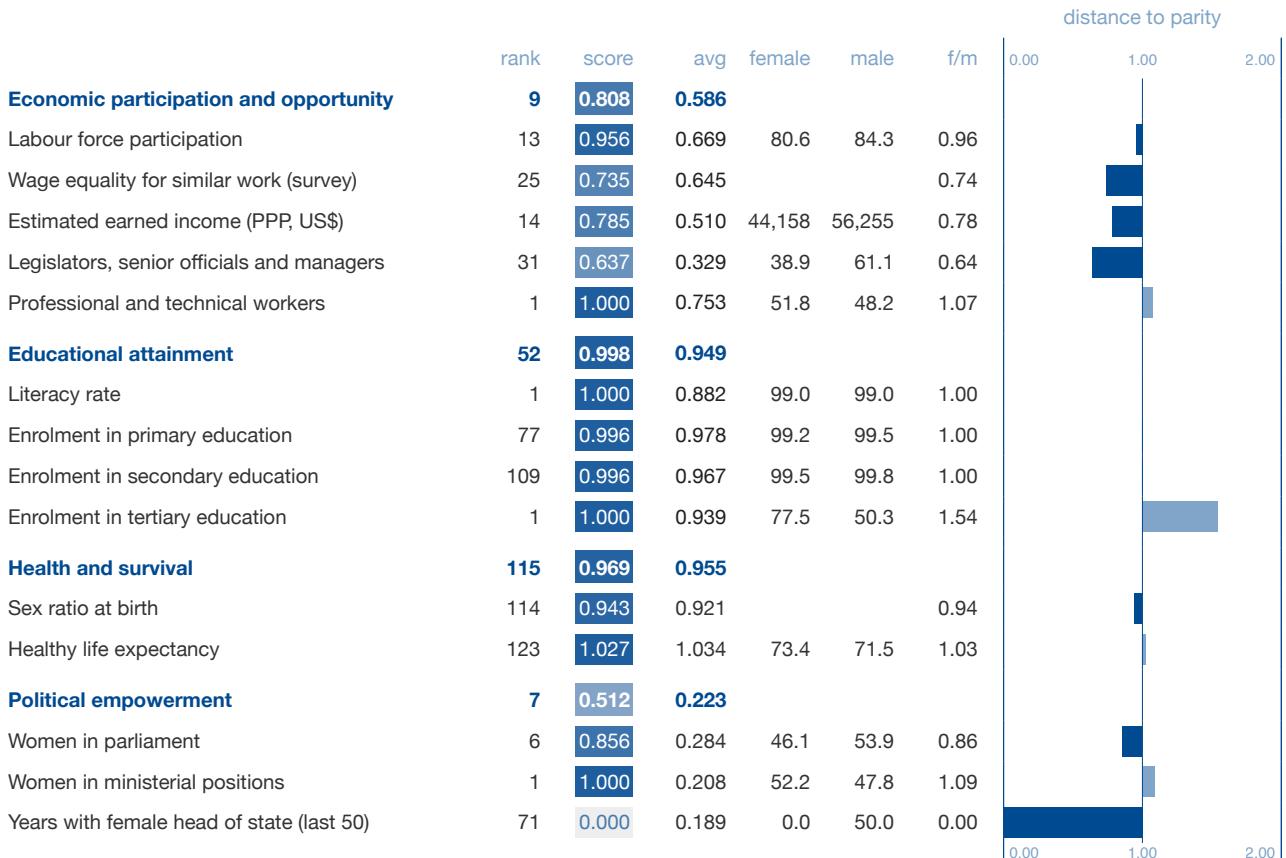


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 538.04   |
| GDP per capita (constant '11, intl. \$, PPP) | 46,949   |
| Total population (1,000s)                    | 9,837.53 |
| Population growth rate (%)                   | 0.73     |
| Population sex ratio (female/male)           | 1.00     |
| Human Capital Index score                    | 73.95    |

|  | 2006     |              | 2018     |              |
|--|----------|--------------|----------|--------------|
|  | rank     | score        | rank     | score        |
| <b>Global Gender Gap score</b>         | <b>1</b> | <b>0.813</b> | <b>3</b> | <b>0.822</b> |
| Economic participation and opportunity | 9        | 0.731        | 9        | 0.808        |
| Educational attainment                 | 23       | 0.999        | 52       | 0.998        |
| Health and survival                    | 70       | 0.973        | 115      | 0.969        |
| Political empowerment                  | 1        | 0.550        | 7        | 0.512        |
| rank out of                            | 115      |              | 149      |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 480    |
| Youth not in employment or education                         | 6.5    | 6.9   | 0.94   | Length of maternity/paternity leave (days)                 | 0.0    | 10.0  |        |
| Unemployed adults  | 6.6    | 7.4   | 0.90   | Wages paid during maternity/paternity leave                | –      | 50.0  |        |
| Discouraged job seekers                                      | 53.0   | 47.0  | 1.13   | Provider of parental leave benefits                        |        |       | gov    |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | –      | gov   |        |
| High-skilled share of labour force                           | 22.2   | 17.2  | 1.30   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 41.2   | 28.1  | 1.47   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 0.3    | 0.2   | 1.13   |  |        |       |        |
| Own-account workers  | 4.2    | 7.9   | 0.53   |  |        |       |        |
| Work, minutes per day  | 475.2  | 475.9 | 1.00   |  |        |       |        |
| Proportion of unpaid work per day                            | 43.5   | 32.4  | 1.34   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 0.3    | 0.4   | 0.82   |
| Advancement of women to leadership roles                     |        |       | ² 0.82 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00   |
| Boards of publicly traded companies                          | 36.0   | 64.0  | 0.56   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00   |
| Firms with female (co-)owners                                |        |       | 1.11   | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00   |
| Firms with female top managers                               |        |       | 0.14   | Out-of-school youth  | 2.9    | 1.4   | 2.01   |
| Employers  | 1.7    | 0.2   | 7.04   | Secondary education attainment, adults                     | 74.3   | 75.8  | 0.98   |
| R&D personnel  | 28.4   | 71.6  | 0.40   | Secondary education attainment, 25-54                      | 98.5   | 99.3  | 0.99   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 73.9   | 71.7  | 1.03   |
| Hold an account at a financial institution                   | 99.8   | 99.7  | 1.00   | Tertiary education attainment, adults                      | 26.3   | 19.6  | 1.34   |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 32.6   | 23.3  | 1.40   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 22.5   | 19.6  | 1.15   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.9    | 1.5   | 0.60   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 91.1   | 90.1  | 1.01   |
| Mean monthly earnings (1,000s, local curr.)                  | 29.2   | 33.6  | 0.87   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Year women received right to vote                            |        |       | 1919   | Agri., Forestry, Fisheries and Veterinary                  | 1.0    | 0.9   | 1.08   |
| Years since any women received voting rights                 |        |       | 98     | Arts and Humanities  | 5.9    | 6.3   | 0.92   |
| Number of female heads of state to date                      |        |       | 0      | Business, Admin. and Law                                   | 16.2   | 16.4  | 0.99   |
| Election list quotas for women, national                     |        |       | –      | Education  | 17.5   | 6.2   | 2.82   |
| Election list quotas for women, local                        |        |       | –      | Engineering, Manuf. and Construction                       | 8.7    | 33.4  | 0.26   |
| Voluntary political party quotas                             |        |       | yes    | Health and Welfare   | 30.1   | 11.1  | 2.72   |
| Seats held in upper house                                    | –      | –     | –      | Information and Comm. Technologies                         | 1.4    | 6.6   | 0.21   |
| <b>Family</b>  | female | male  | value  | Natural Sci., Mathematics and Statistics                   | 3.4    | 5.6   | 0.61   |
| Average length of single life                                | 31.0   | 33.1  | 0.94   | Services   | 1.9    | 2.4   | 0.76   |
| Proportion married by age 25                                 | 6.4    | 2.2   | 2.93   | Social Sci., Journalism and Information                    | 13.2   | 10.9  | 1.21   |
| Mean age of women at birth of first child                    |        |       | 31     | <b>Health</b>  | female | male  | value  |
| Average number of children per woman                         |        |       | 1.91   | Mortality, children under age 5                            | 0.2    | 0.2   | ¹ 0.78 |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, non-communicable diseases                       | 41.8   | 38.4  | ¹ 1.09 |
| Potential support ratio                                      |        |       | 3      | Mortality, infectious and parasitic diseases               | 0.6    | 0.6   | ¹ 1.01 |
| Total dependency ratio                                       |        |       | 59     | Mortality, accidental injuries                             | 1.3    | 1.7   | ¹ 0.78 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, intentional injuries, self-harm                 | 0.5    | 1.1   | ¹ 0.43 |
| Parity of parental rights after divorce                      |        |       | part   | Mortality, childbirth                                      | –      | –     | ¹ 4    |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 28.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | –      |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –      |

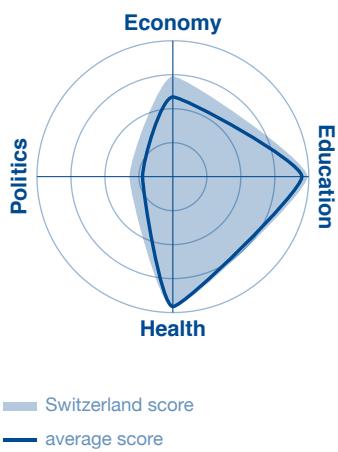
¹ Age-standardized death rates per 100,000 population. ² Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Switzerland

rank  
out of 149 countries **20**  
score  
0.00 = imparity  
1.00 = parity **0.755**



## SCORE AT GLANCE

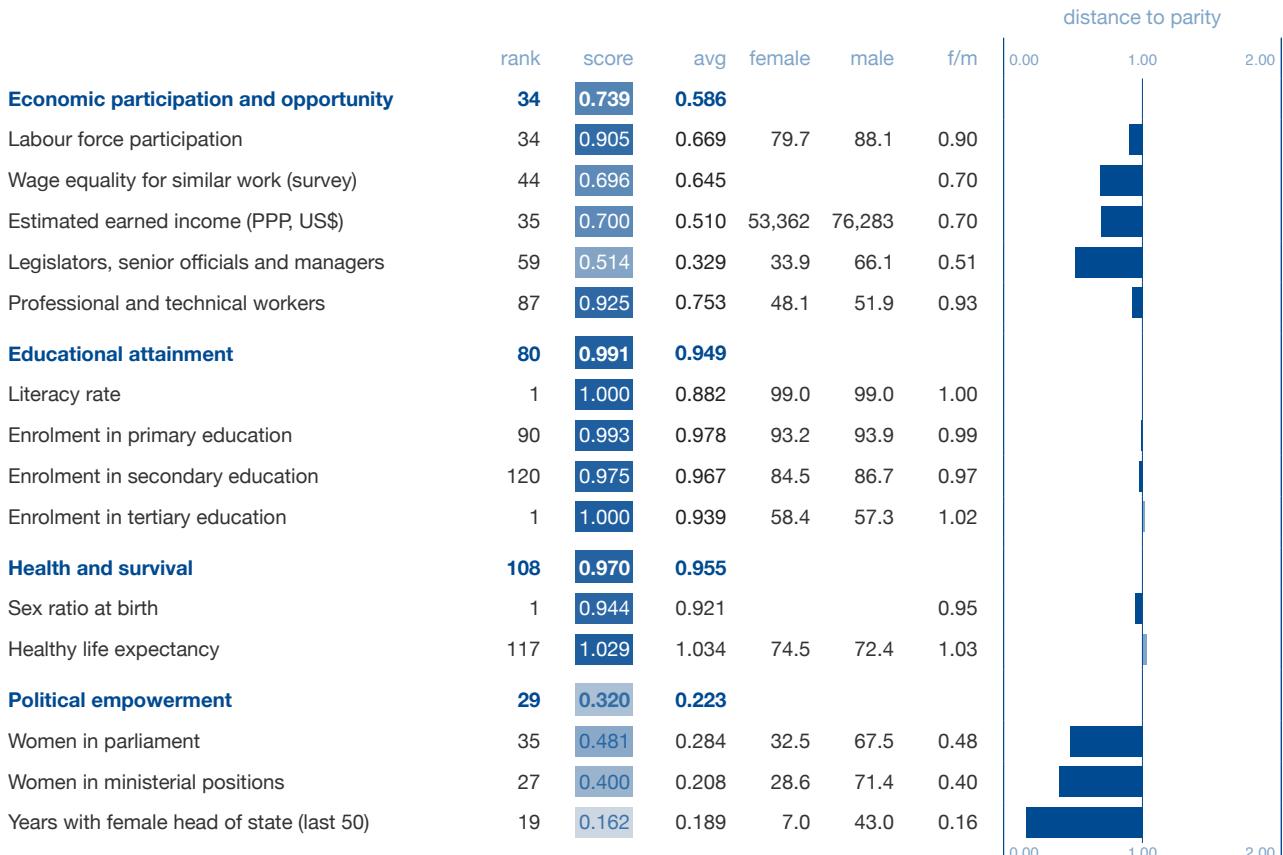


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 678.89   |
| GDP per capita (constant '11, intl. \$, PPP) | 57,410   |
| Total population (1,000s)                    | 8,401.74 |
| Population growth rate (%)                   | 0.84     |
| Population sex ratio (female/male)           | 1.02     |
| Human Capital Index score                    | 76.48    |

|  | 2006      | 2018         |           |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>26</b> | <b>0.700</b> | <b>20</b> | <b>0.755</b> |
| Economic participation and opportunity | 18        | 0.709        | 34        | 0.739        |
| Educational attainment                 | 79        | 0.957        | 80        | 0.991        |
| Health and survival                    | 35        | 0.979        | 108       | 0.970        |
| Political empowerment                  | 34        | 0.154        | 29        | 0.320        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 6.7    | 7.9  | 0.84              | Length of maternity/paternity leave (days)                 | 98.0   | -     |       |
| Unemployed adults  | 4.9    | 4.4  | 1.10              | Wages paid during maternity/paternity leave                | 59.0   | -     |       |
| Discouraged job seekers                                      | 81.4   | 18.6 | 4.38              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -     |       |
| High-skilled share of labour force                           | 16.0   | 22.5 | 0.71              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 51.4   | 23.1 | 2.22              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 2.5    | 1.6  | 1.56              |  |        |       |       |
| Own-account workers  | 7.1    | 7.1  | 1.00              |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 0.1    | 0.6   | 0.24  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.75 | Primary education attainment, adults                       | 100.0  | 100.0 | 1.00  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00  |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 19.7   | 17.5  | 1.12  |
| Employers  | 3.5    | 1.6  | 2.19              | Secondary education attainment, adults                     | 81.6   | 88.9  | 0.92  |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 93.5   | 95.8  | 0.98  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 95.8   | 97.1  | 0.99  |
| Hold an account at a financial institution                   | 96.7   | 99.4 | 0.97              | Tertiary education attainment, adults                      | 30.0   | 44.2  | 0.68  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 22.0   | 34.4  | 0.64  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 9.5    | 28.6  | 0.33  |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 1.9    | 4.0   | 0.47  |
| Women's access to non-land assets use, control and ownership |        |      | -                 | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 6.5    | 7.8  | 0.83              |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |       |
| Year women received right to vote                            |        |      | 1971              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 46                | Agri., Forestry, Fisheries and Veterinary                  | 0.9    | 1.9   | 0.48  |
| Number of female heads of state to date                      |        |      | 5                 | Arts and Humanities  | 10.3   | 6.1   | 1.68  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 26.1   | 30.5  | 0.85  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 14.0   | 5.9   | 2.35  |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 4.9    | 25.2  | 0.20  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 22.0   | 7.3   | 3.01  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 0.5    | 4.1   | 0.13  |
| Average length of single life                                | 30.4   | 32.8 | 0.93              | Natural Sci., Mathematics and Statistics                   | 6.0    | 7.3   | 0.82  |
| Proportion married by age 25                                 | 9.6    | 3.5  | 2.78              | Services   | 5.2    | 6.8   | 0.77  |
| Mean age of women at birth of first child                    |        |      | 32                | Social Sci., Journalism and Information                    | 9.9    | 4.3   | 2.28  |
| Average number of children per woman                         |        |      | 1.55              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, children under age 5                            | 0.1    | 0.2   |       |
| Potential support ratio                                      |        |      | 4                 | Mortality, non-communicable diseases                       | 30.3   | 27.7  |       |
| Total dependency ratio                                       |        |      | 49                | Mortality, infectious and parasitic diseases               | 0.3    | 0.2   |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 1.3    | 1.4   |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.4    | 0.9   |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 10.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | -     |

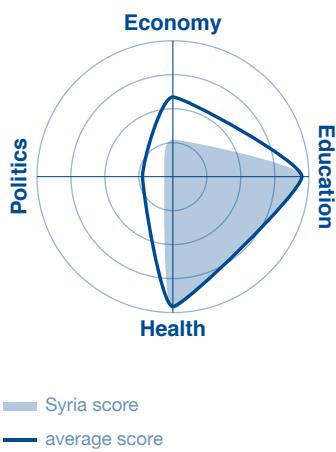
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Syria

rank  
out of 149 countries **146**  
score  
0.00 = imparity  
1.00 = parity **0.568**



## SCORE AT GLANCE

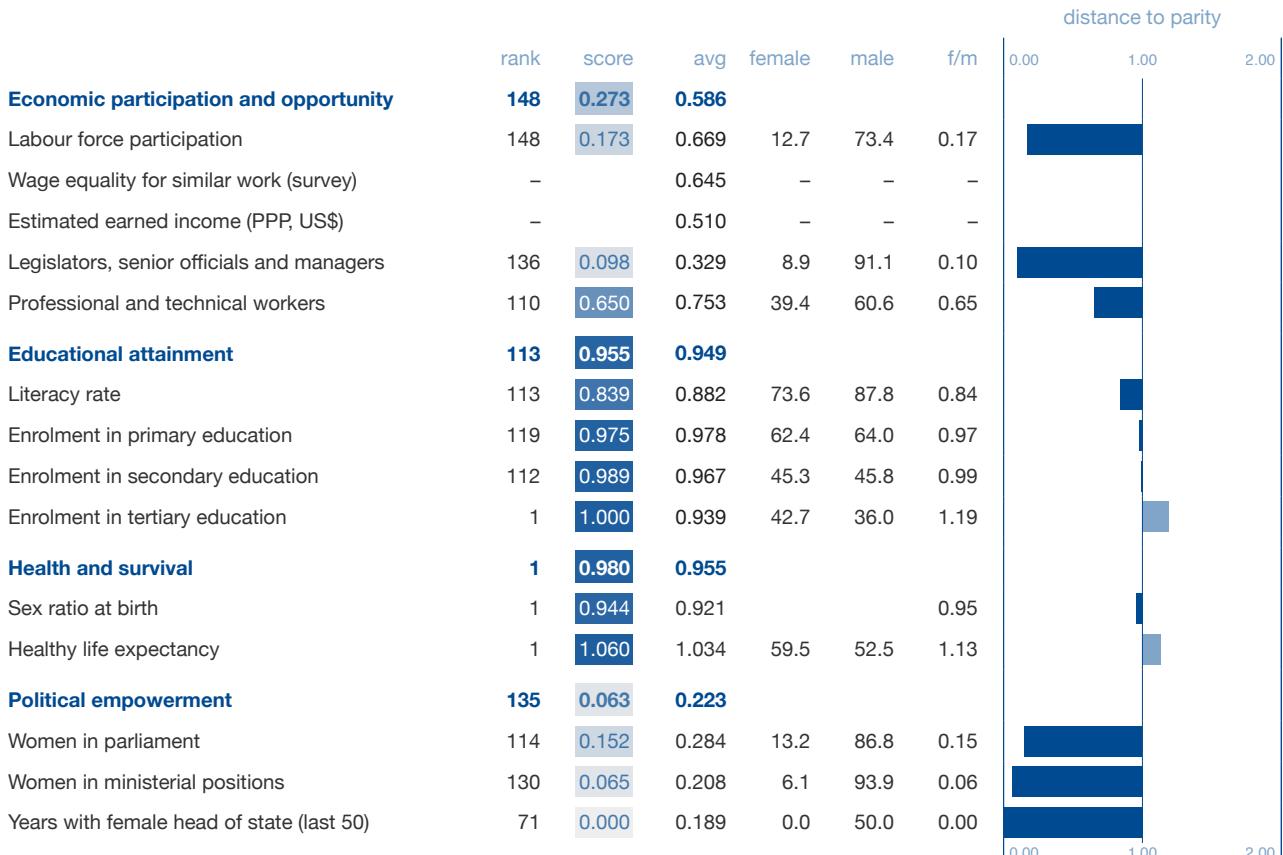


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 40.41     |
| GDP per capita (constant '11, intl. \$, PPP) | -         |
| Total population (1,000s)                    | 18,430.45 |
| Population growth rate (%)                   | -0.40     |
| Population sex ratio (female/male)           | 0.98      |
| Human Capital Index score                    | -         |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>146</b> | <b>0.568</b> |
| Economic participation and opportunity | -         | -          | 148        | 0.273        |
| Educational attainment                 | -         | -          | 113        | 0.955        |
| Health and survival                    | -         | -          | 1          | 0.980        |
| Political empowerment                  | -         | -          | 135        | 0.063        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male | value  |
|--|--------|------|-------|--|--------|------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |      |        |
| Non-discrimination laws, hiring women                        |        |      | no    | Length of parental leave (days)                            |        |      | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 120.0  | -    |        |
| Unemployed adults  | 37.1   | 10.4 | 3.56  | Wages paid during maternity/paternity leave                | 100.0  | -    |        |
| Discouraged job seekers                                      | -      | -    | -     | Provider of parental leave benefits                        |        |      | -      |
| Workers in informal employment                               | -      | -    | -     | Provider of maternity/paternity leave benefits             | empl   | -    |        |
| High-skilled share of labour force                           | -      | -    | -     | Government supports or provides childcare                  |        |      | no     |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance                        |        |      | no     |
| Contributing family workers                                  | 8.2    | 2.4  | 3.34  |  |        |      |        |
| Own-account workers  | 7.8    | 32.9 | 0.24  | <b>Education and Skills</b>                                |        |      |        |
| Work, minutes per day  | -      | -    | -     | Out-of-school children                                     | 29.9   | 28.4 | 1.05   |
| Proportion of unpaid work per day                            | -      | -    | -     | Primary education attainment, adults                       | 58.4   | 76.1 | 0.77   |
|  |        |      |       | Primary education attainment, 25-54                        | -      | -    | -      |
| <b>Economic Leadership</b>                                   | female | male | value | Primary education attainment, 65+                          | -      | -    | -      |
| Law mandates equal pay                                       |        |      | no    | Out-of-school youth  | 66.7   | 67.2 | 0.99   |
| Advancement of women to leadership roles                     |        |      | 2     | Secondary education attainment, adults                     | 18.9   | 24.8 | 0.76   |
| Boards of publicly traded companies                          | -      | -    | -     | Secondary education attainment, 25-54                      | -      | -    | -      |
| Firms with female (co-)owners                                |        |      | -     | Secondary education attainment, 65+                        | -      | -    | -      |
| Firms with female top managers                               |        |      | -     | Tertiary education attainment, adults                      | -      | -    | -      |
| Employers  | 1.0    | 2.4  | 0.42  | Tertiary education attainment, age 25-54                   | -      | -    | -      |
| R&D personnel  | -      | -    | -     | Tertiary education attainment, age 65+                     | -      | -    | -      |
|  |        |      |       | PhD graduates  | -      | -    | -      |
| <b>Access to Assets</b>                                      | female | male | value | Individuals using the internet                             | -      | -    | -      |
| Hold an account at a financial institution                   | -      | -    | -     |  |        |      |        |
| Women's access to financial services                         |        |      | part  | <b>Graduates by Degree Type</b>                            |        |      |        |
| Inheritance rights for daughters                             |        |      | no    | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -      |
| Women's access to land use, control and ownership            |        |      | part  | Arts and Humanities  | -      | -    | -      |
| Women's access to non-land assets use, control and ownership |        |      | part  | Business, Admin. and Law                                   | -      | -    | -      |
| Mean monthly earnings (1,000s, local curr.)                  | 12.0   | 11.2 | 1.07  | Education  | -      | -    | -      |
|  |        |      |       | Engineering, Manuf. and Construction                       | -      | -    | -      |
| <b>Political Leadership</b>                                  | female | male | value | Health and Welfare   | -      | -    | -      |
| Year women received right to vote                            |        |      | 1949  | Information and Comm. Technologies                         | -      | -    | -      |
| Years since any women received voting rights                 |        |      | 68    | Natural Sci., Mathematics and Statistics                   | -      | -    | -      |
| Number of female heads of state to date                      |        |      | 0     | Services   | -      | -    | -      |
| Election list quotas for women, national                     |        |      | -     | Social Sci., Journalism and Information                    | -      | -    | -      |
| Election list quotas for women, local                        |        |      | -     |  |        |      |        |
| Voluntary political party quotas                             |        |      | -     | <b>Health</b>  |        |      |        |
| Seats held in upper house                                    | 34.7   | 65.3 | 0.53  | Mortality, children under age 5                            | 2.7    | 3.3  | 1 0.82 |
|  |        |      |       | Mortality, non-communicable diseases                       | 31.2   | 37.5 | 1 0.83 |
| <b>Family</b>  | female | male | value | Mortality, infectious and parasitic diseases               | 1.1    | 1.2  | 1 0.87 |
| Average length of single life                                | 25.4   | 29.3 | 0.87  | Mortality, accidental injuries                             | 1.2    | 4.2  | 1 0.30 |
| Proportion married by age 25                                 | 42.8   | 9.1  | 4.70  | Mortality, intentional injuries, self-harm                 | 18.7   | 44.0 | 1 0.42 |
| Mean age of women at birth of first child                    |        |      | 29    | Mortality, childbirth                                      |        |      | 1 -    |
| Average number of children per woman                         |        |      | 2.92  | Legislation on domestic violence                           |        |      | no     |
| Women's unmet demand for family planning                     |        |      | 10.00 | Prevalence of gender violence in lifetime                  |        |      | 25.0   |
| Potential support ratio                                      |        |      | 14    | Law permits abortion to preserve a woman's physical health |        |      | no     |
| Total dependency ratio                                       |        |      | 71    | Births attended by skilled health personnel                |        |      | -      |
| Parity of parental rights in marriage                        |        |      | no    | Antenatal care, at least four visits                       |        |      | -      |
| Parity of parental rights after divorce                      |        |      | no    |  |        |      |        |

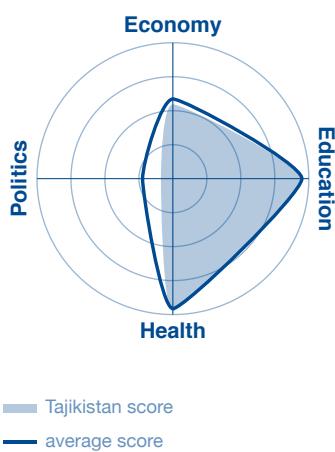
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Tajikistan

rank  
out of 149 countries  
**123**  
score  
0.00 = imparity  
1.00 = parity  
**0.638**



## SCORE AT GLANCE

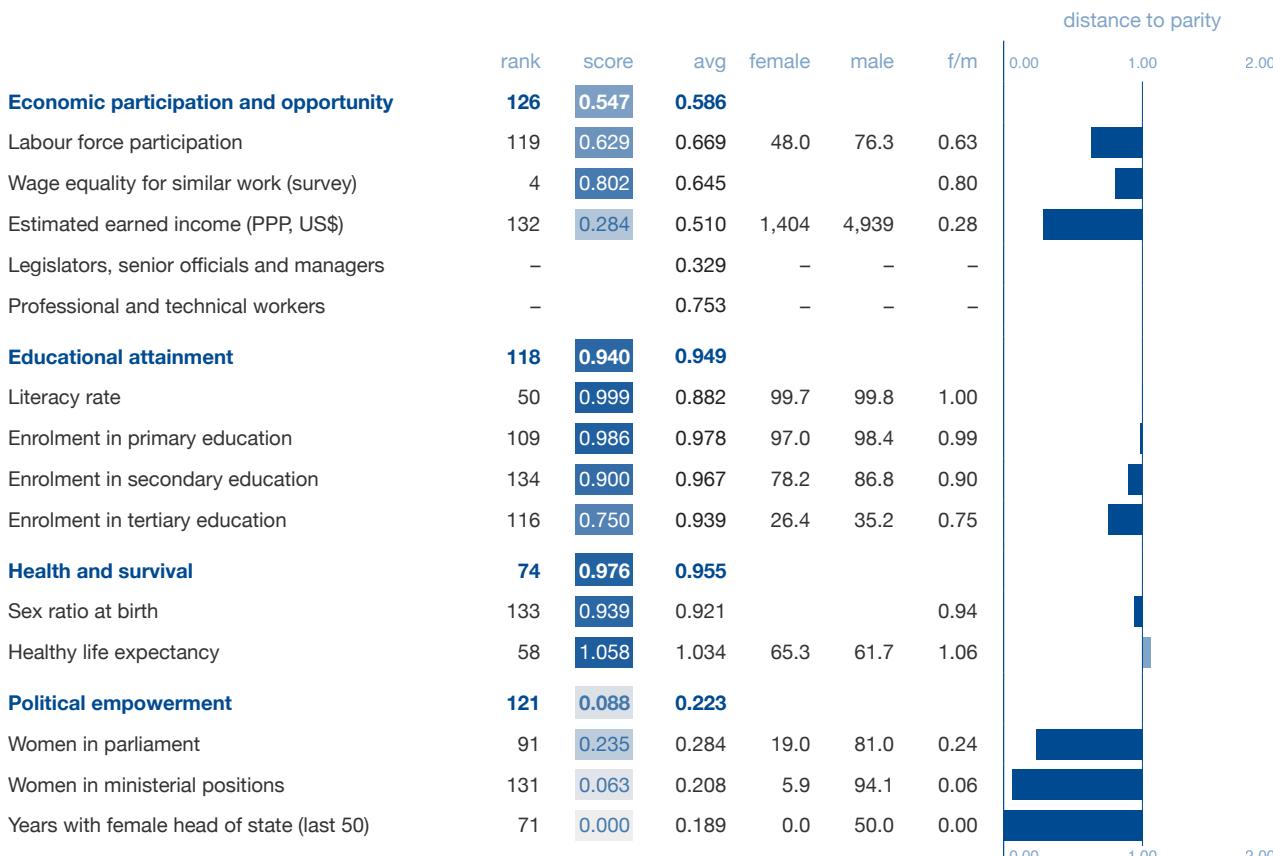


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 7.15     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,897    |
| Total population (1,000s)                    | 8,734.95 |
| Population growth rate (%)                   | 2.09     |
| Population sex ratio (female/male)           | 0.99     |
| Human Capital Index score                    | 63.79    |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | —    | —     | 123  | 0.638 |
| Educational attainment                 | —    | —     | 118  | 0.940 |
| Health and survival                    | —    | —     | 74   | 0.976 |
| Political empowerment                  | —    | —     | 121  | 0.088 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |      | 478               |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 140.0  | -    |                   |
| Unemployed adults  | 10.5   | 12.3 | 0.85              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | 68.8   | 31.2 | 2.20              | Provider of parental leave benefits                        |        |      | gov               |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | -    |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | yes               |
| Contributing family workers                                  | 0.3    | 0.6  | 0.51              |  |        |      |                   |
| Own-account workers  | 40.8   | 51.2 | 0.80              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 0.4    | 1.8  | 0.21              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.69 | Primary education attainment, adults                       | 96.0   | 98.3 | 0.98              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 99.7   | 99.7 | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.49              | Primary education attainment, 65+                          | 97.7   | 98.9 | 0.99              |
| Firms with female top managers                               |        |      | 0.11              | Out-of-school youth  | 48.4   | 30.6 | 1.58              |
| Employers  | 0.1    | 0.6  | 0.21              | Secondary education attainment, adults                     | 73.6   | 84.4 | 0.87              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 80.9   | 88.8 | 0.91              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 51.1   | 78.8 | 0.65              |
| Hold an account at a financial institution                   | 9.1    | 13.9 | 0.65              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 10.3   | 17.0 | 0.61              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 6.4    | 24.9 | 0.26              |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |                   |
| Year women received right to vote                            |        |      | 1924              | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Years since any women received voting rights                 |        |      | 93                | Agri., Forestry, Fisheries and Veterinary                  | 0.4    | 3.9  | 0.10              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 11.8   | 10.0 | 1.19              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 4.1    | 8.8  | 0.47              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 31.9   | 12.9 | 2.47              |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | 3.6    | 17.5 | 0.20              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 29.7   | 10.6 | 2.80              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 2.4    | 2.8  | 0.87              |
| Average length of single life                                | 21.9   | 24.3 | 0.90              | Natural Sci., Mathematics and Statistics                   | 5.4    | 6.6  | 0.82              |
| Proportion married by age 25                                 | 70.6   | 30.6 | 2.31              | Services   | 0.7    | -    | -                 |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 10.0   | 19.0 | 0.53              |
| Average number of children per woman                         |        |      | 3.36              | <b>Health</b>  | female | male | value             |
| Women's unmet demand for family planning                     |        |      | 23.00             | Mortality, children under age 5                            | 5.1    | 6.7  | <sup>1</sup> 0.75 |
| Potential support ratio                                      |        |      | 18                | Mortality, non-communicable diseases                       | 12.1   | 17.6 | <sup>1</sup> 0.69 |
| Total dependency ratio                                       |        |      | 63                | Mortality, infectious and parasitic diseases               | 1.3    | 2.1  | <sup>1</sup> 0.65 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 1.1    | 2.8  | <sup>1</sup> 0.38 |
| Parity of parental rights after divorce                      |        |      | part              | Mortality, intentional injuries, self-harm                 | 0.1    | 0.3  | <sup>1</sup> 0.32 |
|  |        |      |                   | Mortality, childbirth                                      |        |      | <sup>1</sup> 32   |
|  |        |      |                   | Legislation on domestic violence                           |        |      | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | 21.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 52.50             |

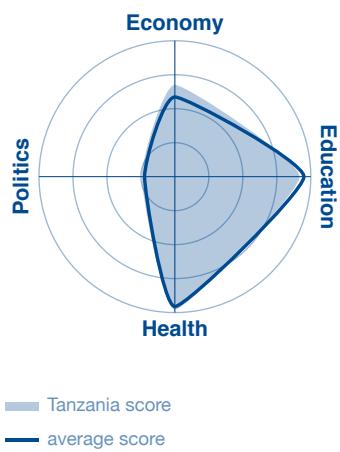
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Tanzania

rank 71  
out of 149 countries  
score 0.704  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

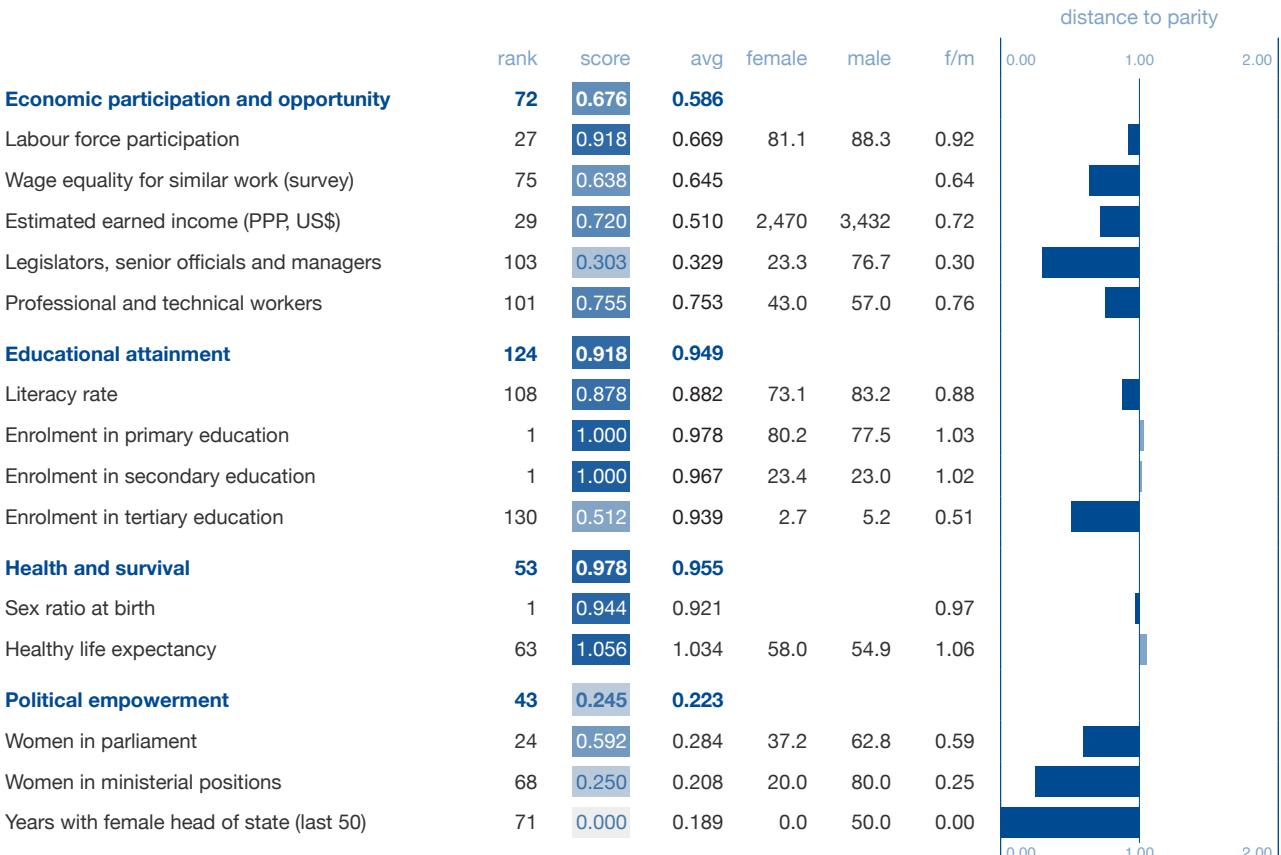


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 52.09     |
| GDP per capita (constant '11, intl. \$, PPP) | 2,683     |
| Total population (1,000s)                    | 55,572.20 |
| Population growth rate (%)                   | 3.07      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 53.58     |

| Global Gender Gap score                |           |              | rank out of |              |
|--|-----------|--------------|-------------|--------------|
|  | rank      | score        | rank        | score        |
| <b>Global Gender Gap score</b>         | <b>24</b> | <b>0.704</b> | <b>71</b>   | <b>0.704</b> |
| Economic participation and opportunity | 1         | 0.809        | 72          | 0.676        |
| Educational attainment                 | 97        | 0.859        | 124         | 0.918        |
| Health and survival                    | 95        | 0.967        | 53          | 0.978        |
| Political empowerment                  | 26        | 0.180        | 43          | 0.245        |
| rank out of                            | 115       |              | 149         |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 19.0   | 10.6  | 1.79              | Length of maternity/paternity leave (days)                 | 84.0   | 3.0   |                   |
| Unemployed adults  | 2.7    | 1.6   | 1.71              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 75.0   | 25.0  | 2.99              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 76.1   | 68.3  | 1.12              | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 0.3    | 0.8   | 0.39              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 36.3   | 24.9  | 1.46              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 50.3   | 21.1  | 2.39              |  |        |       |                   |
| Own-account workers  | 38.8   | 57.9  | 0.67              |  |        |       |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | yes               | Out-of-school children                                     | 19.3   | 20.5  | 0.94              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.61 | Primary education attainment, adults                       | 59.0   | 71.2  | 0.83              |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        |        |       | -                 |
| Firms with female (co-)owners                                |        |       | 0.33              | Primary education attainment, 65+                          |        |       | -                 |
| Firms with female top managers                               |        |       | 0.16              | Out-of-school youth  |        |       | -                 |
| Employers  | 1.6    | 21.1  | 0.08              | Secondary education attainment, adults                     | 2.3    | 4.6   | 0.49              |
| R&D personnel  | 28.8   | 71.2  | 0.40              | Secondary education attainment, 25-54                      |        |       | -                 |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        |        |       | -                 |
| Hold an account at a financial institution                   | 17.1   | 21.1  | 0.81              | Tertiary education attainment, adults                      |        |       | -                 |
| Women's access to financial services                         |        |       | part              | Tertiary education attainment, age 25-54                   |        |       | -                 |
| Inheritance rights for daughters                             |        |       | no                | Tertiary education attainment, age 65+                     |        |       | -                 |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  |        |       | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             |        |       | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 261.3  | 325.3 | 0.80              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1959              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 58                | Agri., Forestry, Fisheries and Veterinary                  | 7.0    | 6.6   | 1.06              |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | 1.3    | 2.8   | 0.45              |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 35.7   | 35.9  | 1.00              |
| Election list quotas for women, local                        |        |       | -                 | Education  | 14.1   | 14.4  | 0.98              |
| Voluntary political party quotas                             |        |       | yes               | Engineering, Manuf. and Construction                       | 7.4    | 20.9  | 0.35              |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 9.6    | 4.2   | 2.27              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 1.1    | 1.3   | 0.79              |
| Average length of single life                                | 21.4   | 26.0  | 0.82              | Natural Sci., Mathematics and Statistics                   | 1.1    | 2.5   | 0.45              |
| Proportion married by age 25                                 | 65.8   | 28.2  | 2.33              | Services   | 0.0    | -     | -                 |
| Mean age of women at birth of first child                    |        |       | 28                | Social Sci., Journalism and Information                    | 2.2    | 0.8   | 2.75              |
| Average number of children per woman                         |        |       | 5.02              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | 25.00             | Mortality, children under age 5                            | 44.7   | 53.0  | <sup>1</sup> 0.84 |
| Potential support ratio                                      |        |       | 17                | Mortality, non-communicable diseases                       | 67.2   | 74.5  | <sup>1</sup> 0.90 |
| Total dependency ratio                                       |        |       | 93                | Mortality, infectious and parasitic diseases               | 57.1   | 74.8  | <sup>1</sup> 0.76 |
| Parity of parental rights in marriage                        |        |       | part              | Mortality, accidental injuries                             | 14.9   | 23.6  | <sup>1</sup> 0.63 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 2.3    | 5.5   | <sup>1</sup> 0.42 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | -                 |
|  |        |       |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 44.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | -                 |

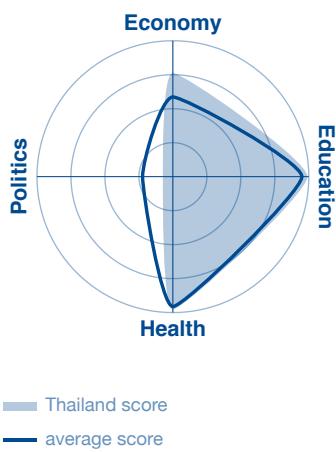
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Thailand

rank  
out of 149 countries **73**  
score  
0.00 = imparity  
1.00 = parity **0.702**



## SCORE AT GLANCE

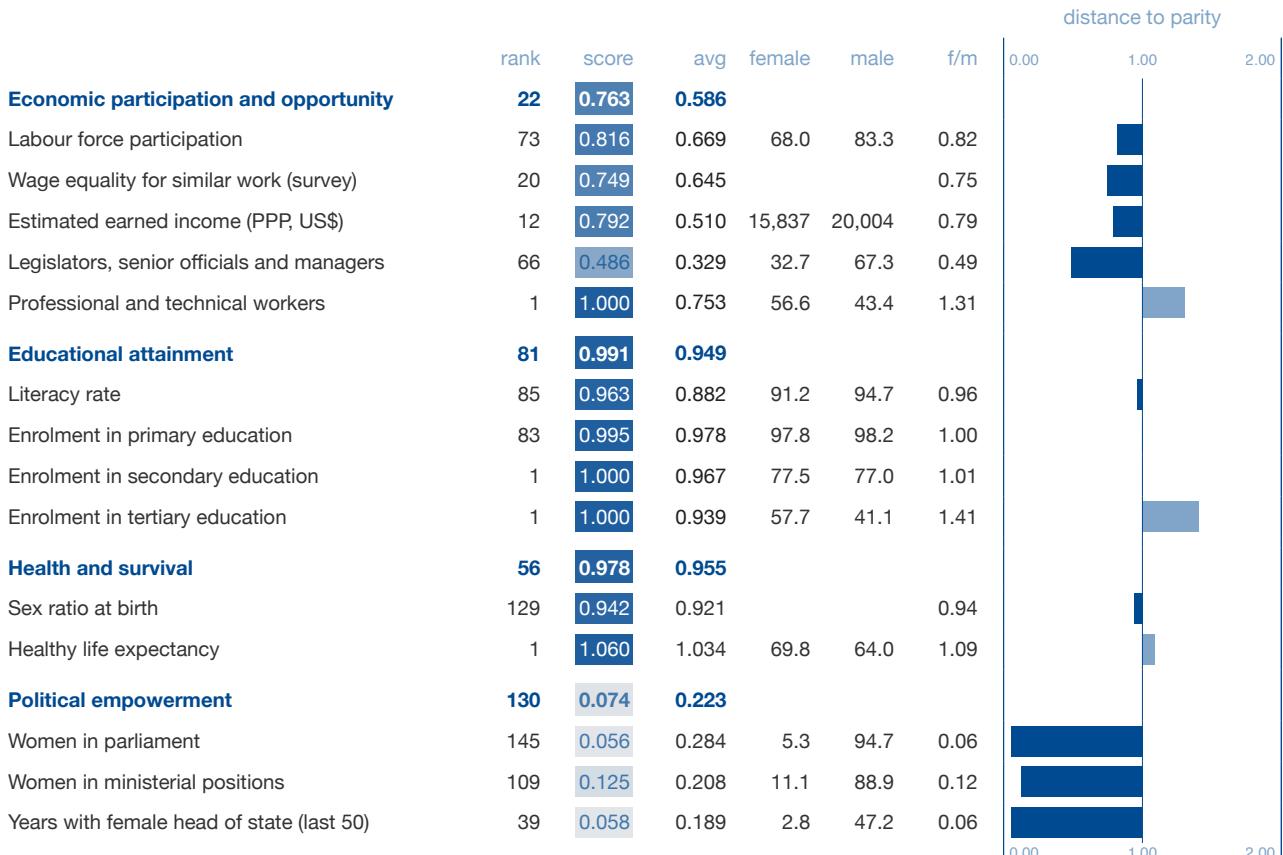


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 455.22    |
| GDP per capita (constant '11, intl. \$, PPP) | 16,278    |
| Total population (1,000s)                    | 68,863.51 |
| Population growth rate (%)                   | 0.23      |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | 66.15     |

|  | 2006      |              | 2018      |              |
|--|-----------|--------------|-----------|--------------|
|  | rank      | score        | rank      | score        |
| <b>Global Gender Gap score</b>         | <b>40</b> | <b>0.683</b> | <b>73</b> | <b>0.702</b> |
| Economic participation and opportunity | 13        | 0.722        | 22        | 0.763        |
| Educational attainment                 | 72        | 0.973        | 81        | 0.991        |
| Health and survival                    | 1         | 0.980        | 56        | 0.978        |
| Political empowerment                  | 89        | 0.058        | 130       | 0.074        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



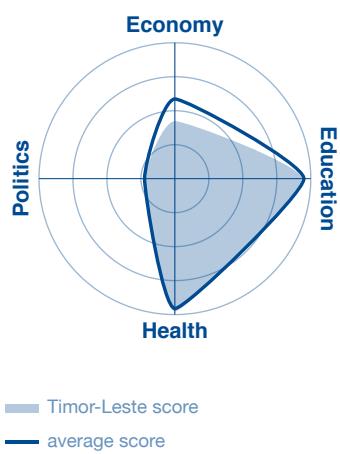
## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 18.5   | 9.2  | 2.02              | Length of maternity/paternity leave (days)                 | 90.0   | -     |       |
| Unemployed adults  | 0.2    | 0.2  | 0.95              | Wages paid during maternity/paternity leave                | 100.0  | -     |       |
| Discouraged job seekers                                      | 39.9   | 60.1 | 0.66              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | -     |       |
| High-skilled share of labour force                           | 8.9    | 6.8  | 1.32              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 9.6    | 8.4  | 1.15              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 25.1   | 12.4 | 2.02              |  |        |       |       |
| Own-account workers  | 27.0   | 36.2 | 0.75              |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 12.5   | 6.0   | 2.09  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.72 | Primary education attainment, adults                       | 62.1   | 69.7  | 0.89  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 95.4   | 96.2  | 0.99  |
| Firms with female (co-)owners                                |        |      | 1.81              | Primary education attainment, 65+                          | 75.8   | 86.5  | 0.88  |
| Firms with female top managers                               |        |      | 1.84              | Out-of-school youth  | 15.1   | 13.4  | 1.13  |
| Employers  | 1.3    | 12.4 | 0.11              | Secondary education attainment, adults                     | 31.9   | 33.5  | 0.95  |
| R&D personnel  | 25.9   | 74.1 | 0.35              | Secondary education attainment, 25-54                      | 50.8   | 53.0  | 0.96  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 8.1    | 17.3  | 0.47  |
| Hold an account at a financial institution                   | 75.4   | 81.2 | 0.93              | Tertiary education attainment, adults                      | 16.3   | 13.2  | 1.23  |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 22.6   | 18.2  | 1.24  |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 3.5    | 6.2   | 0.56  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 38.9   | 39.7  | 0.98  |
| Mean monthly earnings (1,000s, local curr.)                  | 13.7   | 13.9 | 0.99              |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Year women received right to vote                            |        |      | 1932              | Agri., Forestry, Fisheries and Veterinary                  | 2.8    | 3.4   | 0.80  |
| Years since any women received voting rights                 |        |      | 85                | Arts and Humanities  | 8.2    | 6.1   | 1.34  |
| Number of female heads of state to date                      |        |      | 1                 | Business, Admin. and Law                                   | 27.6   | 11.0  | 2.52  |
| Election list quotas for women, national                     |        |      | -                 | Education  | 9.1    | 5.1   | 1.79  |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 4.8    | 34.9  | 0.14  |
| Voluntary political party quotas                             |        |      | yes               | Health and Welfare   | 5.7    | 2.2   | 2.58  |
| Seats held in upper house                                    | -      | -    | -                 | Information and Comm. Technologies                         | 4.0    | 5.0   | 0.79  |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 5.3    | 3.2   | 1.65  |
| Average length of single life                                | 24.9   | 28.5 | 0.87              | Services   | 4.7    | 1.8   | 2.63  |
| Proportion married by age 25                                 | 40.3   | 22.7 | 1.77              | Social Sci., Journalism and Information                    | 17.2   | 15.0  | 1.15  |
| Mean age of women at birth of first child                    |        |      | 27                |  |        |       |       |
| Average number of children per woman                         |        |      | 1.48              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 3.00              | Mortality, children under age 5                            | 3.9    | 5.3   |       |
| Potential support ratio                                      |        |      | 7                 | Mortality, non-communicable diseases                       | 175.7  | 214.7 |       |
| Total dependency ratio                                       |        |      | 40                | Mortality, infectious and parasitic diseases               | 13.0   | 23.5  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 13.4   | 30.4  |       |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, intentional injuries, self-harm                 | 3.8    | 9.9   |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 44.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 99.60 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 93.40 |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

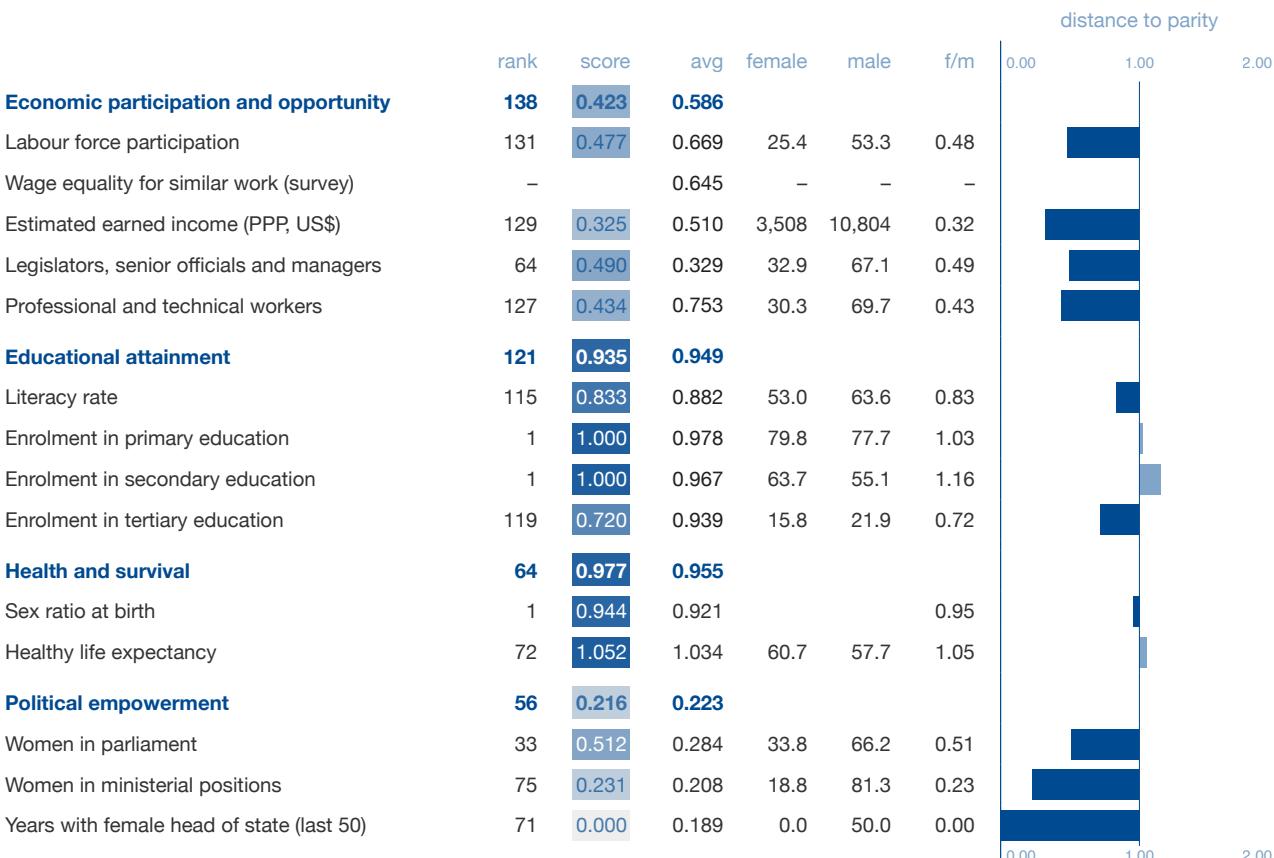


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 2.95     |
| GDP per capita (constant '11, intl. \$, PPP) | 6,570    |
| Total population (1,000s)                    | 1,268.67 |
| Population growth rate (%)                   | 2.14     |
| Population sex ratio (female/male)           | 0.97     |
| Human Capital Index score                    | -        |

|  | 2006 rank | 2006 score | 2018 rank  | 2018 score   |
|--|-----------|------------|------------|--------------|
| <b>Global Gender Gap score</b>         | -         | -          | <b>124</b> | <b>0.638</b> |
| Economic participation and opportunity | -         | -          | 138        | 0.423        |
| Educational attainment                 | -         | -          | 121        | 0.935        |
| Health and survival                    | -         | -          | 64         | 0.977        |
| Political empowerment                  | -         | -          | 56         | 0.216        |
| rank out of                            | 115       |            | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value |  | female | male  | value  |
|--|--------|------|-------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |      |       | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |      | yes   | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | -      | -    | -     | Length of maternity/paternity leave (days)                 | 84.0   | 5.0   |        |
| Unemployed adults  | 4.8    | 2.8  | 1.69  | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |        |
| Discouraged job seekers                                      | 60.7   | 39.3 | 1.55  | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | 57.2   | 52.1 | 1.10  | Provider of maternity/paternity leave benefits             | empl   | empl  |        |
| High-skilled share of labour force                           | 2.9    | 5.7  | 0.50  | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | -      | -    | -     | Government provides child allowance                        |        |       | no     |
| Contributing family workers                                  | 23.8   | 14.7 | 1.61  |  |        |       |        |
| Own-account workers  | 45.2   | 32.2 | 1.40  |  |        |       |        |
| Work, minutes per day  | -      | -    | -     |  |        |       |        |
| Proportion of unpaid work per day                            | -      | -    | -     |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male | value | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |      | no    | Out-of-school children                                     | 0.9    | 5.0   | 0.18   |
| Advancement of women to leadership roles                     |        |      | 2     | Primary education attainment, adults                       | -      | -     | -      |
| Boards of publicly traded companies                          | -      | -    | -     | Primary education attainment, 25-54                        | -      | -     | -      |
| Firms with female (co-)owners                                |        |      | 1.81  | Primary education attainment, 65+                          | -      | -     | -      |
| Firms with female top managers                               |        |      | 0.37  | Out-of-school youth  | 22.3   | 24.4  | 0.91   |
| Employers  | 1.7    | 14.7 | 0.12  | Secondary education attainment, adults                     | -      | -     | -      |
| R&D personnel  | -      | -    | -     | Secondary education attainment, 25-54                      | -      | -     | -      |
|  |        |      |       | Secondary education attainment, 65+                        | -      | -     | -      |
| <b>Access to Assets</b>                                      | female | male | value | Tertiary education attainment, adults                      | -      | -     | -      |
| Hold an account at a financial institution                   | -      | -    | -     | Tertiary education attainment, age 25-54                   | -      | -     | -      |
| Women's access to financial services                         |        |      | part  | Tertiary education attainment, age 65+                     | -      | -     | -      |
| Inheritance rights for daughters                             |        |      | part  | PhD graduates  | -      | -     | -      |
| Women's access to land use, control and ownership            |        |      | part  | Individuals using the internet                             | -      | -     | -      |
| Women's access to non-land assets use, control and ownership |        |      | part  |  |        |       |        |
| Mean monthly earnings (1,000s, local curr.)                  | 0.5    | 0.8  | 0.67  |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male | value | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Year women received right to vote                            |        |      | -     | Agri., Forestry, Fisheries and Veterinary                  | -      | -     | -      |
| Years since any women received voting rights                 |        |      | -     | Arts and Humanities  | -      | -     | -      |
| Number of female heads of state to date                      |        |      | 0     | Business, Admin. and Law                                   | -      | -     | -      |
| Election list quotas for women, national                     |        |      | 33    | Education  | -      | -     | -      |
| Election list quotas for women, local                        |        |      | -     | Engineering, Manuf. and Construction                       | -      | -     | -      |
| Voluntary political party quotas                             |        |      | no    | Health and Welfare   | -      | -     | -      |
| Seats held in upper house                                    | -      | -    | -     | Information and Comm. Technologies                         | -      | -     | -      |
|  |        |      |       | Natural Sci., Mathematics and Statistics                   | -      | -     | -      |
| <b>Family</b>  | female | male | value | Services   | -      | -     | -      |
| Average length of single life                                | 23.1   | 27.2 | 0.85  | Social Sci., Journalism and Information                    | -      | -     | -      |
| Proportion married by age 25                                 | 49.0   | 20.0 | 2.45  |  |        |       |        |
| Mean age of women at birth of first child                    |        |      | 30    | <b>Health</b>  | female | male  | value  |
| Average number of children per woman                         |        |      | 5.50  | Mortality, children under age 5                            | 1.2    | 1.5   | 1 0.80 |
| Women's unmet demand for family planning                     |        |      | 32.00 | Mortality, non-communicable diseases                       | 2.0    | 1.9   | 1 1.03 |
| Potential support ratio                                      |        |      | 15    | Mortality, infectious and parasitic diseases               | 0.6    | 1.1   | 1 0.58 |
| Total dependency ratio                                       |        |      | 90    | Mortality, accidental injuries                             | 0.2    | 0.4   | 1 0.49 |
| Parity of parental rights in marriage                        |        |      | part  | Mortality, intentional injuries, self-harm                 | 0.0    | 0.1   | 1 0.38 |
| Parity of parental rights after divorce                      |        |      | part  | Mortality, childbirth                                      |        |       | 1 215  |
|  |        |      |       | Legislation on domestic violence                           |        |       | yes    |
|  |        |      |       | Prevalence of gender violence in lifetime                  |        |       | 35.0   |
|  |        |      |       | Law permits abortion to preserve a woman's physical health |        |       | no     |
|  |        |      |       | Births attended by skilled health personnel                |        |       | 29.30  |
|  |        |      |       | Antenatal care, at least four visits                       |        |       | 55.10  |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

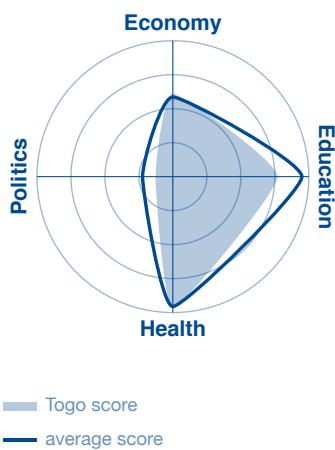
# Togo

rank  
out of 149 countries **134**

score  
0.00 = impartiality  
1.00 = parity **0.618**



## SCORE AT GLANCE

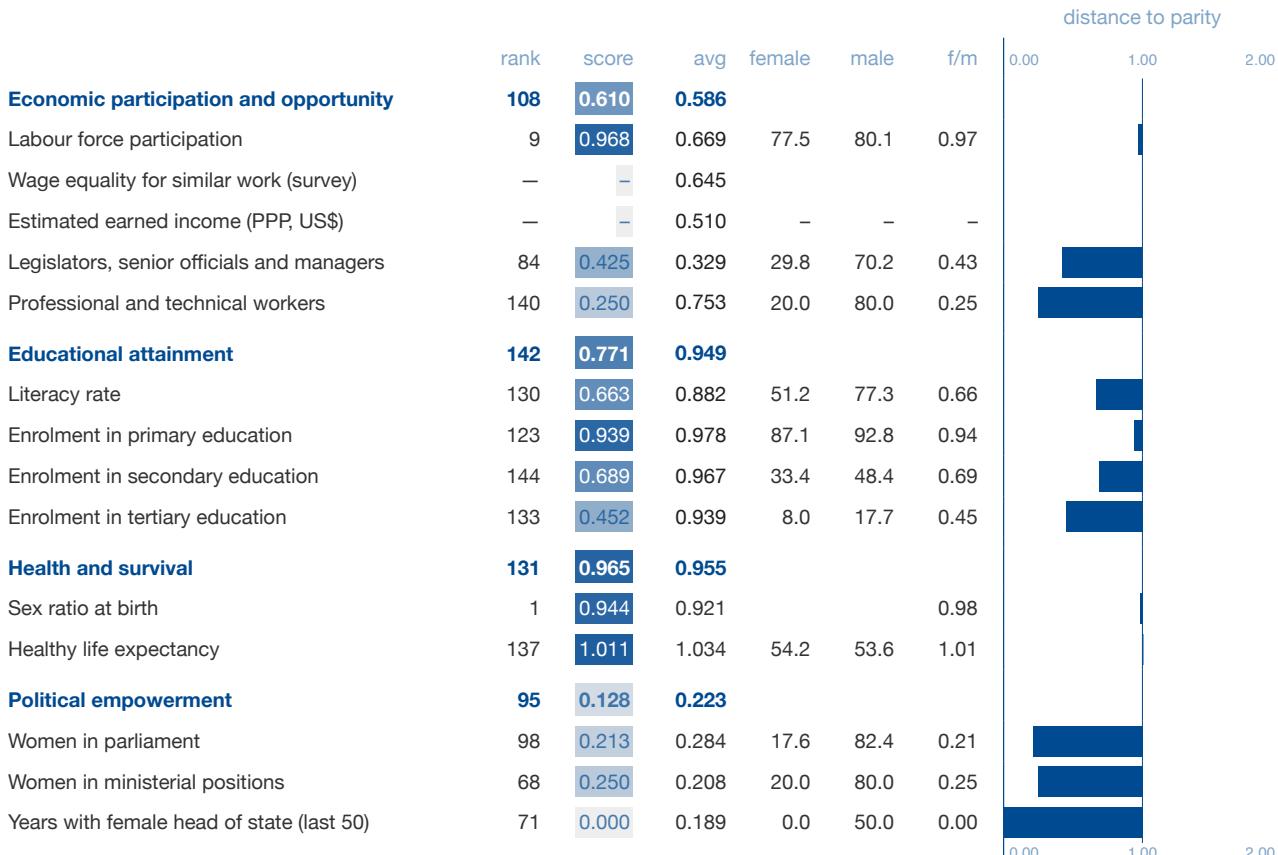


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 4.81     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,430    |
| Total population (1,000s)                    | 7,416.80 |
| Population growth rate (%)                   | 2.47     |
| Population sex ratio (female/male)           | 1.01     |
| Human Capital Index score                    | -        |

|  | rank | score | rank | score |
|--|------|-------|------|-------|
| Global Gender Gap score                | —    | —     | 134  | 0.618 |
| Economic participation and opportunity | —    | —     | 108  | 0.610 |
| Educational attainment                 | —    | —     | 142  | 0.771 |
| Health and survival                    | —    | —     | 131  | 0.965 |
| Political empowerment                  | —    | —     | 95   | 0.128 |
| rank out of                            |      | 115   |      | 149   |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value          |  | female | male | value            |
|--|--------|-------|----------------|--|--------|------|------------------|
| <b>Workforce Participation</b>                               |        |       |                | <b>Care</b>  |        |      |                  |
| Non-discrimination laws, hiring women                        |        |       | no             | Length of parental leave (days)                            |        |      | -                |
| Youth not in employment or education                         | 15.7   | 7.2   | 2.16           | Length of maternity/paternity leave (days)                 | -      | -    |                  |
| Unemployed adults  | -      | -     | -              | Wages paid during maternity/paternity leave                | -      | -    |                  |
| Discouraged job seekers                                      | -      | -     | -              | Provider of parental leave benefits                        |        |      | -                |
| Workers in informal employment                               | -      | -     | -              | Provider of maternity/paternity leave benefits             | -      | -    |                  |
| High-skilled share of labour force                           | 0.6    | 3.2   | 0.18           | Government supports or provides childcare                  |        |      | no               |
| Workers employed part-time                                   | -      | -     | -              | Government provides child allowance                        |        |      | yes              |
| Contributing family workers                                  | -      | -     | -              |  |        |      |                  |
| Own-account workers  | -      | -     | -              |  |        |      |                  |
| Work, minutes per day  | -      | -     | -              |  |        |      |                  |
| Proportion of unpaid work per day                            | -      | -     | -              |  |        |      |                  |
| <b>Economic Leadership</b>                                   | female | male  | value          | <b>Education and Skills</b>                                | female | male | value            |
| Law mandates equal pay                                       |        |       | yes            | Out-of-school children                                     | 10.2   | 3.8  | 2.72             |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> - | Primary education attainment, adults                       | 17.8   | 46.9 | 0.38             |
| Boards of publicly traded companies                          | -      | -     | -              | Primary education attainment, 25-54                        | 60.7   | 84.7 | 0.72             |
| Firms with female (co-)owners                                |        |       | 0.34           | Primary education attainment, 65+                          | 8.6    | 42.3 | 0.20             |
| Firms with female top managers                               |        |       | 0.13           | Out-of-school youth  | 85.9   | 63.8 | 1.34             |
| Employers  | -      | -     | -              | Secondary education attainment, adults                     | 3.0    | 17.4 | 0.17             |
| R&D personnel  | 15.9   | 84.1  | 0.19           | Secondary education attainment, 25-54                      | -      | -    | -                |
| <b>Access to Assets</b>                                      | female | male  | value          | Secondary education attainment, 65+                        | 1.5    | 13.4 | 0.11             |
| Hold an account at a financial institution                   | -      | -     | -              | Tertiary education attainment, adults                      | -      | -    | -                |
| Women's access to financial services                         |        |       | part           | Tertiary education attainment, age 25-54                   | 1.8    | 5.4  | 0.33             |
| Inheritance rights for daughters                             |        |       | part           | Tertiary education attainment, age 65+                     | 0.1    | 2.5  | 0.03             |
| Women's access to land use, control and ownership            |        |       | part           | PhD graduates  | -      | -    | -                |
| Women's access to non-land assets use, control and ownership |        |       | part           | Individuals using the internet                             | -      | -    | -                |
| Mean monthly earnings (1,000s, local curr.)                  | 85.2   | 126.6 | 0.67           |  |        |      |                  |
| <b>Political Leadership</b>                                  | female | male  | value          |  |        |      |                  |
| Year women received right to vote                            |        |       | 1945           | <b>Graduates by Degree Type</b>                            | female | male | value            |
| Years since any women received voting rights                 |        |       | 72             | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -                |
| Number of female heads of state to date                      | 0.0    |       | -              | Arts and Humanities  | -      | -    | -                |
| Election list quotas for women, national                     |        |       | 50             | Business, Admin. and Law                                   | -      | -    | -                |
| Election list quotas for women, local                        |        |       | -              | Education  | -      | -    | -                |
| Voluntary political party quotas                             |        |       | -              | Engineering, Manuf. and Construction                       | -      | -    | -                |
| Seats held in upper house                                    | -      | -     | -              | Health and Welfare   | -      | -    | -                |
| <b>Family</b>  | female | male  | value          | Information and Comm. Technologies                         | -      | -    | -                |
| Average length of single life                                | -      | -     | -              | Natural Sci., Mathematics and Statistics                   | -      | -    | -                |
| Proportion married by age 25                                 | -      | -     | -              | Services   | -      | -    | -                |
| Mean age of women at birth of first child                    | 28.9   |       | -              | Social Sci., Journalism and Information                    | -      | -    | -                |
| Average number of children per woman                         |        |       | 4.45           | <b>Health</b>  | female | male | value            |
| Women's unmet demand for family planning                     |        |       | 37.00          | Mortality, children under age 5                            | -      | -    | 1 -              |
| Potential support ratio                                      |        |       | -              | Mortality, non-communicable diseases                       | -      | -    | 1 -              |
| Total dependency ratio                                       |        |       | -              | Mortality, infectious and parasitic diseases               | -      | -    | 1 -              |
| Parity of parental rights in marriage                        |        |       | part           | Mortality, accidental injuries                             | -      | -    | 1 -              |
| Parity of parental rights after divorce                      |        |       | part           | Mortality, intentional injuries, self-harm                 | -      | -    | 1 -              |
|  |        |       |                | Mortality, childbirth                                      |        |      | <sup>1</sup> 368 |
|  |        |       |                | Legislation on domestic violence                           |        |      | no               |
|  |        |       |                | Prevalence of gender violence in lifetime                  |        |      | -                |
|  |        |       |                | Law permits abortion to preserve a woman's physical health |        |      | yes              |
|  |        |       |                | Births attended by skilled health personnel                |        |      | 44.60            |
|  |        |       |                | Antenatal care, at least four visits                       |        |      | 57.20            |

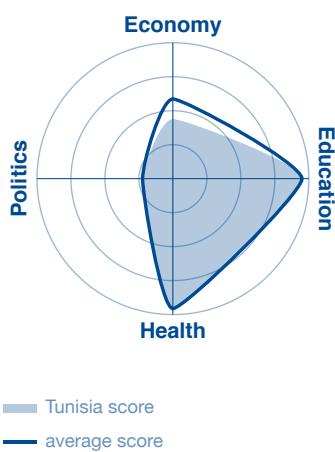
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Tunisia

rank  
out of 149 countries **119**  
  
score  
0.00 = impartiality  
1.00 = parity **0.648**



## SCORE AT GLANCE

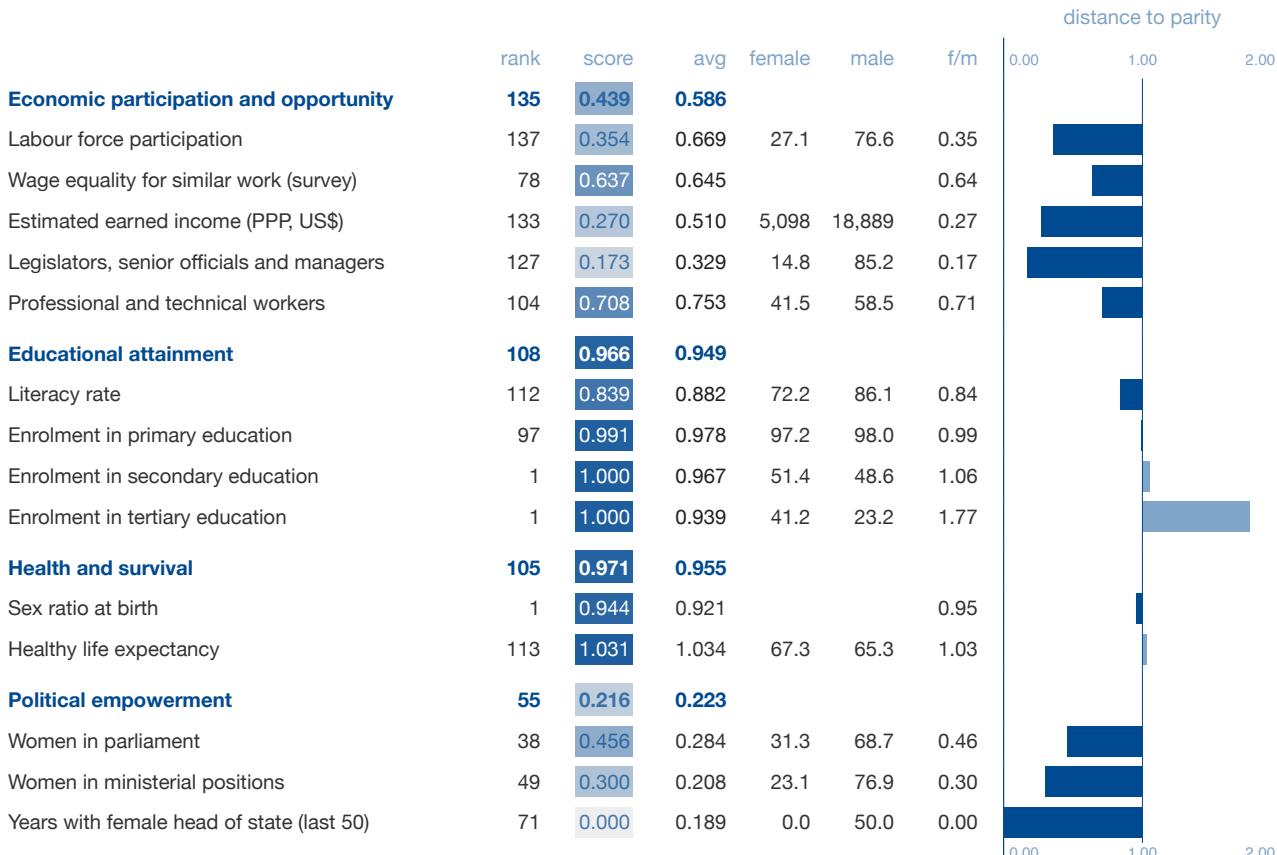


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 40.26     |
| GDP per capita (constant '11, intl. \$, PPP) | 10,849    |
| Total population (1,000s)                    | 11,403.25 |
| Population growth rate (%)                   | 1.11      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 50.76     |

|  |           | 2006         | 2018       |
|--|-----------|--------------|------------|
|  | rank      | score        | rank       |
| <b>Global Gender Gap score</b>         | <b>90</b> | <b>0.629</b> | <b>119</b> |
| Economic participation and opportunity | 97        | 0.480        | 135        |
| Educational attainment                 | 76        | 0.959        | 108        |
| Health and survival                    | 98        | 0.966        | 105        |
| Political empowerment                  | 53        | 0.110        | 55         |
| rank out of                            | 115       |              | 149        |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 30.0   | 1.0   |                   |
| Unemployed adults  | 22.2   | 12.5 | 1.78              | Wages paid during maternity/paternity leave                | 67.0   | 100.0 |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | gov    | gov   |                   |
| High-skilled share of labour force                           | 8.2    | 10.2 | 0.81              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |       | yes               |
| Contributing family workers                                  | 6.5    | 3.3  | 1.99              |  |        |       |                   |
| Own-account workers  | 10.3   | 19.6 | 0.52              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 1.7    | 1.0   | 1.68              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.62 | Primary education attainment, adults                       | 64.7   | 85.2  | 0.76              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 64.4   | 64.4  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.98              | Primary education attainment, 65+                          | 5.8    | 23.2  | 0.25              |
| Firms with female top managers                               |        |      | 0.09              | Out-of-school youth  | -      | -     | -                 |
| Employers  | 2.6    | 3.3  | 0.79              | Secondary education attainment, adults                     | -      | -     | -                 |
| R&D personnel  | 58.3   | 41.7 | 1.40              | Secondary education attainment, 25-54                      | 28.0   | 31.9  | 0.88              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 1.5    | 7.3   | 0.21              |
| Hold an account at a financial institution                   | 20.5   | 34.1 | 0.60              | Tertiary education attainment, adults                      | -      | -     | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 9.0    | 11.0  | 0.82              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.3    | 2.0   | 0.16              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1959              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 58                | Agri., Forestry, Fisheries and Veterinary                  | 1.4    | 1.1   | 1.35              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 18.9   | 9.3   | 2.03              |
| Election list quotas for women, national                     |        |      | 50                | Business, Admin. and Law                                   | 22.0   | 18.1  | 1.21              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 0.4    | 0.3   | 1.57              |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 10.3   | 28.8  | 0.36              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 10.4   | 6.1   | 1.70              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 14.9   | 22.1  | 0.68              |
| Average length of single life                                | 28.7   | 32.6 | 0.88              | Natural Sci., Mathematics and Statistics                   | 12.0   | 6.0   | 2.00              |
| Proportion married by age 25                                 | 16.4   | 2.3  | 7.13              | Services   | 2.4    | 4.4   | 0.55              |
| Mean age of women at birth of first child                    |        |      | 31                | Social Sci., Journalism and Information                    | 6.5    | 3.9   | 1.65              |
| Average number of children per woman                         |        |      | 2.20              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 7.00              | Mortality, children under age 5                            | 1.3    | 1.6   | <sup>1</sup> 0.79 |
| Potential support ratio                                      |        |      | 9                 | Mortality, non-communicable diseases                       | 28.3   | 33.2  | <sup>1</sup> 0.85 |
| Total dependency ratio                                       |        |      | 46                | Mortality, infectious and parasitic diseases               | 0.4    | 0.5   | <sup>1</sup> 0.69 |
| Parity of parental rights in marriage                        |        |      | part              | Mortality, accidental injuries                             | 1.4    | 2.9   | <sup>1</sup> 0.47 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.3    | 0.6   | <sup>1</sup> 0.51 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 62   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 20.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | 73.60             |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 85.10             |

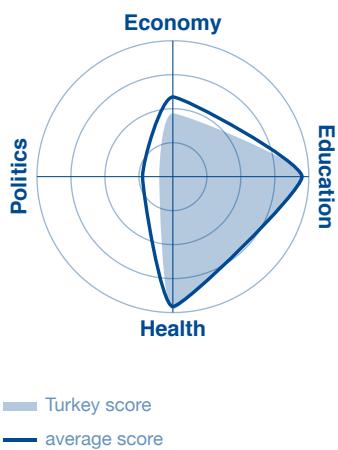
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Turkey

rank  
out of 149 countries **130**  
score  
0.00 = imparity  
1.00 = parity **0.628**



## SCORE AT GLANCE

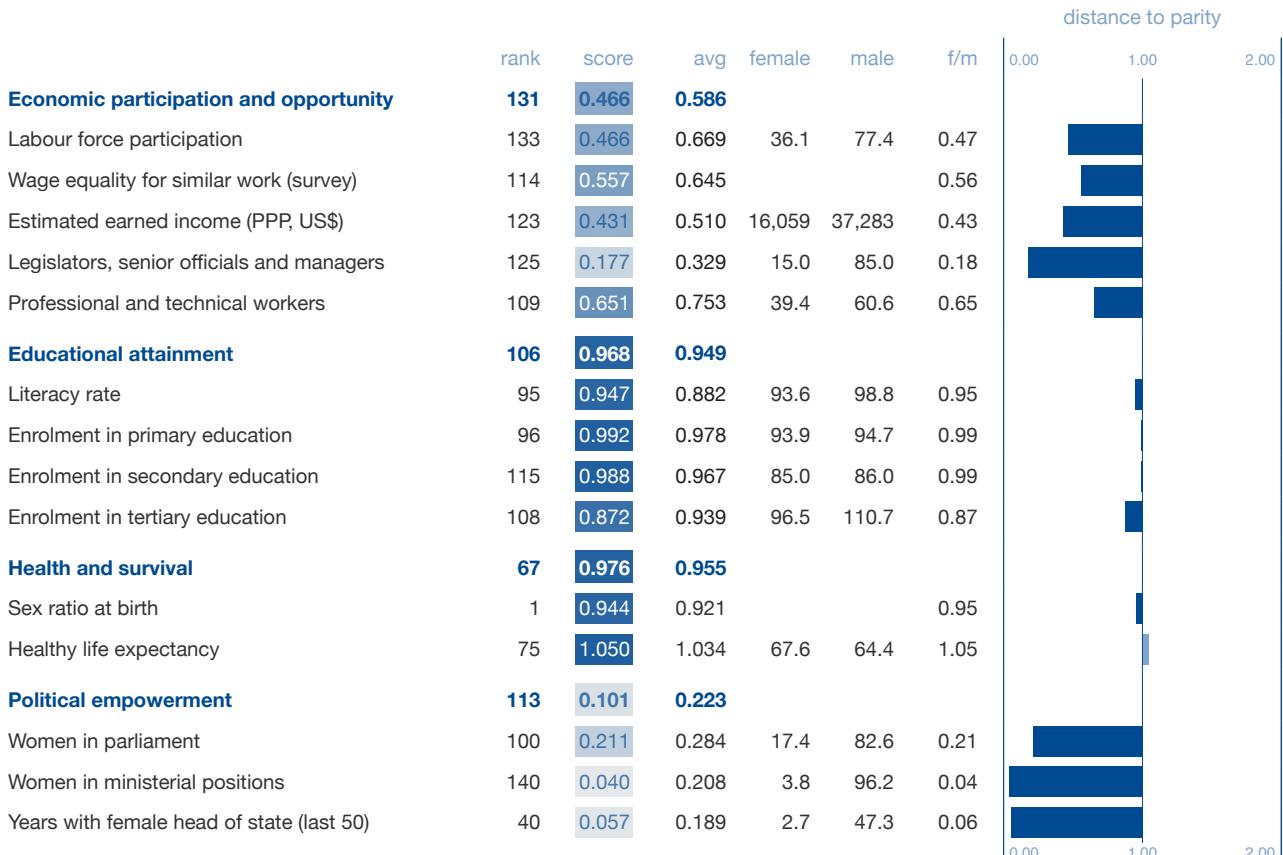


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 851.10    |
| GDP per capita (constant '11, intl. \$, PPP) | 25,129    |
| Total population (1,000s)                    | 79,512.43 |
| Population growth rate (%)                   | 1.49      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 60.33     |

|  | rank       | 2006         | rank       | 2018         |
|--|------------|--------------|------------|--------------|
|  |            | score        |            | score        |
| <b>Global Gender Gap score</b>         | <b>105</b> | <b>0.585</b> | <b>130</b> | <b>0.628</b> |
| Economic participation and opportunity | 106        | 0.434        | 131        | 0.466        |
| Educational attainment                 | 92         | 0.885        | 106        | 0.968        |
| Health and survival                    | 85         | 0.969        | 67         | 0.976        |
| Political empowerment                  | 96         | 0.052        | 113        | 0.101        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value  |
|--|--------|-------|--------|--|--------|-------|--------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |        |
| Non-discrimination laws, hiring women                        |        |       | no     | Length of parental leave (days)                            |        |       | -      |
| Youth not in employment or education                         | 33.7   | 14.1  | 2.39   | Length of maternity/paternity leave (days)                 | 112.0  | -     |        |
| Unemployed adults  | 13.6   | 9.6   | 1.43   | Wages paid during maternity/paternity leave                | 67.0   | -     |        |
| Discouraged job seekers                                      | 42.3   | 57.7  | 0.73   | Provider of parental leave benefits                        |        |       | -      |
| Workers in informal employment                               | -      | -     | -      | Provider of maternity/paternity leave benefits             | gov    | -     |        |
| High-skilled share of labour force                           | 9.0    | 13.5  | 0.66   | Government supports or provides childcare                  |        |       | yes    |
| Workers employed part-time                                   | 25.7   | 12.6  | 2.04   | Government provides child allowance                        |        |       | yes    |
| Contributing family workers                                  | 26.4   | 4.6   | 5.77   |  |        |       |        |
| Own-account workers  | 8.8    | 20.1  | 0.44   |  |        |       |        |
| Work, minutes per day  | 500.3  | 476.7 | 1.05   |  |        |       |        |
| Proportion of unpaid work per day                            | 75.3   | 24.4  | 3.08   |  |        |       |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value  |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 6.2    | 5.3   | 1.16   |
| Advancement of women to leadership roles                     |        |       | 2 0.50 | Primary education attainment, adults                       | 82.0   | 94.7  | 0.87   |
| Boards of publicly traded companies                          | 12.0   | 88.0  | 0.14   | Primary education attainment, 25-54                        | 86.8   | 94.2  | 0.92   |
| Firms with female (co-)owners                                |        |       | 0.34   | Primary education attainment, 65+                          | 43.4   | 79.1  | 0.55   |
| Firms with female top managers                               |        |       | 0.06   | Out-of-school youth  | 15.4   | 13.5  | 1.14   |
| Employers  | 1.3    | 4.6   | 0.29   | Secondary education attainment, adults                     | 30.4   | 43.8  | 0.69   |
| R&D personnel  | 30.2   | 69.8  | 0.43   | Secondary education attainment, 25-54                      | 40.1   | 57.5  | 0.70   |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, 65+                        | 10.1   | 24.9  | 0.40   |
| Hold an account at a financial institution                   | 44.3   | 69.0  | 0.64   | Tertiary education attainment, adults                      | -      | -     | -      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 25-54                   | 10.6   | 13.7  | 0.77   |
| Inheritance rights for daughters                             |        |       | yes    | Tertiary education attainment, age 65+                     | 2.8    | 9.2   | 0.30   |
| Women's access to land use, control and ownership            |        |       | yes    | PhD graduates  | 0.3    | 0.4   | 0.73   |
| Women's access to non-land assets use, control and ownership |        |       | yes    | Individuals using the internet                             | 44.0   | 63.5  | 0.69   |
| Mean monthly earnings (1,000s, local curr.)                  | 2.3    | 2.3   | 1.01   |  |        |       |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |        |       |        |
| Year women received right to vote                            |        |       | 1930   | <b>Graduates by Degree Type</b>                            | female | male  | value  |
| Years since any women received voting rights                 |        |       | 87     | Agri., Forestry, Fisheries and Veterinary                  | 2.3    | 2.9   | 0.80   |
| Number of female heads of state to date                      |        |       | 1      | Arts and Humanities  | 13.8   | 8.1   | 1.71   |
| Election list quotas for women, national                     |        |       | -      | Business, Admin. and Law                                   | 36.6   | 40.0  | 0.91   |
| Election list quotas for women, local                        |        |       | -      | Education  | 13.5   | 7.4   | 1.83   |
| Voluntary political party quotas                             |        |       | yes    | Engineering, Manuf. and Construction                       | 7.4    | 19.4  | 0.38   |
| Seats held in upper house                                    | -      | -     | -      | Health and Welfare   | 8.9    | 4.2   | 2.09   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.6    | 2.9   | 0.54   |
| Average length of single life                                | 24.2   | 28.1  | 0.86   | Natural Sci., Mathematics and Statistics                   | 5.2    | 3.7   | 1.42   |
| Proportion married by age 25                                 | 41.4   | 11.0  | 3.75   | Services   | 2.6    | 4.7   | 0.56   |
| Mean age of women at birth of first child                    |        |       | 29     | Social Sci., Journalism and Information                    | 7.8    | 6.7   | 1.17   |
| Average number of children per woman                         |        |       | 2.05   | <b>Health</b>  | female | male  | value  |
| Women's unmet demand for family planning                     |        |       | 6.00   | Mortality, children under age 5                            | 8.5    | 10.5  | 1 0.81 |
| Potential support ratio                                      |        |       | 8      | Mortality, non-communicable diseases                       | 180.7  | 211.0 | 1 0.86 |
| Total dependency ratio                                       |        |       | 50     | Mortality, infectious and parasitic diseases               | 2.1    | 2.7   | 1 0.77 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 5.6    | 15.2  | 1 0.37 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 2.2    | 6.7   | 1 0.32 |
|  |        |       |        | Mortality, childbirth                                      |        |       | 1 16   |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 42.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes    |
|  |        |       |        | Births attended by skilled health personnel                |        |       | 97.40  |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | 88.90  |

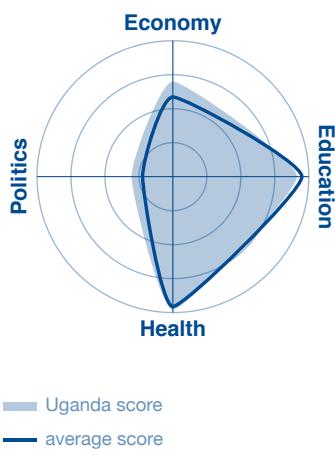
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Uganda

rank  
out of 149 countries **43**  
score  
0.00 = imparity  
1.00 = parity **0.724**



## SCORE AT GLANCE

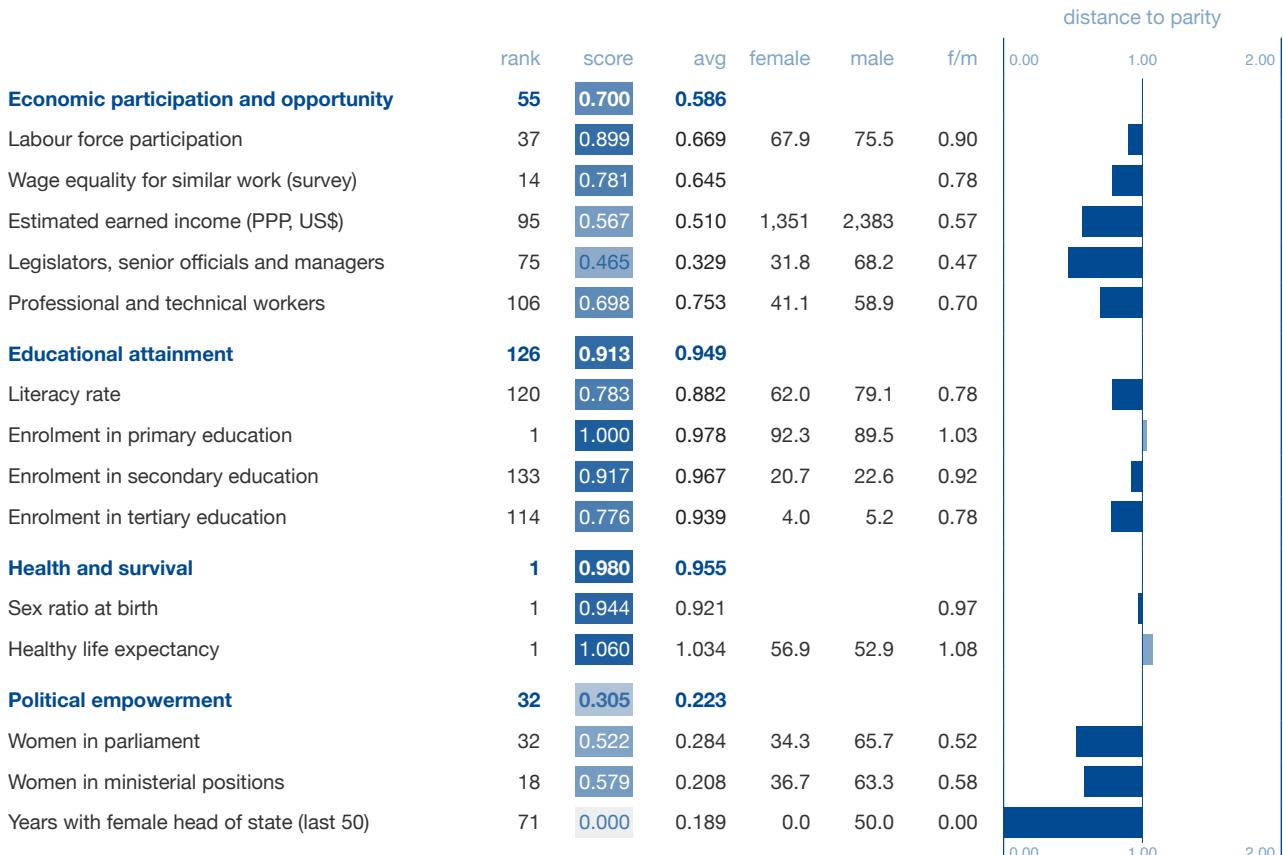


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 25.89     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,698     |
| Total population (1,000s)                    | 41,487.97 |
| Population growth rate (%)                   | 3.25      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 58.73     |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>47</b> | <b>0.680</b> | <b>43</b> | <b>0.724</b> |
| Economic participation and opportunity | 28        | 0.677        | 55        | 0.700        |
| Educational attainment                 | 98        | 0.859        | 126       | 0.913        |
| Health and survival                    | 60        | 0.976        | 1         | 0.980        |
| Political empowerment                  | 22        | 0.207        | 32        | 0.305        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value             | <b>Care</b>  | female | male  | value             |
|--|--------|-------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |       | no                | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 8.4    | 3.3   | 2.53              | Length of maternity/paternity leave (days)                 | 84.0   | 4.0   |                   |
| Unemployed adults  | 2.4    | 1.4   | 1.78              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 72.2   | 27.8  | 2.60              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 86.2   | 81.3  | 1.06              | Provider of maternity/paternity leave benefits             | empl   | empl  |                   |
| High-skilled share of labour force                           | 2.4    | 3.8   | 0.62              | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 57.3   | 47.0  | 1.22              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 30.2   | 22.8  | 1.32              |  |        |       |                   |
| Own-account workers  | 55.4   | 49.3  | 1.12              |  |        |       |                   |
| Work, minutes per day  | -      | -     | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -     | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male  | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |       | yes               | Out-of-school children                                     | 4.7    | 7.7   | 0.62              |
| Advancement of women to leadership roles                     |        |       | <sup>2</sup> 0.69 | Primary education attainment, adults                       | 24.0   | 42.3  | 0.57              |
| Boards of publicly traded companies                          | -      | -     | -                 | Primary education attainment, 25-54                        | 85.1   | 94.4  | 0.90              |
| Firms with female (co-)owners                                |        |       | 0.36              | Primary education attainment, 65+                          | 31.9   | 76.7  | 0.42              |
| Firms with female top managers                               |        |       | 0.18              | Out-of-school youth  | 78.4   | 71.8  | 1.09              |
| Employers  | 0.8    | 22.8  | 0.04              | Secondary education attainment, adults                     | 6.3    | 13.9  | 0.46              |
| R&D personnel  | 27.7   | 72.3  | 0.38              | Secondary education attainment, 25-54                      | 24.0   | 35.0  | 0.69              |
| <b>Access to Assets</b>                                      | female | male  | value             | Secondary education attainment, 65+                        | 4.4    | 19.9  | 0.22              |
| Hold an account at a financial institution                   | 23.1   | 32.5  | 0.71              | Tertiary education attainment, adults                      | 1.1    | 2.3   | 0.49              |
| Women's access to financial services                         |        |       | part              | Tertiary education attainment, age 25-54                   | 6.8    | 11.2  | 0.61              |
| Inheritance rights for daughters                             |        |       | part              | Tertiary education attainment, age 65+                     | 1.3    | 6.5   | 0.19              |
| Women's access to land use, control and ownership            |        |       | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |       | part              | Individuals using the internet                             | -      | -     | -                 |
| Mean monthly earnings (1,000s, local curr.)                  | 151.2  | 238.8 | 0.63              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male  | value             |  |        |       |                   |
| Year women received right to vote                            |        |       | 1962              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |       | 55                | Agri., Forestry, Fisheries and Veterinary                  | 1.1    | 3.6   | 0.30              |
| Number of female heads of state to date                      |        |       | 0                 | Arts and Humanities  | 5.6    | 5.4   | 1.05              |
| Election list quotas for women, national                     |        |       | -                 | Business, Admin. and Law                                   | 26.9   | 25.8  | 1.04              |
| Election list quotas for women, local                        |        |       | -                 | Education  | 33.6   | 35.6  | 0.94              |
| Voluntary political party quotas                             |        |       | no                | Engineering, Manuf. and Construction                       | 5.3    | 9.6   | 0.55              |
| Seats held in upper house                                    | -      | -     | -                 | Health and Welfare   | 4.4    | 4.1   | 1.07              |
| <b>Family</b>  | female | male  | value             | Information and Comm. Technologies                         | 0.8    | 1.1   | 0.71              |
| Average length of single life                                | 20.1   | 24.0  | 0.84              | Natural Sci., Mathematics and Statistics                   | 1.4    | 2.6   | 0.56              |
| Proportion married by age 25                                 | 77.8   | 39.2  | 1.98              | Services   | 3.5    | 0.8   | 4.15              |
| Mean age of women at birth of first child                    |        |       | 28                | Social Sci., Journalism and Information                    | 13.8   | 9.8   | 1.41              |
| Average number of children per woman                         |        |       | 5.59              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |       | 34.00             | Mortality, children under age 5                            | 38.1   | 47.3  | <sup>1</sup> 0.81 |
| Potential support ratio                                      |        |       | 23                | Mortality, non-communicable diseases                       | 48.5   | 51.9  | <sup>1</sup> 0.93 |
| Total dependency ratio                                       |        |       | 101               | Mortality, infectious and parasitic diseases               | 41.2   | 45.6  | <sup>1</sup> 0.90 |
| Parity of parental rights in marriage                        |        |       | part              | Mortality, accidental injuries                             | 9.1    | 17.9  | <sup>1</sup> 0.51 |
| Parity of parental rights after divorce                      |        |       | yes               | Mortality, intentional injuries, self-harm                 | 2.0    | 7.1   | <sup>1</sup> 0.28 |
|  |        |       |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 343  |
|  |        |       |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |       |                   | Prevalence of gender violence in lifetime                  |        |       | 51.0              |
|  |        |       |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |       |                   | Births attended by skilled health personnel                |        |       | 57.40             |
|  |        |       |                   | Antenatal care, at least four visits                       |        |       | 47.60             |

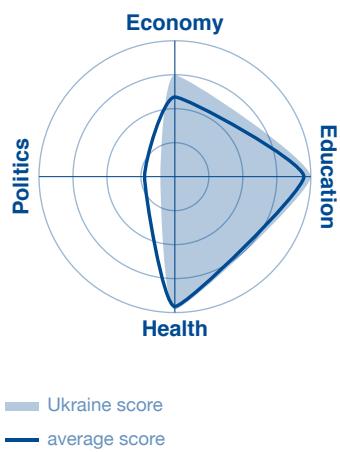
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Ukraine

rank  
out of 149 countries **65**  
score  
0.00 = imparity  
1.00 = parity **0.708**



## SCORE AT GLANCE

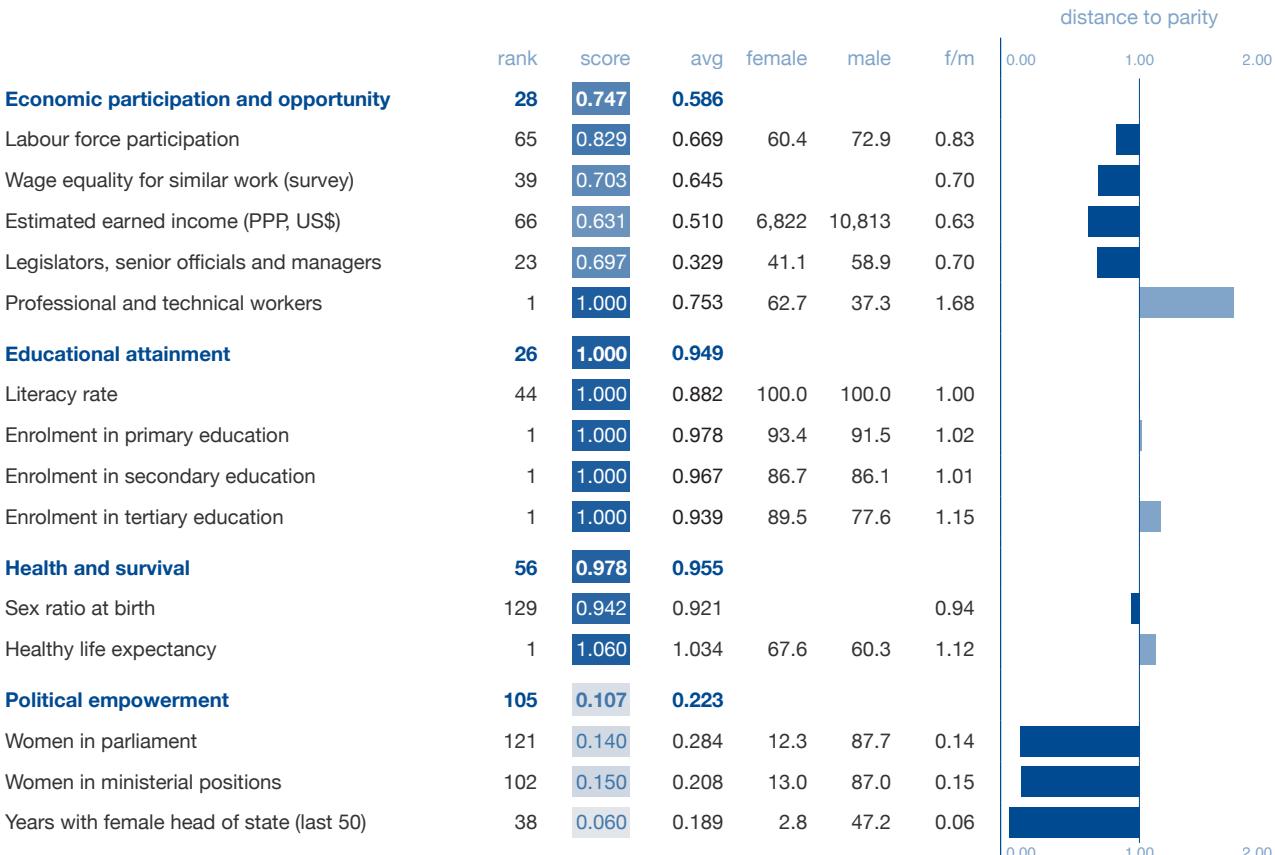


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 112.15    |
| GDP per capita (constant '11, intl. \$, PPP) | 7,894     |
| Total population (1,000s)                    | 44,438.63 |
| Population growth rate (%)                   | -0.49     |
| Population sex ratio (female/male)           | 1.16      |
| Human Capital Index score                    | 71.27     |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 24   | 0.691 | 28   | 0.747 |
| Educational attainment                 | 25   | 0.998 | 26   | 1.000 |
| Health and survival                    | 1    | 0.980 | 56   | 0.978 |
| Political empowerment                  | 97   | 0.050 | 105  | 0.107 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



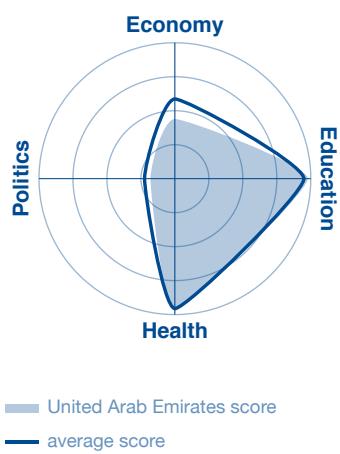
## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | 1039  |
| Youth not in employment or education                         | 20.5   | 14.9 | 1.37              | Length of maternity/paternity leave (days)                 | 126.0  | 0.0   |       |
| Unemployed adults  | 8.1    | 10.1 | 0.80              | Wages paid during maternity/paternity leave                | 100.0  | –     |       |
| Discouraged job seekers                                      | 44.1   | 55.9 | 0.79              | Provider of parental leave benefits                        |        |       | gov   |
| Workers in informal employment                               | –      | –    | –                 | Provider of maternity/paternity leave benefits             | gov    | –     |       |
| High-skilled share of labour force                           | 28.9   | 23.4 | 1.23              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 13.9   | 6.0  | 2.32              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 0.3    | 0.2  | 1.20              |  |        |       |       |
| Own-account workers  | 12.9   | 15.9 | 0.81              |  |        |       |       |
| Work, minutes per day  | –      | –    | –                 |  |        |       |       |
| Proportion of unpaid work per day                            | –      | –    | –                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 2.4    | 4.5   | 0.54  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.69 | Primary education attainment, adults                       | 96.0   | 98.7  | 0.97  |
| Boards of publicly traded companies                          | –      | –    | –                 | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Firms with female (co-)owners                                |        |      | 0.46              | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00  |
| Firms with female top managers                               |        |      | 0.23              | Out-of-school youth  | 4.6    | 7.6   | 0.61  |
| Employers  | 0.7    | 0.2  | 3.20              | Secondary education attainment, adults                     | 71.1   | 78.4  | 0.91  |
| R&D personnel  | 47.7   | 52.3 | 0.91              | Secondary education attainment, 25-54                      | 99.3   | 98.8  | 1.01  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 86.7   | 91.7  | 0.94  |
| Hold an account at a financial institution                   | 51.7   | 54.0 | 0.96              | Tertiary education attainment, adults                      | –      | –     | –     |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 25.1   | 19.1  | 1.31  |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 14.3   | 19.1  | 0.75  |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | –      | –     | –     |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 44.6   | 48.2  | 0.93  |
| Mean monthly earnings (1,000s, local curr.)                  | 3.6    | 4.8  | 0.75              |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |       |
| Year women received right to vote                            |        |      | 1919              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 98                | Agri., Forestry, Fisheries and Veterinary                  | 2.2    | 3.7   | 0.58  |
| Number of female heads of state to date                      |        |      | 1                 | Arts and Humanities  | 11.7   | 3.6   | 3.28  |
| Election list quotas for women, national                     |        |      | –                 | Business, Admin. and Law                                   | 37.0   | 26.2  | 1.41  |
| Election list quotas for women, local                        |        |      | –                 | Education  | 8.5    | 2.2   | 3.83  |
| Voluntary political party quotas                             |        |      | –                 | Engineering, Manuf. and Construction                       | 10.5   | 34.4  | 0.31  |
| Seats held in upper house                                    | 16.5   | 83.5 | 0.20              | Health and Welfare   | 10.6   | 3.2   | 3.31  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.0    | 4.5   | 0.23  |
| Average length of single life                                | 23.0   | 26.4 | 0.87              | Natural Sci., Mathematics and Statistics                   | 3.2    | 1.8   | 1.77  |
| Proportion married by age 25                                 | 53.4   | 22.7 | 2.35              | Services   | 5.7    | 12.9  | 0.44  |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 7.1    | 3.0   | 2.39  |
| Average number of children per woman                         |        |      | 1.54              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 10.00             | Mortality, children under age 5                            | 1.7    | 2.3   |       |
| Potential support ratio                                      |        |      | 4                 | Mortality, non-communicable diseases                       | 324.3  | 269.2 |       |
| Total dependency ratio                                       |        |      | 46                | Mortality, infectious and parasitic diseases               | 5.6    | 12.4  |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 6.0    | 21.4  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 3.4    | 12.5  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 13.0  |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | –     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 87.20 |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

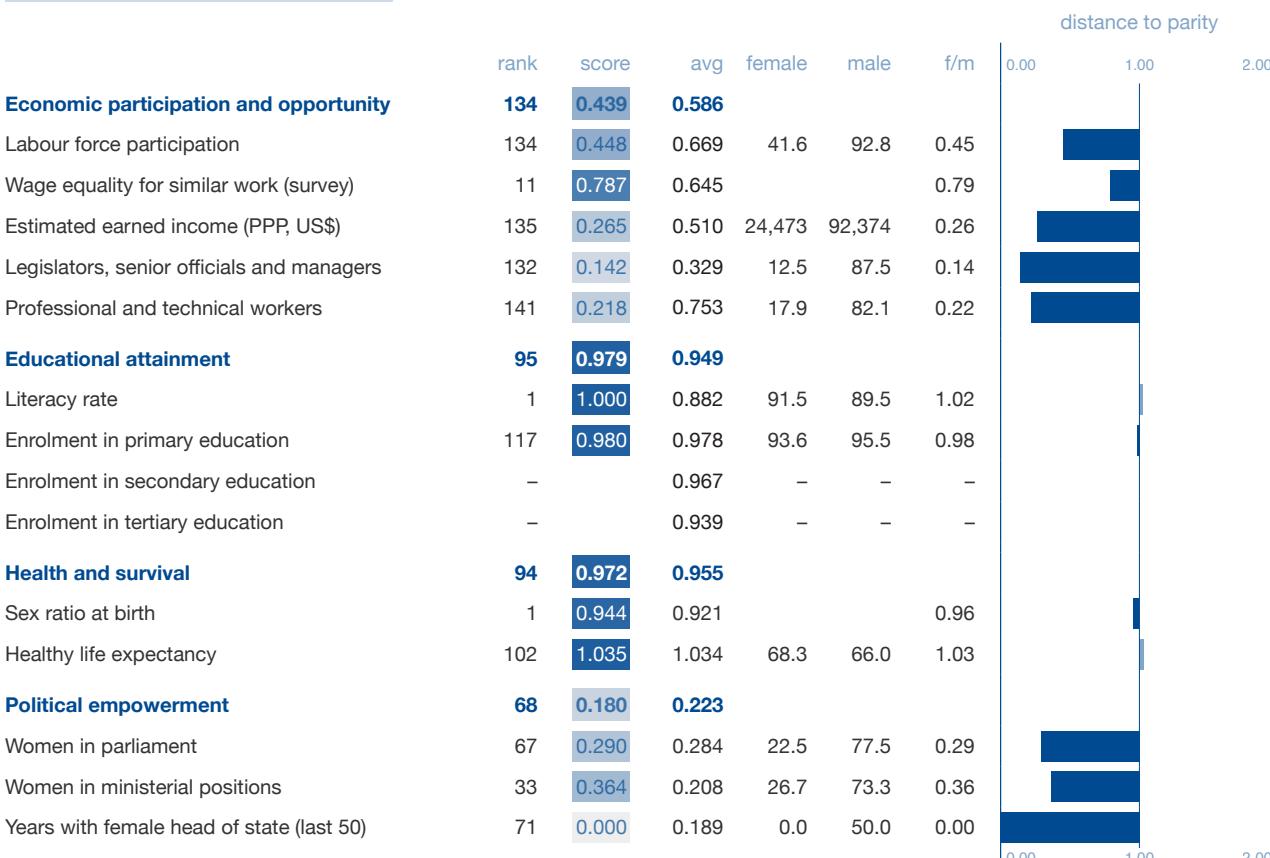


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 382.58   |
| GDP per capita (constant '11, intl. \$, PPP) | 67,293   |
| Total population (1,000s)                    | 9,269.61 |
| Population growth rate (%)                   | 1.45     |
| Population sex ratio (female/male)           | 0.37     |
| Human Capital Index score                    | 65.48    |

| Global Gender Gap score                |      | 2006  |      | 2018  |
|--|------|-------|------|-------|
|  | rank | score | rank | score |
| Economic participation and opportunity | 101  | 0.592 | 121  | 0.642 |
| Educational attainment                 | 61   | 0.986 | 95   | 0.979 |
| Health and survival                    | 100  | 0.964 | 94   | 0.972 |
| Political empowerment                  | 112  | 0.015 | 68   | 0.180 |
| rank out of                            | 115  |       | 149  |       |

## COUNTRY SCORE CARD



# 0.642 / 121 ARE

## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value             |
|--|--------|------|-------------------|--|--------|------|-------------------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |                   |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 45.0   | -    |                   |
| Unemployed adults  | 10.8   | 2.4  | 4.42              | Wages paid during maternity/paternity leave                | 100.0  | -    |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |      | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -    |                   |
| High-skilled share of labour force                           | 4.0    | 12.6 | 0.32              | Government supports or provides childcare                  |        |      | yes               |
| Workers employed part-time                                   | -      | -    | -                 | Government provides child allowance                        |        |      | no                |
| Contributing family workers                                  | 0.0    | 0.0  | 1.85              |  |        |      |                   |
| Own-account workers  | 0.2    | 0.4  | 0.56              |  |        |      |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |      |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 4.3    | 3.8  | 1.13              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.84 | Primary education attainment, adults                       | 78.4   | 73.2 | 1.07              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 83.2   | 83.2 | 1.00              |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 25.5   | 54.3 | 0.47              |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | -      | -    | -                 |
| Employers  | 1.1    | 0.0  | 90.30             | Secondary education attainment, adults                     | 59.9   | 43.0 | 1.39              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 63.9   | 43.6 | 1.47              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 17.3   | 39.2 | 0.44              |
| Hold an account at a financial institution                   | 66.3   | 89.8 | 0.74              | Tertiary education attainment, adults                      | -      | -    | -                 |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 15.8   | 8.9  | 1.78              |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 4.3    | 16.5 | 0.26              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 83.2   | 85.6 | 0.97              |
| Mean monthly earnings (1,000s, local curr.)                  | 5.6    | 7.9  | 0.70              |  |        |      |                   |
| <b>Political Leadership</b>                                  | female | male | value             | <b>Graduates by Degree Type</b>                            | female | male | value             |
| Year women received right to vote                            |        |      | 2006              | Agri., Forestry, Fisheries and Veterinary                  | 0.1    | 0.2  | 0.79              |
| Years since any women received voting rights                 |        |      | 11                | Arts and Humanities  | 10.0   | 2.6  | 3.88              |
| Number of female heads of state to date                      |        |      | 0                 | Business, Admin. and Law                                   | 38.6   | 59.7 | 0.65              |
| Election list quotas for women, national                     |        |      | -                 | Education  | 12.6   | 1.2  | 10.54             |
| Election list quotas for women, local                        |        |      | -                 | Engineering, Manuf. and Construction                       | 8.7    | 20.1 | 0.43              |
| Voluntary political party quotas                             |        |      | -                 | Health and Welfare   | 9.5    | 2.4  | 3.89              |
| Seats held in upper house                                    | 18.3   | 81.7 | 0.22              | Information and Comm. Technologies                         | 6.2    | 7.4  | 0.84              |
| <b>Family</b>  | female | male | value             | Natural Sci., Mathematics and Statistics                   | 1.6    | 0.7  | 2.34              |
| Average length of single life                                | 25.3   | 26.8 | 0.94              | Services   | 0.5    | 0.2  | 2.20              |
| Proportion married by age 25                                 | 36.9   | 26.4 | 1.40              | Social Sci., Journalism and Information                    | 11.0   | 5.4  | 2.04              |
| Mean age of women at birth of first child                    |        |      | 27                | <b>Health</b>  | female | male | value             |
| Average number of children per woman                         |        |      | 1.75              | Mortality, children under age 5                            | 0.3    | 0.4  | <sup>1</sup> 0.78 |
| Women's unmet demand for family planning                     |        |      | -                 | Mortality, non-communicable diseases                       | 2.4    | 9.0  | <sup>1</sup> 0.27 |
| Potential support ratio                                      |        |      | 78                | Mortality, infectious and parasitic diseases               | 0.1    | 0.2  | <sup>1</sup> 0.32 |
| Total dependency ratio                                       |        |      | 18                | Mortality, accidental injuries                             | 0.2    | 1.8  | <sup>1</sup> 0.09 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, intentional injuries, self-harm                 | 0.0    | 0.6  | <sup>1</sup> 0.06 |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, childbirth                                      |        |      | <sup>1</sup> 6    |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no                |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | -                 |

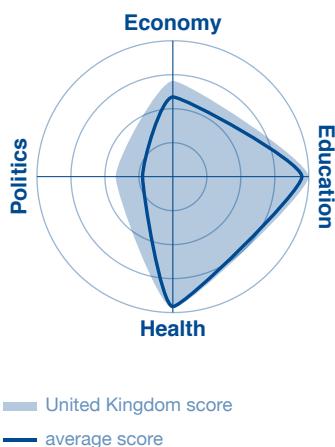
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# United Kingdom

rank  
out of 149 countries **15**  
score  
0.00 = imparity  
1.00 = parity **0.774**



## SCORE AT GLANCE

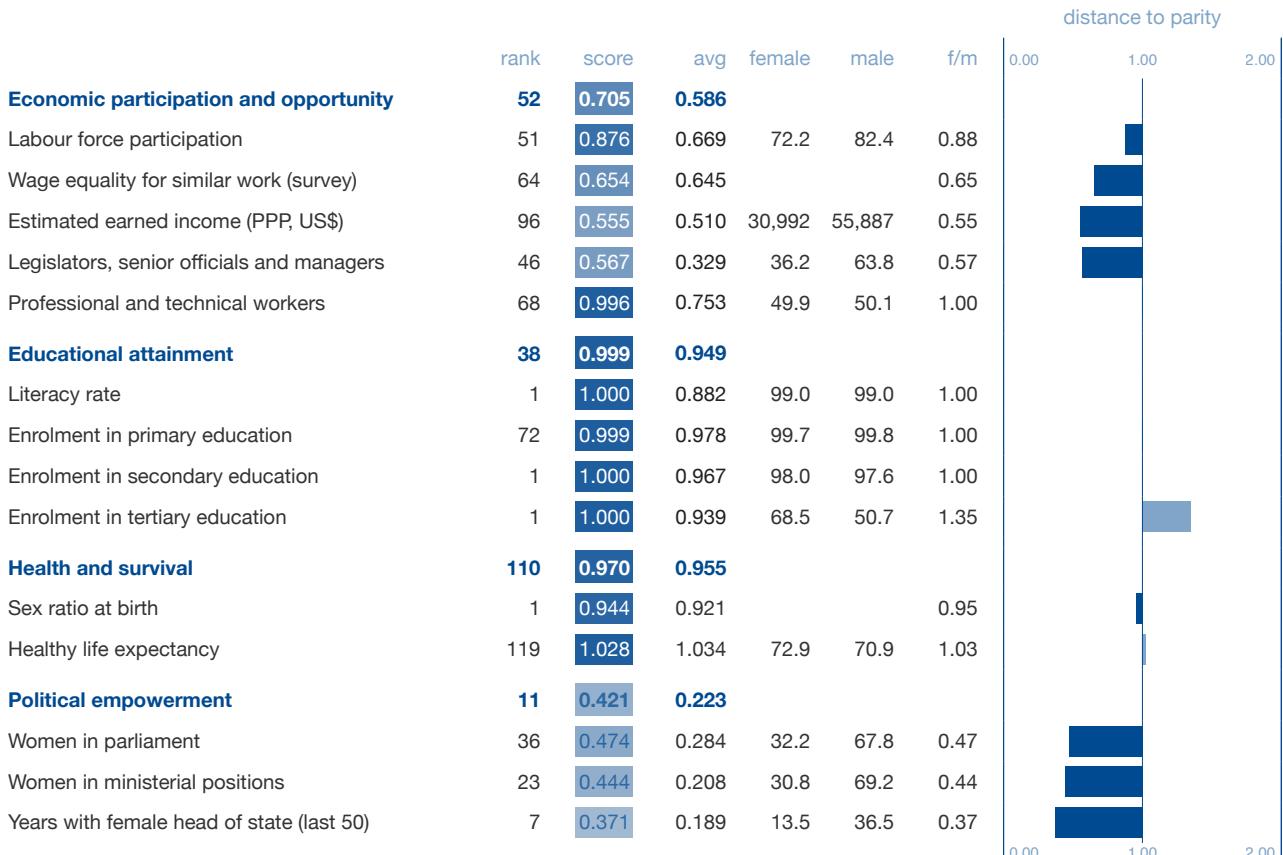


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 2,622.43  |
| GDP per capita (constant '11, intl. \$, PPP) | 39,753    |
| Total population (1,000s)                    | 65,788.57 |
| Population growth rate (%)                   | 0.59      |
| Population sex ratio (female/male)           | 1.03      |
| Human Capital Index score                    | 71.31     |

|  | rank     | 2006         | rank      | 2018         |
|--|----------|--------------|-----------|--------------|
|  |          | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>9</b> | <b>0.736</b> | <b>15</b> | <b>0.774</b> |
| Economic participation and opportunity | 37       | 0.664        | 52        | 0.705        |
| Educational attainment                 | 1        | 1.000        | 38        | 0.999        |
| Health and survival                    | 63       | 0.974        | 110       | 0.970        |
| Political empowerment                  | 12       | 0.307        | 11        | 0.421        |
| rank out of                            | 115      |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male  | value  |  | female | male  | value |
|--|--------|-------|--------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |        |       |        | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |        |       | 259   |
| Youth not in employment or education                         | 12.4   | 9.8   | 1.27   | Length of maternity/paternity leave (days)                 | 14.0   | 14.0  |       |
| Unemployed adults  | 4.7    | 4.9   | 0.95   | Wages paid during maternity/paternity leave                | 90.0   | 18.0  |       |
| Discouraged job seekers                                      | 32.6   | 67.4  | 0.48   |  |        |       | empl, |
| Workers in informal employment                               | –      | –     | –      | Provider of parental leave benefits                        |        |       | gov   |
| High-skilled share of labour force                           | 21.1   | 21.1  | 1.00   | Provider of maternity/paternity leave benefits             | dual   | dual  |       |
| Workers employed part-time                                   | 48.0   | 21.8  | 2.20   | Government supports or provides childcare                  |        |       | yes   |
| Contributing family workers                                  | 0.4    | 0.3   | 1.27   | Government provides child allowance                        |        |       | yes   |
| Own-account workers  | 9.0    | 15.8  | 0.57   |  |        |       |       |
| Work, minutes per day  | 454.4  | 437.9 | 1.04   |  |        |       |       |
| Proportion of unpaid work per day                            | 56.7   | 32.1  | 1.77   |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |       | yes    | Out-of-school children                                     | 0.3    | 0.1   | 2.11  |
| Advancement of women to leadership roles                     |        |       | ² 0.70 | Primary education attainment, adults                       | 99.8   | 99.9  | 1.00  |
| Boards of publicly traded companies                          | 27.0   | 73.0  | 0.37   | Primary education attainment, 25-54                        | 100.0  | 100.0 | 1.00  |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | 100.0  | 100.0 | 1.00  |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 5.4    | 6.4   | 0.85  |
| Employers  | 1.4    | 0.3   | 4.24   | Secondary education attainment, adults                     | 73.3   | 76.1  | 0.96  |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | 86.5   | 85.6  | 1.01  |
|  |        |       |        | Secondary education attainment, 65+                        | 44.5   | 50.7  | 0.88  |
| <b>Access to Assets</b>                                      | female | male  | value  | Tertiary education attainment, adults                      | 29.8   | 28.8  | 1.03  |
| Hold an account at a financial institution                   | 98.7   | 99.2  | 0.99   | Tertiary education attainment, age 25-54                   | 33.0   | 32.2  | 1.03  |
| Women's access to financial services                         |        |       | part   | Tertiary education attainment, age 65+                     | 17.5   | 22.0  | 0.80  |
| Inheritance rights for daughters                             |        |       | yes    | PhD graduates  | 0.6    | 1.1   | 0.57  |
| Women's access to land use, control and ownership            |        |       | part   | Individuals using the internet                             | 90.4   | 93.6  | 0.97  |
| Women's access to non-land assets use, control and ownership |        |       | yes    |  |        |       |       |
| Mean monthly earnings (1,000s, local curr.)                  | 1.7    | 2.7   | 0.66   |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male  | value  | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Year women received right to vote                            |        |       | 1918   | Agri., Forestry, Fisheries and Veterinary                  | 1.1    | 0.8   | 1.31  |
| Years since any women received voting rights                 |        |       | 99     | Arts and Humanities  | 17.1   | 13.3  | 1.29  |
| Number of female heads of state to date                      |        |       | 2      | Business, Admin. and Law                                   | 20.5   | 24.0  | 0.85  |
| Election list quotas for women, national                     |        |       | –      | Education  | 12.8   | 5.3   | 2.39  |
| Election list quotas for women, local                        |        |       | –      | Engineering, Manuf. and Construction                       | 3.7    | 16.4  | 0.22  |
| Voluntary political party quotas                             |        |       | yes    | Health and Welfare   | 17.5   | 7.6   | 2.31  |
| Seats held in upper house                                    | 15.4   | 84.6  | 0.18   | Information and Comm. Technologies                         | 1.2    | 6.8   | 0.18  |
| <b>Family</b>  | female | male  | value  | Natural Sci., Mathematics and Statistics                   | 12.5   | 14.6  | 0.85  |
| Average length of single life                                | 27.0   | 28.7  | 0.94   | Services   | 1.7    | 1.3   | 1.29  |
| Proportion married by age 25                                 | 26.2   | 15.1  | 1.74   | Social Sci., Journalism and Information                    | 12.8   | 10.5  | 1.23  |
| Mean age of women at birth of first child                    |        |       | 30     |  |        |       |       |
| Average number of children per woman                         |        |       | 1.87   | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |       | –      | Mortality, children under age 5                            | 1.4    | 1.8   |       |
| Potential support ratio                                      |        |       | 3      | Mortality, non-communicable diseases                       | 263.1  | 246.3 |       |
| Total dependency ratio                                       |        |       | 56     | Mortality, infectious and parasitic diseases               | 3.3    | 2.6   |       |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 6.1    | 7.1   |       |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 1.5    | 4.8   |       |
|  |        |       |        | Mortality, childbirth                                      |        |       |       |
|  |        |       |        | Legislation on domestic violence                           |        |       | yes   |
|  |        |       |        | Prevalence of gender violence in lifetime                  |        |       | 29.0  |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |        |       |        | Births attended by skilled health personnel                |        |       | –     |
|  |        |       |        | Antenatal care, at least four visits                       |        |       | –     |

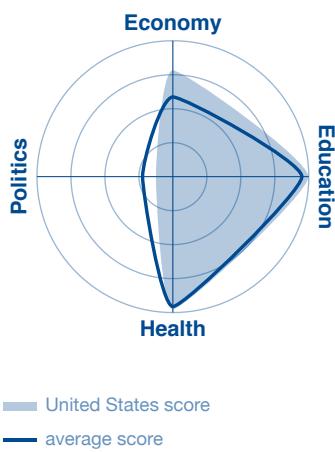
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# United States

rank  
out of 149 countries **51**  
score  
0.00 = imparity  
1.00 = parity **0.720**



## SCORE AT GLANCE

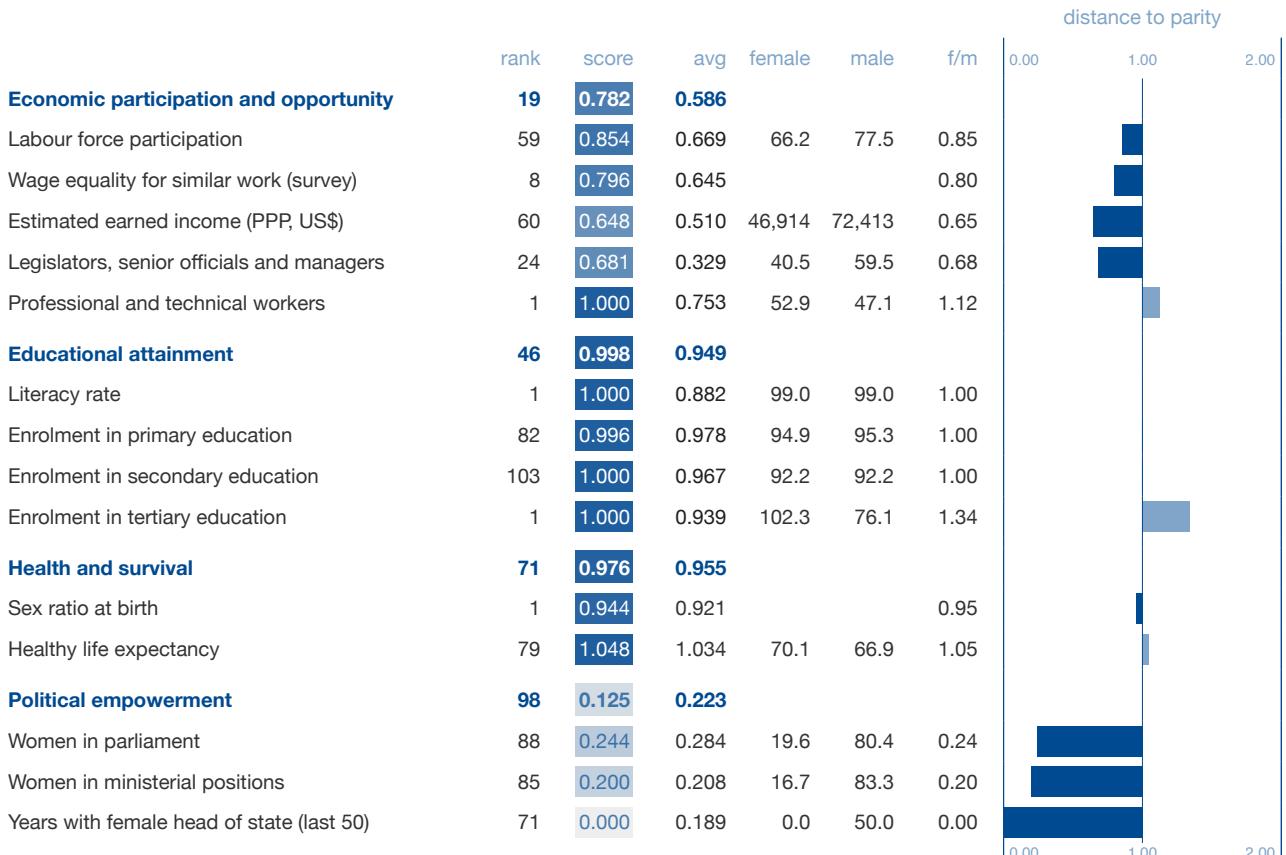


## KEY INDICATORS

|  |            |
|--|------------|
| GDP (US\$ billions)                          | 19,390.60  |
| GDP per capita (constant '11, intl. \$, PPP) | 54,225     |
| Total population (1,000s)                    | 322,179.61 |
| Population growth rate (%)                   | 0.71       |
| Population sex ratio (female/male)           | 1.02       |
| Human Capital Index score                    | 74.84      |

|  | rank      | 2006         | rank      | 2018         |
|--|-----------|--------------|-----------|--------------|
|  |           | score        |           | score        |
| <b>Global Gender Gap score</b>         | <b>23</b> | <b>0.704</b> | <b>51</b> | <b>0.720</b> |
| Economic participation and opportunity | 3         | 0.759        | 19        | 0.782        |
| Educational attainment                 | 66        | 0.982        | 46        | 0.998        |
| Health and survival                    | 1         | 0.980        | 71        | 0.976        |
| Political empowerment                  | 66        | 0.097        | 98        | 0.125        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male  | value  | <b>Care</b>  | female  | male    | value  |
|--|--------|-------|--------|--|---------|---------|--------|
| Non-discrimination laws, hiring women                        |        |       | yes    | Length of parental leave (days)                            |         |         | 0      |
| Youth not in employment or education                         | 17.4   | 15.6  | 1.11   | Length of maternity/paternity leave (days)                 | –       | –       |        |
| Unemployed adults  | 4.8    | 4.9   | 0.97   | Wages paid during maternity/paternity leave                | –       | –       |        |
| Discouraged job seekers                                      | 37.6   | 62.4  | 0.60   | Provider of parental leave benefits                        |         |         | –      |
| Workers in informal employment                               | –      | –     | –      | Provider of maternity/paternity leave benefits             | –       | –       |        |
| High-skilled share of labour force                           | 17.5   | 17.8  | 0.98   | Government supports or provides childcare                  |         |         | yes    |
| Workers employed part-time                                   | 22.7   | 12.9  | 1.77   | Government provides child allowance                        |         |         | yes    |
| Contributing family workers                                  | 0.1    | 0.0   | 1.67   |  |         |         |        |
| Own-account workers  | 5.1    | 7.4   | 0.69   |  |         |         |        |
| Work, minutes per day  | 484.0  | 471.0 | 1.03   |  |         |         |        |
| Proportion of unpaid work per day                            | 50.0   | 31.5  | 1.59   |  |         |         |        |
| <b>Economic Leadership</b>                                   | female | male  | value  | <b>Education and Skills</b>                                | female  | male    | value  |
| Law mandates equal pay                                       |        |       | no     | Out-of-school children                                     | 5.2     | 5.8     | 0.90   |
| Advancement of women to leadership roles                     |        |       | 2 0.78 | Primary education attainment, adults                       | 98.8    | 98.8    | 1.00   |
| Boards of publicly traded companies                          | 16.4   | 83.6  | 0.20   | Primary education attainment, 25-54                        | –       | –       | –      |
| Firms with female (co-)owners                                |        |       | –      | Primary education attainment, 65+                          | –       | –       | –      |
| Firms with female top managers                               |        |       | –      | Out-of-school youth  | 6.5     | 8.4     | 0.77   |
| Employers  | –      | 0.0   | –      | Secondary education attainment, adults                     | 88.8    | 88.0    | 1.01   |
| R&D personnel  | –      | –     | –      | Secondary education attainment, 25-54                      | –       | –       | –      |
|  |        |       |        | Secondary education attainment, 65+                        | –       | –       | –      |
| <b>Access to Assets</b>                                      | female | male  | value  | Secondary education attainment, adults                     | 32.7    | 32.3    | 1.01   |
| Hold an account at a financial institution                   | 94.8   | 92.4  | 1.03   | Tertiary education attainment, age 25-54                   | –       | –       | –      |
| Women's access to financial services                         |        |       | yes    | Tertiary education attainment, age 65+                     | –       | –       | –      |
| Inheritance rights for daughters                             |        |       | yes    | PhD graduates  | 1.4     | 2.1     | 0.66   |
| Women's access to land use, control and ownership            |        |       | yes    | Individuals using the internet                             | 74.9    | 74.2    | 1.01   |
| Women's access to non-land assets use, control and ownership |        |       | yes    |  |         |         |        |
| Mean monthly earnings (1,000s, local curr.)                  | 0.9    | 1.1   | 0.78   |  |         |         |        |
| <b>Political Leadership</b>                                  | female | male  | value  |  |         |         |        |
| Year women received right to vote                            |        |       | 1920   | <b>Graduates by Degree Type</b>                            | female  | male    | value  |
| Years since any women received voting rights                 |        |       | 97     | Agri., Forestry, Fisheries and Veterinary                  | 0.8     | 1.1     | 0.73   |
| Number of female heads of state to date                      |        |       | 0      | Arts and Humanities  | 21.4    | 20.2    | 1.06   |
| Election list quotas for women, national                     |        |       | –      | Business, Admin. and Law                                   | 17.3    | 23.4    | 0.74   |
| Election list quotas for women, local                        |        |       | –      | Education  | 9.9     | 3.9     | 2.52   |
| Voluntary political party quotas                             |        |       | –      | Engineering, Manuf. and Construction                       | 2.6     | 13.3    | 0.19   |
| Seats held in upper house                                    | –      | –     | –      | Health and Welfare   | 22.5    | 7.3     | 3.08   |
| <b>Family</b>  | female | male  | value  | Information and Comm. Technologies                         | 1.1     | 6.0     | 0.19   |
| Average length of single life                                | 23.7   | 24.0  | 0.99   | Natural Sci., Mathematics and Statistics                   | 4.9     | 6.6     | 0.74   |
| Proportion married by age 25                                 | 42.2   | 30.0  | 1.41   | Services   | 6.1     | 7.6     | 0.81   |
| Mean age of women at birth of first child                    |        |       | 30     | Social Sci., Journalism and Information                    | 13.4    | 10.7    | 1.25   |
| Average number of children per woman                         |        |       | 1.87   | <b>Health</b>  | female  | male    | value  |
| Women's unmet demand for family planning                     |        |       | 8.00   | Mortality, children under age 5                            | 11.0    | 13.9    | 1 0.79 |
| Potential support ratio                                      |        |       | 4      | Mortality, non-communicable diseases                       | 1,169.2 | 1,129.5 | 1 1.04 |
| Total dependency ratio                                       |        |       | 52     | Mortality, infectious and parasitic diseases               | 21.5    | 21.8    | 1 0.99 |
| Parity of parental rights in marriage                        |        |       | yes    | Mortality, accidental injuries                             | 40.7    | 61.2    | 1 0.66 |
| Parity of parental rights after divorce                      |        |       | yes    | Mortality, intentional injuries, self-harm                 | 14.2    | 48.8    | 1 0.29 |
|  |        |       |        | Mortality, childbirth                                      | –       | –       | –      |
|  |        |       |        | Legislation on domestic violence                           |         |         | yes    |
|  |        |       |        | Prevalence of gender violence in lifetime                  |         |         | 36.0   |
|  |        |       |        | Law permits abortion to preserve a woman's physical health |         |         | yes    |
|  |        |       |        | Births attended by skilled health personnel                |         |         | –      |
|  |        |       |        | Antenatal care, at least four visits                       |         |         | –      |

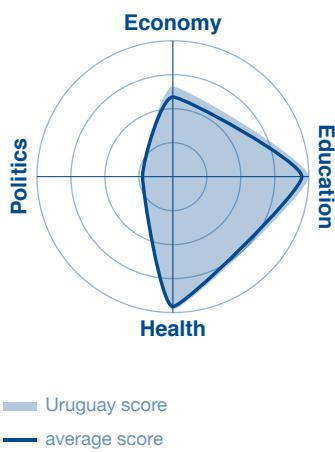
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Uruguay

rank  
out of 149 countries **56**  
score  
0.00 = imparity  
1.00 = parity **0.715**



## SCORE AT GLANCE

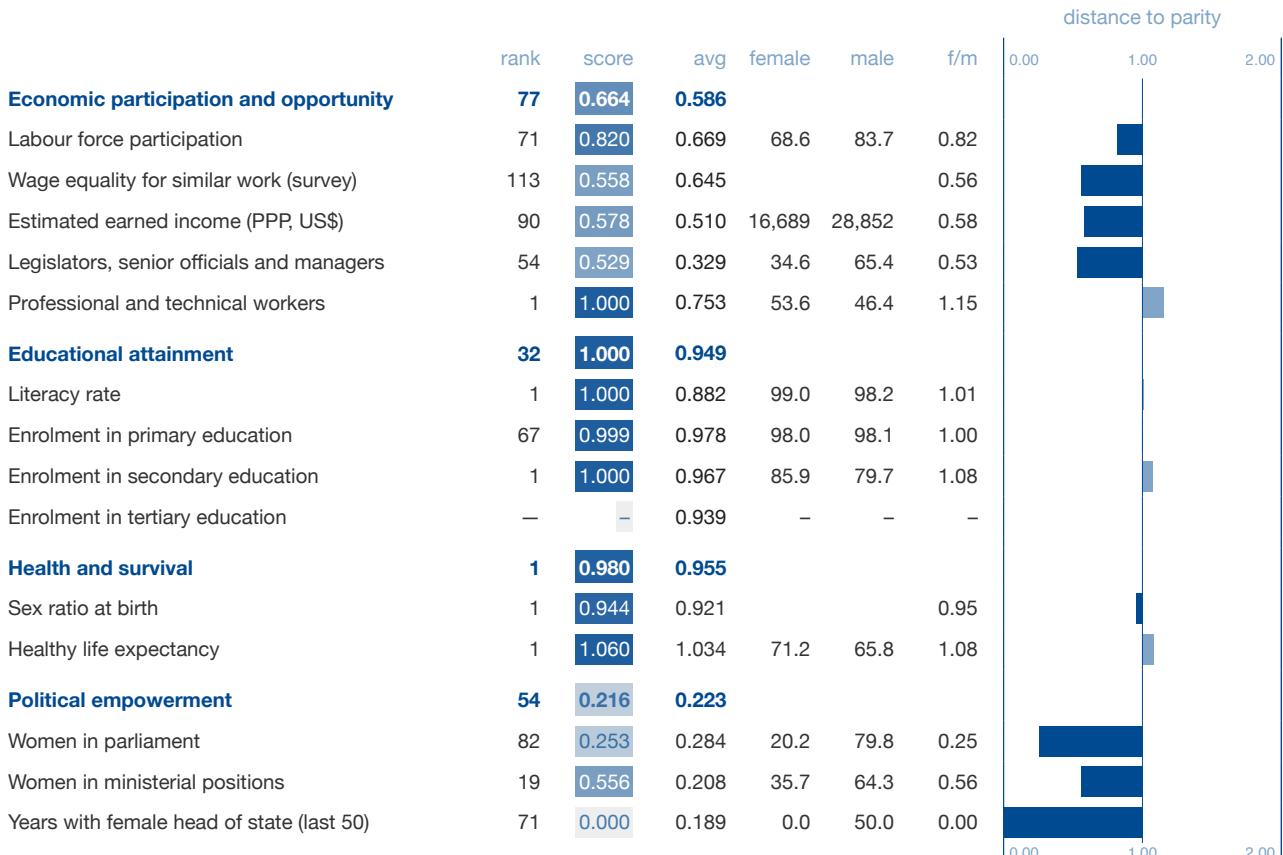


## KEY INDICATORS

|  |          |
|--|----------|
| GDP (US\$ billions)                          | 56.16    |
| GDP per capita (constant '11, intl. \$, PPP) | 20,551   |
| Total population (1,000s)                    | 3,444.01 |
| Population growth rate (%)                   | 0.37     |
| Population sex ratio (female/male)           | 1.07     |
| Human Capital Index score                    | 62.26    |

|  | 2006      | 2018         |           |
|--|-----------|--------------|-----------|
|  | rank      | score        | rank      |
| <b>Global Gender Gap score</b>         | <b>66</b> | <b>0.655</b> | <b>56</b> |
| Economic participation and opportunity | 60        | 0.611        | 77        |
| Educational attainment                 | 47        | 0.991        | 32        |
| Health and survival                    | 1         | 0.980        | 1         |
| Political empowerment                  | 103       | 0.039        | 54        |
| rank out of                            | 115       |              | 149       |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | 22.3   | 15.4 | 1.45              | Length of maternity/paternity leave (days)                 | 98.0   | 7.0   |                   |
| Unemployed adults  | 8.9    | 6.4  | 1.39              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |                   |
| Discouraged job seekers                                      | 69.2   | 30.8 | 2.25              | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | 23.6   | 24.5 | 0.96              | Provider of maternity/paternity leave benefits             | gov    | gov   |                   |
| High-skilled share of labour force                           | 8.1    | 4.9  | 1.65              | Government supports or provides childcare                  |        |       | yes               |
| Workers employed part-time                                   | 27.0   | 11.9 | 2.27              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 1.3    | 0.4  | 3.07              |  |        |       |                   |
| Own-account workers  | 20.5   | 24.8 | 0.82              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 5.5    | 5.5   | 1.02              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.57 | Primary education attainment, adults                       | 89.5   | 89.2  | 1.00              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 99.8   | 99.6  | 1.00              |
| Firms with female (co-)owners                                |        |      | 0.30              | Primary education attainment, 65+                          | 98.7   | 99.3  | 0.99              |
| Firms with female top managers                               |        |      | 0.24              | Out-of-school youth  | 13.8   | 21.0  | 0.66              |
| Employers  | 2.6    | 0.4  | 6.04              | Secondary education attainment, adults                     | 32.1   | 24.9  | 1.29              |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 73.2   | 63.3  | 1.16              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 40.1   | 38.9  | 1.03              |
| Hold an account at a financial institution                   | 41.3   | 50.1 | 0.82              | Tertiary education attainment, adults                      | 12.8   | 7.9   | 1.61              |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 9.7    | 6.7   | 1.45              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 2.7    | 5.8   | 0.47              |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | 0.1    | 0.1   | 1.03              |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 64.2   | 64.9  | 0.99              |
| Mean monthly earnings (1,000s, local curr.)                  | 22.8   | 28.8 | 0.79              |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1932              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 85                | Agri., Forestry, Fisheries and Veterinary                  | 2.8    | 9.2   | 0.31              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 4.4    | 3.2   | 1.35              |
| Election list quotas for women, national                     |        |      | 33                | Business, Admin. and Law                                   | 28.1   | 26.0  | 1.08              |
| Election list quotas for women, local                        |        |      | 33                | Education  | 5.0    | 2.1   | 2.32              |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 5.3    | 12.4  | 0.43              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 33.4   | 17.2  | 1.94              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 1.2    | 7.1   | 0.17              |
| Average length of single life                                | 24.0   | 26.5 | 0.91              | Natural Sci., Mathematics and Statistics                   | 4.3    | 4.8   | 0.91              |
| Proportion married by age 25                                 | 43.6   | 27.6 | 1.58              | Services   | 1.0    | 6.1   | 0.16              |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 14.4   | 11.9  | 1.21              |
| Average number of children per woman                         |        |      | 2.00              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 6.00              | Mortality, children under age 5                            | 0.2    | 0.3   | <sup>1</sup> 0.78 |
| Potential support ratio                                      |        |      | 4                 | Mortality, non-communicable diseases                       | 14.0   | 13.4  | <sup>1</sup> 1.04 |
| Total dependency ratio                                       |        |      | 56                | Mortality, infectious and parasitic diseases               | 0.3    | 0.4   | <sup>1</sup> 0.87 |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 0.6    | 1.1   | <sup>1</sup> 0.56 |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 0.2    | 0.7   | <sup>1</sup> 0.28 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 15   |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -                 |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | yes               |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 76.80             |

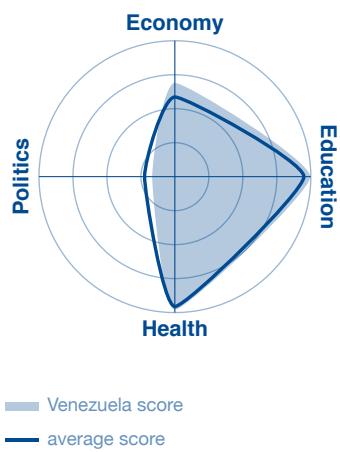
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Venezuela

rank  
out of 149 countries **64**  
score  
0.00 = imparity  
1.00 = parity **0.709**



## SCORE AT GLANCE

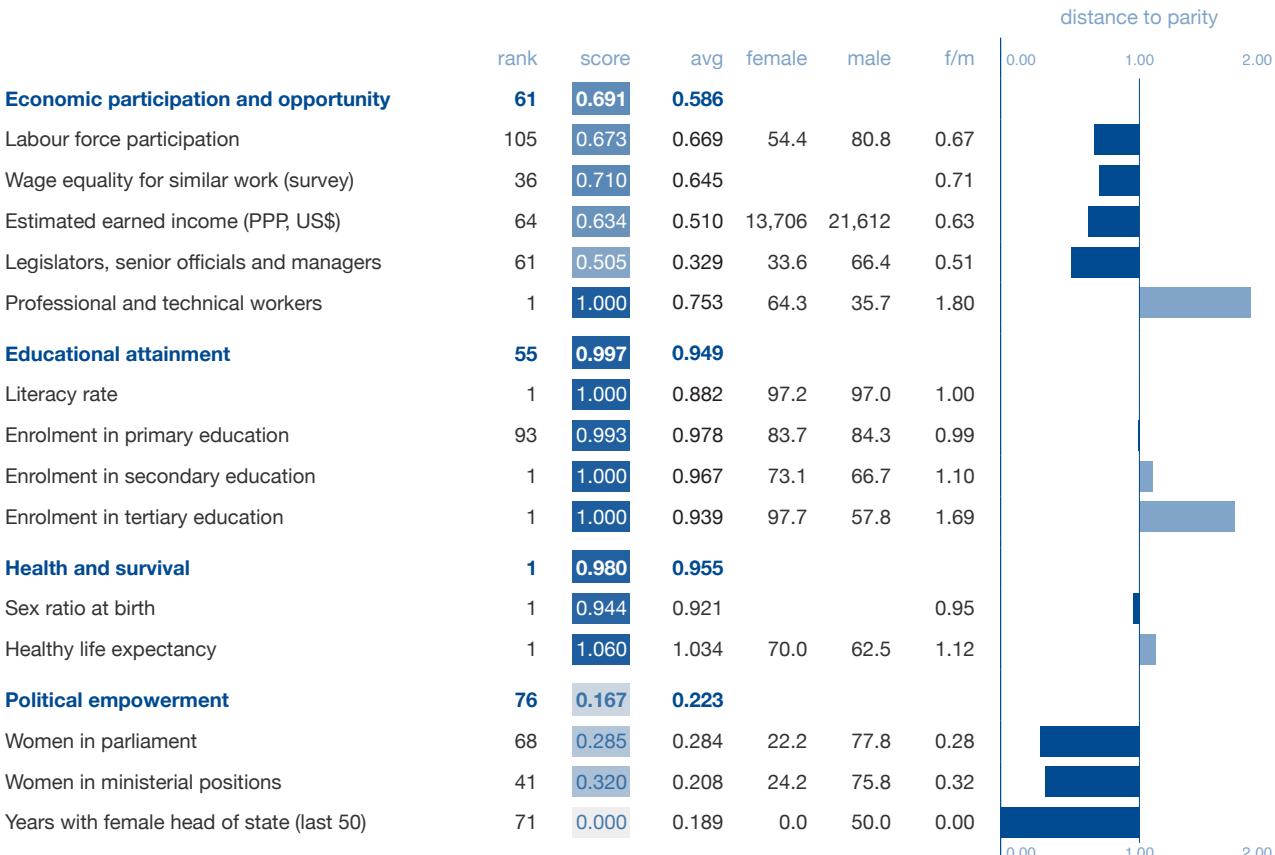


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 482.36    |
| GDP per capita (constant '11, intl. \$, PPP) | 16,745    |
| Total population (1,000s)                    | 31,568.18 |
| Population growth rate (%)                   | 1.27      |
| Population sex ratio (female/male)           | 1.01      |
| Human Capital Index score                    | 56.88     |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>57</b> | <b>0.666</b> | <b>64</b> | <b>0.709</b> |
| Economic participation and opportunity | 66        | 0.600        | 61        | 0.691        |
| Educational attainment                 | 62        | 0.986        | 55        | 0.997        |
| Health and survival                    | 71        | 0.973        | 1         | 0.980        |
| Political empowerment                  | 57        | 0.107        | 76        | 0.167        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value |
|--|--------|------|-------------------|--|--------|-------|-------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 25.7   | 60.9 | 0.42              | Length of maternity/paternity leave (days)                 | 182.0  | 14.0  |       |
| Unemployed adults  | 7.7    | 6.3  | 1.23              | Wages paid during maternity/paternity leave                | 100.0  | 100.0 |       |
| Discouraged job seekers                                      | 68.3   | 31.7 | 2.15              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | dual   | dual  |       |
| High-skilled share of labour force                           | 16.8   | 13.5 | 1.24              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 16.8   | 6.8  | 2.48              | Government provides child allowance                        |        |       | yes   |
| Contributing family workers                                  | 0.9    | 0.4  | 2.06              |  |        |       |       |
| Own-account workers  | 29.4   | 29.8 | 0.99              |  |        |       |       |
| Work, minutes per day  | -      | -    | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 7.7    | 7.6   | 1.01  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.62 | Primary education attainment, adults                       | 88.7   | 86.7  | 1.02  |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 90.2   | 90.2  | 1.00  |
| Firms with female (co-)owners                                |        |      | -                 | Primary education attainment, 65+                          | 51.7   | 55.9  | 0.92  |
| Firms with female top managers                               |        |      | -                 | Out-of-school youth  | 27.5   | 30.6  | 0.90  |
| Employers  | 1.8    | 0.4  | 3.94              | Secondary education attainment, adults                     | 59.7   | 51.7  | 1.15  |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 54.5   | 44.0  | 1.24  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 13.7   | 16.5  | 0.83  |
| Hold an account at a financial institution                   | 53.3   | 60.8 | 0.88              | Tertiary education attainment, adults                      | 26.0   | 16.9  | 1.54  |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 5.9    | 3.6   | 1.61  |
| Inheritance rights for daughters                             |        |      | yes               | Tertiary education attainment, age 65+                     | 1.2    | 2.2   | 0.53  |
| Women's access to land use, control and ownership            |        |      | yes               | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |        |      | yes               | Individuals using the internet                             | 50.6   | 47.5  | 1.07  |
| Mean monthly earnings (1,000s, local curr.)                  | 2.9    | 3.2  | 0.92              |  |        |       |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |       |
| Year women received right to vote                            |        |      | 1946              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |        |      | 71                | Agri., Forestry, Fisheries and Veterinary                  | 1.6    | 3.1   | 0.51  |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 1.1    | 1.6   | 0.70  |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 26.6   | 24.7  | 1.08  |
| Election list quotas for women, local                        |        |      | -                 | Education  | 35.9   | 16.0  | 2.24  |
| Voluntary political party quotas                             |        |      | no                | Engineering, Manuf. and Construction                       | 9.9    | 28.6  | 0.35  |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 11.6   | 6.1   | 1.90  |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 4.8    | 10.2  | 0.47  |
| Average length of single life                                | 22.7   | 26.0 | 0.87              | Natural Sci., Mathematics and Statistics                   | 0.7    | 1.0   | 0.72  |
| Proportion married by age 25                                 | 48.6   | 30.7 | 1.58              | Services   | 1.8    | -     | -     |
| Mean age of women at birth of first child                    |        |      | 26                | Social Sci., Journalism and Information                    | 3.5    | 3.1   | 1.11  |
| Average number of children per woman                         |        |      | 2.32              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |        |      | 6.00              | Mortality, children under age 5                            | 3.9    | 5.1   |       |
| Potential support ratio                                      |        |      | 10                | Mortality, non-communicable diseases                       | 56.6   | 62.8  |       |
| Total dependency ratio                                       |        |      | 52                | Mortality, infectious and parasitic diseases               | 2.8    | 4.7   |       |
| Parity of parental rights in marriage                        |        |      | yes               | Mortality, accidental injuries                             | 3.7    | 13.2  |       |
| Parity of parental rights after divorce                      |        |      | yes               | Mortality, intentional injuries, self-harm                 | 1.4    | 15.6  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |       |       |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes   |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | -     |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -     |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | -     |

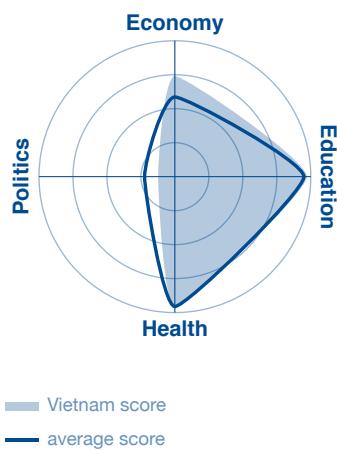
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Vietnam

rank 77  
out of 149 countries  
score 0.698  
0.00 = imparity  
1.00 = parity



## SCORE AT GLANCE

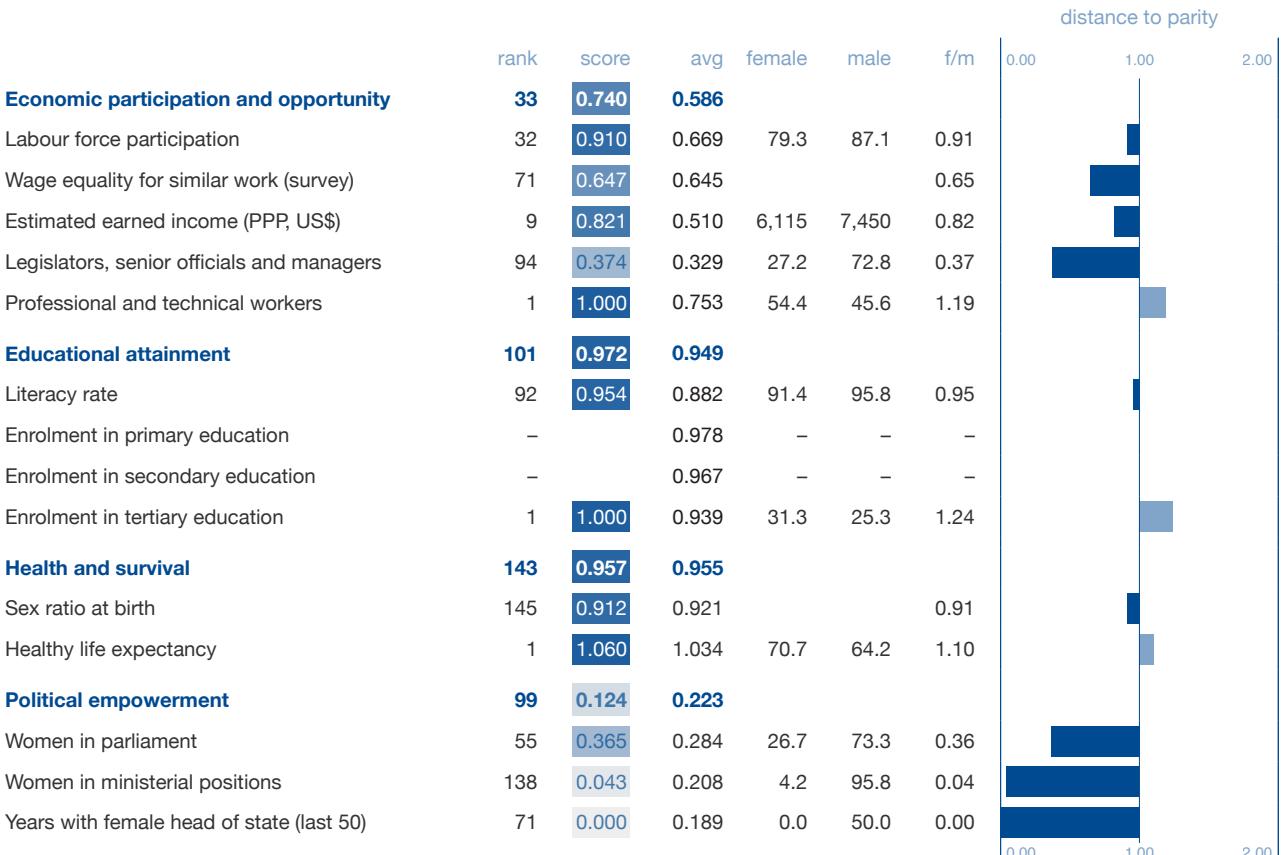


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 223.86    |
| GDP per capita (constant '11, intl. \$, PPP) | 6,172     |
| Total population (1,000s)                    | 94,569.07 |
| Population growth rate (%)                   | 1.01      |
| Population sex ratio (female/male)           | 1.02      |
| Human Capital Index score                    | 62.19     |

|  | 2006 rank | 2006 score | 2018 rank | 2018 score |
|--|-----------|------------|-----------|------------|
| <b>Global Gender Gap score</b>         | -         | -          | 77        | 0.698      |
| Economic participation and opportunity | -         | -          | 33        | 0.740      |
| Educational attainment                 | -         | -          | 101       | 0.972      |
| Health and survival                    | -         | -          | 143       | 0.957      |
| Political empowerment                  | -         | -          | 99        | 0.124      |
| rank out of                            | 115       |            | 149       |            |

## COUNTRY SCORE CARD



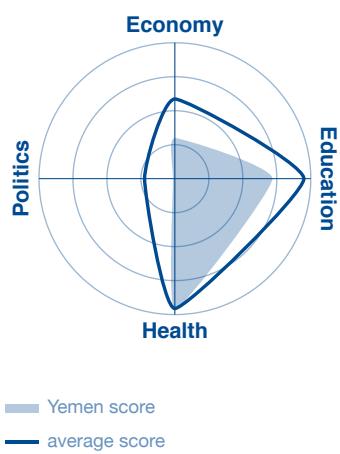
## SELECTED CONTEXTUAL DATA

|  | female  | male    | value             |  | female | male  | value |
|--|---------|---------|-------------------|--|--------|-------|-------|
| <b>Workforce Participation</b>                               |         |         |                   | <b>Care</b>  |        |       |       |
| Non-discrimination laws, hiring women                        |         |         | yes               | Length of parental leave (days)                            |        |       | -     |
| Youth not in employment or education                         | 12.0    | 10.6    | 1.13              | Length of maternity/paternity leave (days)                 | 180.0  | -     |       |
| Unemployed adults  | 2.0     | 2.3     | 0.88              | Wages paid during maternity/paternity leave                | 100.0  | -     |       |
| Discouraged job seekers                                      | 38.6    | 61.6    | 0.63              | Provider of parental leave benefits                        |        |       | -     |
| Workers in informal employment                               | -       | -       | -                 | Provider of maternity/paternity leave benefits             | gov    | -     |       |
| High-skilled share of labour force                           | 7.8     | 7.4     | 1.05              | Government supports or provides childcare                  |        |       | yes   |
| Workers employed part-time                                   | 14.5    | 10.2    | 1.42              | Government provides child allowance                        |        |       | no    |
| Contributing family workers                                  | 22.0    | 10.4    | 2.12              |  |        |       |       |
| Own-account workers  | 40.3    | 39.5    | 1.02              |  |        |       |       |
| Work, minutes per day  | -       | -       | -                 |  |        |       |       |
| Proportion of unpaid work per day                            | -       | -       | -                 |  |        |       |       |
| <b>Economic Leadership</b>                                   | female  | male    | value             | <b>Education and Skills</b>                                | female | male  | value |
| Law mandates equal pay                                       |         |         | yes               | Out-of-school children                                     | -      | -     | -     |
| Advancement of women to leadership roles                     |         |         | <sup>2</sup> 0.58 | Primary education attainment, adults                       | -      | -     | -     |
| Boards of publicly traded companies                          | -       | -       | -                 | Primary education attainment, 25-54                        | -      | -     | -     |
| Firms with female (co-)owners                                |         |         | 1.04              | Primary education attainment, 65+                          | -      | -     | -     |
| Firms with female top managers                               |         |         | 0.29              | Out-of-school youth  | -      | -     | -     |
| Employers  | 1.8     | 10.4    | 0.18              | Secondary education attainment, adults                     | 21.4   | 30.4  | 0.70  |
| R&D personnel  | 44.8    | 55.2    | 0.81              | Secondary education attainment, 25-54                      | -      | -     | -     |
| <b>Access to Assets</b>                                      | female  | male    | value             | Secondary education attainment, 65+                        | -      | -     | -     |
| Hold an account at a financial institution                   | 31.9    | 29.8    | 1.07              | Tertiary education attainment, adults                      | -      | -     | -     |
| Women's access to financial services                         |         |         | yes               | Tertiary education attainment, age 25-54                   | -      | -     | -     |
| Inheritance rights for daughters                             |         |         | part              | Tertiary education attainment, age 65+                     | -      | -     | -     |
| Women's access to land use, control and ownership            |         |         | part              | PhD graduates  | -      | -     | -     |
| Women's access to non-land assets use, control and ownership |         |         | part              | Individuals using the internet                             | -      | -     | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 4,664.0 | 5,209.0 | 0.90              |  |        |       |       |
| <b>Political Leadership</b>                                  | female  | male    | value             |  |        |       |       |
| Year women received right to vote                            |         |         | 1946              | <b>Graduates by Degree Type</b>                            | female | male  | value |
| Years since any women received voting rights                 |         |         | 71                | Agri., Forestry, Fisheries and Veterinary                  | 5.8    | 6.5   | 0.90  |
| Number of female heads of state to date                      |         |         | 0                 | Arts and Humanities  | 4.5    | 3.3   | 1.37  |
| Election list quotas for women, national                     |         |         | -                 | Business, Admin. and Law                                   | 31.5   | 23.8  | 1.32  |
| Election list quotas for women, local                        |         |         | -                 | Education  | 27.9   | 18.2  | 1.53  |
| Voluntary political party quotas                             |         |         | -                 | Engineering, Manuf. and Construction                       | 15.8   | 28.1  | 0.56  |
| Seats held in upper house                                    | 25.0    | 75.0    | 0.33              | Health and Welfare   | 6.3    | 4.9   | 1.28  |
| <b>Family</b>  | female  | male    | value             | Information and Comm. Technologies                         | 1.2    | 1.5   | 0.77  |
| Average length of single life                                | 22.3    | 26.4    | 0.84              | Natural Sci., Mathematics and Statistics                   | 0.5    | 1.0   | 0.49  |
| Proportion married by age 25                                 | 48.6    | 23.8    | 2.04              | Services   | 1.6    | 5.1   | 0.32  |
| Mean age of women at birth of first child                    |         |         | 28                | Social Sci., Journalism and Information                    | 3.8    | 3.5   | 1.07  |
| Average number of children per woman                         |         |         | 1.95              | <b>Health</b>  | female | male  | value |
| Women's unmet demand for family planning                     |         |         | 4.00              | Mortality, children under age 5                            | 13.7   | 20.3  |       |
| Potential support ratio                                      |         |         | 10                | Mortality, non-communicable diseases                       | 192.8  | 217.3 |       |
| Total dependency ratio                                       |         |         | 43                | Mortality, infectious and parasitic diseases               | 11.5   | 25.1  |       |
| Parity of parental rights in marriage                        |         |         | yes               | Mortality, accidental injuries                             | 14.9   | 34.8  |       |
| Parity of parental rights after divorce                      |         |         | yes               | Mortality, intentional injuries, self-harm                 | 2.1    | 8.4   |       |
|  |         |         |                   | Mortality, childbirth                                      |        |       | -     |
|  |         |         |                   | Legislation on domestic violence                           |        |       | yes   |
|  |         |         |                   | Prevalence of gender violence in lifetime                  |        |       | 34.0  |
|  |         |         |                   | Law permits abortion to preserve a woman's physical health |        |       | yes   |
|  |         |         |                   | Births attended by skilled health personnel                |        |       | -     |
|  |         |         |                   | Antenatal care, at least four visits                       |        |       | -     |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



## SCORE AT GLANCE

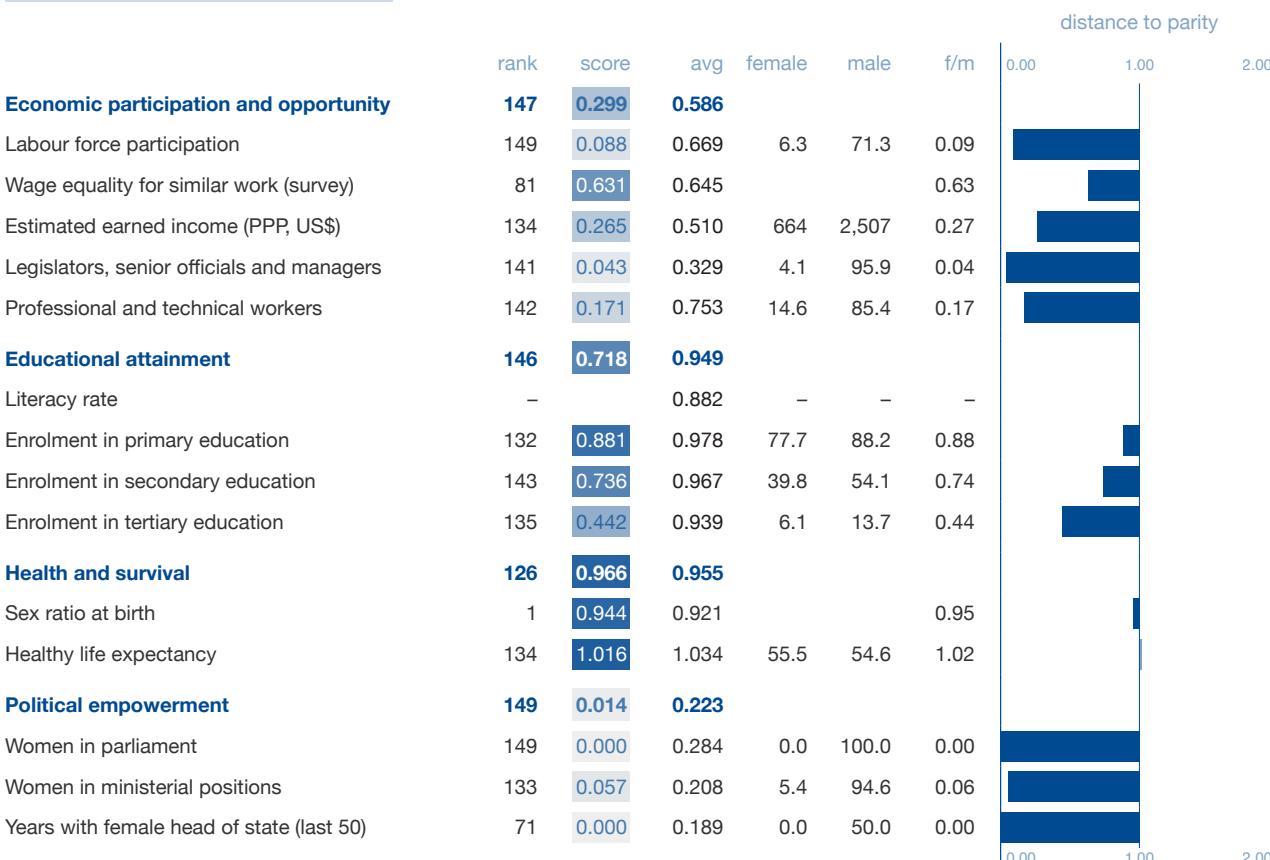


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 18.21     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,479     |
| Total population (1,000s)                    | 27,584.21 |
| Population growth rate (%)                   | 2.36      |
| Population sex ratio (female/male)           | 0.98      |
| Human Capital Index score                    | 35.48     |

|  | rank       | 2006         | 2018       |              |
|--|------------|--------------|------------|--------------|
|  |            | score        | rank       | score        |
| <b>Global Gender Gap score</b>         | <b>115</b> | <b>0.459</b> | <b>149</b> | <b>0.499</b> |
| Economic participation and opportunity | 114        | 0.253        | 147        | 0.299        |
| Educational attainment                 | 114        | 0.598        | 146        | 0.718        |
| Health and survival                    | 48         | 0.979        | 126        | 0.966        |
| Political empowerment                  | 113        | 0.008        | 149        | 0.014        |
| rank out of                            | 115        |              | 149        |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

|  | female | male | value             |  | female | male | value |
|--|--------|------|-------------------|--|--------|------|-------|
| <b>Workforce Participation</b>                               |        |      |                   | <b>Care</b>  |        |      |       |
| Non-discrimination laws, hiring women                        |        |      | no                | Length of parental leave (days)                            |        |      | -     |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 70.0   | -    |       |
| Unemployed adults  | 54.7   | 12.4 | 4.40              | Wages paid during maternity/paternity leave                | 100.0  | -    |       |
| Discouraged job seekers                                      | 40.0   | 60.0 | 0.67              | Provider of parental leave benefits                        |        |      | -     |
| Workers in informal employment                               | 63.4   | 68.7 | 0.92              | Provider of maternity/paternity leave benefits             | empl   | -    |       |
| High-skilled share of labour force                           | 1.1    | 6.8  | 0.16              | Government supports or provides childcare                  |        |      | no    |
| Workers employed part-time                                   | 1.4    | 0.6  | 2.28              | Government provides child allowance                        |        |      | no    |
| Contributing family workers                                  | 38.5   | 9.4  | 4.11              |  |        |      |       |
| Own-account workers  | 26.1   | 31.3 | 0.83              |  |        |      |       |
| Work, minutes per day  | -      | -    | -                 |  |        |      |       |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |      |       |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male | value |
| Law mandates equal pay                                       |        |      | no                | Out-of-school children                                     | 21.8   | 7.9  | 2.76  |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.45 | Primary education attainment, adults                       | -      | -    | -     |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 15.6   | 15.6 | 1.00  |
| Firms with female (co-)owners                                |        |      | 0.07              | Primary education attainment, 65+                          | 0.1    | 0.1  | 1.00  |
| Firms with female top managers                               |        |      | 0.02              | Out-of-school youth  | 67.8   | 50.8 | 1.34  |
| Employers  | 2.3    | 9.4  | 0.25              | Secondary education attainment, adults                     | -      | -    | -     |
| R&D personnel  | -      | -    | -                 | Secondary education attainment, 25-54                      | 7.3    | 14.6 | 0.50  |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 0.1    | 0.1  | 1.00  |
| Hold an account at a financial institution                   | 1.7    | 11.4 | 0.15              | Tertiary education attainment, adults                      | -      | -    | -     |
| Women's access to financial services                         |        |      | part              | Tertiary education attainment, age 25-54                   | 1.7    | 2.3  | 0.74  |
| Inheritance rights for daughters                             |        |      | no                | Tertiary education attainment, age 65+                     | 0.0    | 0.0  | 0.86  |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -    | -     |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | -      | -    | -     |
| Mean monthly earnings (1,000s, local curr.)                  | 49.8   | 67.6 | 0.74              |  |        |      |       |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |      |       |
| Year women received right to vote                            |        |      | 1967              | <b>Graduates by Degree Type</b>                            | female | male | value |
| Years since any women received voting rights                 |        |      | 50                | Agri., Forestry, Fisheries and Veterinary                  | -      | -    | -     |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | -      | -    | -     |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | -      | -    | -     |
| Election list quotas for women, local                        |        |      | -                 | Education  | -      | -    | -     |
| Voluntary political party quotas                             |        |      | -                 | Engineering, Manuf. and Construction                       | -      | -    | -     |
| Seats held in upper house                                    | 14.0   | 86.0 | 0.16              | Health and Welfare   | -      | -    | -     |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | -      | -    | -     |
| Average length of single life                                | 23.0   | 26.1 | 0.88              | Natural Sci., Mathematics and Statistics                   | -      | -    | -     |
| Proportion married by age 25                                 | 58.6   | 24.5 | 2.39              | Services   | -      | -    | -     |
| Mean age of women at birth of first child                    |        |      | 30                | Social Sci., Journalism and Information                    | -      | -    | -     |
| Average number of children per woman                         |        |      | 4.00              |  |        |      |       |
| Women's unmet demand for family planning                     |        |      | 40.00             | <b>Health</b>  | female | male | value |
| Potential support ratio                                      |        |      | 20                | Mortality, children under age 5                            | 15.2   | 19.0 |       |
| Total dependency ratio                                       |        |      | 76                | Mortality, non-communicable diseases                       | 47.8   | 49.5 |       |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, infectious and parasitic diseases               | 5.2    | 5.3  |       |
| Parity of parental rights after divorce                      |        |      | no                | Mortality, accidental injuries                             | 4.4    | 11.1 |       |
|  |        |      |                   | Mortality, intentional injuries, self-harm                 | 2.0    | 5.7  |       |
|  |        |      |                   | Mortality, childbirth                                      |        |      |       |
|  |        |      |                   | Legislation on domestic violence                           |        |      | no    |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |      | -     |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |      | no    |
|  |        |      |                   | Births attended by skilled health personnel                |        |      | 44.70 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |      | 25.10 |

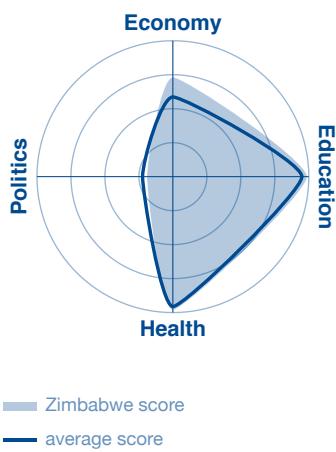
<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

# Zimbabwe

rank  
out of 149 countries **47**  
score  
0.00 = imparity  
1.00 = parity **0.721**



## SCORE AT GLANCE

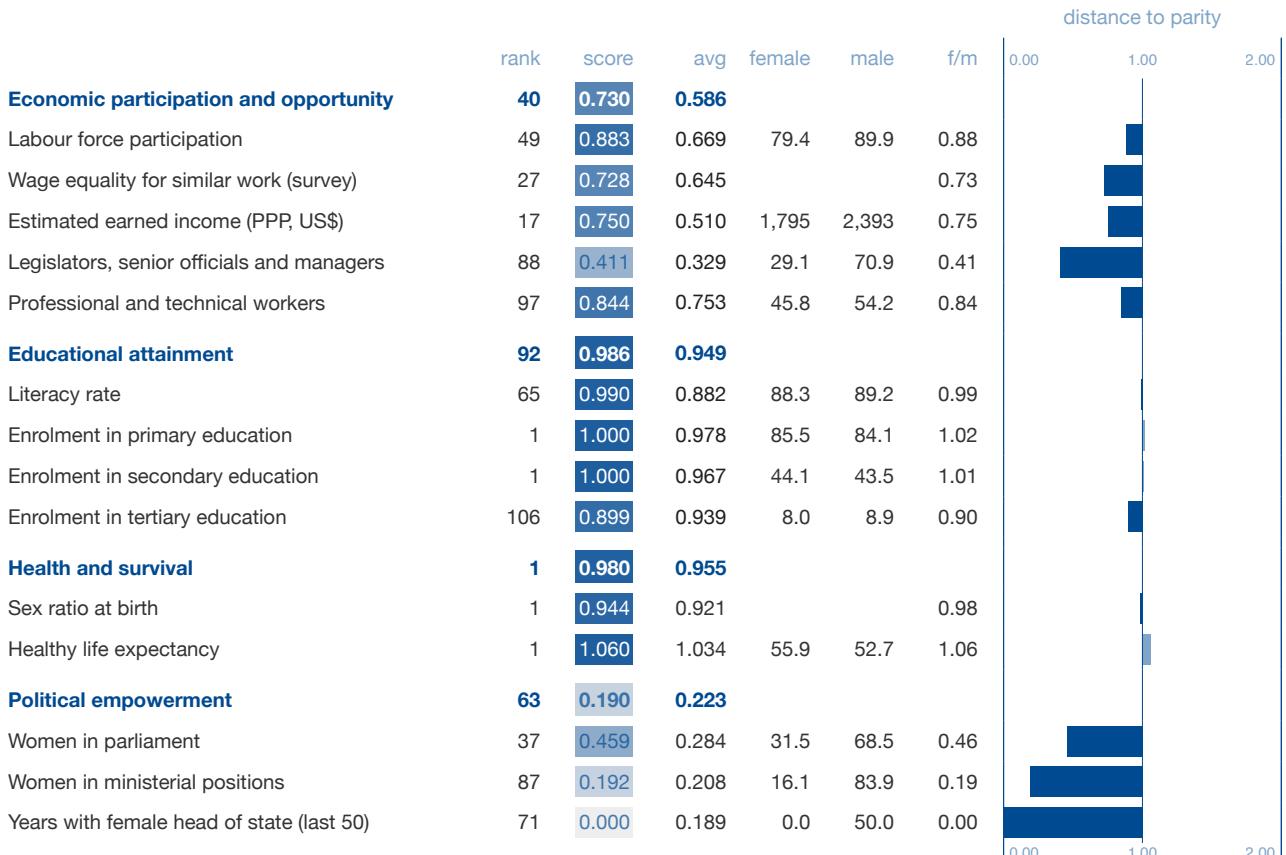


## KEY INDICATORS

|  |           |
|--|-----------|
| GDP (US\$ billions)                          | 17.85     |
| GDP per capita (constant '11, intl. \$, PPP) | 1,900     |
| Total population (1,000s)                    | 16,150.36 |
| Population growth rate (%)                   | 2.31      |
| Population sex ratio (female/male)           | 1.05      |
| Human Capital Index score                    | -         |

|  | 2006 rank | 2006 score   | 2018 rank | 2018 score   |
|--|-----------|--------------|-----------|--------------|
| <b>Global Gender Gap score</b>         | <b>76</b> | <b>0.646</b> | <b>47</b> | <b>0.721</b> |
| Economic participation and opportunity | 62        | 0.606        | 40        | 0.730        |
| Educational attainment                 | 87        | 0.920        | 92        | 0.986        |
| Health and survival                    | 108       | 0.957        | 1         | 0.980        |
| Political empowerment                  | 62        | 0.102        | 63        | 0.190        |
| rank out of                            | 115       |              | 149       |              |

## COUNTRY SCORE CARD



## SELECTED CONTEXTUAL DATA

| <b>Workforce Participation</b>                               | female | male | value             | <b>Care</b>  | female | male  | value             |
|--|--------|------|-------------------|--|--------|-------|-------------------|
| Non-discrimination laws, hiring women                        |        |      | yes               | Length of parental leave (days)                            |        |       | -                 |
| Youth not in employment or education                         | -      | -    | -                 | Length of maternity/paternity leave (days)                 | 98.0   | -     |                   |
| Unemployed adults  | 14.9   | 7.3  | 2.03              | Wages paid during maternity/paternity leave                | 100.0  | -     |                   |
| Discouraged job seekers                                      | -      | -    | -                 | Provider of parental leave benefits                        |        |       | -                 |
| Workers in informal employment                               | -      | -    | -                 | Provider of maternity/paternity leave benefits             | empl   | -     |                   |
| High-skilled share of labour force                           | -      | -    | -                 | Government supports or provides childcare                  |        |       | no                |
| Workers employed part-time                                   | 64.8   | 47.4 | 1.37              | Government provides child allowance                        |        |       | no                |
| Contributing family workers                                  | 1.8    | 1.2  | 1.50              |  |        |       |                   |
| Own-account workers  | 80.9   | 64.9 | 1.25              |  |        |       |                   |
| Work, minutes per day  | -      | -    | -                 |  |        |       |                   |
| Proportion of unpaid work per day                            | -      | -    | -                 |  |        |       |                   |
| <b>Economic Leadership</b>                                   | female | male | value             | <b>Education and Skills</b>                                | female | male  | value             |
| Law mandates equal pay                                       |        |      | yes               | Out-of-school children                                     | 13.0   | 14.4  | 0.90              |
| Advancement of women to leadership roles                     |        |      | <sup>2</sup> 0.62 | Primary education attainment, adults                       | 70.5   | 82.2  | 0.86              |
| Boards of publicly traded companies                          | -      | -    | -                 | Primary education attainment, 25-54                        | 96.8   | 98.5  | 0.98              |
| Firms with female (co-)owners                                |        |      | 0.74              | Primary education attainment, 65+                          | 59.7   | 81.1  | 0.74              |
| Firms with female top managers                               |        |      | 0.19              | Out-of-school youth  | 54.7   | 51.2  | 1.07              |
| Employers  | 0.4    | 1.2  | 0.33              | Secondary education attainment, adults                     | 12.0   | 19.1  | 0.63              |
| R&D personnel  | 27.2   | 72.8 | 0.37              | Secondary education attainment, 25-54                      | 67.6   | 75.1  | 0.90              |
| <b>Access to Assets</b>                                      | female | male | value             | Secondary education attainment, 65+                        | 10.3   | 21.5  | 0.48              |
| Hold an account at a financial institution                   | 15.3   | 19.1 | 0.80              | Tertiary education attainment, adults                      | 2.4    | 4.5   | 0.53              |
| Women's access to financial services                         |        |      | yes               | Tertiary education attainment, age 25-54                   | 8.0    | 13.8  | 0.58              |
| Inheritance rights for daughters                             |        |      | part              | Tertiary education attainment, age 65+                     | 2.7    | 4.7   | 0.56              |
| Women's access to land use, control and ownership            |        |      | part              | PhD graduates  | -      | -     | -                 |
| Women's access to non-land assets use, control and ownership |        |      | part              | Individuals using the internet                             | 100.0  | 100.0 | 1.00              |
| Mean monthly earnings (1,000s, local curr.)                  | -      | -    | -                 |  |        |       |                   |
| <b>Political Leadership</b>                                  | female | male | value             |  |        |       |                   |
| Year women received right to vote                            |        |      | 1919              | <b>Graduates by Degree Type</b>                            | female | male  | value             |
| Years since any women received voting rights                 |        |      | 98                | Agri., Forestry, Fisheries and Veterinary                  | 4.1    | 2.8   | 1.46              |
| Number of female heads of state to date                      |        |      | 0                 | Arts and Humanities  | 8.0    | 6.6   | 1.21              |
| Election list quotas for women, national                     |        |      | -                 | Business, Admin. and Law                                   | 33.6   | 22.2  | 1.51              |
| Election list quotas for women, local                        |        |      | -                 | Education  | 9.7    | 10.2  | 0.95              |
| Voluntary political party quotas                             |        |      | yes               | Engineering, Manuf. and Construction                       | 9.0    | 24.9  | 0.36              |
| Seats held in upper house                                    | -      | -    | -                 | Health and Welfare   | 2.1    | 3.4   | 0.63              |
| <b>Family</b>  | female | male | value             | Information and Comm. Technologies                         | 9.4    | 7.8   | 1.20              |
| Average length of single life                                | 20.3   | 25.2 | 0.81              | Natural Sci., Mathematics and Statistics                   | 2.6    | 4.1   | 0.62              |
| Proportion married by age 25                                 | 74.5   | 31.5 | 2.37              | Services   | 1.0    | 0.8   | 1.21              |
| Mean age of women at birth of first child                    |        |      | 28                | Social Sci., Journalism and Information                    | 16.2   | 13.7  | 1.18              |
| Average number of children per woman                         |        |      | 3.76              | <b>Health</b>  | female | male  | value             |
| Women's unmet demand for family planning                     |        |      | 15.00             | Mortality, children under age 5                            | 17.2   | 21.0  | <sup>1</sup> 0.82 |
| Potential support ratio                                      |        |      | 20                | Mortality, non-communicable diseases                       | 20.3   | 19.6  | <sup>1</sup> 1.03 |
| Total dependency ratio                                       |        |      | 79                | Mortality, infectious and parasitic diseases               | 23.9   | 23.9  | <sup>1</sup> 1.00 |
| Parity of parental rights in marriage                        |        |      | no                | Mortality, accidental injuries                             | 4.1    | 7.5   | <sup>1</sup> 0.55 |
| Parity of parental rights after divorce                      |        |      | -                 | Mortality, intentional injuries, self-harm                 | 1.7    | 4.3   | <sup>1</sup> 0.40 |
|  |        |      |                   | Mortality, childbirth                                      |        |       | <sup>1</sup> 443  |
|  |        |      |                   | Legislation on domestic violence                           |        |       | yes               |
|  |        |      |                   | Prevalence of gender violence in lifetime                  |        |       | 42.0              |
|  |        |      |                   | Law permits abortion to preserve a woman's physical health |        |       | no                |
|  |        |      |                   | Births attended by skilled health personnel                |        |       | -                 |
|  |        |      |                   | Antenatal care, at least four visits                       |        |       | 70.10             |

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)



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To learn more about the System Initiative, please refer to the System Initiative website: <https://www.weforum.org/system-initiatives/shaping-the-future-of-education-gender-and-work>.





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