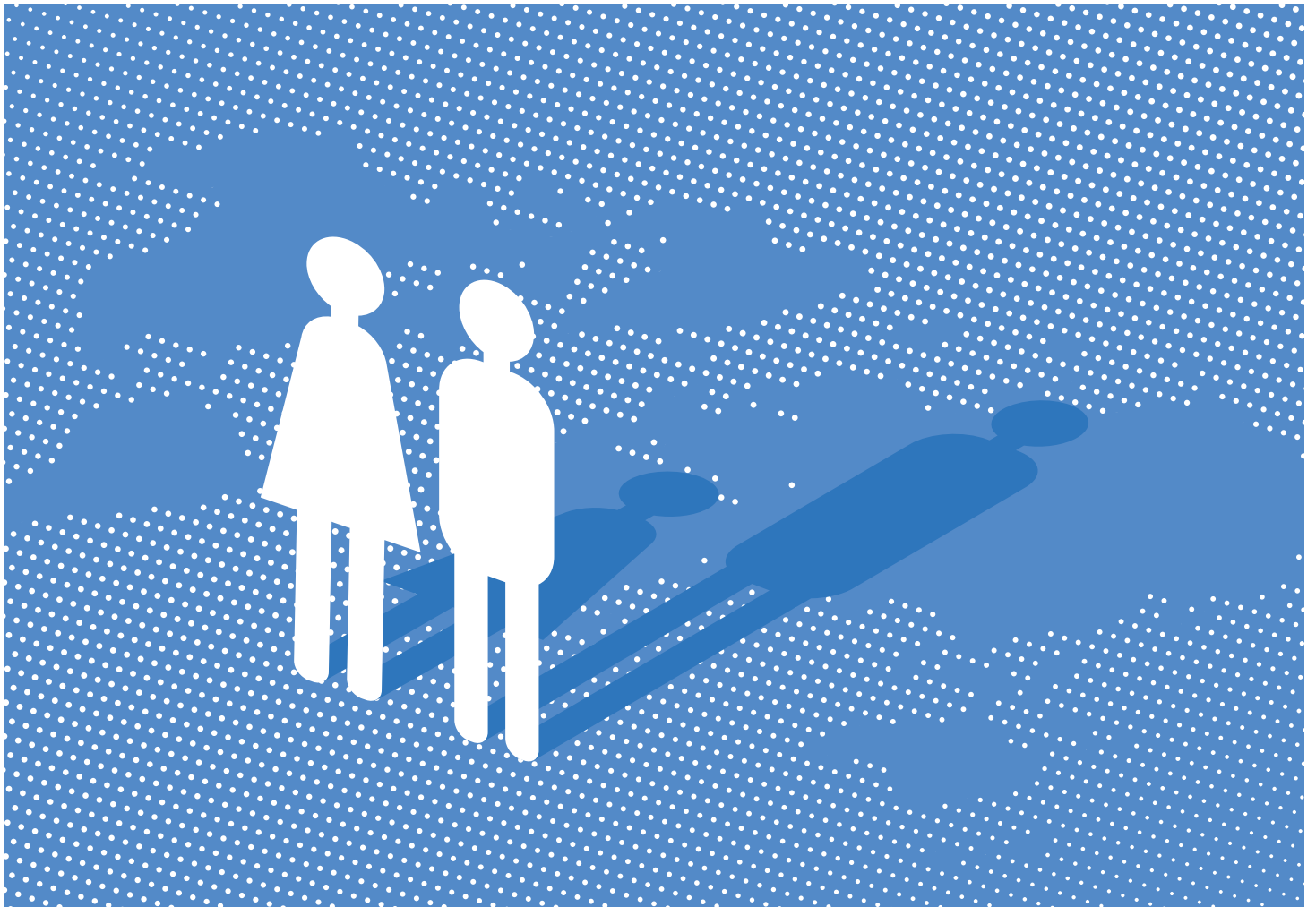


Insight Report

The Global Gender Gap Report 2016



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The *Global Gender Gap Report 2016* is published by the World Economic Forum.

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Contents

v Preface

1 PART 1: MEASURING THE GLOBAL GENDER GAP

3 The Global Gender Gap Index 2016

3 Measuring the Global Gender Gap

7 Results and Analysis

24 Progress Over Time

24 Gender Gaps and Income

25 The Case for Gender Parity

28 Gender Parity and Human Capital

36 Conclusion

41 Appendices

41 Appendix A: Regional and Income Group Classifications, 2016

43 Appendix B: Spread of Minimum and Maximum Values by Indicator, 2016

45 Appendix C: Rankings by Indicator, 2016

59 Appendix D: Update of the Estimated Earned Income Indicator

61 Appendix E: Demographic Structures

63 Appendix F: Business Best Practices

65 Appendix G: Public-Private Cooperation for Gender Equality

67 PART 2: COUNTRY PROFILES

69 List of Countries

71 User's Guide: How Country Profiles Work

80 Country Profiles

369 Contributors

371 System Initiative Stewards

373 System Initiative Partners

Preface

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Head of the Centre for the Global Agenda and Member of the Managing Board

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Talent and technology together will determine how the Fourth Industrial Revolution can be harnessed to deliver sustainable economic growth and innumerable benefits to society. Yet if half of the world's talent is not integrated—as both beneficiary and shaper—into the transformations underway, we will compromise innovation and risk a rise in inequality. This urgency is at the core of a fresh call to action to accelerate progress towards gender equality, adding to the well-established economic case for gender equality. Moreover, there is a fundamental moral case for empowering women: women represent one half of the global population and it is self-evident that they must have equal access to health, education, earning power and political representation.

Through the *Global Gender Gap Report*, the World Economic Forum quantifies the magnitude of gender-based disparities and tracks their progress over time. While no single measure can capture the complete situation, the Global Gender Gap Index presented in this *Report* seeks to measure one important aspect of gender equality—the relative gaps between women and men across four key areas: health, education, economy and politics. The Index was developed in part to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. More than a decade of data has revealed that progress is still too slow for realizing the full potential of one half of humanity within our lifetimes.

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 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.

Through the System Initiative on Shaping the Future of Education, Gender and Work we bring together leaders from all stakeholder groups to devise solutions and share best practices to close gender gaps. In particular, because progress on education has not resulted in equivalent gains for women in earning opportunity, economic independence and leadership, we work with interested countries to set up public-private collaboration bodies to bring more women into the workforce.

We would like to express our appreciation to Till Alexander Leopold and Vesselina Ratcheva for their leadership of this project. We would also like to thank the whole team engaged in the System Initiative on Shaping the Future of Education, Gender and Work for its support in shaping this project. We are grateful for the ongoing support of Ricardo Hausmann and Laura D. Tyson. Finally, we are inspired by the leadership of the Stewards and Partners of the System Initiative on Shaping the Future of Education, Gender and Work.

It is our hope that this latest edition of the *Report* will serve as a call to action to governments to accelerate gender equality through bolder policymaking, to businesses to prioritize gender equality as a critical talent and moral imperative and to all of us to become deeply conscious of the choices we make every day that impact gender equality globally. We call upon every reader of this *Report* to join these efforts.

Part 1

Measuring the Global Gender Gap

The Global Gender Gap Index 2016

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.

Last year's edition marked the 10th anniversary of the Index and examined the changing patterns of gender-based inequities around the world over a full decade's worth of data. This year's 11th edition continues to build on the well-established strengths of the *Report* while adapting a number of elements—namely, the Index's threshold for calculating gender gaps in estimated earned income, the *Report*'s regional classification, and visualization of results—to evolve the Global Gender Gap Index for its second decade.

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 2016 rankings, overall trends, regional performance and notable country cases. It also provides information on progress over time and progress within income groups. Next, the *Report* lays out the economic case for gender parity, with a focus on the growing evidence of inter-linkages between gender gaps and the future economic prospects and resilience of industries and countries. The fourth part of this chapter

takes a deeper look at gender parity as a key element of human capital in countries all throughout the world, examining global patterns, contextual factors, rates of change and proposals to prepare for the future.

The Country Profiles contained in Part 2 of this *Report* 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 2016 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.

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. This year's edition introduces an updated threshold for estimating gender parity in earned income, adjusting the income level cap to better reflect contemporary costs of living and bringing the Index in line with the latest thinking and methodology of statistical reports by the United Nations and others. A detailed discussion of this adjustment is provided in Appendix D.

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 (ILO), <i>Key Indicators of the Labor Market (KILM)</i> database, 9th edition, 2015 |
| | 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> , 2015-16 |
| | 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, 2015 or latest available data |
| | Ratio: female professional and technical workers over male value | International Labour Organization, <i>ILOSTAT</i> database, 2015 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, 2015 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , most recent year available between 1997 and 2007 |
| | Ratio: female net primary enrolment rate over male value | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2015 or latest data available |
| | Ratio: female net secondary enrolment rate over male value | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2015 or latest data available |
| | Ratio: female gross tertiary enrolment ratio over male value | UNESCO Institute for Statistics, <i>Education indicators</i> database, 2015 or latest data available |
| Health and Survival | Sex ratio at birth (converted to female-over-male ratio) | Central Intelligence Agency, <i>The CIA World Factbook</i> 2016, data updated weekly |
| | Ratio: female healthy life expectancy over male value | World Health Organization, <i>Global Health Observatory database</i> , data from 2013 |
| Political Empowerment | Ratio: females with seats in parliament over male value | Inter-Parliamentary Union, <i>Women in Politics: 2016</i> , reflecting elections/appointments up to 1 June 2016 |
| | Ratio: females at ministerial level over male value | Inter-Parliamentary Union, <i>Women in Politics: 2015</i> , reflecting appointments up to 1 January 2015 |
| | 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 2016 |

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 the scale 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 below.

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, 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 vs. 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 they are discussed further in the analytic sections of this chapter, as well as being 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.

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 on 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 in four fundamental categories (subindexes): *Economic Participation and Opportunity*, *Educational Attainment*, *Health and Survival* and *Political Empowerment*. Table 1 (page 4) displays all four of these subindexes and the 14 different 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)¹ and a qualitative indicator gathered through the World Economic Forum’s Executive Opinion Survey (wage equality for similar work). 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. 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 or 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 minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include 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 construction 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: How Country Profiles Work section in Part 2 of this *Report*.

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.

Truncate data at equality benchmark

As a second step, these ratios are truncated at the “equality benchmark.” For all indicators, except the two

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 |
| TOTAL | | | 1 |
| 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 |
| TOTAL | | | 1 |
| 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 |
| TOTAL | | | 1 |
| 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 |
| TOTAL | | | 1 |

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

health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of the sex ratio at birth, the equality benchmark is set at 0.944.² and the healthy life expectancy benchmark is set at 1.06.³ 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.

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.⁴ 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.

Calculate subindex scores

The third step in the process involves calculating the weighted average of the indicators within each subindex to create the subindex scores. Averaging the different

indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. 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 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.⁵

Calculate final scores

For all subindexes, the highest possible score is 1 (parity) and the lowest possible score is 0 (imparity), thus binding the scores between inequality and equality benchmarks.⁶ An un-weighted average of each subindex score is used to calculate the overall Global Gender Gap Index score. 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.⁷ 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.⁸

Results and analysis

Country Coverage, 2016

We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that make up the Index. In 2016, we have been able to include 144 countries in the *Report*. Of these, 107 have consistently been included in the *Report* every year since the first edition published in 2006.

Nearly 200 countries were considered for inclusion this year. Out of the 144 ultimately covered in this *Report*, 18 countries had one data point missing and 31 countries had two data points missing. Missing data is clearly marked on each relevant Country Profile. This year's *Report* features one new country never previously covered, Bosnia and Herzegovina, and one country previously covered once in 2012, Timor-Leste.

Until last year's edition, the *Report* grouped countries into six broader geographical groupings: Asia and the Pacific; Europe and Central Asia; Latin America and the Caribbean; Middle East and North Africa; North America; and Sub-Saharan Africa.

As part of the careful updating of certain elements of the *Report*, going forward the Global Gender Gap Report will group countries into eight 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 updated categories is detailed in Appendix A. Datasets of both the classical groupings and (compiled retroactively) the updated groupings are available for time-series analysis.

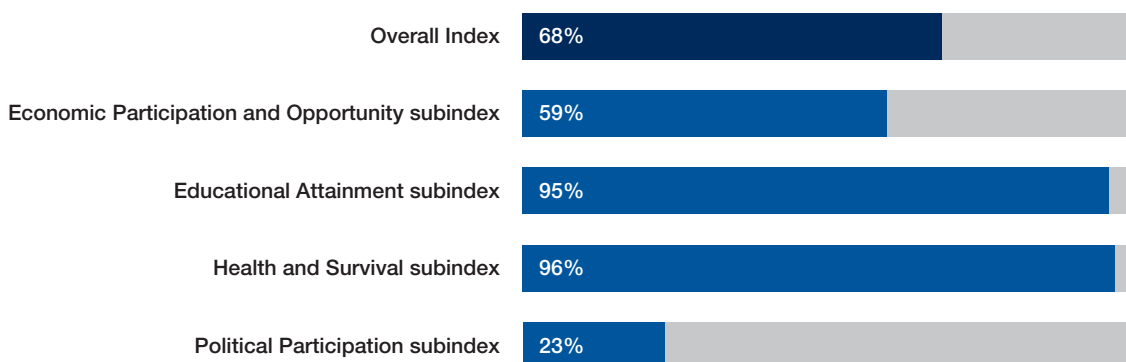
Global Results

Figure 1 (page 8) provides a global snapshot of the gender gap in the four subindexes. It shows that, on average, the 144 countries covered in the *Report* have closed 96% of the gap in health outcomes between women and men, unchanged since last year, and more than 95% of the gap in educational attainment, an improvement of almost one full percentage point since last year and the highest value ever measured by the Index. However, the gaps between women and men on economic participation and political empowerment remain wide: only 59% of the economic participation gap has been closed—a continued reversal on several years of progress and the lowest value measured by the Index since 2008—and about 23% of the political gap, continuing a trend of slow but steady improvement. Weighted by population, in 2016, the average progress on closing the global gender gap stands at a score of 0.683—meaning an average gap of 31.7% remains to be closed worldwide across the four Index dimensions in order to achieve universal gender parity.

Out of the 142 countries covered by the Index both this year and last year, 68 countries have increased their overall gender gap score compared to last year, while 74 have seen it decrease. It therefore has been an ambiguous year for global gender parity, with uneven progress at best.

Table 3 (page 10) displays the 2016 index and subindex rankings, organized from highest to lowest by rank, on the overall index. No country in the world has fully closed its gender gap, but four out of the five Nordic countries and, for the first time this year, Rwanda, have

Figure 1: Global performance, 2016



Source: Global Gender Gap Index 2016.

closed more than 80% of theirs. Yemen, the lowest ranking country, has closed slightly less than 52% of its gender gap. For further analysis, refer to the Performance by Subindex, Top Ten, and Performance by Region and Country sections.

Performance by Subindex

Table 4 (page 12) displays the rankings by subindex, organized highest to lowest by rank per subindex. On the **Economic Participation and Opportunity** subindex, 11 countries (three less than last year), including four from Sub-Saharan Africa—Burundi, Botswana, Rwanda and Ghana—and three Nordic countries—Norway, Iceland, and Sweden—have closed more than 80% of their gap. However, 19 countries, 15 of which are from the Middle East and North Africa region, have closed less than 50% of the gap for this subindex. Pakistan and Syria hold the last two spots on this subindex. Thirty-two countries have scores below the world average (0.586, weighted by population) on this subindex. The *Report's* Country Profiles include a wide range of additional contextual data, including on workforce participation, economic leadership, access to assets and technology and the care economy.

In 2016, 24 countries have fully closed the gap on the **Educational Attainment** subindex, one country less than last year. Guinea, Benin and Chad hold the last three spots on this subindex, with Chad having closed less than 70% of its education gender gap. In total, there are 17 countries where women still have less than 90% of the education outcomes that men have—a marked improvement over last year, when this was still the case for 22 countries. Thirty-four countries have scores below the world average (0.955, weighted by population) on this subindex. While the Index takes into account four key indicators to measure the gender gap on education outcomes, the *Report's* Country Profiles provide information on additional gaps between women and men—on out-of-school children of primary

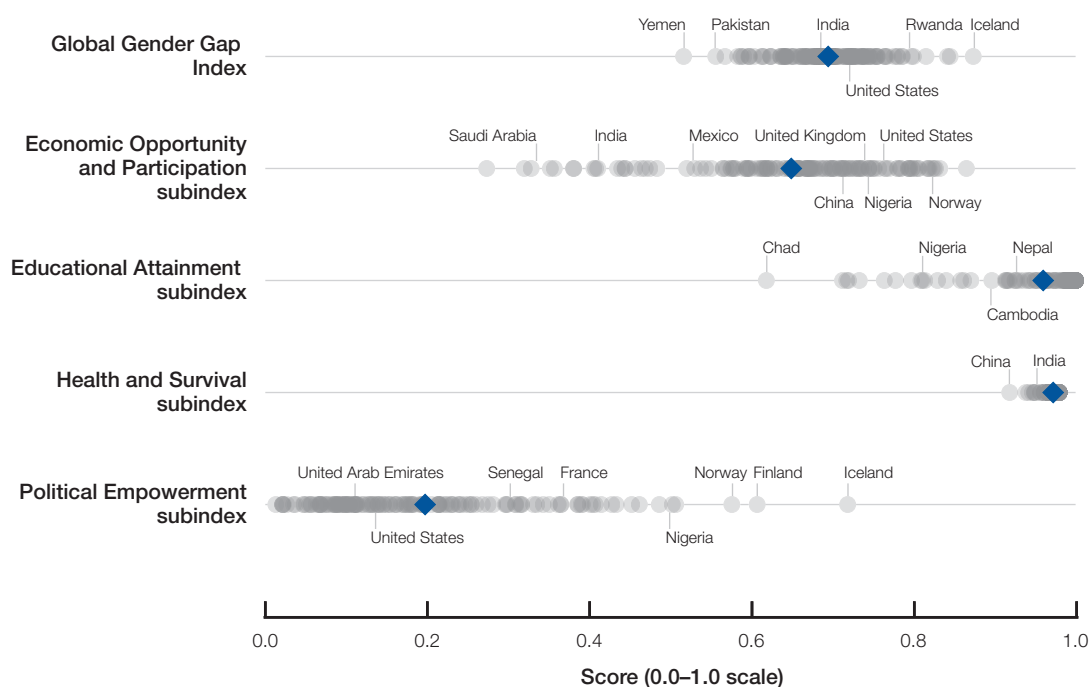
and secondary school age, education attainment rates, advanced degrees, STEM education and skill diversity.

Thirty-eight countries (two less than last year) have fully closed their gender gap on the **Health and Survival** subindex. India, Armenia and China are the lowest-ranked countries, and no country currently has a gap bigger than 90% on this subindex. Only seven countries have scores below the world average (0.957, weighted by population) on this subindex. While the Index takes into account two key measures of gender gaps, this year's Country Profiles present additional contextual data that reveals differences between female and male health outcomes from cardiovascular disease, cancer, diabetes, respiratory disease, HIV/AIDS, suicide and malnutrition. Additionally, the Country Profiles contain detailed information on maternal health and domestic violence.

On the **Political Empowerment** subindex, only Iceland has closed more than 70% of its gender gap and only Finland has closed more than 60% of its gender gap; 39 countries, from across all world regions, have closed less than 10% of the gap (unchanged from last year). Oman, Lebanon and Qatar have the lowest rankings on this subindex, having closed less than 3% of their political gender gap. Weighted by population, 100 countries rank below the subindex world average (0.233) this year. In addition to the indicators included in the Index, the Country Profiles present detailed information on women's political participation, such as the number of years since the establishment of women's suffrage, female heads of government to date, and the existence of voluntary political party quotas.

While nine countries—Bahamas, Barbados, Finland, France, Jamaica, Latvia, Lesotho, Nicaragua and the Philippines—have fully closed the gap on both the Health and Survival and Educational Attainment subindexes, no country has yet closed either the Economic Participation and Opportunity or Political Empowerment subindex gaps.

Figure 2: Range of scores, Global Gender Gap Index and subindexes, 2016



Source: Global Gender Gap Index 2016.

Note: Blue diamonds correspond to subindex averages.

Figure 2 illustrates the range of country scores for the four subindexes. The population-weighted average for each subindex is highlighted by blue diamonds. The Educational Attainment subindex is on the verge of overtaking the Health and Survival subindex, which has been stagnating for a number of years, to become the subindex closest to reaching universal gender parity. In fact, as of this year, it has already done so for the 107 countries that have been consistently featured since the first edition of the *Report*. However, Health and Survival is also the subindex with the lowest spread of scores, with most countries clustering around a fairly high achievement point near parity, while issues remain primarily in a number of large-population countries with distorted birth ratios due to “missing women” and gender-specific gaps in access to healthcare. By contrast, despite much recent progress in a large number of countries, global outcomes on the Educational Attainment subindex remain more uneven, with a wider spread of scores. The widest range in scores is found on the Political Empowerment subindex, followed by Economic Participation and Opportunity.

Top Ten

This year’s edition of the Global Gender Gap Index sees one new entrant to its top ten list as well as some notable rank changes. The top spots continue to be held by smaller European countries, particularly the Nordics who occupy the top four positions, with two countries from the East Asia and the Pacific region, one country from the Sub-Saharan Africa region, and one country from the

Latin America and the Caribbean region also represented. Compared to the world average, the leaders of the Index perform particularly strongly on Political Empowerment, with all ranking in the top 20 on this subindex.

Iceland (1) takes the top spot for the eighth consecutive year, closing more than 87% of its overall gender gap. It remains the top performer on Political Empowerment and in the top ten on Economic Participation and Opportunity on the back of solid improvements in the number of women among legislators, senior officials and managers. However, this year’s update of income scales on the estimate earned income indicator reveals that there remains an overall income gender gap to close. This is corroborated by its performance on the Wage equality for similar work indicator, for which Iceland ranks in 11th place this year. Since 2009, the country has fully closed its gender gap on Educational Attainment. Since the first edition of the Index in 2006, Iceland has closed approximately 12% of its total gender gap, making it one of the fastest-improving countries in the world.

Finland (2) overtakes Norway and regains its second place in the world, closing nearly 85% of its overall gender gap. It has fully closed its gender gap on Educational Attainment and Health and Survival and remains the runner-up on Political Empowerment, reaching parity in the number of women in ministerial positions. The Index’s updated estimated earned income scale reveals that Finland, too, has some work left to do to fully close its overall income gender gap.

Table 3: Global rankings, 2016

| Country | GLOBAL INDEX | | ECONOMIC PARTICIPATION AND OPPORTUNITY | | EDUCATIONAL ATTAINMENT | | HEALTH AND SURVIVAL | | POLITICAL EMPOWERMENT | |
|---------------------|--------------|-------|--|-------|------------------------|-------|---------------------|-------|-----------------------|-------|
| | Rank | Score | Rank | Score | Rank | Score | Rank | Score | Rank | Score |
| Iceland | 1 | 0.874 | 9 | 0.806 | 1 | 1.000 | 104 | 0.970 | 1 | 0.719 |
| Finland | 2 | 0.845 | 16 | 0.794 | 1 | 1.000 | 1 | 0.980 | 2 | 0.607 |
| Norway | 3 | 0.842 | 7 | 0.818 | 28 | 1.000 | 68 | 0.974 | 3 | 0.576 |
| Sweden | 4 | 0.815 | 11 | 0.802 | 36 | 0.999 | 69 | 0.974 | 6 | 0.486 |
| Rwanda | 5 | 0.800 | 8 | 0.817 | 110 | 0.958 | 89 | 0.972 | 8 | 0.452 |
| Ireland | 6 | 0.797 | 49 | 0.709 | 1 | 1.000 | 54 | 0.979 | 5 | 0.502 |
| Philippines | 7 | 0.786 | 21 | 0.780 | 1 | 1.000 | 1 | 0.980 | 17 | 0.386 |
| Slovenia | 8 | 0.786 | 19 | 0.784 | 25 | 1.000 | 76 | 0.973 | 18 | 0.385 |
| New Zealand | 9 | 0.781 | 24 | 0.765 | 40 | 0.999 | 104 | 0.970 | 16 | 0.390 |
| Nicaragua | 10 | 0.780 | 92 | 0.632 | 1 | 1.000 | 1 | 0.980 | 4 | 0.506 |
| Switzerland | 11 | 0.776 | 30 | 0.745 | 61 | 0.993 | 72 | 0.974 | 15 | 0.391 |
| Burundi | 12 | 0.768 | 1 | 0.865 | 124 | 0.917 | 66 | 0.974 | 28 | 0.314 |
| Germany | 13 | 0.766 | 57 | 0.691 | 100 | 0.966 | 54 | 0.979 | 10 | 0.428 |
| Namibia | 14 | 0.765 | 20 | 0.781 | 35 | 0.999 | 1 | 0.980 | 31 | 0.299 |
| South Africa | 15 | 0.764 | 63 | 0.677 | 55 | 0.995 | 1 | 0.980 | 13 | 0.404 |
| Netherlands | 16 | 0.756 | 76 | 0.659 | 60 | 0.994 | 103 | 0.970 | 14 | 0.401 |
| France | 17 | 0.755 | 64 | 0.676 | 1 | 1.000 | 1 | 0.980 | 19 | 0.365 |
| Latvia | 18 | 0.755 | 18 | 0.785 | 1 | 1.000 | 1 | 0.980 | 38 | 0.255 |
| Denmark | 19 | 0.754 | 34 | 0.735 | 1 | 1.000 | 106 | 0.970 | 29 | 0.309 |
| United Kingdom | 20 | 0.752 | 53 | 0.700 | 34 | 0.999 | 64 | 0.974 | 24 | 0.335 |
| Mozambique | 21 | 0.750 | 13 | 0.798 | 129 | 0.871 | 113 | 0.968 | 21 | 0.361 |
| Estonia | 22 | 0.747 | 50 | 0.703 | 53 | 0.995 | 1 | 0.980 | 30 | 0.308 |
| Bolivia | 23 | 0.746 | 98 | 0.619 | 98 | 0.970 | 1 | 0.980 | 11 | 0.415 |
| Belgium | 24 | 0.745 | 37 | 0.731 | 1 | 1.000 | 64 | 0.974 | 35 | 0.275 |
| Lithuania | 25 | 0.744 | 25 | 0.757 | 1 | 1.000 | 40 | 0.979 | 43 | 0.239 |
| Moldova | 26 | 0.741 | 15 | 0.795 | 52 | 0.996 | 40 | 0.979 | 58 | 0.196 |
| Cuba | 27 | 0.740 | 114 | 0.578 | 1 | 1.000 | 61 | 0.975 | 12 | 0.407 |
| Barbados | 28 | 0.739 | 4 | 0.825 | 1 | 1.000 | 1 | 0.980 | 78 | 0.150 |
| Spain | 29 | 0.738 | 72 | 0.668 | 43 | 0.998 | 91 | 0.972 | 26 | 0.316 |
| Belarus | 30 | 0.737 | 5 | 0.823 | 29 | 1.000 | 40 | 0.979 | 80 | 0.146 |
| Portugal | 31 | 0.737 | 46 | 0.713 | 63 | 0.993 | 76 | 0.973 | 36 | 0.268 |
| Costa Rica | 32 | 0.736 | 105 | 0.606 | 30 | 1.000 | 62 | 0.975 | 20 | 0.365 |
| Argentina | 33 | 0.735 | 101 | 0.616 | 54 | 0.995 | 1 | 0.980 | 22 | 0.350 |
| Luxembourg | 34 | 0.734 | 27 | 0.750 | 1 | 1.000 | 69 | 0.974 | 55 | 0.212 |
| Canada | 35 | 0.731 | 36 | 0.732 | 1 | 1.000 | 108 | 0.969 | 49 | 0.222 |
| Cape Verde | 36 | 0.729 | 104 | 0.610 | 90 | 0.984 | 1 | 0.980 | 23 | 0.343 |
| Bahamas | 37 | 0.729 | 3 | 0.827 | 1 | 1.000 | 1 | 0.980 | 99 | 0.110 |
| Poland | 38 | 0.727 | 58 | 0.690 | 31 | 1.000 | 40 | 0.979 | 44 | 0.238 |
| Colombia | 39 | 0.727 | 28 | 0.749 | 37 | 0.999 | 40 | 0.979 | 66 | 0.180 |
| Ecuador | 40 | 0.726 | 93 | 0.631 | 48 | 0.996 | 1 | 0.980 | 32 | 0.297 |
| Bulgaria | 41 | 0.726 | 43 | 0.716 | 65 | 0.993 | 40 | 0.979 | 51 | 0.215 |
| Jamaica | 42 | 0.724 | 35 | 0.733 | 1 | 1.000 | 1 | 0.980 | 63 | 0.183 |
| Lao PDR | 43 | 0.724 | 2 | 0.832 | 115 | 0.944 | 90 | 0.972 | 79 | 0.146 |
| Trinidad and Tobago | 44 | 0.723 | 51 | 0.702 | 69 | 0.992 | 1 | 0.980 | 50 | 0.218 |
| United States | 45 | 0.722 | 26 | 0.752 | 1 | 1.000 | 62 | 0.975 | 73 | 0.162 |
| Australia | 46 | 0.721 | 42 | 0.719 | 1 | 1.000 | 72 | 0.974 | 61 | 0.193 |
| Panama | 47 | 0.721 | 55 | 0.696 | 62 | 0.993 | 1 | 0.980 | 54 | 0.214 |
| Serbia | 48 | 0.720 | 70 | 0.670 | 49 | 0.996 | 76 | 0.973 | 42 | 0.242 |
| Israel | 49 | 0.719 | 62 | 0.678 | 1 | 1.000 | 67 | 0.974 | 48 | 0.224 |
| Italy | 50 | 0.719 | 117 | 0.574 | 56 | 0.995 | 72 | 0.974 | 25 | 0.331 |
| Kazakhstan | 51 | 0.718 | 31 | 0.745 | 58 | 0.995 | 1 | 0.980 | 77 | 0.153 |
| Austria | 52 | 0.716 | 84 | 0.650 | 86 | 0.987 | 1 | 0.980 | 41 | 0.246 |
| Tanzania | 53 | 0.716 | 65 | 0.674 | 126 | 0.914 | 53 | 0.979 | 33 | 0.296 |
| Botswana | 54 | 0.715 | 6 | 0.819 | 1 | 1.000 | 85 | 0.973 | 126 | 0.068 |
| Singapore | 55 | 0.712 | 17 | 0.793 | 95 | 0.975 | 121 | 0.967 | 97 | 0.111 |
| Zimbabwe | 56 | 0.710 | 45 | 0.714 | 96 | 0.973 | 1 | 0.980 | 69 | 0.175 |
| Lesotho | 57 | 0.706 | 66 | 0.672 | 1 | 1.000 | 1 | 0.980 | 70 | 0.172 |
| Mongolia | 58 | 0.705 | 23 | 0.766 | 66 | 0.993 | 1 | 0.980 | 119 | 0.084 |
| Ghana | 59 | 0.705 | 10 | 0.805 | 119 | 0.931 | 85 | 0.973 | 95 | 0.112 |
| Madagascar | 60 | 0.704 | 32 | 0.739 | 101 | 0.964 | 88 | 0.973 | 81 | 0.142 |
| Uganda | 61 | 0.704 | 87 | 0.647 | 120 | 0.928 | 1 | 0.980 | 37 | 0.260 |
| Albania | 62 | 0.704 | 73 | 0.668 | 88 | 0.986 | 141 | 0.947 | 53 | 0.214 |
| Kenya | 63 | 0.702 | 48 | 0.710 | 116 | 0.943 | 83 | 0.973 | 64 | 0.182 |
| El Salvador | 64 | 0.702 | 95 | 0.623 | 73 | 0.991 | 1 | 0.980 | 52 | 0.214 |
| Vietnam | 65 | 0.700 | 33 | 0.736 | 93 | 0.978 | 138 | 0.950 | 84 | 0.138 |
| Mexico | 66 | 0.700 | 122 | 0.544 | 51 | 0.996 | 1 | 0.980 | 34 | 0.281 |
| Malawi | 67 | 0.700 | 12 | 0.799 | 125 | 0.915 | 75 | 0.973 | 94 | 0.113 |
| Croatia | 68 | 0.700 | 68 | 0.672 | 57 | 0.995 | 40 | 0.979 | 76 | 0.154 |
| Ukraine | 69 | 0.700 | 40 | 0.722 | 26 | 1.000 | 40 | 0.979 | 107 | 0.098 |
| Chile | 70 | 0.699 | 119 | 0.565 | 38 | 0.999 | 39 | 0.979 | 39 | 0.254 |
| Thailand | 71 | 0.699 | 22 | 0.770 | 74 | 0.990 | 1 | 0.980 | 131 | 0.057 |
| Bangladesh | 72 | 0.698 | 135 | 0.410 | 114 | 0.950 | 93 | 0.971 | 7 | 0.462 |

Table 3: Global rankings, 2016 (cont'd.)

| Country | GLOBAL INDEX | | ECONOMIC PARTICIPATION AND OPPORTUNITY | | EDUCATIONAL ATTAINMENT | | HEALTH AND SURVIVAL | | POLITICAL EMPOWERMENT | |
|-------------------------|--------------|-------|--|-------|------------------------|-------|---------------------|-------|-----------------------|-------|
| | Rank | Score | Rank | Score | Rank | Score | Rank | Score | Rank | Score |
| Macedonia, FYR | 73 | 0.696 | 79 | 0.658 | 91 | 0.982 | 119 | 0.967 | 67 | 0.178 |
| Venezuela | 74 | 0.694 | 71 | 0.669 | 33 | 0.999 | 1 | 0.980 | 89 | 0.127 |
| Russian Federation | 75 | 0.691 | 41 | 0.722 | 45 | 0.997 | 40 | 0.979 | 129 | 0.066 |
| Romania | 76 | 0.690 | 54 | 0.699 | 68 | 0.992 | 40 | 0.979 | 112 | 0.090 |
| Czech Republic | 77 | 0.690 | 89 | 0.647 | 1 | 1.000 | 40 | 0.979 | 85 | 0.134 |
| Honduras | 78 | 0.690 | 96 | 0.623 | 1 | 1.000 | 59 | 0.976 | 75 | 0.160 |
| Brazil | 79 | 0.687 | 91 | 0.640 | 42 | 0.998 | 1 | 0.980 | 86 | 0.132 |
| Peru | 80 | 0.687 | 111 | 0.594 | 80 | 0.989 | 100 | 0.970 | 60 | 0.194 |
| Kyrgyz Republic | 81 | 0.687 | 83 | 0.651 | 72 | 0.991 | 76 | 0.973 | 87 | 0.132 |
| Senegal | 82 | 0.685 | 94 | 0.628 | 133 | 0.830 | 123 | 0.967 | 27 | 0.316 |
| Bosnia and Herzegovina* | 83 | 0.685 | 113 | 0.581 | 50 | 0.996 | 76 | 0.973 | 62 | 0.191 |
| Cyprus | 84 | 0.684 | 75 | 0.665 | 41 | 0.998 | 71 | 0.974 | 105 | 0.100 |
| Cameroon | 85 | 0.684 | 39 | 0.727 | 130 | 0.862 | 114 | 0.968 | 65 | 0.180 |
| Azerbaijan | 86 | 0.684 | 38 | 0.728 | 83 | 0.988 | 138 | 0.950 | 124 | 0.069 |
| India | 87 | 0.683 | 136 | 0.408 | 113 | 0.950 | 142 | 0.942 | 9 | 0.433 |
| Indonesia | 88 | 0.682 | 107 | 0.598 | 87 | 0.987 | 58 | 0.976 | 72 | 0.168 |
| Montenegro | 89 | 0.681 | 88 | 0.647 | 79 | 0.989 | 60 | 0.975 | 93 | 0.114 |
| Georgia | 90 | 0.681 | 61 | 0.679 | 78 | 0.989 | 119 | 0.967 | 114 | 0.089 |
| Uruguay | 91 | 0.681 | 90 | 0.643 | 39 | 0.999 | 1 | 0.980 | 104 | 0.101 |
| Greece | 92 | 0.680 | 85 | 0.649 | 85 | 0.987 | 54 | 0.979 | 101 | 0.104 |
| Tajikistan | 93 | 0.679 | 47 | 0.711 | 118 | 0.937 | 126 | 0.966 | 102 | 0.104 |
| Slovak Republic | 94 | 0.679 | 86 | 0.648 | 1 | 1.000 | 76 | 0.973 | 110 | 0.093 |
| Suriname | 95 | 0.679 | 100 | 0.617 | 44 | 0.997 | 1 | 0.980 | 91 | 0.120 |
| Paraguay | 96 | 0.676 | 82 | 0.656 | 59 | 0.995 | 1 | 0.980 | 122 | 0.075 |
| Dominican Republic | 97 | 0.676 | 78 | 0.658 | 77 | 0.989 | 97 | 0.971 | 118 | 0.085 |
| Belize | 98 | 0.676 | 59 | 0.686 | 75 | 0.990 | 1 | 0.980 | 135 | 0.048 |
| China | 99 | 0.676 | 81 | 0.656 | 99 | 0.967 | 144 | 0.919 | 74 | 0.162 |
| Sri Lanka | 100 | 0.673 | 124 | 0.530 | 82 | 0.988 | 1 | 0.980 | 57 | 0.196 |
| Hungary | 101 | 0.669 | 67 | 0.672 | 67 | 0.992 | 40 | 0.979 | 138 | 0.035 |
| Armenia | 102 | 0.669 | 69 | 0.671 | 27 | 1.000 | 143 | 0.939 | 125 | 0.068 |
| Brunei Darussalam | 103 | 0.669 | 56 | 0.696 | 70 | 0.992 | 130 | 0.966 | 141 | 0.021 |
| Gambia, The | 104 | 0.667 | 60 | 0.685 | 127 | 0.913 | 83 | 0.973 | 106 | 0.098 |
| Guatemala | 105 | 0.666 | 102 | 0.613 | 107 | 0.960 | 1 | 0.980 | 96 | 0.112 |
| Malaysia | 106 | 0.666 | 80 | 0.658 | 89 | 0.985 | 109 | 0.969 | 134 | 0.051 |
| Swaziland | 107 | 0.665 | 109 | 0.595 | 46 | 0.997 | 132 | 0.961 | 100 | 0.109 |
| Malta | 108 | 0.664 | 108 | 0.595 | 111 | 0.953 | 107 | 0.970 | 82 | 0.140 |
| Ethiopia | 109 | 0.662 | 106 | 0.599 | 132 | 0.840 | 57 | 0.978 | 45 | 0.231 |
| Nepal | 110 | 0.661 | 115 | 0.578 | 123 | 0.918 | 92 | 0.972 | 68 | 0.175 |
| Japan | 111 | 0.660 | 118 | 0.569 | 76 | 0.990 | 40 | 0.979 | 103 | 0.103 |
| Cambodia | 112 | 0.658 | 77 | 0.659 | 128 | 0.897 | 1 | 0.980 | 108 | 0.098 |
| Mauritius | 113 | 0.652 | 121 | 0.550 | 71 | 0.991 | 1 | 0.980 | 116 | 0.087 |
| Liberia | 114 | 0.652 | 103 | 0.612 | 137 | 0.797 | 118 | 0.967 | 46 | 0.230 |
| Maldives | 115 | 0.650 | 112 | 0.590 | 81 | 0.988 | 129 | 0.966 | 133 | 0.055 |
| Korea, Rep. | 116 | 0.649 | 123 | 0.537 | 102 | 0.964 | 76 | 0.973 | 92 | 0.120 |
| Angola | 117 | 0.643 | 120 | 0.565 | 138 | 0.778 | 1 | 0.980 | 40 | 0.251 |
| Nigeria | 118 | 0.643 | 52 | 0.700 | 134 | 0.814 | 135 | 0.961 | 109 | 0.097 |
| Qatar | 119 | 0.643 | 97 | 0.619 | 92 | 0.982 | 136 | 0.957 | 144 | 0.013 |
| Algeria | 120 | 0.642 | 134 | 0.435 | 104 | 0.962 | 127 | 0.966 | 56 | 0.205 |
| Bhutan | 121 | 0.642 | 99 | 0.619 | 121 | 0.925 | 125 | 0.966 | 132 | 0.056 |
| Guinea | 122 | 0.640 | 29 | 0.745 | 142 | 0.718 | 115 | 0.967 | 88 | 0.130 |
| Burkina Faso | 123 | 0.640 | 44 | 0.714 | 136 | 0.809 | 116 | 0.967 | 127 | 0.068 |
| United Arab Emirates | 124 | 0.639 | 130 | 0.456 | 32 | 1.000 | 132 | 0.961 | 83 | 0.139 |
| Timor-Leste* | 125 | 0.637 | 137 | 0.406 | 117 | 0.941 | 96 | 0.971 | 47 | 0.229 |
| Tunisia | 126 | 0.636 | 131 | 0.444 | 106 | 0.960 | 110 | 0.969 | 71 | 0.170 |
| Benin | 127 | 0.636 | 14 | 0.795 | 143 | 0.712 | 116 | 0.967 | 128 | 0.067 |
| Kuwait | 128 | 0.624 | 125 | 0.520 | 47 | 0.997 | 136 | 0.957 | 140 | 0.022 |
| Mauritania | 129 | 0.624 | 128 | 0.469 | 131 | 0.858 | 85 | 0.973 | 59 | 0.195 |
| Turkey | 130 | 0.623 | 129 | 0.464 | 109 | 0.958 | 1 | 0.980 | 113 | 0.090 |
| Bahrain | 131 | 0.615 | 127 | 0.475 | 84 | 0.987 | 132 | 0.961 | 137 | 0.037 |
| Egypt | 132 | 0.614 | 132 | 0.444 | 112 | 0.952 | 95 | 0.971 | 115 | 0.087 |
| Oman | 133 | 0.612 | 126 | 0.483 | 97 | 0.973 | 99 | 0.971 | 142 | 0.021 |
| Jordan | 134 | 0.603 | 138 | 0.381 | 64 | 0.993 | 131 | 0.966 | 123 | 0.073 |
| Lebanon | 135 | 0.598 | 133 | 0.440 | 108 | 0.959 | 102 | 0.970 | 143 | 0.021 |
| Côte d'Ivoire | 136 | 0.597 | 116 | 0.575 | 139 | 0.764 | 112 | 0.968 | 120 | 0.081 |
| Morocco | 137 | 0.597 | 139 | 0.380 | 122 | 0.925 | 93 | 0.971 | 98 | 0.110 |
| Mali | 138 | 0.591 | 110 | 0.594 | 140 | 0.733 | 140 | 0.949 | 117 | 0.086 |
| Iran, Islamic Rep. | 139 | 0.587 | 140 | 0.357 | 94 | 0.975 | 98 | 0.971 | 136 | 0.047 |
| Chad | 140 | 0.587 | 74 | 0.667 | 144 | 0.618 | 111 | 0.968 | 111 | 0.093 |
| Saudi Arabia | 141 | 0.583 | 142 | 0.328 | 105 | 0.961 | 128 | 0.966 | 121 | 0.077 |
| Syria | 142 | 0.567 | 144 | 0.273 | 103 | 0.963 | 101 | 0.970 | 130 | 0.063 |
| Pakistan | 143 | 0.556 | 143 | 0.320 | 135 | 0.811 | 124 | 0.967 | 90 | 0.127 |
| Yemen | 144 | 0.516 | 141 | 0.352 | 141 | 0.720 | 122 | 0.967 | 139 | 0.026 |

* New countries in 2016

Table 4: Rankings by subindex, 2016

| ECONOMIC PARTICIPATION AND OPPORTUNITY | | | | | | EDUCATIONAL ATTAINMENT | | | | | |
|--|------|-------|-------------------------|------|-------|-------------------------|------|-------|--------------------|------|-------|
| Country | Rank | Score | Country | Rank | Score | Country | Rank | Score | Country | Rank | Score |
| Burundi | 1 | 0.865 | Albania | 73 | 0.668 | Australia | 1 | 1.000 | El Salvador | 73 | 0.991 |
| Lao PDR | 2 | 0.832 | Chad | 74 | 0.667 | Bahamas | 1 | 1.000 | Thailand | 74 | 0.990 |
| Bahamas | 3 | 0.827 | Cyprus | 75 | 0.665 | Barbados | 1 | 1.000 | Belize | 75 | 0.990 |
| Barbados | 4 | 0.825 | Netherlands | 76 | 0.659 | Belgium | 1 | 1.000 | Japan | 76 | 0.990 |
| Belarus | 5 | 0.823 | Cambodia | 77 | 0.659 | Botswana | 1 | 1.000 | Dominican Republic | 77 | 0.989 |
| Botswana | 6 | 0.819 | Dominican Republic | 78 | 0.658 | Canada | 1 | 1.000 | Georgia | 78 | 0.989 |
| Norway | 7 | 0.818 | Macedonia, FYR | 79 | 0.658 | Cuba | 1 | 1.000 | Montenegro | 79 | 0.989 |
| Rwanda | 8 | 0.817 | Malaysia | 80 | 0.658 | Czech Republic | 1 | 1.000 | Peru | 80 | 0.989 |
| Iceland | 9 | 0.806 | China | 81 | 0.656 | Denmark | 1 | 1.000 | Maldives | 81 | 0.988 |
| Ghana | 10 | 0.805 | Paraguay | 82 | 0.656 | Finland | 1 | 1.000 | Sri Lanka | 82 | 0.988 |
| Sweden | 11 | 0.802 | Kyrgyz Republic | 83 | 0.651 | France | 1 | 1.000 | Azerbaijan | 83 | 0.988 |
| Malawi | 12 | 0.799 | Austria | 84 | 0.650 | Honduras | 1 | 1.000 | Bahrain | 84 | 0.987 |
| Mozambique | 13 | 0.798 | Greece | 85 | 0.649 | Iceland | 1 | 1.000 | Greece | 85 | 0.987 |
| Benin | 14 | 0.795 | Slovak Republic | 86 | 0.648 | Ireland | 1 | 1.000 | Austria | 86 | 0.987 |
| Moldova | 15 | 0.795 | Uganda | 87 | 0.647 | Israel | 1 | 1.000 | Indonesia | 87 | 0.987 |
| Finland | 16 | 0.794 | Montenegro | 88 | 0.647 | Jamaica | 1 | 1.000 | Albania | 88 | 0.986 |
| Singapore | 17 | 0.793 | Czech Republic | 89 | 0.647 | Latvia | 1 | 1.000 | Malaysia | 89 | 0.985 |
| Latvia | 18 | 0.785 | Uruguay | 90 | 0.643 | Lesotho | 1 | 1.000 | Cape Verde | 90 | 0.984 |
| Slovenia | 19 | 0.784 | Brazil | 91 | 0.640 | Lithuania | 1 | 1.000 | Macedonia, FYR | 91 | 0.982 |
| Namibia | 20 | 0.781 | Nicaragua | 92 | 0.632 | Luxembourg | 1 | 1.000 | Qatar | 92 | 0.982 |
| Philippines | 21 | 0.780 | Ecuador | 93 | 0.631 | Nicaragua | 1 | 1.000 | Vietnam | 93 | 0.978 |
| Thailand | 22 | 0.770 | Senegal | 94 | 0.628 | Philippines | 1 | 1.000 | Iran, Islamic Rep. | 94 | 0.975 |
| Mongolia | 23 | 0.766 | El Salvador | 95 | 0.623 | Slovak Republic | 1 | 1.000 | Singapore | 95 | 0.975 |
| New Zealand | 24 | 0.765 | Honduras | 96 | 0.623 | United States | 1 | 1.000 | Zimbabwe | 96 | 0.973 |
| Lithuania | 25 | 0.757 | Qatar | 97 | 0.619 | Slovenia | 25 | 1.000 | Oman | 97 | 0.973 |
| United States | 26 | 0.752 | Bolivia | 98 | 0.619 | Ukraine | 26 | 1.000 | Bolivia | 98 | 0.970 |
| Luxembourg | 27 | 0.750 | Bhutan | 99 | 0.619 | Armenia | 27 | 1.000 | China | 99 | 0.967 |
| Colombia | 28 | 0.749 | Suriname | 100 | 0.617 | Norway | 28 | 1.000 | Germany | 100 | 0.966 |
| Guinea | 29 | 0.745 | Argentina | 101 | 0.616 | Belarus | 29 | 1.000 | Madagascar | 101 | 0.964 |
| Switzerland | 30 | 0.745 | Guatemala | 102 | 0.613 | Costa Rica | 30 | 1.000 | Korea, Rep. | 102 | 0.964 |
| Kazakhstan | 31 | 0.745 | Liberia | 103 | 0.612 | Poland | 31 | 1.000 | Syria | 103 | 0.963 |
| Madagascar | 32 | 0.739 | Cape Verde | 104 | 0.610 | United Arab Emirates | 32 | 1.000 | Algeria | 104 | 0.962 |
| Vietnam | 33 | 0.736 | Costa Rica | 105 | 0.606 | Venezuela | 33 | 0.999 | Saudi Arabia | 105 | 0.961 |
| Denmark | 34 | 0.735 | Ethiopia | 106 | 0.599 | United Kingdom | 34 | 0.999 | Tunisia | 106 | 0.960 |
| Jamaica | 35 | 0.733 | Indonesia | 107 | 0.598 | Namibia | 35 | 0.999 | Guatemala | 107 | 0.960 |
| Canada | 36 | 0.732 | Malta | 108 | 0.595 | Sweden | 36 | 0.999 | Lebanon | 108 | 0.959 |
| Belgium | 37 | 0.731 | Swaziland | 109 | 0.595 | Colombia | 37 | 0.999 | Turkey | 109 | 0.958 |
| Azerbaijan | 38 | 0.728 | Mali | 110 | 0.594 | Chile | 38 | 0.999 | Rwanda | 110 | 0.958 |
| Cameroon | 39 | 0.727 | Peru | 111 | 0.594 | Uruguay | 39 | 0.999 | Malta | 111 | 0.953 |
| Ukraine | 40 | 0.722 | Maldives | 112 | 0.590 | New Zealand | 40 | 0.999 | Egypt | 112 | 0.952 |
| Russian Federation | 41 | 0.722 | Bosnia and Herzegovina* | 113 | 0.581 | Cyprus | 41 | 0.998 | India | 113 | 0.950 |
| Australia | 42 | 0.719 | Cuba | 114 | 0.578 | Brazil | 42 | 0.998 | Bangladesh | 114 | 0.950 |
| Bulgaria | 43 | 0.716 | Nepal | 115 | 0.578 | Nepal | 43 | 0.998 | Lao PDR | 115 | 0.944 |
| Burkina Faso | 44 | 0.714 | Côte d'Ivoire | 116 | 0.575 | Suriname | 44 | 0.997 | Kenya | 116 | 0.943 |
| Zimbabwe | 45 | 0.714 | Italy | 117 | 0.574 | Russian Federation | 45 | 0.997 | Timor-Leste* | 117 | 0.941 |
| Portugal | 46 | 0.713 | Japan | 118 | 0.569 | Swaziland | 46 | 0.997 | Tajikistan | 118 | 0.937 |
| Tajikistan | 47 | 0.711 | Chile | 119 | 0.565 | Kuwait | 47 | 0.997 | Ghana | 119 | 0.931 |
| Kenya | 48 | 0.710 | Angola | 120 | 0.565 | Ecuador | 48 | 0.996 | Uganda | 120 | 0.928 |
| Ireland | 49 | 0.709 | Mauritius | 121 | 0.550 | Serbia | 49 | 0.996 | Bhutan | 121 | 0.925 |
| Estonia | 50 | 0.703 | Mexico | 122 | 0.544 | Bosnia and Herzegovina* | 50 | 0.996 | Morocco | 122 | 0.925 |
| Trinidad and Tobago | 51 | 0.702 | Korea, Rep. | 123 | 0.537 | Mexico | 51 | 0.996 | Nepal | 123 | 0.918 |
| Nigeria | 52 | 0.700 | Sri Lanka | 124 | 0.530 | Moldova | 52 | 0.996 | Burundi | 124 | 0.917 |
| United Kingdom | 53 | 0.700 | Kuwait | 125 | 0.520 | Estonia | 53 | 0.995 | Malawi | 125 | 0.915 |
| Romania | 54 | 0.699 | Oman | 126 | 0.483 | Argentina | 54 | 0.995 | Tanzania | 126 | 0.914 |
| Panama | 55 | 0.696 | Bahrain | 127 | 0.475 | South Africa | 55 | 0.995 | Gambia, The | 127 | 0.913 |
| Brunei Darussalam | 56 | 0.696 | Mauritania | 128 | 0.469 | Italy | 56 | 0.995 | Cambodia | 128 | 0.897 |
| Germany | 57 | 0.691 | Turkey | 129 | 0.464 | Croatia | 57 | 0.995 | Mozambique | 129 | 0.871 |
| Poland | 58 | 0.690 | United Arab Emirates | 130 | 0.456 | Kazakhstan | 58 | 0.995 | Cameroon | 130 | 0.862 |
| Belize | 59 | 0.686 | Tunisia | 131 | 0.444 | Paraguay | 59 | 0.995 | Mauritania | 131 | 0.858 |
| Gambia, The | 60 | 0.685 | Egypt | 132 | 0.444 | Netherlands | 60 | 0.994 | Ethiopia | 132 | 0.840 |
| Georgia | 61 | 0.679 | Lebanon | 133 | 0.440 | Switzerland | 61 | 0.993 | Senegal | 133 | 0.830 |
| Israel | 62 | 0.678 | Algeria | 134 | 0.435 | Panama | 62 | 0.993 | Nigeria | 134 | 0.814 |
| South Africa | 63 | 0.677 | Bangladesh | 135 | 0.410 | Portugal | 63 | 0.993 | Pakistan | 135 | 0.811 |
| France | 64 | 0.676 | India | 136 | 0.408 | Jordan | 64 | 0.993 | Burkina Faso | 136 | 0.809 |
| Tanzania | 65 | 0.674 | Timor-Leste* | 137 | 0.406 | Bulgaria | 65 | 0.993 | Liberia | 137 | 0.797 |
| Lesotho | 66 | 0.672 | Jordan | 138 | 0.381 | Mongolia | 66 | 0.993 | Angola | 138 | 0.778 |
| Hungary | 67 | 0.672 | Morocco | 139 | 0.380 | Hungary | 67 | 0.992 | Côte d'Ivoire | 139 | 0.764 |
| Croatia | 68 | 0.672 | Iran, Islamic Rep. | 140 | 0.357 | Romania | 68 | 0.992 | Mali | 140 | 0.733 |
| Armenia | 69 | 0.671 | Yemen | 141 | 0.352 | Trinidad and Tobago | 69 | 0.992 | Yemen | 141 | 0.720 |
| Serbia | 70 | 0.670 | Saudi Arabia | 142 | 0.328 | Brunei Darussalam | 70 | 0.992 | Guinea | 142 | 0.718 |
| Venezuela | 71 | 0.669 | Pakistan | 143 | 0.320 | Mauritius | 71 | 0.991 | Benin | 143 | 0.712 |
| Spain | 72 | 0.668 | Syria | 144 | 0.273 | Kyrgyz Republic | 72 | 0.991 | Chad | 144 | 0.618 |

* New countries in 2016

Note: Countries highlighted in blue have reached parity on that subindex.

Table 5: Rankings by region, 2016

| 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 |
| Philippines | 7 | 0.786 | Slovenia | 8 | 0.786 | Nicaragua | 10 | 0.780 | Israel | 49 | 0.719 |
| New Zealand | 9 | 0.781 | Latvia | 18 | 0.755 | Bolivia | 23 | 0.746 | Qatar | 119 | 0.643 |
| Lao PDR | 43 | 0.724 | Estonia | 22 | 0.747 | Cuba | 27 | 0.740 | Algeria | 120 | 0.642 |
| Australia | 46 | 0.721 | Lithuania | 25 | 0.744 | Barbados | 28 | 0.739 | United Arab Emirates | 124 | 0.639 |
| Singapore | 55 | 0.712 | Moldova | 26 | 0.741 | Costa Rica | 32 | 0.736 | Tunisia | 126 | 0.636 |
| Mongolia | 58 | 0.705 | Belarus | 30 | 0.737 | Argentina | 33 | 0.735 | Kuwait | 128 | 0.624 |
| Vietnam | 65 | 0.700 | Poland | 38 | 0.727 | Bahamas | 37 | 0.729 | Mauritania | 129 | 0.624 |
| Thailand | 71 | 0.699 | Bulgaria | 41 | 0.726 | Colombia | 39 | 0.727 | Turkey | 130 | 0.623 |
| Indonesia | 88 | 0.682 | Serbia | 48 | 0.720 | Ecuador | 40 | 0.726 | Bahrain | 131 | 0.615 |
| China | 99 | 0.676 | Kazakhstan | 51 | 0.718 | Jamaica | 42 | 0.724 | Egypt | 132 | 0.614 |
| Brunei Darussalam | 103 | 0.669 | Albania | 62 | 0.704 | Trinidad and Tobago | 44 | 0.723 | Oman | 133 | 0.612 |
| Malaysia | 106 | 0.666 | Croatia | 68 | 0.700 | Panama | 47 | 0.721 | Jordan | 134 | 0.603 |
| Japan | 111 | 0.660 | Ukraine | 69 | 0.700 | El Salvador | 64 | 0.702 | Lebanon | 135 | 0.598 |
| Cambodia | 112 | 0.658 | Macedonia, FYR | 73 | 0.696 | Mexico | 66 | 0.700 | Morocco | 137 | 0.597 |
| Korea, Rep. | 116 | 0.649 | Russian Federation | 75 | 0.691 | Chile | 70 | 0.699 | Iran, Islamic Rep. | 139 | 0.587 |
| Timor-Leste* | 125 | 0.637 | Romania | 76 | 0.690 | Venezuela | 74 | 0.694 | Saudi Arabia | 141 | 0.583 |
| | | | Czech Republic | 77 | 0.690 | Honduras | 78 | 0.690 | Syria | 142 | 0.567 |
| | | | Kyrgyz Republic | 81 | 0.687 | Brazil | 79 | 0.687 | Yemen | 144 | 0.516 |
| | | | Bosnia and Herzegovina* | 83 | 0.685 | Peru | 80 | 0.687 | | | |
| | | | Azerbaijan | 86 | 0.684 | Uruguay | 91 | 0.681 | | | |
| | | | Montenegro | 89 | 0.681 | Suriname | 95 | 0.679 | | | |
| | | | Georgia | 90 | 0.681 | Paraguay | 96 | 0.676 | | | |
| | | | Tajikistan | 93 | 0.679 | Dominican Republic | 97 | 0.676 | | | |
| | | | Slovak Republic | 94 | 0.679 | Belize | 98 | 0.676 | | | |
| | | | Hungary | 101 | 0.669 | Guatemala | 105 | 0.666 | | | |
| | | | Armenia | 102 | 0.669 | | | | | | |

(Continued on next page)

Norway (3) drops a spot and returns to its previous third-place position, closing more than 84% of its overall gender gap. Even with the Index's revised estimated earned income scale it remains in the global top ten in this category as confirmed by an equally strong performance on the Wage equality for similar work indicator. Norway also remains the third top performer on the Political Empowerment subindex. It moves up four spots on the Educational Attainment subindex but its gender gap remains open—as does its Health and Survival gender gap, which has in fact slightly widened since last year.

Sweden (4) maintains its respective ranking as fourth best for the eighth year running, closing more than 81% of its overall gender gap. It takes a strong position on the Economic Participation and Opportunity subindex, due to, among other factors, an increase in female legislators, senior officials and managers, where the country moves up seven positions compared to last year. It also nearly closes its Educational Attainment gender gap. On the Political Empowerment subindex, Sweden drops a rank despite reaching parity in the number of women in ministerial positions.

Rwanda (5) crosses the threshold of closing 80% of its gender gap and overtakes Ireland to break into the top five for the first time since entering the Index. This is mostly due to improvements on its Economic Participation and Opportunity subindex score, where the country moves

up six spots over last year on the back of improved parity in estimated earned income. It remains the country with the highest share of female parliamentarians in the world, 64%, and maintains its respective score on the Political Empowerment subindex despite dropping a spot to eighth. Its Educational Attainment gender gap remains open and ranks 112th despite enrolment in tertiary education improvements. Its Health and Survival gender gap also remains open, placing it 94th in the world.

Ireland (6) moves down a spot and leaves the top five performers, dropping just below closing 80% of its overall gender gap. This is mainly due to a decline on its Economic Participation and Opportunity score, with the Index's updated estimated earned income scale revealing a larger-than-before income gender gap. For the first time since 2011, the country has fully closed its gender gap on Educational Attainment. Due to improvements on its Political Empowerment score, with more women in parliament, it joins the top five performers in this category. It is also the third-ranked country in the world for number of years with a female head of state.

The Philippines (7) maintains its respective ranking as the highest performer in the East Asia and the Pacific region, despite a slight decline in its overall score. A lower Economic Participation and Opportunity subindex score, caused by fewer female legislators, senior officials and managers, partly accounts for this fall. Since 2006, the

Table 5: Rankings by region, 2016 (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 | 35 | 0.731 | Bangladesh | 72 | 0.698 | Rwanda | 5 | 0.800 | Iceland | 1 | 0.874 |
| United States | 45 | 0.722 | India | 87 | 0.683 | Burundi | 12 | 0.768 | Finland | 2 | 0.845 |
| | | | Sri Lanka | 100 | 0.673 | Namibia | 14 | 0.765 | Norway | 3 | 0.842 |
| | | | Nepal | 110 | 0.661 | South Africa | 15 | 0.764 | Sweden | 4 | 0.815 |
| | | | Maldives | 115 | 0.650 | Mozambique | 21 | 0.750 | Ireland | 6 | 0.797 |
| | | | Bhutan | 121 | 0.642 | Cape Verde | 36 | 0.729 | Switzerland | 11 | 0.776 |
| | | | Pakistan | 143 | 0.556 | Tanzania | 53 | 0.716 | Germany | 13 | 0.766 |
| | | | | | | Botswana | 54 | 0.715 | Netherlands | 16 | 0.756 |
| | | | | | | Zimbabwe | 56 | 0.710 | France | 17 | 0.755 |
| | | | | | | Lesotho | 57 | 0.706 | Denmark | 19 | 0.754 |
| | | | | | | Ghana | 59 | 0.705 | United Kingdom | 20 | 0.752 |
| | | | | | | Madagascar | 60 | 0.704 | Belgium | 24 | 0.745 |
| | | | | | | Uganda | 61 | 0.704 | Spain | 29 | 0.738 |
| | | | | | | Kenya | 63 | 0.702 | Portugal | 31 | 0.737 |
| | | | | | | Malawi | 67 | 0.700 | Luxembourg | 34 | 0.734 |
| | | | | | | Senegal | 82 | 0.685 | Italy | 50 | 0.719 |
| | | | | | | Cameroon | 85 | 0.684 | Austria | 52 | 0.716 |
| | | | | | | Gambia, The | 104 | 0.667 | Cyprus | 84 | 0.684 |
| | | | | | | Swaziland | 107 | 0.665 | Greece | 92 | 0.680 |
| | | | | | | Ethiopia | 109 | 0.662 | Malta | 108 | 0.664 |
| | | | | | | Mauritius | 113 | 0.652 | | | |
| | | | | | | Liberia | 114 | 0.652 | | | |
| | | | | | | Angola | 117 | 0.643 | | | |
| | | | | | | Nigeria | 118 | 0.643 | | | |
| | | | | | | Guinea | 122 | 0.640 | | | |
| | | | | | | Burkina Faso | 123 | 0.640 | | | |
| | | | | | | Benin | 127 | 0.6356 | | | |
| | | | | | | Côte d'Ivoire | 136 | 0.5970 | | | |
| | | | | | | Mali | 138 | 0.5905 | | | |
| | | | | | | Chad | 140 | 0.5867 | | | |

* New countries in 2016

country has fully closed its gender gap on the Health and Survival subindex. It has also managed to fully re-close its Educational Attainment gender gap after a re-opening for the first time last year.

Slovenia (8) moves up a spot due to improvements on the Economic Participation and Opportunity subindex and the Wage equality for similar work indicator. With nearly 79% of its overall gender gap closed, it is the strongest performing country in Eastern Europe and Central Asia. Since 2006, it has closed approximately 16% of its gender gap, making it one of the fastest-improving countries in the world, although its gender gaps on both the Educational Attainment and Health and Survival subindexes are yet to be fully closed.

Similarly, **New Zealand** (9) climbs one rank due to improving its position on the Economic Participation and Opportunity subindex, with higher female labour force participation. It is yet to fully close its Health and Survival gender gap; and, for the first time since 2008, its Educational Attainment gender gap has re-opened. The country also maintains its strong Political Empowerment subindex score, despite dropping a spot to 16th.

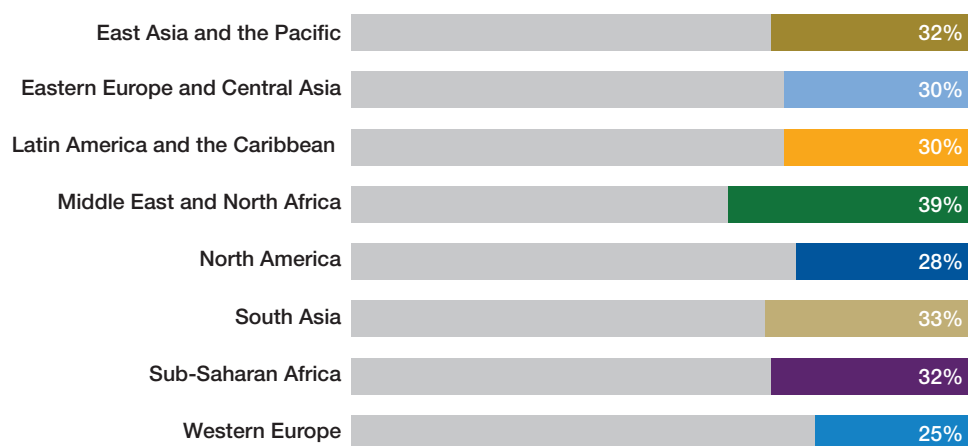
Nicaragua (10) re-enters the Index top ten for the first time since 2014. With 78% of its overall gender gap closed, it remains the best performer in the Latin America and the Caribbean region for the fifth year running. It has fully closed the gender gap on the Educational Attainment

and Health and Survival indexes, and ranks fourth in the world on Political Empowerment, with more than 50% of its political gender gap now closed. However, it ranks 92nd on the Economic Participation and Opportunity subindex and its economic gender gap remains wide. Since 2006, Nicaragua has closed approximately 19% of its overall gender gap—making it one of the fastest-improving countries in the world.

Performance by Region and Country

The Global Gender Gap Index reveals that all countries can do more to close the gender gap. Across the Index, there are only five countries that have closed 80% of the gap or more. In addition, there are 64 countries that have closed between 70% and 80% of their gender gap. A further 65 countries have closed between 60% and 70%, while 10 countries have closed between 50% and 60%. In 2016, no country had closed less than 50% of their overall gender gap. However, there is wide variety in progress on closing the gender gap in every world region, with both success stories and underperforming countries in each. Table 5 (page 14) displays this year's rankings by regional classification, organized by rank within each regional group.

Figure 3 (page 16) shows the average gap that remains to be closed in each world region, based on the *Report's* updated regional classification. At a global level, only two regions—Western Europe and North

Figure 3: Distance from gender parity 2016, by region

Source: Global Gender Gap Index 2016.

America—have a remaining gender gap of less than 30%, at 25% and 28%, respectively. Latin America and the Caribbean and Eastern Europe and Central Asia are virtually tied at a remaining gender gap of exactly 30% each. They are followed by East Asia and the Pacific, with a remaining gender gap of 31.7%, Sub-Saharan Africa, with a gap of 32.1%, and South Asia, with a gap of 33%. The Middle East and North Africa region is yet to close a gender gap of just under 40%. The reader should note that population-weighted group averages are used throughout the *Report*.

Figure 4 (page 17) shows the range of country scores on the overall Index for each region. It reveals, for example, that, despite its high regional average, there is wide spread of outcomes among the 20 countries covered in the Western Europe region. A similarly wide spread of country performance also exists among the 30 countries covered in the Sub-Saharan Africa region. Here, this diversity of outcomes is frequently driven by different performance on the Educational Attainment subindex. In other regions, the largest diversity 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. A detailed discussion of regional and country-level results follows below.

East Asia and the Pacific

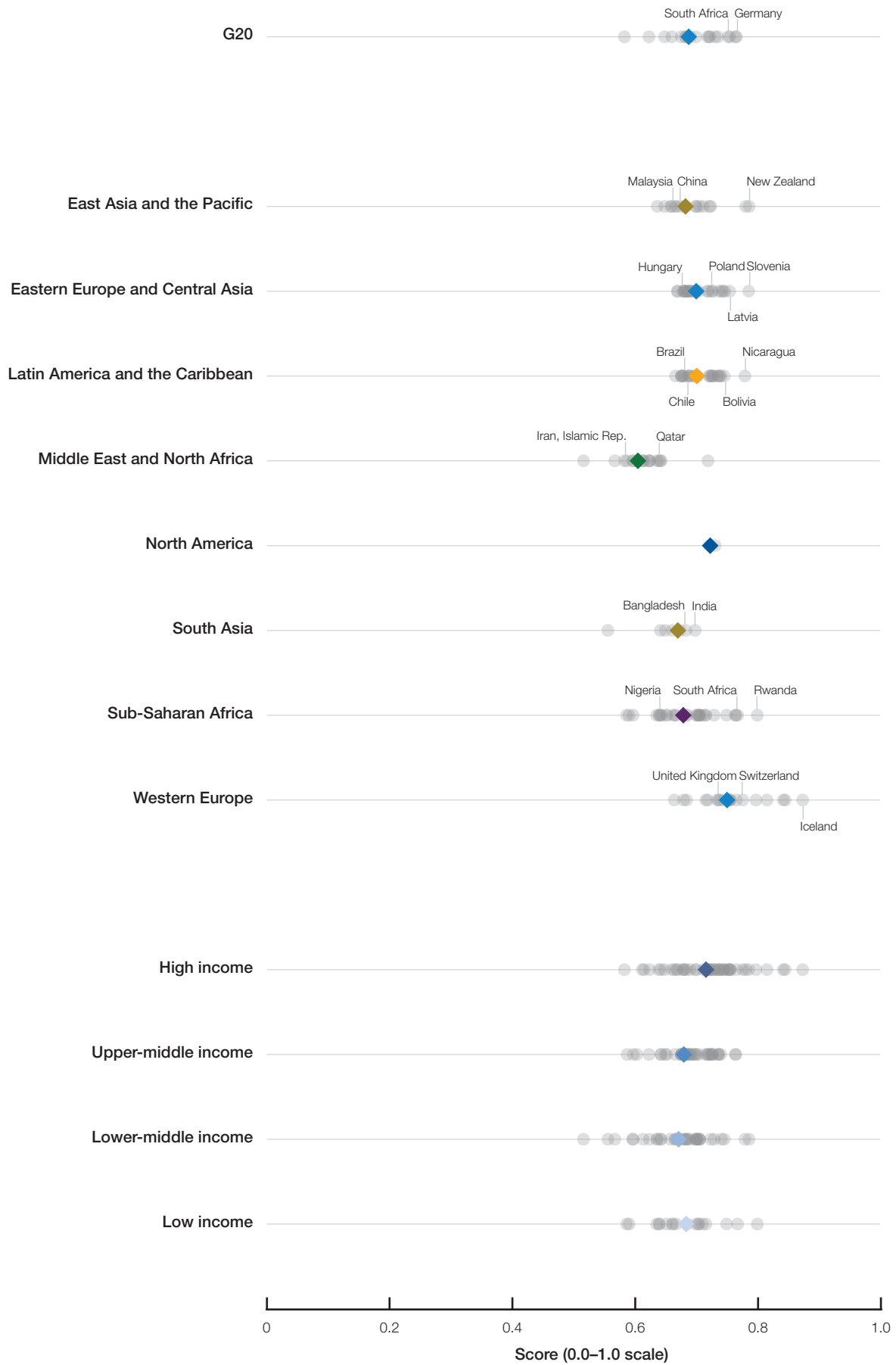
With an average remaining gender gap of just under 32%, the East Asia and the Pacific region scores in the middle of the range of the Global Gender Gap Index. With the Philippines and New Zealand, the region is home to two of the overall Index's top ten performers, both having closed over 78% of their total gender gap—far ahead of the region's next best-placed country—while the lower half

of the region's economies are yet to cross the threshold of having closed 70% of it or more. The region is also home to three of the five most-improved countries over the past decade on the Health and Survival gender gap, although out of the 16 countries in the region only four—Cambodia, Mongolia, Thailand and the Philippines—have fully closed that gap. With a regional average of 94%, East Asia and the Pacific is the lowest-ranked region globally on this subindex. Only two countries in the region have currently fully closed the Education Attainment gender gap, the Philippines being one of the two. Half of the countries in the region have closed the gender gap for professional and technical workers.

Out of the 16 countries covered by the Index in the region this year, five countries have increased their overall score compared to last year, while 10 have a decreased score. One new country joined the Index this year.

The Philippines (7) and **New Zealand** (9) maintain their overall Index top ten rankings on the back of strong scores on closing the Political Empowerment gender gap and despite the Philippines' small decline on the Economic Participation and Opportunity subindex. **Lao PDR** (43) becomes the third-ranked country in the region. This is due to Lao PDR's progress in narrowing the gender gap in estimated earned income, tertiary enrolment and women parliamentarians, in addition to actually fully closing the gender gap in labour force participation—one of only five countries (and the only non-African one) to do so. **Australia** (46) is affected by the updated estimated earned income scale, highlighting the continued existence of a gender gap in income for Australia. The next-ranked country is **Singapore** (55), which, likewise, shows a wide gender gap in estimated earned income. However, this is balanced out by simultaneous progress in closing the gender gap for professional and technical workers and for secondary school enrolment. It is the country that has

Figure 4: Global Gender Gap Index 2016, by region, income and political grouping



Source: Global Gender Gap Index 2016.
 Note: Colored diamonds correspond to regional and income classification averages.

made the most progress in the region on the Economic Participation and Opportunity subindex over the past decade. **Mongolia** (58) experiences a small decrease in its overall score and ranking due to a widening in the gender gap on the Legislators, senior officials and managers indicator.

Vietnam (65) records a significant climb in ranking due to fully closing its tertiary education enrolment gender gap and an increase in women in parliament. By contrast, **Thailand** (71) slides in ranking due to a widening of its Economic Participation and Opportunity subindex gender gap and, in particular, a decrease in the number of female legislators, senior officials and managers. It also re-opens a gender gap in the literacy rate. **Indonesia** (88) balances a widening gender gap for female legislators, senior officials and managers against fully closing the one for professional and technical workers and increased wage equality to achieve a marginal increase in its overall score. **China** (99) records a small decrease in wage equality and newly available data reveals that it continues to exhibit a gender gap in secondary school enrolment. It remains the world's lowest-ranked country with regard to the gender gap in its sex ratio at birth. The Index's updated estimated earned income scale highlights the continued existence of an income gender gap in **Brunei Darussalam** (103), leading to a decrease in ranking. However, other data updates for the country record some progress on closing the Political Empowerment subindex gender gap for the first time. **Malaysia** (106) records progress on closing gender gaps in women's labour force participation and estimated earned income, and it fully closes the secondary school enrolment gap this year, leading to a rank and score increase. **Cambodia** (112) experiences a reversal in last year's progress on closing its Economic Participation and Opportunity subindex gender gap, with a decline in women's labour force participation and estimated earned income.

The Index's updated estimated earned income scale highlights the continued existence of an income gender gap in **Japan** (111) and **Korea, Rep.** (116). However, this is not the only factor affecting the two countries' performances this year. Japan records a significant widening of the gender gap for professional and technical workers, adversely affecting its ranking despite further progress in reducing the gender gap in tertiary education enrolment and women's representation among legislators, senior officials and managers, and in improving wage equality for similar work. Korea, Rep., meanwhile, records a large improvement on its gender gap in professional and technical workers, and across the Political Empowerment subindex, almost completely offsetting a decrease in women's share of estimated earned income and worsening perceptions of wage equality for similar work by the country's business community.

Timor-Leste (125) re-enters the Global Gender Gap Index for the first time since 2012 and scores at the bottom

of the East Asia and the Pacific region. The country has closed the gender gap in primary and secondary education and performs comparatively well on its share of female members of parliament. However, a significant gender gap remains on the Economic Participation and Opportunity subindex and in its sex ratio at birth.

Eastern Europe and Central Asia

With an average remaining gender gap of 30%, the Eastern Europe and Central Asia region scores in the upper middle of the range of the Global Gender Gap Index, practically tied with the Latin America and Caribbean region. Slovenia, Latvia and Estonia, the top-ranked countries in the region, have closed 79%, 75% and 75% of their overall gender gaps, respectively, while the three lowest-ranked countries—Slovak Republic, Hungary and Armenia—have closed between 68% to 67% of their overall gender gap. Out of the 26 countries in the region, one country—Latvia—has fully closed both its Educational Attainment and Health and Survival gender gaps, while another three countries have fully closed their Educational Attainment gender gaps and another five are on the verge of doing so. Two other countries from the region have fully closed their Health and Survival gender gap; however, three others—Azerbaijan, Albania and Armenia—are among the 10 lowest-performing countries in the entire Index on this subindex.

Out of the 26 countries from the region covered by the Index this year, 13 countries have increased their overall score compared to last year, while 12 have decreased their overall scores. One new country joined the Index this year.

Slovenia (8) is the region's top performer and manages to defend its ranking in the global top ten for the second year running, having been one of the fastest-improving countries over the past decade. This year, progress has come particularly from an increase in wage equality for similar work. Similarly, the Baltic states—**Latvia** (18), **Estonia** (22) and **Lithuania** (25)—continue to make progress on closing their gender gaps, with improvements particularly in female representation in politics and among legislators, senior officials and managers. However, after a significant increase last year, Estonia records a reversal on the latter indicator as well as a slight decline in overall female labour force participation and estimated earned income, leading to a decrease on its Economic Participation and Opportunity score.

Moldova (26) maintains last year's ranking and is followed by **Belarus** (30), which has made progress on closing its income gender gap this year. The country also maintains its strong performance on the number of female legislators, senior officials and managers as well as professional and technical workers, with more than 70% of the latter positions occupied by women. **Poland** (38) sees strong improvements in closing its income gender gap and improving wage equality and women parliamentarians, resulting in a significant increase in rank this year. Both

Bulgaria (41) and **Serbia** (48) have increased wage equality, however, Serbia also sees a widening gender gap for legislators, senior officials and managers. **Kazakhstan** (51) has widened its Economic Participation and Opportunity gender gap, due to a slight decline in women's labour force participation and estimated earned income. However, it has also increased women in parliament.

Albania (62) climbs several ranks on the back of progress towards closing its gender gap in primary and secondary school enrolment, making up for some of its slow progress on these dimensions over the past decade, while **Croatia** (68) continues to slide in rank, due to a significant decrease in its number of female members of parliament. **Macedonia, FYR** (73), meanwhile, records a decrease in female legislators, senior officials and managers, and also re-opens its Educational Attainment gender gap.

Ukraine (69) sees good progress in closing its gender gap for legislators, senior officials and managers; however, this is offset by decreases in women's estimated earned income and overall labour force participation. Similarly, the **Russian Federation** (75) maintains its ranking despite small decreases in women's estimated earned income and wage equality. It remains among the lowest-ranked countries in the region on the Political Empowerment subindex. **Romania** (76) has widened its gender gap across all dimensions of the Economic Participation and Opportunity subindex, while the **Czech Republic** (77) records small improvements across the same subindex. The **Kyrgyz Republic** (81), meanwhile, sees a large increase in its share of women legislators, senior officials and managers, but this progress is cancelled out by widening gender gaps in labour force participation, estimated earned income, and women parliamentarians, leading to a decrease in overall ranking.

Bosnia and Herzegovina (83) enters the Global Gender Gap Index for the first time, with closed primary, secondary and tertiary education gender gaps as well as scores above the Eastern Europe and Central Asia regional average on the Political Empowerment subindex. However, its gender gap in Economic Participation and Opportunity remains wide.

Azerbaijan (86) has achieved a significant improvement in its ranking due to a narrowing gender gap in earned income; wage equality; legislators, senior officials and managers; and women parliamentarians. However, it remains among the lowest-ranked countries in the world on the Health and Survival subindex. By contrast, rankings for both **Montenegro** (89) and **Georgia** (90) have slid due to a widening Economic Participation and Opportunity gender gap.

The Eastern Europe and Central Asia regional table is completed by **Tajikistan** (93), **Slovak Republic** (94), **Armenia** (102) and **Hungary** (101)—all but the last of which see small improvements in their rankings this year. Notable improvements include a narrowing of the tertiary enrolment gender gap in Tajikistan and of the estimated earned

income gender gap in Armenia. However, Armenia still records the second-lowest female-to-male sex ratio at birth in the world, just above China's, while Hungary continues to be the region's lowest-performing country with regard to closing the Political Empowerment gender gap.

Latin America and the Caribbean

With an average remaining gender gap of 30%, the Latin America and Caribbean region scores in the upper middle of the range of the Global Gender Gap Index, nearly tied with the Eastern Europe and Central Asia region. The region is home to three of the top ten fastest-improving countries in the world since 2006: Nicaragua and Bolivia—which lead the regional rankings—and Ecuador, while the lowest-performing countries in the region are the Dominican Republic, Belize and Guatemala. Six countries in the region have fully closed both their Educational Attainment and Health and Survival gender gaps, the only region with this distinction.

Of the 25 countries covered by the Index in the region this year, 17 have improved their overall score compared to last year, while eight have regressed.

Nicaragua (10) regains its place in the global top ten and remains the best performer in the region for the fifth year in a row. It has fully closed its gender gap on Educational Attainment and Health and Survival, and is the highest ranking country in the region on Political Empowerment, with more than 50% of the gender gap now closed. **Bolivia** (23) records a slight decline in female labour force participation, but has reached parity in the number of women in parliament and has fully closed its Health and Survival gender gap. However, it is the second worst-performing country in the region on the Educational Attainment subindex. **Costa Rica** (32) continues to improve on Economic Participation and Opportunity. Its Educational Attainment gender gap has remained fully closed since 2011, and it ranks in the world's top 20 for Political Empowerment, with more than 36% of its gender gap now closed. **Cuba** (27) continues to rank among the lowest countries in the region on the Economic Participation and Opportunity subindex. However, it has fully closed its gender gap in Educational Attainment.

Barbados (28) remains among the best-performing countries in the region and the world on closing the Economic Opportunity gender gap, achieving parity at the level of female legislators, senior officials and managers. It continues to take the top rank among the Caribbean nations, followed by the **Bahamas** (37) and **Trinidad and Tobago** (44), which share similar profiles. **Jamaica** (42) continues to improve on Political Empowerment, with an increased share of women in parliament.

Argentina's (33) gender gap on Health and Survival remains fully closed and the country continues to rank among the region's top performers on the Political Empowerment subindex. However, despite solid performance on education, the country does not leverage

its female talent well, ranking 101st on the Economic Participation and Opportunity subindex. **Colombia** (39) improves on Economic Participation and Opportunity due to an increase in women's labour force participation and estimated earned income, with parity at the level of legislators, senior officials and managers. **Ecuador** (40) continues to experience a reversal on its Economic Participation and Opportunity gender gap, with setbacks across all categories except professional and technical workers, where it has reached parity. Its gender gap on Health and Survival remains fully closed.

Panama (47) and **El Salvador** (64) rank in the middle of the region, with, respectively, a slight increase and a slight decrease on the Economic Participation and Opportunity subindex. Both countries have achieved gender parity on the Health and Survival subindex. **Mexico** (66) sees a decrease in the female share of professional and technical workers and remains among the lowest-performing countries in the region on this indicator. It maintains a stable performance across most other indicators. **Chile** (70) continues to make progress on Economic Participation and Opportunity due to increases in female labour force participation and the share of female professional and technical workers. However, it continues to rank among the region's bottom three on this subindex. Continued improvement in the political participation of women is reflected in one more year of having a female head of state. **Venezuela** (74) records a decrease in women parliamentarians, while **Peru** (80) sees an increase. However, Peru remains the country with the widest health and survival gender gap in the region. **Honduras** (78) records improvements in women's labour force participation and its gender gap on Educational Attainment remains fully closed. **Brazil's** (79) improvements, due to a number of years with a female head of state, are counter-balanced by a larger labour force participation gender gap and the re-opening of its gender gap in Educational Attainment for the first time in five years. **Uruguay** (91) sees some progress on Educational Attainment but the gender gap remains open.

The bottom ranks of the region are made up of **Suriname** (95), **Belize** (98), **Dominican Republic** (97) and **Paraguay** (96), which overtakes **Guatemala** (105) due to improvements to its labour force participation gender gap and the number of female legislators, senior officials and managers. However, it remains the second-lowest performing country in the region on the Political Empowerment subindex.

Middle East and North Africa

For the first time, the Middle East and North Africa region has closed more than 60% of the overall gender gap. However, the region continues to rank last globally on the overall Index, behind South Asia. On Educational Attainment, it ranks ahead of Sub-Saharan Africa and South Asia, and on Health and Survival it surpasses East

Asia and the Pacific, South Asia and Sub-Saharan Africa. Still, no country from the region has fully closed its gender gap on either subindex, although Turkey—on Health and Survival—and the United Arab Emirates—on Educational Attainment—come close. In addition to Israel, with a remaining overall gender gap of 28%, the region's best-performing countries this year are Qatar, Algeria and the United Arab Emirates, each having closed approximately 64% of their gender gap. The lower end of the regional table is made up of Syria and Yemen, having closed 57% and 52% of their gender gap, respectively. The Index's revised estimated earned income scale reveals that in the region's high-income countries, as elsewhere, additional efforts will still be required to fully close the gender gap in income. In addition, the Middle East and North Africa continues to lag on the Political Empowerment subindex, with only 9% of the gender gap closed and four out of the world's five lowest-ranking countries on this subindex belonging to this region.

Out of the 18 countries covered by the Index in the region this year, 10 countries have improved their overall score compared to last year, while eight have regressed.

Israel (49) remains the top performer in the region, recording improvements on perceptions of wage equality, female labour force participation and in the share of women in parliament. It is followed by **Qatar** (119), which records a narrowing in its labour participation gender gap this year. **Algeria** (120) climbs several ranks and sees progress on wage equality, estimated earned income, and labour force participation. It also fully closes its secondary education gender gap. The **United Arab Emirates** (124) sees improvement on women parliamentarians and wage equality, and comes very close to fully closing its gender gap on the Educational Attainment subindex. However, the Index's updated estimated earned income scale highlights the continued existence of an income gender gap in the country. The next-ranked country is **Tunisia** (126), which scores above the regional average across all subindexes but sees a slight widening in the gender gap in literacy this year. It has shown the region's strongest improvement on the Health and Survival subindex over the past decade. **Kuwait** (128) sees solid progress on women's labour force participation. However, the Index's updated estimated earned income scale reveals the full extent of the remaining income gender gap in the country, which is further accentuated by declining perceptions of wage equality among its business community, leading to a decline in ranking.

Elsewhere in the broader Middle East and North Africa region, **Mauritania** (129) has experienced an increase in women's labour force participation and estimated earned income as well as a narrowing of its secondary and tertiary education gender gaps. **Turkey** (130), meanwhile, records progress on closing the gender gap in estimated earned income and for professional and technical workers. However, its gender gap widens for wage equality and

female members of parliament. **Bahrain** (131) sees a decline in its share of female professional and technical workers as well as a larger-than-before income gender gap due to the Index's revised scale for calculating estimated earned income. On the positive side, it records an increase in female legislators, senior officials, and managers and it fully closes the secondary education enrolment gender gap, although this progress is not enough to halt a decrease in rank this year due to the collective impact of the above factors on the country's Economic Participation and Opportunity score. **Egypt** (132) achieves a narrowing of the gender gap on a number of indicators this year, including wage equality, professional and technical workers, literacy, and women in parliament. It also fully closes its primary and secondary enrolment gender gaps, despite also seeing a stagnating female labour force participation rate and slight deterioration in women's share of estimated earned income.

Next-ranked are **Oman** (133), **Jordan** (134), **Lebanon** (135) and **Morocco** (137), all of which report progress on narrowing their overall gender gaps this year, with increased wage equality across the business community in each of the four countries. However, Oman also re-opens its primary and secondary education enrolment gender gaps.

Iran, Islamic Rep. (139) has narrowed the gender gap for legislators, senior officials and managers as well as women parliamentarians, from a low base. It has also fully closed its gender gap in primary and secondary education. However, it regresses on wage equality, professional and technical workers as well as the tertiary enrolment gender gap.

Saudi Arabia (141) sees a widening gender gap across the entire Economic Participation and Opportunity subindex, particularly with regard to the Index's updated estimate of the scale of the gap in earned income. Saudi Arabia also re-opens its primary, secondary and tertiary education enrolment gender gap this year. More positively, it has recorded the region's largest improvement on the overall Index over the past decade, as well as the second-largest improvement on Economic Participation and Opportunity globally. On Educational Attainment, it is the fifth-most improved country in the world.

The Middle East and North Africa regional ranking is completed by **Syria** (142) and **Yemen** (144), which both score in the global bottom three—nearly unchanged from last year—with a low-performing ranking on Economic Participation and Opportunity, in particular.

North America

With a remaining gender gap of 28%, North America is the region that has made the second-most progress towards gender parity overall. However, while both countries in the region have closed more than 70% of their overall gender gap, they have also seen their overall score decrease compared to last year. Further, neither has fully closed

its gender gap on the Health and Survival subindex. The Index's revised estimated earned income scale also reveals that both countries are still recording significant gender gaps in income.

Canada (35) takes the top spot in the region, despite recording a drop in female legislators, senior officials and managers. Nevertheless, improvements have been made on Political Empowerment, with more women in parliament. The changes to the cabinet are not yet reflected in globally comparable data sources although they would clearly boost Canada's ranking. Its gender gap in Educational Attainment has remained fully closed since 2013.

The **United States** (45) sees a drop in its ranking due to a decrease on its Economic Participation and Opportunity score. This is partly due to a revised estimate of the size of the gender gap in estimated earned income; however, the country's female labour force participation has also been stagnating for a number of years, including among legislators, senior officials and managers. More positively, the United States has reached gender parity in education, highlighting the large latent talent pool in the country's adult female population.

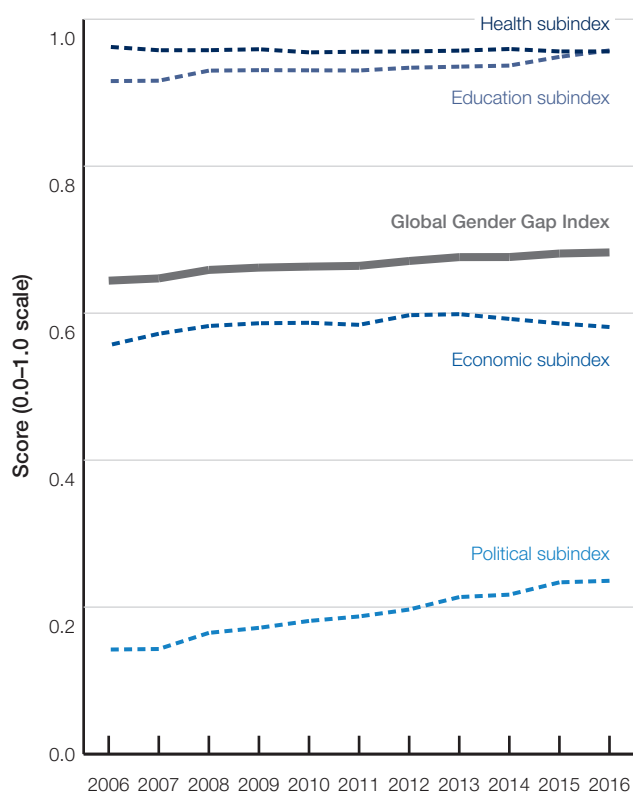
South Asia

With an average remaining gender gap of 33%, the South Asia region is the second-lowest scoring on this year's Global Gender Gap Index, ahead of the Middle East and North Africa and behind the Sub-Saharan Africa region. Bangladesh and India are the top-ranked countries in the region, having closed just under 70% and 68% of their overall gender gap, respectively, while the lowest-ranked countries are Bhutan and Pakistan, having closed 64% and 56% of their overall gender gap, respectively. No country in the region has fully closed its Educational Attainment gender gap, and only one country, Sri Lanka, has fully closed its Health and Survival gender gap. However, the region is also home to one of the top five climbers over the past decade on the overall Index and on Educational Attainment: Nepal.

Of the seven countries from the region included in the Index this year, two countries have increased their overall score compared to last year, while five have seen it decreasing.

Bangladesh (72) is the region's top performer, recording progress this year on the Political Empowerment gender gap but a widening of the gap on women's labour force participation and estimated earned income. It is followed by **India** (87), which reports progress this year on closing the gender gap with regard to wage equality and across all indicators of the Educational Attainment subindex, fully closing its primary and secondary education enrolment gender gaps. However, it also sees some regression on women's estimated earned income and 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. The next-ranked

Figure 5: Global Gender Gap Index and subindexes evolution, 2006-2016



Source: Global Gender Gap Index 2016.

countries are **Sri Lanka** (100)—which has widened its Economic Participation and Opportunity gender gap, particularly with regard to women's labour force participation, estimated earned income and wage equality, despite a small increase in female parliamentarians—and **Nepal** (110), which retains last year's ranking, with small improvements on the Political Empowerment subindex, as well as on literacy and wage equality.

The **Maldives** (115) re-opens its gender gap in primary education enrolment and shows a small increase in women's estimated earned income. **Bhutan** (121) sees a widening gender gap in female labour force participation, estimated earned income and wage equality, partly balanced out by an increase in the number of female professional and technical workers and a smaller gender gap in literacy. Its Health and Survival and Political Empowerment scores remain the same as last year.

Pakistan (143) remains the region's lowest-ranked country and second-to-last ranked overall. It records progress on closing the secondary education enrolment gender gap, and on women's estimated earned income, but this is partly offset by reversals on wage equality and female-to-male literacy ratios.

Sub-Saharan Africa

With an average remaining gender gap of 32%, the Sub-Saharan Africa region scores in the lower middle range of the Global Gender Gap Index, ahead of South Asia and behind Eastern Europe and Central Asia and Latin America and the Caribbean. It displays a wider range of gender gap outcomes than practically any other region: one top ten country, Rwanda; three countries, Burundi, Namibia and South Africa, that score in the top 20 and have closed 76% to 77% of their gender gaps; as well as many of the lowest-ranked countries in the Index, such as Côte d'Ivoire, Mali and Chad, who have not yet closed 60% of their overall gender gap. This high variance is explained by high diversity on the Educational Attainment subindex—much higher than for any other region—as well as uneven Health and Survival outcomes. Only one country from the region, Lesotho, has fully closed both its Educational Attainment and Health and Survival gender gaps. Botswana has fully closed its Educational Attainment gender gap and six others—Angola, Mauritius, Namibia, South Africa, Uganda and Zimbabwe—have fully closed their Health and Survival gender gaps.

Globally, Sub-Saharan Africa continues to rank last on the Educational Attainment subindex: Whereas 16 countries from the region have fully closed their gender gap for primary education, only 11 have closed it for secondary education and seven for tertiary education. Eight of the 10 lowest-ranked countries on the literacy rate indicator are from the region. On Health and Survival, the region has improved more than any other over the past decade. The region is characterized by high female labour force participation—with 11 countries from Sub-Saharan Africa in the global top 20 on this indicator and Mozambique, Malawi, Rwanda and Burundi demonstrating a higher representation of women in the labour force than men—translating into a high regional average on the Economic Participation and Opportunity subindex. Much of this participation however is low-skilled and the region must make higher investments in education.

Of the 30 countries from the region covered by the Index this year, 19 countries have increased their overall score compared to last year, while 11 have seen it decreasing.

Rwanda (5) continues to be the region's top performer, and the only country from the region ranked in the global top ten, marking progress this year in closing the gender gap on tertiary enrolment and estimated earned income while slipping on the more basic literacy rate gender gap. On the Political Empowerment subindex, Rwanda maintains its place in the global top ten as one of only two countries worldwide that have more women in parliament than men. **Burundi** (12) sees a big improvement in its score this year—breaking back into the top 20 with its highest-ever recorded ranking—due to progress in nearly closing its primary and secondary education enrolment gender gaps, albeit from a low base, as well

as to increases in wage equality. It is joined in the global Index top 20 by **Namibia** (14) and **South Africa** (15), both of which climb this year due to progress in closing their gender gaps in women's labour force participation and estimated earned income, as well as to improvements on the Political Empowerment subindex. However, both countries record a decrease in wage equality.

Mozambique (21) improves several ranks and almost enters the top 20, with progress in women's estimated earned income and wage equality, and a narrowing gender gap in secondary and tertiary education enrolment.

The next-ranked country in the region is **Cape Verde** (36), which likewise climbs several ranks and sees improvement in women in parliament, wage equality and estimated earned income, in particular. It is then followed by a cluster of countries that score in the middle range of the region—and of the Index overall: **Tanzania** (53), **Botswana** (54), **Zimbabwe** (56), **Lesotho** (57), **Ghana** (59), **Madagascar** (60), **Uganda** (61), **Kenya** (63) and **Malawi** (67). This year, widening and narrowing gender gaps in this field are concentrated on a few areas: women's estimated earned income—decreasing in Tanzania, Zimbabwe, Kenya and Malawi but improving in Botswana—wage equality—improving in Botswana and Kenya but slipping in Ghana and Madagascar—and women's share of legislators, senior officials, and managers as well as professional and technical workers, which have increased in Zimbabwe and Madagascar. Most countries in this group also record steady improvements on the Educational Attainment subindex.

The next regional cluster of countries includes a number of West African nations, including **Senegal** (82), **Cameroon** (85) and **The Gambia** (104). They are followed by **Swaziland** (107) and **Ethiopia** (109), which this year climbs several ranks on the back of progress in closing its gender gap in secondary and tertiary education enrolment. Next-ranked are **Mauritius** (113), **Liberia** (114) and **Angola** (117).

Nigeria (118) advances several ranks and manages to narrow its gender gaps in secondary education enrolment and wage equality. A further cluster of West African countries follows: **Burkina Faso** (123), **Benin** (127), **Côte d'Ivoire** (136) and **Mali** (138). The Sub-Saharan Africa region is completed by bottom-ranked **Chad** (140), which this year climbs two ranks on the back of progress towards closing its secondary education enrolment gap.

Western Europe

With an average remaining gender gap of 25%, Western Europe is the highest-performing region in the Index this year. However, it is also one of the regions with the widest performance variation, seeing progress stall or even reverse across a range of dimensions this year. Western Europe is home to four of the top five countries in the Index—Iceland, Finland, Norway and Sweden—demonstrating the continued progress of the

Nordic countries in closing their overall gender gaps. At the bottom ranks of the region, three countries have a remaining gender gap of more than 30%: Cyprus, Greece and Malta. Finland and France are the only two countries in the region to have fully closed both their Educational Attainment and Health and Survival gender gaps.

Of the 20 countries in the region covered by the Index this year, only two have improved their overall score over last year, while 18 have seen it decrease.

Iceland (1), **Finland** (2), **Norway** (3) and **Sweden** (4) defend their top positions in the Index on the back of their world-leading positions on the Political Empowerment subindex and continued strong performance on the Economic Participation and Opportunity subindex.

However, the Index's revised estimated earned income scale reveals that in the Nordic countries, as elsewhere, additional efforts will be required to fully close the gender gap in income. **Ireland** (6) maintains its global top position, building on its strengths in political representation.

Switzerland (11) likewise continues to make progress on Political Empowerment, with more women in parliament, although its progress this year has not kept pace with that of the region's other top performers on the Economic Participation and Opportunity subindex, placing the country just outside the overall top ten.

Similar to other high-income countries in the region, the Index's updated estimated earned income scale reveals that **Germany** (13) is yet to fully close its gender gap in income, leading to a slight decline on its Economic Participation and Opportunity score. Its gender gap in Educational Attainment remains open and the country ranks among the bottom two of the region in this category. Further improvements have been made on Political Empowerment and it now ranks in the global top ten on this subindex. **France** (17) improves on labour force participation and female professional and technical workers. It is one of two countries in the region to have fully closed its gender gap on the Educational Attainment and Health and Survival subindexes. The **Netherlands** (16) and **Denmark** (19) have seen their progress stall on women's labour force participation and estimated earned income. Regarding Educational Attainment, the gender gap re-opens in the Netherlands while it remains fully closed in Denmark. The **United Kingdom** (20) completes this year's global top 20, with an overall slight decline in female legislators, senior officials and managers as well as professional and technical workers.

Belgium (24), **Luxembourg** (34), **Spain** (29) and **Portugal** (31) rank in the middle of the Western Europe region, with a decline in women parliamentarians in the former and an increase in the latter. **Austria** (52) and **Italy** (50) see a drop in their share of female professional and technical workers, with less than 57% of that gap now closed in Italy. The Western Europe regional table is completed by **Greece** (92), **Malta** (108), and **Cyprus** (84), which this year sees solid improvements across

women's labour force participation and its share of female legislators, senior officials and managers. While Cyprus has also improved its share of female members of parliament, the country remains the lowest-performing in the region on this indicator, with just over 10% of its gender gap now closed.

Progress over time

With the economic and business case for gender parity becoming ever clearer, there is an urgent need for reliable metrics to capture the progress achieved over time. Since 2006, the *Global Gender Gap Report* has served as just such a global benchmark for tracking progress in closing gender gaps. Each year, the rate of change helps predict the projected time to closing the divide between women and men's parity in employment, education, health and politics.

All things held equal, with current trends, the overall global gender gap can be closed in 83 years across the 107 countries covered since the inception of the *Report*—just within the statistical lifetime of baby girls born today. However, the most challenging gender gaps remain in the economic sphere and in health. At the current rate of change, and given the widening economic gender gap since last year, it will not be closed for another 170 years. The economic gender gap this year has reverted back to where it stood in 2008, after a peak in 2013. On the other hand, on current trends, the education-specific gender gap could be reduced to parity within the next 10 years. The currently widest gender gap, in the political dimension, is also the one exhibiting the most progress, narrowing by 9% since 2006. On current trends, it could be closed within 82 years. The time to close the health gender gap remains undefined. Formally the smallest gap, it has oscillated in size with a general downward trend. Today, the gap is larger than it stood in 2006, in part due to specific issues in select countries, in particular China and India.

Some regions should expect to see their gender gaps narrow faster than the global rate of change. Among these are South Asia, with a projected closing of the gender gap in 46 years, Western Europe in 61 years, Latin America in 72 years and Sub-Saharan Africa, due to achieve parity in 79 years. Projections for other world regions suggest closing their gaps will take longer than 100 years, namely 129 years in the Middle East and North Africa, 146 years in East Asia and the Pacific, and 149 years in Eastern Europe and Central Asia. Given the slow progress over the last decade, the gender gap in North America is expected to close in 158 years. None of these forecasts are foregone conclusions. Instead they reflect the current state of progress and serve as a call to action to policymakers and other stakeholders to accelerate gender equality.

Gender gaps and income

Table 6 (page 25) displays country rankings by income group (Table A2 in Appendix A details the income group categories used). In 2016, the best-performing high-income group countries are once again the Nordics—Iceland, Finland, Norway and Sweden—which are also the overall leaders of the Index, while Bahrain, Oman and Saudi Arabia are the lowest-performing countries in this income group. Among the upper-middle income group, Namibia, South Africa and Cuba lead the way, whereas Jordan, Lebanon and Iran, Islamic Rep. are the bottom performers. In the lower-middle income group, the Philippines, Nicaragua and Bolivia take the top spots while the lower end of the group is made up of Syria, Pakistan and Yemen. Finally, the low-income group—consisting mostly of Sub-Saharan African economies—is dominated by Rwanda, Burundi and Mozambique, with Benin, Mali and Chad comprising the lower ranks.

The bottom part of Figure 4 (page 17) shows the range of scores for the overall Global Gender Gap Index by income group. Population-weighted group averages are indicated by a blue diamond. High-income countries have the highest average score (72%), followed by low-income countries (68%), upper-middle income countries (68%) and, finally, lower-middle income countries (67%). However, as revealed in Figure 4, there is a wide variety of gender gap outcomes across every income group.

In 2016, out of the 49 countries in the high-income group covered by the Index, four have closed more than 80% of their overall gender gap, 28 have closed between 70% and 80% of their gender gap, 16 have closed between 60% and 70%, and one country is yet to cross the 60% threshold. Among the 41 countries in the upper-middle income group, 16 have closed between 70% and 80% of their gender gap, 23 have closed between 60% and 70%, with two countries having closed less than 60%. In the lower-middle income group, out of 36 countries, 13 have closed between 70% and 80% of their gender gap, 18 have closed between 60% and 70%, and five countries have not yet reached 60%. Finally, among the low-income group, out of 18 countries, one has crossed the 80% threshold, seven have closed between 70% and 80% of their gender gap, eight have closed between 60% and 70%, and two countries are yet to close 60% of their gender gap or more.

While the above does suggest a relationship between gender parity and gross national income—with a growing body of research and evidence strongly suggesting that gender parity can become a key driver of prosperity and national income growth (see Figure 6 on page 26)—the Index finds little evidence that a high GNI is in any way a prerequisite to making progress on gender parity.

Table 6: Rankings by income group, 2016

| LOW INCOME (US\$ 1,044 OR LESS) | | | LOWER-MIDDLE INCOME (US\$ 1,045–4,124) | | | UPPER-MIDDLE INCOME (US\$ 4,125–12,735) | | | HIGH INCOME (US\$ 12,736 OR MORE) | | |
|------------------------------------|--------------|---------------|---|--------------|---------------|--|--------------|---------------|--------------------------------------|--------------|---------------|
| Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score |
| Rwanda | 5 | 0.800 | Philippines | 7 | 0.786 | Namibia | 14 | 0.765 | Iceland | 1 | 0.874 |
| Burundi | 12 | 0.768 | Nicaragua | 10 | 0.780 | South Africa | 15 | 0.764 | Finland | 2 | 0.845 |
| Mozambique | 21 | 0.750 | Bolivia | 23 | 0.746 | Cuba | 27 | 0.740 | Norway | 3 | 0.842 |
| Tanzania | 53 | 0.716 | Moldova | 26 | 0.741 | Belarus | 30 | 0.737 | Sweden | 4 | 0.815 |
| Zimbabwe | 56 | 0.710 | Cape Verde | 36 | 0.729 | Costa Rica | 32 | 0.736 | Ireland | 6 | 0.797 |
| Madagascar | 60 | 0.704 | Lao PDR | 43 | 0.724 | Argentina | 33 | 0.735 | Slovenia | 8 | 0.786 |
| Uganda | 61 | 0.704 | Lesotho | 57 | 0.706 | Colombia | 39 | 0.727 | New Zealand | 9 | 0.781 |
| Malawi | 67 | 0.700 | Mongolia | 58 | 0.705 | Ecuador | 40 | 0.726 | Switzerland | 11 | 0.776 |
| Senegal | 82 | 0.685 | Ghana | 59 | 0.705 | Bulgaria | 41 | 0.726 | Germany | 13 | 0.766 |
| Gambia, The | 104 | 0.667 | Kenya | 63 | 0.702 | Jamaica | 42 | 0.724 | Netherlands | 16 | 0.756 |
| Ethiopia | 109 | 0.662 | El Salvador | 64 | 0.702 | Panama | 47 | 0.721 | France | 17 | 0.755 |
| Nepal | 110 | 0.661 | Vietnam | 65 | 0.700 | Serbia | 48 | 0.720 | Latvia | 18 | 0.755 |
| Liberia | 114 | 0.652 | Ukraine | 69 | 0.700 | Kazakhstan | 51 | 0.718 | Denmark | 19 | 0.754 |
| Guinea | 122 | 0.640 | Bangladesh | 72 | 0.698 | Botswana | 54 | 0.715 | United Kingdom | 20 | 0.752 |
| Burkina Faso | 123 | 0.640 | Honduras | 78 | 0.690 | Albania | 62 | 0.704 | Estonia | 22 | 0.747 |
| Benin | 127 | 0.636 | Kyrgyz Republic | 81 | 0.687 | Mexico | 66 | 0.700 | Belgium | 24 | 0.745 |
| Mali | 138 | 0.591 | Cameroon | 85 | 0.684 | Thailand | 71 | 0.699 | Lithuania | 25 | 0.744 |
| Chad | 140 | 0.587 | India | 87 | 0.683 | Macedonia, FYR | 73 | 0.696 | Barbados | 28 | 0.739 |
| | | | Indonesia | 88 | 0.682 | Venezuela | 74 | 0.694 | Spain | 29 | 0.738 |
| | | | Tajikistan | 93 | 0.679 | Russian Federation | 75 | 0.691 | Portugal | 31 | 0.737 |
| | | | Sri Lanka | 100 | 0.673 | Romania | 76 | 0.690 | Luxembourg | 34 | 0.734 |
| | | | Armenia | 102 | 0.669 | Brazil | 79 | 0.687 | Canada | 35 | 0.731 |
| | | | Guatemala | 105 | 0.666 | Peru | 80 | 0.687 | Bahamas | 37 | 0.729 |
| | | | Swaziland | 107 | 0.665 | Bosnia and Herzegovina* | 83 | 0.685 | Poland | 38 | 0.727 |
| | | | Cambodia | 112 | 0.658 | Azerbaijan | 86 | 0.684 | Trinidad and Tobago | 44 | 0.723 |
| | | | Nigeria | 118 | 0.643 | Montenegro | 89 | 0.681 | United States | 45 | 0.722 |
| | | | Bhutan | 121 | 0.642 | Georgia | 90 | 0.681 | Australia | 46 | 0.721 |
| | | | Timor-Leste* | 125 | 0.637 | Suriname | 95 | 0.679 | Israel | 49 | 0.719 |
| | | | Tunisia | 126 | 0.636 | Paraguay | 96 | 0.676 | Italy | 50 | 0.719 |
| | | | Mauritania | 129 | 0.624 | Dominican Republic | 97 | 0.676 | Austria | 52 | 0.716 |
| | | | Egypt | 132 | 0.614 | Belize | 98 | 0.676 | Singapore | 55 | 0.712 |
| | | | Côte d'Ivoire | 136 | 0.597 | China | 99 | 0.676 | Croatia | 68 | 0.700 |
| | | | Morocco | 137 | 0.597 | Malaysia | 106 | 0.666 | Chile | 70 | 0.699 |
| | | | Syria | 142 | 0.567 | Mauritius | 113 | 0.652 | Czech Republic | 77 | 0.690 |
| | | | Pakistan | 143 | 0.556 | Maldives | 115 | 0.650 | Cyprus | 84 | 0.684 |
| | | | Yemen | 144 | 0.516 | Angola | 117 | 0.643 | Uruguay | 91 | 0.681 |
| | | | | | | Algeria | 120 | 0.642 | Greece | 92 | 0.680 |
| | | | | | | Turkey | 130 | 0.623 | Slovak Republic | 94 | 0.679 |
| | | | | | | Jordan | 134 | 0.603 | Hungary | 101 | 0.669 |
| | | | | | | Lebanon | 135 | 0.598 | Brunei Darussalam | 103 | 0.669 |
| | | | | | | Iran, Islamic Rep. | 139 | 0.587 | Malta | 108 | 0.664 |
| | | | | | | | | | Japan | 111 | 0.660 |
| | | | | | | | | | Korea, Rep. | 116 | 0.649 |
| | | | | | | | | | Qatar | 119 | 0.643 |
| | | | | | | | | | United Arab Emirates | 124 | 0.639 |
| | | | | | | | | | Kuwait | 128 | 0.624 |
| | | | | | | | | | Bahrain | 131 | 0.615 |
| | | | | | | | | | Oman | 133 | 0.612 |
| | | | | | | | | | Saudi Arabia | 141 | 0.583 |

Note: Income group categories are taken from the World Bank, which classifies economies into four income categories based on GNI per capita (current US\$): high income, upper-middle income, lower-middle income and low income. Classifications as of July 2016 update.

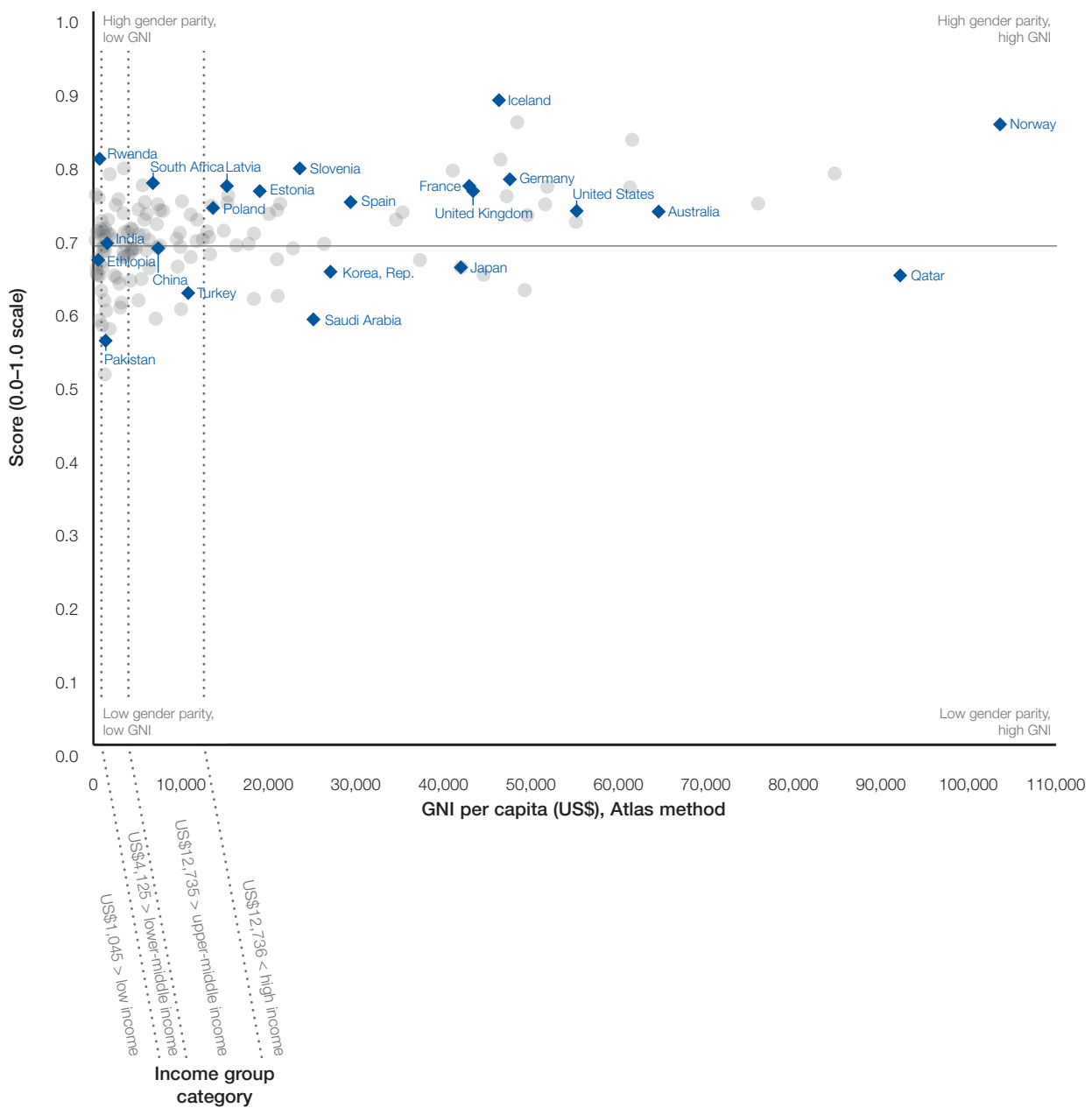
* New countries in 2016

Appendix B illustrates the spread of data for female and male values for all 14 indicators used in the Index in 2016 in a single visualization. Appendix C contains detailed data tables, in rank order, for all 14 indicators included in the Index for all countries for which data was available in 2016.

The case for gender parity

There is a clear values-based case for promoting gender parity: women are one-half of the world's population and evidently deserve equal access to health, education, economic participation and earning potential, and political decision-making power. However, it is pertinent to note that gender parity is equally fundamental to whether and

Figure 6: Relationship between GNI per capita and the Global Gender Gap Index 2016, overall



Source: Global Gender Gap Index 2016 and World Bank.

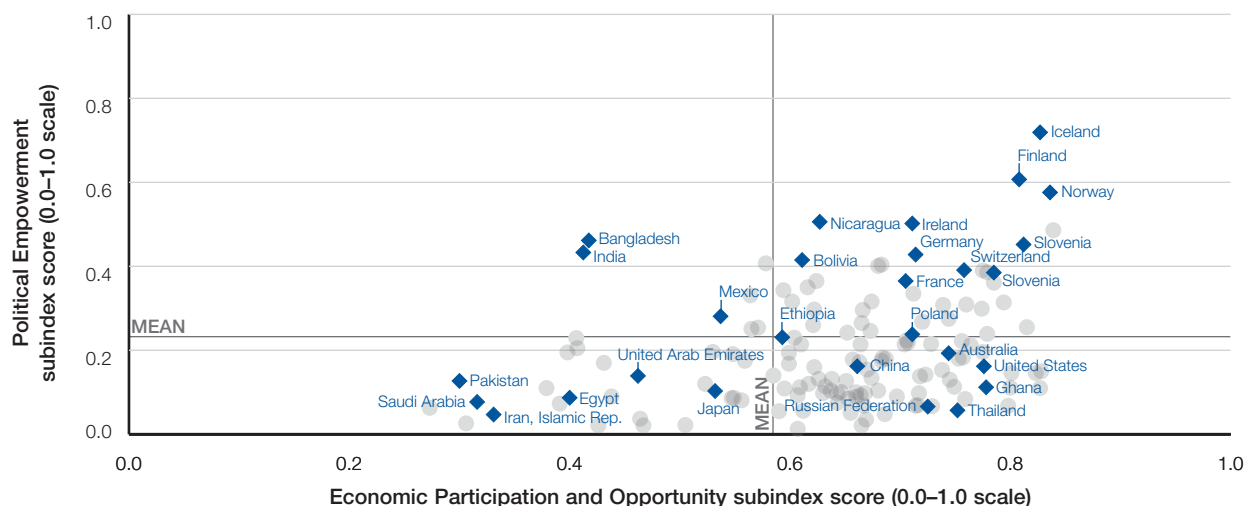
how societies thrive. Ensuring the healthy development and appropriate use of half of the world’s total talent pool has a vast bearing on the growth, competitiveness and future-readiness of economies and businesses worldwide.

A variety of models and empirical studies have suggested that improving gender parity may result in significant economic dividends, which vary depending on the situation of different economies and the specific challenges they are facing. Notable recent estimates suggest that economic gender parity could add an additional US\$240 billion to the GDP of the United Kingdom, US\$1,201 billion to that of the United States, US\$526 billion to Japan’s, and US\$285 billion to the

GDP of Germany.⁹ Another recent estimate suggests that China could see a US\$2.5 trillion GDP increase by 2020, and North America and Oceania could gain an additional US\$3.1 trillion over the same period if they closed their gender gaps.¹⁰

A number of recent studies also indicate that a reduction in the employment gender gap has been an important driver of European economic growth over the past decade, and has the potential to unleash even further growth. Conversely, limiting women’s access to labour markets is costly, as poor female labour force participation hampers economic growth.¹¹ As a region, East Asia and the Pacific reportedly loses between US\$42 billion to

Figure 7: Relationship between the Political Empowerment subindex and the Economic Participation and Opportunity subindex, 2016



Source: Global Gender Gap Index 2016.

US\$47 billion annually due to women's limited access to employment opportunities.¹² Research by the World Bank demonstrates that similar restrictions have also imposed sizable costs throughout the Middle East and North Africa¹³ as well as the Sub-Saharan Africa region.¹⁴

This evident relationship between economic outcomes and gender parity and, in particular, the growing evidence of the positive effect of increasing gender parity on economic growth, is illustrated in Figure 6 (page 26) on the basis of the Global Gender Gap Index. The method of calculating the Global Gender Gap Index is unique in eliminating the direct impact of absolute levels of any of its constituent variables so that, as a result, any relationship to relative wealth of any of the economies covered by the Index is endogenous to the dynamics of closing the global gender gap.

As detailed in the previous section of the *Report*, the Global Gender Gap Index takes into account four critical dimensions when measuring the gaps between women and men's access to resources and opportunities: economic participation, education, health and politics. Across these four different dimensions we see a number of positive interdependencies, knock-on and multiplier effects that highlight the multi-faceted nature of the benefits of increased gender parity.

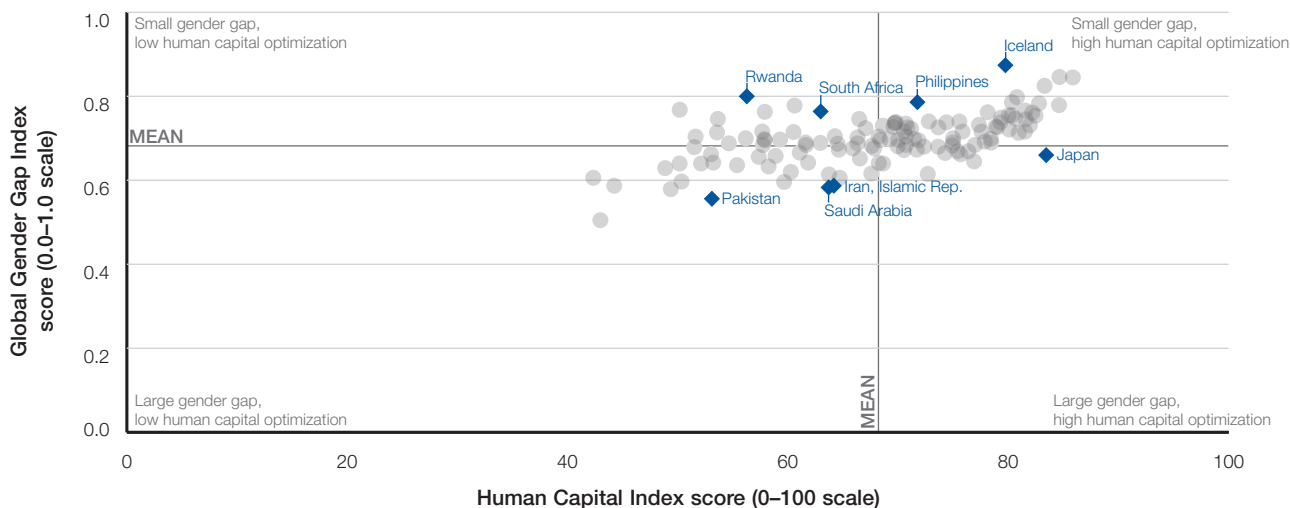
For example, increased gender parity in education lowers infant and child mortality rates, lowers maternal mortality rates, increases labour force participation rates and earnings, and fosters further educational investment in children. The World Bank finds, based on a sample of a wide range of developing countries, that investing in girls so that they would complete education at the same rate as boys would lead to lifetime earnings increases of today's cohort of girls of between 54% to 68% of countries' GDP, equivalent to an increase in annual GDP growth rates of

about 1.5%.¹⁵ Conversely, girls' exclusion from education considerably hinders the productive potential of an economy and its overall development. In the East Asia and the Pacific region, specifically, it has been estimated that between US\$16 billion to US\$30 billion is lost annually as a result of gender gaps in education.¹⁶ Similar to education, investing in health—and specifically in maternal, newborn and child health—has a significant multiplier effect.¹⁷

In the political sphere, women's engagement in public life has a positive impact on inequality across society at large. The issues which women advocate, prioritize and invest in have broad societal implications, touching on family life, education and health. Women's engagement in public life fosters greater credibility in institutions, and heightened democratic outcomes.¹⁸ In addition, there is a range of evidence to suggest that women's political leadership and wider economic participation are correlated (Figure 7).

Across all countries, making full use of women's capabilities paves the way to optimizing a nation's human capital potential. This is evidenced in the strong relationship between the World Economic Forum's Global Gender Gap Index and Human Capital Index, presented in Figure 8 (page 28). Once certain basic elements of human development are in place, countries may initially take a variety of different pathways to further improve and invest in their human capital potential, as demonstrated by the wide range of outcomes in the midfield of Figure 8. However, if such strategies are too focused on just some elements of a country's population, they miss out on significant positive multiplier effects. Few of the top performers in the Human Capital Index have succeeded in maximizing the development and deployment of their nation's talent without also narrowing their gender gaps.

Figure 8: Global Gender Gap Index 2016 vs Human Capital Index 2016



Source: Global Gender Gap Index 2016 and Human Capital Index 2016.

Women’s participation in the formal economy, or lack thereof, is also a business issue—costing women, companies and, ultimately, entire economies. Female talent remains one of the most under-utilized business resources, either squandered through lack of progression or untapped from the onset. Business leaders and governments increasingly note that tackling barriers to equality can unlock new opportunities for growth. In the World Economic Forum’s *Future of Jobs Survey*, 42% of business leaders perceived addressing gender parity in their company as a matter of fairness and equality; yet, in addition, more than a fifth of those surveyed also highlighted rationales closer to their core business: reflecting the changing gender composition of their customer base as well as enhancing corporate decision-making and innovation.

The combined impact of growing gender parity, a new middle class in emerging markets and women’s spending priorities is expected to lead to rising household savings rates and shifting spending patterns, affecting sectors such as food, healthcare, education, childcare, apparel, consumer durables and financial services.¹⁹ With women controlling 64% of global household spending and US\$30 trillion of consumer spending in 2013—a figure that is predicted to rise by almost a third over the five years leading to 2018²⁰—there are large potential benefits for companies with employees who can understand diverse customer bases.

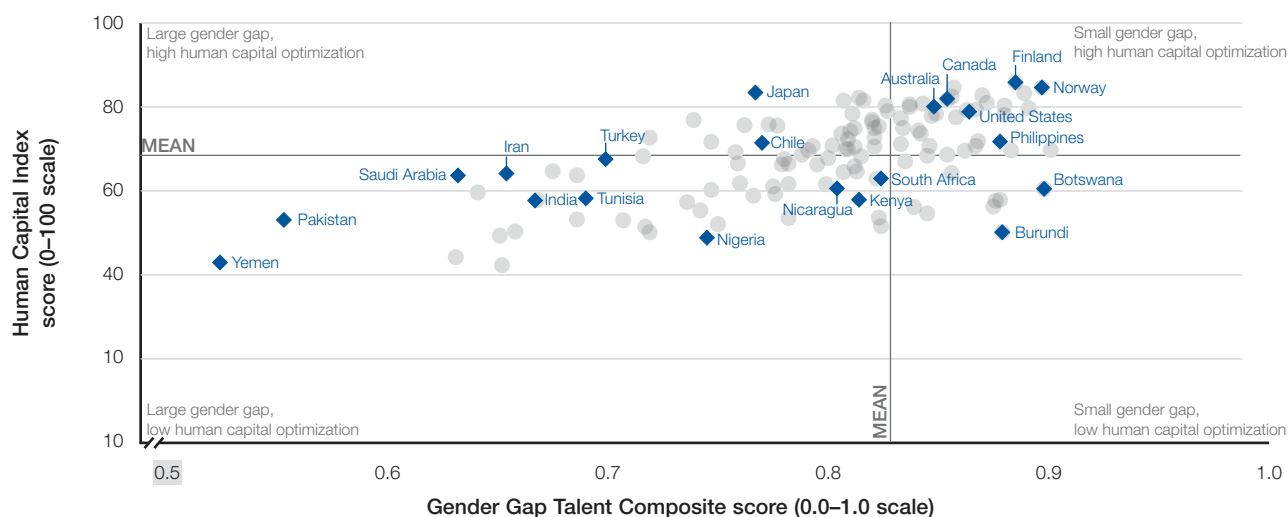
Additionally, the global economy is currently in transition to a Fourth Industrial Revolution.²¹ In such a highly interconnected and rapidly changing world, diversity is critical to informed corporate decision-making and business innovation.²² When it comes to leadership positions, companies with top quartile representation of women in executive committees have been shown

to perform better than companies with no women at the top—by some estimates with as much as a 47% premium on average return on equity.²³ Links also exist between having more women directors and corporate sustainability, as well as with economic growth, since more diverse leadership teams can cater to a broader array of stakeholder needs and concerns.²⁴ Unlocking these benefits requires focused action to address the underlying causes of persistent gender gaps in a systemic way.

Gender parity and human capital

The development and deployment of human capital is a critical element of economic growth and social inclusion in all countries. Two of the Global Gender Gap Index’s four subindexes—Educational Attainment and Economic Participation and Opportunity—relate to the development and deployment of female human capital in particular. The World Economic Forum’s Human Capital Index measures a country’s “distance to an ideal” on learning and employment outcomes, for women and men. In Figure 9 (page 29) we plot the Human Capital Index against a composite measure of educational attainment and economic participation and opportunity from the Global Gender Gap Index. The results show how countries have and have not prioritized gender equality in their quest for optimizing human capital. In the top right are economies that have both high human capital and low gender gaps, indicating an even spread of opportunities. In the top left are countries that have high human capital and large gender gaps. There are few countries in this space—countries cannot have very high human capital if their gender gaps are large because women are one half of the population. In the bottom right are countries where human capital optimization is low but gender gaps are

Figure 9: Relationship between the Gender Gap Talent Composite and Human Capital Index 2016



Source: Global Gender Gap Index 2016 and Human Capital Index 2016.

small, indicating an even spread of opportunities, even if those opportunities are limited overall. In the bottom left are countries where human capital is low and gender gaps are wide, indicating uneven human capital development across gender lines.

This section of the *Report* takes a deeper look at key outcomes and contextual factors globally within educational attainment for women and men. It also looks at the key outcomes and contextual factors within economic participation of women and men, examining both paid and unpaid work, and the impact of care and demographics.

Educational Attainment

Despite some regional variation, globally today, young women and men entering the labour force have almost identical levels of educational qualifications. There is near parity in primary and secondary education, with remaining gender gaps of 2% and 3%, respectively, and a 7% gap when it comes to participation in tertiary education. Seen another way, in 62 countries primary education gaps have been closed, in 90 countries secondary education gaps have been closed, and in 95 countries tertiary education gaps have been closed. However, women make up a marginally larger proportion of out-of-school children and a much larger proportion of youth not in school or education (23% compared to 15%).

Among women and men over age 25 and already in the workforce, the educational gender gap with regard to level of qualifications held is larger. Global gender gaps in primary, secondary and tertiary educational attainment stand at 11%, 17% and 14% respectively, in the age 25+ cohort. However, these gaps have narrowed significantly in current educational enrolment, which will be reflected in the composition of the future workforce. For example, since

the rate of enrolment in tertiary education of young women currently surpasses that of young men, each year, an extra 4 million young women graduates are beginning to reverse the tertiary education gap of the previous generation at the global level.

As highlighted by our measure of skill diversity, featured in the *Report's* Country Profiles, women graduating from tertiary education courses have acquired a similar range of skills and academic subject knowledge to their male colleagues. However, one area in which women continue to remain under-represented is among STEM graduates, for which the global gender gap stands at 47%, with 30% of all male students graduating from STEM subjects, in contrast to 16% of all female students. That gap is commonly attributed to negative stereotypes and lack of role models, lowering girls' performance and aspirations vis-à-vis science and technology.²⁵ It represents a key emerging issue for gender parity, since STEM careers are projected to be some of the most sought-after in the context of the Fourth Industrial Revolution.

With every yearly edition, the *Report* has recorded an increasing number of economies reaching parity in educational enrolment, reflecting major investments in educational gender parity paying off in most parts of the world. Since 2006, countries such as Latvia, Botswana, Nicaragua, Slovak Republic, Costa Rica, Canada, United States and Iceland have fully closed their Educational Attainment gender gaps. However, of the 144 countries in this year's Index, 17 have remaining education gender gaps wider than 10% and eight record gaps wider than 20%. The list of countries underperforming on this subindex is dominated by those from lower-income groups, indicating specific barriers to evenly educating their populations. Still, some low-income countries outperform their more affluent

peers. Notably, Nepal, Zimbabwe and Rwanda have closed more than 90% of their education gender gaps, with Nepal closing a significant 18% in the past 11 years.

Most of the 107 countries covered since the inception of the *Report* have made strong progress on education. India, Pakistan, Ethiopia and Saudi Arabia are among those countries showing strong gains in the 11 years since 2006, with varying starting points. Some of the lowest-ranked countries on this dimension, such as Yemen and Chad, have similarly closed their education gender gaps by 16% and 15%, respectively, over this period, although they continue to lag behind due to their low starting point. In the case of Chad, the country had closed 47% of its education gender gap in 2006 but has now closed almost 60%. The outliers are countries such as Nigeria and Angola which continue to have relatively wide education gender gaps, and have hardly improved for more than a decade.

North America has completely closed its education gender gap. If all things remain equal, Latin America and the Caribbean as well as South Asia are expected to close their education gender gaps in the next five years. Ten years from now, the Middle East and North Africa region should see its education gender gap narrow to a close. East Asia and the Pacific and Sub-Saharan Africa will close their education gender gaps in 21 and 33 years respectively, while Eastern Europe and Central Asia boast a much slower rate of change, projecting the time of education parity to be 87 years. The real concern remains Western Europe, which despite its high performance has seen decline rather than improvement over the past 11 years.

Economic Participation and Opportunity

Globally, 54% of working-age women take part in the in the formal economy, on average, as compared to 81% of men. Women make up a larger proportion of discouraged job seekers and of those outside the labour force; and, on average, women's unemployment rate is nearly 2% higher globally. Women work three times as often as men as contributing family workers in family enterprises, and are almost twice more likely to work part-time.

Education gains have not always translated into economic gains for women. Even though there is near gender parity in employment for professional and technical workers, reflecting in part the equal education and skills levels among women and men with tertiary education, women hold less than a third of senior roles.

Existing data benchmarking women's economic leadership roles is uneven in coverage and more should be done to fill existing gaps in knowledge.²⁶ Based on what is currently known, average female representation on boards is 14%, and only in five countries have women broken the 30% participation threshold: Iceland, Norway, France, Latvia and Finland. In addition, only 16 countries have a firm ecosystem in which more than 50% of firms have any female participation in firm ownership. Notable performers

include the Philippines, China, Nicaragua, Bahamas, Botswana, Sweden and Brazil.

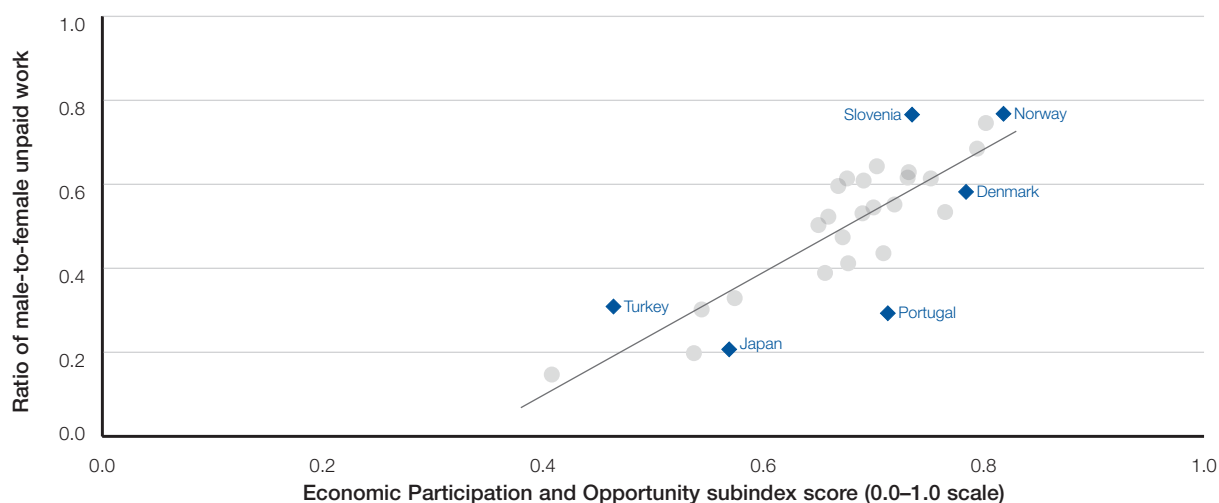
There also continues to be a persistent wage gap in paid work. Women's average earnings are almost half those of men, with average global earned income for women and men estimated at \$10,778 and \$19,873, respectively. Countries that perform well in this dimension of gender parity span all regional and income groups. Slovenia, Norway and Sweden are some of the most gender-equal economies among high-income countries. Botswana and Thailand exhibit the highest income parity among upper-middle income countries. Vietnam, Lao PDR and Ghana have narrowed their income gender gaps the most among the lower-middle income country group. Mozambique, Tanzania and Rwanda lead among the low-income countries, having closed over 80% of their estimated earned income gender gaps. On the other end of the scale, countries such as Bahrain, United Arab Emirates, Saudi Arabia and Korea, Rep. have high national income, but income gaps of over 50%.

When it comes to executives' perceptions of wage equality for similar work, no country has reached parity. In only five countries, the remaining gap is less than 20% while in 88 countries the gap is between 20% and 40%. In 35 countries the gap is between 40% and 50% while in five countries—France, Chile, Peru, Hungary and Brazil—executives see the remaining wage gap for similar work to be above 50%.

Exacerbating economic gender gaps is the degree to which women remain at a disadvantage in the ability to accumulate, inherit and manage wealth. Around 1% of countries retain completely restrictive legislation on using financial services, and an additional 35% have somewhat restrictive legislation in place to regulate women's access to financial services. A similar proportion has somewhat restrictive legal systems when it comes to the ability to inherit assets; however, the number of countries with highly restricted rights of inheritance is much higher, at 18%. Finally, with regard to women's access to land and non-land assets, 58% and 45% of countries, respectively, have full gender parity in the eyes of the law, while 40% and 53% have achieved partial gender parity. The unequal access to assets is reflected in the gap between women and men holding a bank account—56% compared to 63%, respectively.

Applying the rate of change of the 107 countries covered by the Index since 2006, there is a mixed picture in countries' ability to deploy their female human capital. On average, the economic gender gap has been closed by 2% over the past 11 eleven years, at an uneven rate of progress, and, at 42% distance from parity globally, it continues to stand at a much lower point than the education gender gap. A number of economies have shown strong improvement; among them, Cameroon, Benin, Guatemala, Nicaragua and Saudi Arabia. No country has yet reached parity on the Economic

Figure 10: Ratio of male and female unpaid work (men over women) vs Economic Participation and Opportunity subindex 2016



Source: Global Gender Gap Index 2016 and OECD Social Protection and Wellbeing Database.

Participation and Opportunity subindex. Mirroring gains on the Educational Attainment subindex, to date 68 countries out of the 144 covered by the Index this year have achieved gender parity in skilled roles, i.e., women and men employed as professional and technical workers. A number of countries have also achieved the more elusive goal of reaching gender parity in senior roles, namely Barbados, Columbia, Jamaica and the Philippines.

With the current rates of change across world regions, the closing of the economic gender gap ranges from only 47 to 1951 years. The fastest-closing economic gap is in Western Europe, taking 47 years, closely followed by Sub-Saharan Africa and Latin America and the Caribbean, which both can expect an approximate 60-year wait for economic gender parity. Slower rates of change are predicted for Eastern Europe and Central Asia at 93 years, as well as East Asia and the Pacific at 111 years. The economic gender gap rates of change that are most concerning remain those in the Middle East and North Africa as well as South Asia, with predictions of 356 and 1951 years, respectively. The lowest-performing region is now North America, where the economic gender gap has increased by 1% since 2006.

Unpaid Work and Care

In many societies, even as women have entered the labour force, they have also retained primary responsibility for unpaid work such as caregiving and household chores. Gender gaps in paid work thus reflect gender gaps in unpaid work, at least in part. This relationship is clearly visible in Figure 10, which plots the gender gap in unpaid work against the Economic Participation and Opportunity subindex, reflecting the gender gaps in paid work.

On average men do 34% of the unpaid work that women do.²⁷ Research shows that this imbalance starts early, with girls spending 30% more of their time on unpaid work than boys.²⁸ Figure 11 (page 32) shows the imbalance between paid and unpaid work for both women and men for the thirty countries for which this data is available.

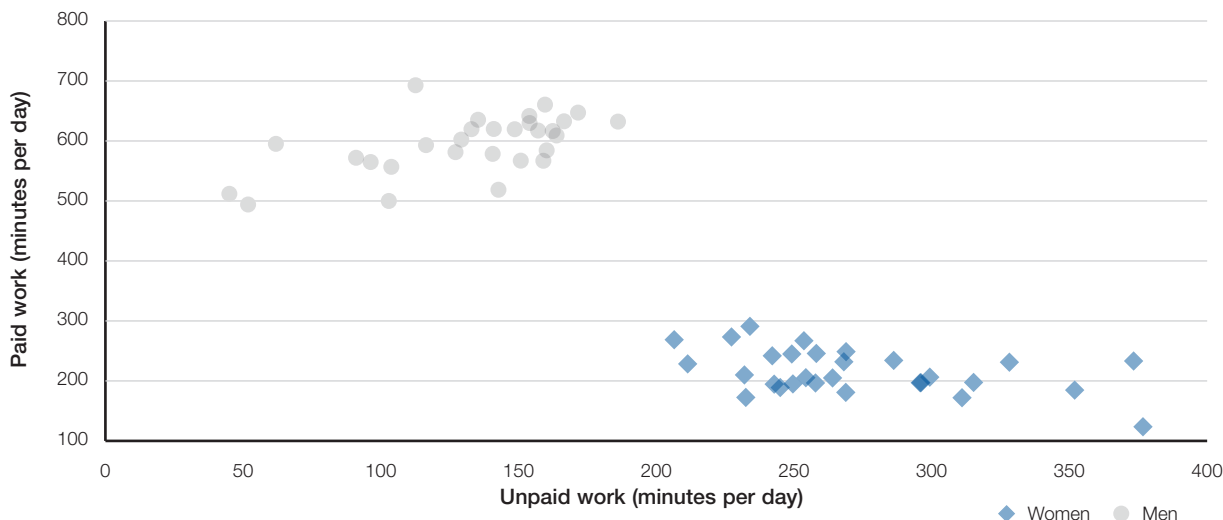
However, the sum total of the time spent by women on work—both paid and unpaid—is higher than for men. Women work on average 50 minutes more a day than men across both paid and unpaid work. Figure 12 (page 32) shows the minutes spent on paid and unpaid work, for both women and men, revealing the strong gender gaps in distribution and the longer time spent by women on all forms of work, across most economies.

Unpaid work conducted by women varies across countries. The largest proportions of unpaid work are routine housework and caregiving, both childcare and care for older people.²⁹ Housework can look different across different economies, often driven by income levels and access to basic infrastructure. Similarly, specific elements of childcare can vary by geography, ranging from physical care, teaching, reading and playing. Demographics as well as income and societal expectations therefore play a strong role in the division of labour between women and men when it comes to paid and unpaid work. See Appendix E for further information on demographics.

Preparing for the Future

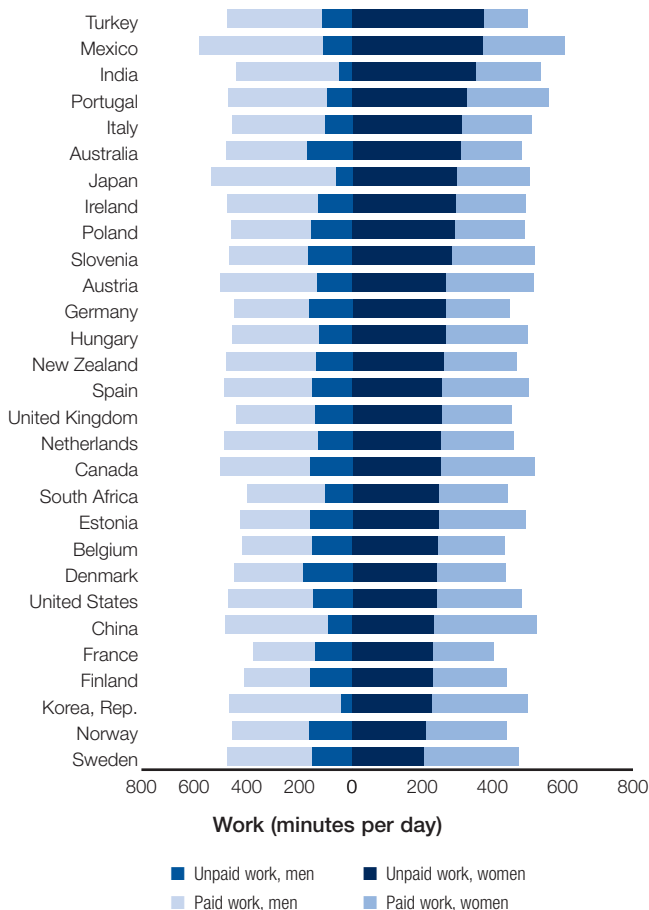
Based on the results of this year's Index, it is evident that, globally, progress on achieving gender parity in education has been comparatively high, while economic gender parity remains elusive: a remaining gender gap of about 5% compared to a remaining gender gap of 41%, respectively.

Figure 11: Paid work vs unpaid work (minutes per day), men and women, by country



Source: OECD Social Protection and Wellbeing Database.
 Note: Countries correspond to those shown in Figure 12 below.

Figure 12: Paid and unpaid work (minutes per day) for men and women, by country



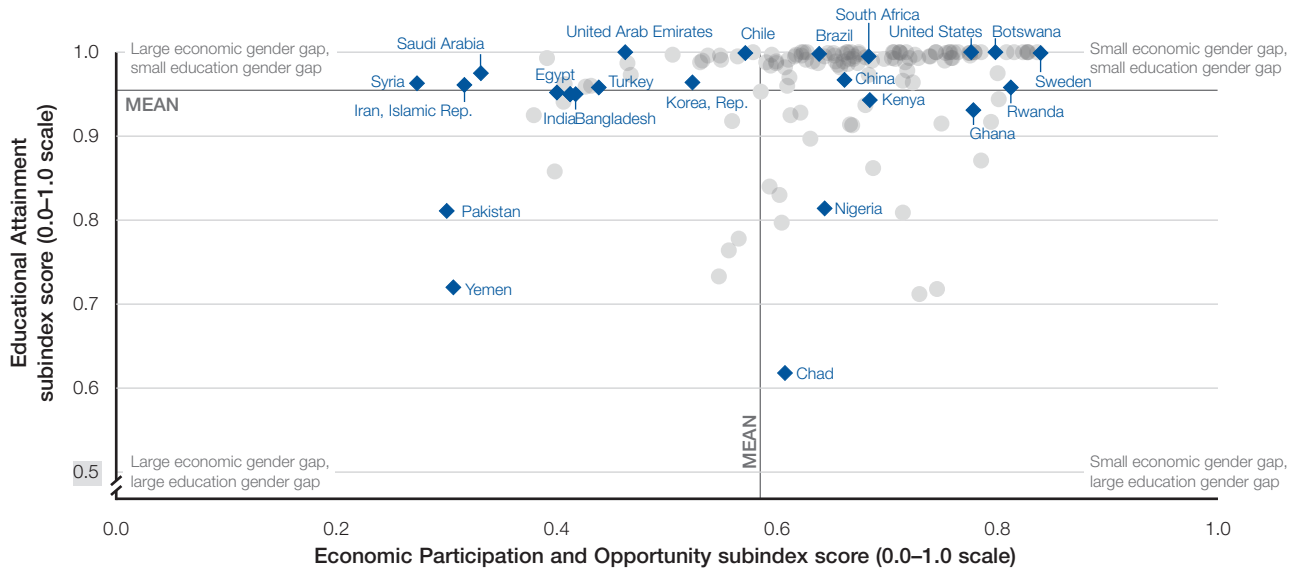
Source: OECD Social Protection and Wellbeing Database.

In addition, progress on the economic gender gap has fluctuated more dramatically. As we see cohort after cohort of highly educated women enter the workforce, if economies are to fully utilize their talent, there needs to be a corresponding narrowing of the economic gender gap to benefit from women’s strong performance on educational qualifications. As highlighted by the *Report’s* data and an increasing number of studies, disparities in skills and qualifications alone cannot solely account for these differential economic outcomes for women and men.

While many countries are ideally poised to maximize opportunities for women’s participation in the labour market, a large proportion have failed to reap the returns on a pool of highly educated and skilled women. Figure 13 (page 33) plots the Educational Attainment subindex against the Economic Participation and Opportunity subindex. The data reveals four broad groups of countries: (1) countries that have closed or are generally on track to close education gender gaps and show high levels of women’s economic participation; (2) countries that have closed or are generally closing education gender gaps but show low levels of women’s economic participation; (3) countries that have large education gaps as well as large gaps in women’s economic participation; and (4) countries that have large education gaps but display small gaps in women’s economic participation.

In the first broad group are countries that have made investments in women’s education and generally see the returns on this investment in the form of women’s economic and political participation. These countries include the Nordic countries, the United States, but also high-performing lower-income countries such as Botswana and Rwanda.

Figure 13: Relationship between the Educational Attainment subindex and the Economic Participation and Opportunity subindex, 2016



Source: Global Gender Gap Index 2016.

Note: The Y-axis has been truncated to enhance readability.

In the second broad group are countries that have made key investments in women's education but have generally not removed barriers to women's participation in the workforce and are thus not seeing returns on their investments in terms of development of one half of their nation's human capital. This group includes Iran, Islamic Rep., the United Arab Emirates, Chile and India. These countries have an educated but untapped talent pool and would have much to gain from women's greater participation in the workforce.

In the third and fourth groups, the most basic investments in girls' and women's education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. The third group contains countries such as Yemen and Pakistan that have large education as well as economic gender gaps. The fourth group contains countries such as Chad and Nigeria, which have large education gender gaps but small economic ones, primarily due to high levels of participation by women in low-skilled work. Compared with the third group, women in these countries have greater access to income and decision-making.

As countries seek to prepare their human capital for the Fourth Industrial Revolution, ensuring that women and men receive equal access to education and work opportunities will be a critical element in safeguarding growth and inclusion. Governments have a range of policy options relating to education, employment and care available to them.

For countries where education gaps still persist, investment in girls and women's education will be critical for human capital development. A substantial body of literature has shown that investing in girls' education is one

of the highest-return investments a developing economy can make—and, for these countries, closing education gender gaps will remain an important factor over time. The provision of universal education is critical to increase opportunities for the wider population to participate in the skilled labour market. In countries where public education is not available, low-income families may favour the education of sons over daughters if they have limited resources and must weigh up opportunity costs to paying for their children's education.

Gender bias in education systems is also a factor in women's workforce participation. Where direction towards particular subject choices is gendered, and role models and learning materials reinforce gender stereotypes, girls' educational achievements and possibilities beyond education are limited. Gendered subject choices in education and training are reflected in labour markets with traditionally 'male' and 'female' jobs. This gap may have an even stronger impact on income inequality in the future, necessitating action by governments today. For example, many forecasts, including our own, predict that future job growth will lie in job families that currently employ few women, such as computer and mathematical roles as well as architecture and engineering.³⁰ This requires deeper investment in closing the STEM education gender gap to prevent future workforce gender gaps.

Deploying women's human capital will also require strategic focus from countries. Access to financial services and digital access are critical elements for enhancing women's labour force participation across all economies. For countries that have already made investments in education, it will be important to track the progress of these skilled cohorts of women and ensure that they are able to leverage their skills in the workforce through a

Box: Care Policies

There is a growing demand for concerted action across the public and private sectors to learn from existing policies and innovate in order to facilitate women's integration into the workforce. Care-related policies are one key element. They tend to span three areas: (1) financial arrangements to facilitate care of children, elderly relatives or others through childcare allowances, family benefits and other subsidies; (2) provisions concerning working conditions to facilitate care such as parental leave, career breaks, remote work, flexible hours and reduction of working time; and (3) direct care services: home care services for older people, nursery places for small children and senior care services. The costs and trade-offs associated with such practices are often long-term investments for countries as they generate societal and economic returns. Below we highlight global trends in family leave and childcare support.

Family Leave

Maternity, paternity and parental leave—or any other type of additional shared leave—are closely associated with women's economic participation in many parts of the world, and are thus an important element of policies aimed at more efficient use of the country's human capital pool. Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a child following birth can increase women's participation in the workforce and foster a more equitable division of childrearing.

Maternity leave currently far exceeds paternity leave around the world. On average, globally, both men and women taking paternity, maternity and parental leave are paid more than 90% of their wages. The weight of responsibility for maternity and paternity leave pay is unevenly distributed across government and employers, with employers bearing the brunt of the cost of paternity leave to a higher degree.

More women participate in the labour force in economies with longer fully-paid maternity and parental leave available for mothers. However, these benefits, above a certain threshold, can undermine women's labour force participation. For example, in economies where the cumulative duration of paid maternity and parental leave available for mothers exceeds two years, female labour force participation is lower.¹

Childcare Support

Affordable, good-quality childcare is a key enabling factor, allowing women to reconcile professional and family obligations, since women tend to bear the majority of the caregiving responsibilities in most countries. The cost of childcare also has a significant effect on the financial incentive for women in heterosexual couples with children to work.² Public or subsidized childcare can increase the participation of women in the workforce; countries that provide public childcare have been reported to have more than twice the percentage of women receiving wages than those that do not.³ Similarly, care for older persons is also an important consideration, as women tend to be the primary caregivers for ageing parents.

Investment in the care economy also produces sizeable spillover effects. The International Trade Union Confederation, for example, recently estimated that if 2% of GDP was invested in a country's care industry, there would be corresponding increases in overall employment ranging from 2.4% to 6.1%, depending on the country.⁴ This equates to nearly 13 million new jobs in the United States, 3.5 million in Japan, nearly 2 million in Germany, 1.5 million in the United Kingdom, 1 million in Italy, 600,000 in Australia and nearly 120,000 in Denmark.

Childcare assistance varies by economy and spans public day care, private care and homecare. While 58% of economies have public day care assistance with government allowances or subsidies, 18% have no publicly provided services and no subsidies.

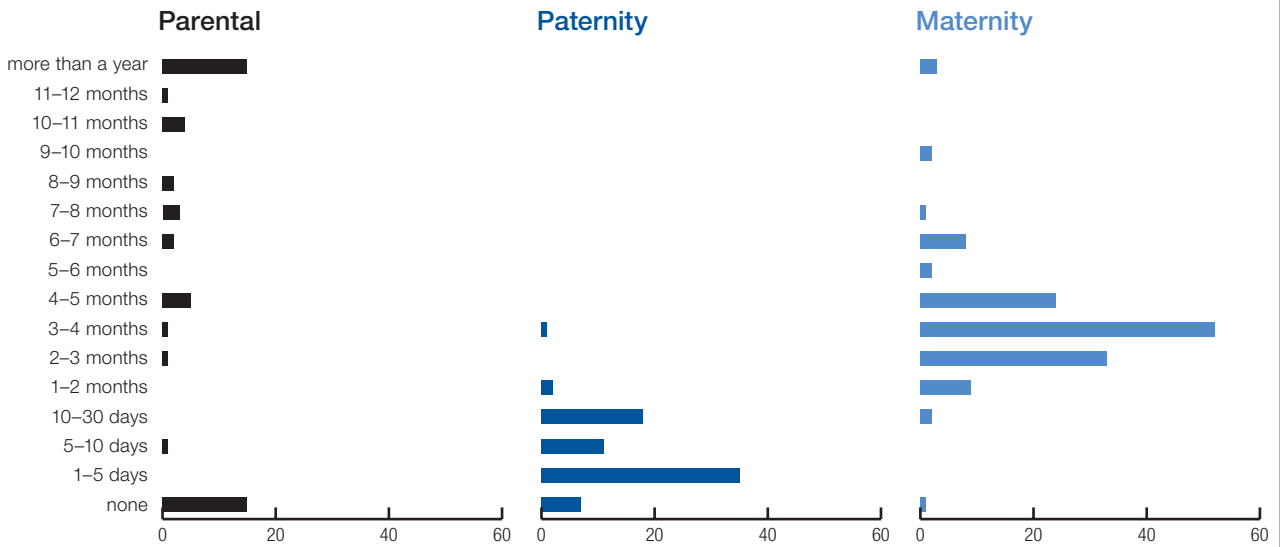
Notes

1. See Thévenon, *Drivers of Female Labour Force Participation in the OECD*.
2. See OECD, *Neutrality of tax-benefit systems: Definitions and methodology*.
3. See World Bank Group, *Women, Business, and the Law 2016*.
4. See International Trade Union Confederation, *Investing in the Care Economy: A Gender Analysis of Employment Stimulus in Seven OECD Countries*.

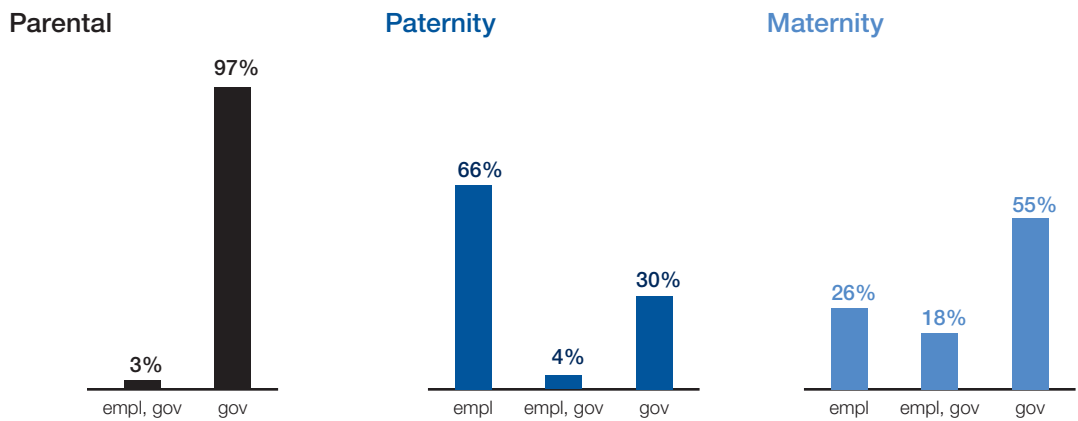
Box: Care Policies (cont'd).

Figure 14: Parental, paternity and maternity leave provision

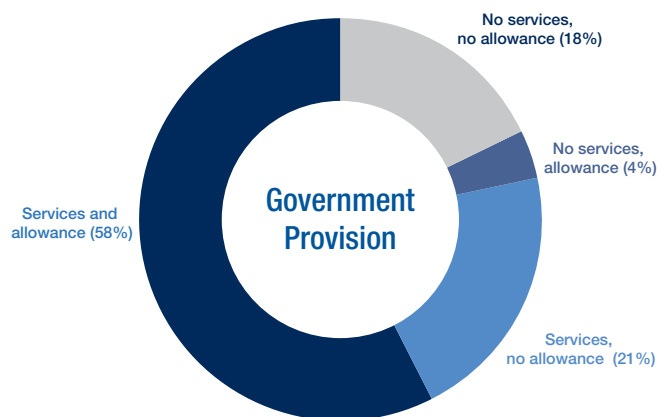
Length of leave



Leave provider



Provision of services and allowance by government



Source: World Bank, Women, Business and the Law 2016 Database.

range of fiscal and social policy instruments. For example, reducing the tax burden for secondary earners by replacing family taxation with individual taxation, improves women's participation in the labour force.³¹ Legislative structures can help prevent gender-biased discrimination in the workplace. Obligatory and voluntary quotas in public and private entities, targeted subsidies to female businesses, and supervisory bodies monitoring the implementation of national policies are also approaches used successfully around the world. Public-private cooperation to close economic participation gaps presents a promising approach. See Appendix G for further details on the Gender Parity Task Force model developed by the World Economic Forum.

One of the most critical pressure points often relates to the care infrastructure, due to the greater portion of unpaid work performed by women. Stronger care-related policies could therefore enhance women's economic participation and re-balance care roles in the home. See the Box on Care Policies (page 34) for more information on global care policy approaches.

Finally, preparing for the future may also require a deliberate approach to managing upcoming workforce disruptions that may impact women and men differently. For example, our *Future of Jobs Report* predicted that the disruptions of the Fourth Industrial Revolution will lead to decline in some of the currently most gender equal job families—art, design, entertainment, media, and office and administrative functions. Strategic focus will therefore be needed, by both governments and businesses, to help avoid a deepening of gender divides through re-skilling and up-skilling that takes gender gaps into account.

Conclusion

The Global Gender Gap Report 2016 provides a comprehensive overview of the current state of the global gender gap and of efforts and insights to close it. The Index points to potential role models by revealing those countries that—within their region or their income group—are leaders in having divided resources more equitably between women and men than other countries have, regardless of the overall level of resources available. The *Report's* detailed Country Profiles not only allow users to understand how close each country has come to the equality benchmark in each of the four dimensions examined by the Index, 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 socio-economic, 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 the relationship between broader human capital development and deployment and gender parity. 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 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 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 this year's edition of the *Report*, the maximum income value considered in the calculation has been capped at US\$75,000 per capita. This follows UNDP's own adjustment of the methodology in line with findings by Kahneman and Deaton that suggest there is little additional gain in human well-being from annual income beyond US\$75,000. In previous editions of the Global Gender Gap Index, this cap was US\$40,000. Since 2011, the US\$ 40,000 cap had 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 this year's methodology change, refer to Appendix D. For a more detailed discussion of the assumptions behind the Estimated earned income indicator, refer to: Kahneman and Deaton, *High income improves evaluation of life but not emotional well-being*, and *Human Development Report 2015*, UNDP; *Technical Notes* and UNDP, "Frequently Asked Questions: Gender Development Index (GDI)", available at: <http://hdr.undp.org/en/faq-page/gender-development-index-gdi> (accessed October 2016).
- 2 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, "Missing Women: Revisiting the Debate".
- 3 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.
- 4 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, *Women's Empowerment: Measuring the Global Gender Gap*. 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).

- 5 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.
- 6 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.
- 7 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.
- 8 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.
- 9 See PwC, *Women in Work Index 2016*.
- 10 See McKinsey & Company, *The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion To Global Growth*.
- 11 See Teignier and Cuberes, *Aggregate Costs of Gender Gaps in the Labour Market: A Quantitative Estimate*.
- 12 See ILO and ADB, *Women and Labour Markets in Asia: Rebalancing for Gender Equality*.
- 13 See World Bank Group, *Gender and Development in the Middle East and North Africa*.
- 14 See, for example, the World Bank Group, *Gender and Economic Growth Assessments for Kenya, Tanzania and Uganda*.
- 15 See Chaaban and Cunningham, *Measuring the Economic Gain of Investing in Girls*.
- 16 See ILO and ADB, op. cit.
- 17 See Wilhelmson and Gerdtham, *Impact on Economic Growth of Investing in Maternal and Newborn Health*.
- 18 See OECD, *Women, Government and Policy Making in OECD Countries*.
- 19 See Goldman Sachs Global Markets Institute, *The Power of the Purse: Gender Equality and Middle-Class Spending*.
- 20 See Catalyst, *Buying Power: Global Women* and Silverstein and Sayre, *The Female Economy*.
- 21 See Schwab, *The Fourth Industrial Revolution*.
- 22 See Leader-Chivee, *New Study: Diversity Drives Serial Innovation* and Deloitte, *Waiter, is that inclusion in my soup? A new recipe to improve business performance*.
- 23 See McKinsey & Company, *Women Matter* and Credit Suisse Research Institute, *Gender diversity and corporate performance*.
- 24 See Galbreath, "Are there Gender-Related Influences on Corporate Sustainability? A Study of Women on Boards".
- 25 See Hill, et al., *Why So Few? Women in Science, Technology, Engineering, and Mathematics*.
- 26 See, for example: UNCTAD, *Global Assessment of Sex-Disaggregated ICT Employment Statistics: Data Availability and Challenges on Measurement and Compilation*.
- 27 Unpaid work performed by men has been modelled as a proportion of women's unpaid work utilizing data from the Global Gender Gap Index: 37% is the modelled global number, compared to the original number of 34% reported for OECD countries.
- 28 See UNICEF, *Harnessing the Power of Data for Girls: Taking Stock and Looking Ahead to 2030*.
- 29 See OECD, *Cooking and Caring, Building and Repairing*.

30 See World Economic Forum, *The Future of Jobs: Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution*.

31 See International Monetary Fund, *Women, Work, and the Economy: Macroeconomic Gains from Gender Equity*.

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Appendix A: Regional and Income Group Classification, 2016

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

Table A1: Regional classifications, 2016

| 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 |
| Indonesia | Bosnia and Herzegovina* | Bolivia | Israel | | Nepal | Burundi | Finland |
| Japan | Bulgaria | Brazil | Jordan | | Pakistan | Cameroon | France |
| Korea, Rep. | Croatia | Chile | Kuwait | | Sri Lanka | Cape Verde | Germany |
| Lao PDR | Czech Republic | Colombia | Lebanon | | | Chad | Greece |
| Malaysia | Estonia | Costa Rica | Mauritania | | | Côte d'Ivoire | Iceland |
| Mongolia | Georgia | Cuba | Morocco | | | Ethiopia | Ireland |
| New Zealand | Hungary | Dominican Republic | Oman | | | Gambia, The | Italy |
| Philippines | Kazakhstan | Ecuador | Qatar | | | Ghana | Luxembourg |
| Singapore | Kyrgyz Republic | El Salvador | Saudi Arabia | | | Guinea | Malta |
| Thailand | Latvia | Guatemala | Syria | | | Kenya | Netherlands |
| Timor-Leste* | Lithuania | Honduras | Tunisia | | | Lesotho | Norway |
| Vietnam | Macedonia, FYR | Jamaica | Turkey | | | Liberia | Portugal |
| | Moldova | Mexico | United Arab Emirates | | | Madagascar | Spain |
| | Montenegro | Nicaragua | Yemen | | | Malawi | Sweden |
| | Poland | Panama | | | | Mali | Switzerland |
| | Romania | Paraguay | | | | Mauritius | United Kingdom |
| | Russian Federation | Peru | | | | Mozambique | |
| | Serbia | Suriname | | | | Namibia | |
| | Slovak Republic | Trinidad and Tobago | | | | Nigeria | |
| | Slovenia | Uruguay | | | | Rwanda | |
| | Tajikistan | Venezuela | | | | Senegal | |
| | Ukraine | | | | | South Africa | |
| | | | | | | Swaziland | |
| | | | | | | Tanzania | |
| | | | | | | Uganda | |
| | | | | | | Zimbabwe | |

* New countries in 2016

Appendix A: Regional and Income Group Classification, 2016 (cont'd.)

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

Table A2: Income group classifications, 2016

| LOW INCOME (US\$ 1,044 OR LESS) | LOWER-MIDDLE INCOME (US\$ 1,045–4,124) | UPPER-MIDDLE INCOME (US\$ 4,125–12,735) | HIGH INCOME (US\$ 12,736 OR MORE) |
|------------------------------------|---|--|--------------------------------------|
| Benin | Armenia | Albania | Australia |
| Burkina Faso | Bangladesh | Algeria | Austria |
| Burundi | Bhutan | Angola | Bahamas |
| Chad | Bolivia | Argentina | Bahrain |
| Ethiopia | Cambodia | Azerbaijan | Barbados |
| Gambia, The | Cameroon | Belarus | Belgium |
| Guinea | Cape Verde | Belize | Brunei Darussalam |
| Liberia | Côte d'Ivoire | Bosnia and Herzegovina* | Canada |
| Madagascar | Egypt | Botswana | Chile |
| Malawi | El Salvador | Brazil | Croatia |
| Mali | Ghana | Bulgaria | Cyprus |
| Mozambique | Guatemala | China | Czech Republic |
| Nepal | Honduras | Colombia | Denmark |
| Rwanda | India | Costa Rica | Estonia |
| Senegal | Indonesia | Cuba | Finland |
| Tanzania | Kenya | Dominican Republic | France |
| Uganda | Kyrgyz Republic | Ecuador | Germany |
| Zimbabwe | Lao PDR | Georgia | Greece |
| | Lesotho | Iran, Islamic Rep. | Hungary |
| | Mauritania | Jamaica | Iceland |
| | Moldova | Jordan | Ireland |
| | Mongolia | Kazakhstan | Israel |
| | Morocco | Lebanon | Italy |
| | Nicaragua | Macedonia, FYR | Japan |
| | Nigeria | Malaysia | Korea, Rep. |
| | Pakistan | Maldives | Kuwait |
| | Philippines | Mauritius | Latvia |
| | Sri Lanka | Mexico | Lithuania |
| | Swaziland | Montenegro | Luxembourg |
| | Syria | Namibia | Malta |
| | Tajikistan | Panama | Netherlands |
| | Timor-Leste* | Paraguay | New Zealand |
| | Tunisia | Peru | Norway |
| | Ukraine | Romania | Oman |
| | Vietnam | Russian Federation | Poland |
| | Yemen | Serbia | Portugal |
| | | South Africa | Qatar |
| | | Suriname | Saudi Arabia |
| | | Thailand | Singapore |
| | | Turkey | Slovak Republic |
| | | Venezuela | Slovenia |
| | | | Spain |
| | | | Sweden |
| | | | Switzerland |
| | | | Trinidad and Tobago |
| | | | United Arab Emirates |
| | | | United Kingdom |
| | | | United States |
| | | | Uruguay |

Note: Income group categories are taken from the World Bank, which classifies economies into four income categories based on GNI per capita (current US\$): high income, upper-middle income, lower-middle income and low income. Classifications as of July 2016 update.

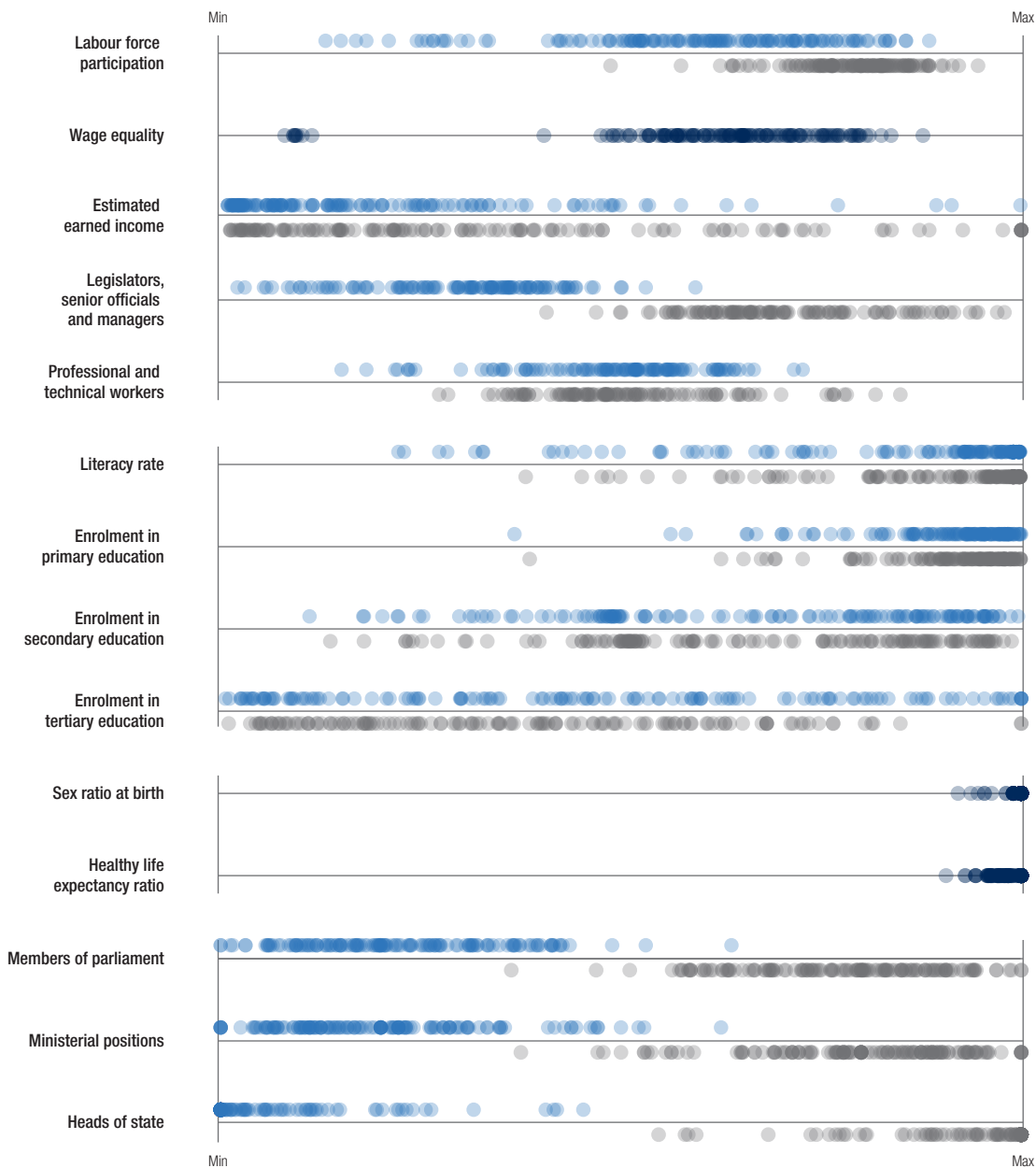
* New countries in 2016

Appendix B: Spread of Minimum and Maximum Values by Indicator, 2016

The scales below illustrate the full range of female and male values for each of the 14 indicators of the Global Gender Gap Index. Female values are represented by blue circles located above each horizontal axis, while male values are represented by grey circles located below each axis. Dark blue circles represent female-to-male ratios for the Sex ratio at birth and Healthy life expectancy indicators;

they are also used for the Wage equality for similar work indicator. Minimum and maximum possible values are positioned on either end of each scale and have been normalized for ease of presentation. Please refer to the User's Guide in Part 2 for a detailed explanation of each indicator.

Figure B1: Range of female and male values for each indicator, 2016



Appendix C: Rankings by Indicator, 2016

Table C1: Labour force participation

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|--------------------|--------|------|----------------------|------------------------------------|------|-------------------------|--------|------|----------------------|------------------------------------|------|
| Mozambique | 84 | 75 | 1.11 | 1.00 | 1 | Singapore | 66 | 82 | 0.8 | 0.80 | 73 |
| Rwanda | 89 | 84 | 1.06 | 1.00 | 1 | Uruguay | 68 | 85 | 0.79 | 0.79 | 74 |
| Lao PDR | 81 | 78 | 1.03 | 1.00 | 1 | Montenegro | 51 | 65 | 0.79 | 0.79 | 75 |
| Burundi | 86 | 83 | 1.03 | 1.00 | 1 | Bolivia | 66 | 84 | 0.78 | 0.78 | 76 |
| Malawi | 81 | 80 | 1.01 | 1.00 | 1 | Angola | 61 | 78 | 0.78 | 0.78 | 77 |
| Ghana | 77 | 79 | 0.97 | 0.97 | 6 | Greece | 59 | 76 | 0.78 | 0.78 | 78 |
| Benin | 71 | 73 | 0.97 | 0.97 | 7 | Japan | 66 | 85 | 0.78 | 0.78 | 79 |
| Finland | 74 | 76 | 0.97 | 0.97 | 8 | Tajikistan | 62 | 80 | 0.77 | 0.77 | 80 |
| Guinea | 82 | 86 | 0.96 | 0.96 | 9 | Romania | 57 | 74 | 0.77 | 0.77 | 81 |
| Iceland | 83 | 87 | 0.95 | 0.95 | 10 | Serbia | 54 | 71 | 0.77 | 0.77 | 82 |
| Madagascar | 86 | 90 | 0.95 | 0.95 | 11 | Armenia | 59 | 76 | 0.77 | 0.77 | 83 |
| Sweden | 79 | 84 | 0.95 | 0.95 | 12 | Nigeria | 49 | 64 | 0.76 | 0.76 | 84 |
| Norway | 76 | 80 | 0.95 | 0.95 | 13 | Georgia | 62 | 83 | 0.76 | 0.76 | 85 |
| Uganda | 84 | 88 | 0.95 | 0.95 | 14 | Colombia | 62 | 83 | 0.75 | 0.75 | 86 |
| Lithuania | 72 | 76 | 0.94 | 0.94 | 15 | Brazil | 62 | 83 | 0.74 | 0.74 | 87 |
| Nepal | 83 | 89 | 0.94 | 0.94 | 16 | Trinidad and Tobago | 60 | 81 | 0.74 | 0.74 | 88 |
| Azerbaijan | 67 | 72 | 0.93 | 0.93 | 17 | Italy | 54 | 74 | 0.74 | 0.74 | 89 |
| Botswana | 76 | 82 | 0.93 | 0.93 | 18 | Maldives | 59 | 80 | 0.73 | 0.73 | 90 |
| Denmark | 75 | 81 | 0.93 | 0.93 | 19 | Korea, Rep. | 56 | 76 | 0.73 | 0.73 | 91 |
| Liberia | 59 | 64 | 0.92 | 0.92 | 20 | Chile | 57 | 80 | 0.72 | 0.72 | 92 |
| Barbados | 75 | 81 | 0.92 | 0.92 | 21 | Paraguay | 61 | 88 | 0.70 | 0.70 | 93 |
| Latvia | 72 | 78 | 0.92 | 0.92 | 22 | Argentina | 56 | 82 | 0.69 | 0.69 | 94 |
| Vietnam | 79 | 86 | 0.92 | 0.92 | 23 | Dominican Republic | 57 | 83 | 0.69 | 0.69 | 95 |
| Bahamas | 77 | 84 | 0.91 | 0.91 | 24 | Brunei Darussalam | 54 | 79 | 0.69 | 0.69 | 96 |
| Canada | 74 | 81 | 0.91 | 0.91 | 25 | Belize | 58 | 86 | 0.68 | 0.68 | 97 |
| Portugal | 70 | 77 | 0.91 | 0.91 | 26 | Albania | 47 | 70 | 0.68 | 0.68 | 98 |
| Slovenia | 67 | 74 | 0.90 | 0.90 | 27 | Venezuela | 55 | 82 | 0.67 | 0.67 | 99 |
| Kazakhstan | 74 | 82 | 0.90 | 0.90 | 28 | Macedonia, FYR | 52 | 78 | 0.67 | 0.67 | 100 |
| Estonia | 71 | 79 | 0.90 | 0.90 | 29 | Kyrgyz Republic | 53 | 80 | 0.66 | 0.66 | 101 |
| Moldova | 44 | 49 | 0.90 | 0.90 | 30 | Cape Verde | 56 | 86 | 0.65 | 0.65 | 102 |
| Israel | 69 | 76 | 0.90 | 0.90 | 31 | Côte d'Ivoire | 53 | 81 | 0.65 | 0.65 | 103 |
| Tanzania | 75 | 84 | 0.90 | 0.90 | 32 | Malaysia | 52 | 81 | 0.65 | 0.65 | 104 |
| Belarus | 68 | 76 | 0.89 | 0.89 | 33 | Panama | 55 | 85 | 0.65 | 0.65 | 105 |
| France | 67 | 75 | 0.89 | 0.89 | 34 | Cuba | 51 | 79 | 0.65 | 0.65 | 106 |
| Switzerland | 79 | 88 | 0.89 | 0.89 | 35 | Philippines | 52 | 81 | 0.65 | 0.65 | 107 |
| Namibia | 57 | 64 | 0.89 | 0.89 | 36 | Senegal | 46 | 72 | 0.65 | 0.65 | 108 |
| Bulgaria | 65 | 73 | 0.89 | 0.89 | 37 | El Salvador | 53 | 83 | 0.64 | 0.64 | 109 |
| Zimbabwe | 78 | 88 | 0.89 | 0.89 | 38 | Swaziland | 42 | 66 | 0.64 | 0.64 | 110 |
| Austria | 71 | 80 | 0.89 | 0.89 | 39 | Mauritius | 51 | 81 | 0.64 | 0.64 | 111 |
| New Zealand | 74 | 83 | 0.88 | 0.88 | 40 | Costa Rica | 52 | 82 | 0.64 | 0.64 | 112 |
| Germany | 73 | 83 | 0.88 | 0.88 | 41 | Bosnia and Herzegovina* | 42 | 67 | 0.63 | 0.63 | 113 |
| Ethiopia | 80 | 90 | 0.88 | 0.88 | 42 | Ecuador | 52 | 82 | 0.63 | 0.63 | 114 |
| Gambia, The | 73 | 83 | 0.88 | 0.88 | 43 | Malta | 50 | 80 | 0.63 | 0.63 | 115 |
| Cambodia | 78 | 88 | 0.88 | 0.88 | 44 | Nicaragua | 52 | 83 | 0.63 | 0.63 | 116 |
| Cameroon | 72 | 82 | 0.88 | 0.88 | 45 | Mali | 51 | 83 | 0.61 | 0.61 | 117 |
| Netherlands | 74 | 85 | 0.87 | 0.87 | 46 | Indonesia | 53 | 86 | 0.61 | 0.61 | 118 |
| Belgium | 63 | 73 | 0.87 | 0.87 | 47 | Suriname | 45 | 73 | 0.61 | 0.61 | 119 |
| United Kingdom | 71 | 82 | 0.87 | 0.87 | 48 | Mexico | 48 | 83 | 0.58 | 0.58 | 120 |
| Russian Federation | 68 | 79 | 0.87 | 0.87 | 49 | Kuwait | 49 | 86 | 0.58 | 0.58 | 121 |
| Croatia | 61 | 71 | 0.87 | 0.87 | 50 | Qatar | 54 | 95 | 0.57 | 0.57 | 122 |
| Burkina Faso | 79 | 91 | 0.86 | 0.86 | 51 | Honduras | 49 | 86 | 0.56 | 0.56 | 123 |
| Kenya | 63 | 72 | 0.86 | 0.86 | 52 | Bangladesh | 45 | 83 | 0.54 | 0.54 | 124 |
| Cyprus | 68 | 79 | 0.86 | 0.86 | 53 | Guatemala | 43 | 85 | 0.51 | 0.51 | 125 |
| Spain | 69 | 80 | 0.86 | 0.86 | 54 | Timor-Leste* | 28 | 57 | 0.49 | 0.49 | 126 |
| Australia | 71 | 82 | 0.86 | 0.86 | 55 | Bahrain | 41 | 87 | 0.47 | 0.47 | 127 |
| United States | 66 | 77 | 0.86 | 0.86 | 56 | United Arab Emirates | 42 | 92 | 0.46 | 0.46 | 128 |
| China | 70 | 84 | 0.84 | 0.84 | 57 | Mauritania | 30 | 66 | 0.46 | 0.46 | 129 |
| Mongolia | 59 | 71 | 0.84 | 0.84 | 58 | Turkey | 33 | 77 | 0.44 | 0.44 | 130 |
| Luxembourg | 64 | 76 | 0.83 | 0.83 | 59 | Sri Lanka | 33 | 81 | 0.41 | 0.41 | 131 |
| Jamaica | 63 | 76 | 0.83 | 0.83 | 60 | Tunisia | 28 | 76 | 0.36 | 0.36 | 132 |
| Ukraine | 62 | 74 | 0.83 | 0.83 | 61 | Oman | 31 | 86 | 0.36 | 0.36 | 133 |
| Hungary | 61 | 74 | 0.82 | 0.82 | 62 | Yemen | 27 | 75 | 0.36 | 0.36 | 134 |
| Poland | 61 | 75 | 0.82 | 0.82 | 63 | India | 28 | 82 | 0.34 | 0.34 | 135 |
| Chad | 65 | 79 | 0.82 | 0.82 | 64 | Lebanon | 26 | 75 | 0.34 | 0.34 | 136 |
| Thailand | 70 | 86 | 0.81 | 0.81 | 65 | Morocco | 27 | 78 | 0.34 | 0.34 | 137 |
| Slovak Republic | 63 | 78 | 0.81 | 0.81 | 66 | Egypt | 24 | 80 | 0.31 | 0.31 | 138 |
| Peru | 69 | 85 | 0.81 | 0.81 | 67 | Pakistan | 25 | 85 | 0.29 | 0.29 | 139 |
| South Africa | 50 | 62 | 0.81 | 0.81 | 68 | Saudi Arabia | 21 | 80 | 0.26 | 0.26 | 140 |
| Czech Republic | 66 | 81 | 0.81 | 0.81 | 69 | Algeria | 18 | 75 | 0.24 | 0.24 | 141 |
| Ireland | 63 | 78 | 0.81 | 0.81 | 70 | Iran, Islamic Rep. | 17 | 76 | 0.22 | 0.22 | 142 |
| Lesotho | 60 | 75 | 0.81 | 0.81 | 71 | Jordan | 15 | 68 | 0.22 | 0.22 | 143 |
| Bhutan | 60 | 75 | 0.80 | 0.80 | 72 | Syria | 13 | 75 | 0.17 | 0.17 | 144 |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C2: Wage equality survey

| Country | Survey data† | Normalized score | Rank | Country | Survey data† | Normalized score | Rank |
|----------------------|--------------|------------------|------|-------------------------|--------------|------------------|------|
| Rwanda | 6.14 | 0.88 | 1 | Estonia | 4.50 | 0.64 | 73 |
| Burundi | 5.86 | 0.84 | 2 | Montenegro | 4.50 | 0.64 | 74 |
| Albania | 5.78 | 0.83 | 3 | Panama | 4.46 | 0.64 | 75 |
| Singapore | 5.67 | 0.81 | 4 | Trinidad and Tobago | 4.45 | 0.64 | 76 |
| Norway | 5.64 | 0.81 | 5 | Vietnam | 4.45 | 0.64 | 77 |
| Finland | 5.59 | 0.80 | 6 | Jordan | 4.45 | 0.64 | 78 |
| Philippines | 5.58 | 0.80 | 7 | Yemen | 4.44 | 0.63 | 79 |
| United Arab Emirates | 5.58 | 0.80 | 8 | Madagascar | 4.42 | 0.63 | 80 |
| Qatar | 5.56 | 0.79 | 9 | Mozambique | 4.40 | 0.63 | 81 |
| Malaysia | 5.54 | 0.79 | 10 | Jamaica | 4.40 | 0.63 | 82 |
| Iceland | 5.53 | 0.79 | 11 | Greece | 4.39 | 0.63 | 83 |
| Bahrain | 5.51 | 0.79 | 12 | Mauritius | 4.37 | 0.62 | 84 |
| Brunei Darussalam | 5.51 | 0.79 | 13 | Honduras | 4.37 | 0.62 | 85 |
| Bhutan | 5.44 | 0.78 | 14 | South Africa | 4.33 | 0.62 | 86 |
| Gambia, The | 5.41 | 0.77 | 15 | Lithuania | 4.31 | 0.62 | 87 |
| Thailand | 5.39 | 0.77 | 16 | Lebanon | 4.28 | 0.61 | 88 |
| Uganda | 5.39 | 0.77 | 17 | Chad | 4.27 | 0.61 | 89 |
| Lao PDR | 5.37 | 0.77 | 18 | Serbia | 4.26 | 0.61 | 90 |
| Egypt | 5.35 | 0.76 | 19 | Ecuador | 4.23 | 0.60 | 91 |
| Cambodia | 5.33 | 0.76 | 20 | Bulgaria | 4.23 | 0.60 | 92 |
| Tajikistan | 5.31 | 0.76 | 21 | Bosnia and Herzegovina* | 4.23 | 0.60 | 93 |
| Algeria | 5.29 | 0.76 | 22 | Côte d'Ivoire | 4.16 | 0.59 | 94 |
| New Zealand | 5.28 | 0.75 | 23 | Germany | 4.14 | 0.59 | 95 |
| Oman | 5.27 | 0.75 | 24 | Nepal | 4.14 | 0.59 | 96 |
| Nigeria | 5.26 | 0.75 | 25 | Portugal | 4.13 | 0.59 | 97 |
| Ghana | 5.25 | 0.75 | 26 | Turkey | 4.13 | 0.59 | 98 |
| Azerbaijan | 5.22 | 0.75 | 27 | Guatemala | 4.12 | 0.59 | 99 |
| Mongolia | 5.19 | 0.74 | 28 | Austria | 4.09 | 0.58 | 100 |
| Denmark | 5.14 | 0.73 | 29 | Iran, Islamic Rep. | 4.06 | 0.58 | 101 |
| Benin | 5.11 | 0.73 | 30 | Colombia | 4.03 | 0.58 | 102 |
| Kazakhstan | 5.07 | 0.72 | 31 | India | 4.01 | 0.57 | 103 |
| Macedonia, FYR | 5.06 | 0.72 | 32 | Nicaragua | 4.01 | 0.57 | 104 |
| Botswana | 5.06 | 0.72 | 33 | Ethiopia | 4.00 | 0.57 | 105 |
| Georgia | 5.05 | 0.72 | 34 | Dominican Republic | 3.99 | 0.57 | 106 |
| Sweden | 5.00 | 0.71 | 35 | Cyprus | 3.99 | 0.57 | 107 |
| Zimbabwe | 5.00 | 0.71 | 36 | Mauritania | 3.99 | 0.57 | 108 |
| Belgium | 4.99 | 0.71 | 37 | Saudi Arabia | 3.99 | 0.57 | 109 |
| Barbados | 4.98 | 0.71 | 38 | Czech Republic | 3.95 | 0.56 | 110 |
| Luxembourg | 4.97 | 0.71 | 39 | Israel | 3.94 | 0.56 | 111 |
| Kyrgyz Republic | 4.97 | 0.71 | 40 | Uruguay | 3.90 | 0.56 | 112 |
| Ireland | 4.94 | 0.71 | 41 | Croatia | 3.89 | 0.56 | 113 |
| Senegal | 4.93 | 0.70 | 42 | Pakistan | 3.89 | 0.56 | 114 |
| Switzerland | 4.90 | 0.70 | 43 | Paraguay | 3.88 | 0.55 | 115 |
| Slovenia | 4.88 | 0.70 | 44 | Costa Rica | 3.87 | 0.55 | 116 |
| Malawi | 4.86 | 0.69 | 45 | Lesotho | 3.87 | 0.55 | 117 |
| Moldova | 4.84 | 0.69 | 46 | Spain | 3.85 | 0.55 | 118 |
| Sri Lanka | 4.80 | 0.69 | 47 | Liberia | 3.82 | 0.55 | 119 |
| Netherlands | 4.78 | 0.68 | 48 | El Salvador | 3.75 | 0.54 | 120 |
| Malta | 4.78 | 0.68 | 49 | Slovak Republic | 3.75 | 0.54 | 121 |
| Armenia | 4.77 | 0.68 | 50 | Bangladesh | 3.75 | 0.54 | 122 |
| Indonesia | 4.77 | 0.68 | 51 | Morocco | 3.74 | 0.53 | 123 |
| United Kingdom | 4.72 | 0.67 | 52 | Poland | 3.72 | 0.53 | 124 |
| Cameroon | 4.72 | 0.67 | 53 | Korea, Rep. | 3.67 | 0.52 | 125 |
| Cape Verde | 4.70 | 0.67 | 54 | Argentina | 3.58 | 0.51 | 126 |
| Mali | 4.70 | 0.67 | 55 | Italy | 3.58 | 0.51 | 127 |
| Latvia | 4.67 | 0.67 | 56 | Mexico | 3.55 | 0.51 | 128 |
| Burkina Faso | 4.64 | 0.66 | 57 | Brazil | 3.48 | 0.50 | 129 |
| Japan | 4.64 | 0.66 | 58 | Hungary | 3.46 | 0.49 | 130 |
| Ukraine | 4.62 | 0.66 | 59 | Peru | 3.43 | 0.49 | 131 |
| Australia | 4.60 | 0.66 | 60 | Bolivia | 3.42 | 0.49 | 132 |
| Romania | 4.59 | 0.66 | 61 | Chile | 3.38 | 0.48 | 133 |
| Tanzania | 4.59 | 0.66 | 62 | France | 3.32 | 0.47 | 134 |
| Swaziland | 4.57 | 0.65 | 63 | Angola | 2.83 | 0.40 | 135 |
| Namibia | 4.57 | 0.65 | 64 | Timor-Leste | — | — | — |
| Russian Federation | 4.57 | 0.65 | 65 | Syria | — | — | — |
| United States | 4.57 | 0.65 | 66 | Belarus | — | — | — |
| Kenya | 4.56 | 0.65 | 67 | Cuba | — | — | — |
| Canada | 4.55 | 0.65 | 68 | Bahamas | — | — | — |
| Venezuela | 4.55 | 0.65 | 69 | Suriname | — | — | — |
| China | 4.54 | 0.65 | 70 | Maldives | — | — | — |
| Tunisia | 4.54 | 0.65 | 71 | Belize | — | — | — |
| Kuwait | 4.53 | 0.65 | 72 | Guinea | — | — | — |

* New countries in 2016

† 1 = Not at all, significantly below those of men; 7 = Fully, equal to those of men

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C4: Legislators, senior officials and managers

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|---------------------|--------|------|----------------------|------------------------------------|------|
| Jamaica | 59 | 41 | 1.45 | 1.00 | 1 |
| Colombia | 53 | 47 | 1.13 | 1.00 | 1 |
| Ghana | 50 | 50 | 1.00 | 1.00 | 1 |
| Barbados | 50 | 50 | 1.00 | 1.00 | 1 |
| Philippines | 47 | 53 | 0.87 | 0.87 | 5 |
| Belarus | 46 | 54 | 0.86 | 0.86 | 6 |
| Bahamas | 44 | 56 | 0.80 | 0.80 | 7 |
| Latvia | 44 | 56 | 0.80 | 0.80 | 8 |
| Trinidad and Tobago | 44 | 56 | 0.78 | 0.78 | 9 |
| El Salvador | 44 | 56 | 0.77 | 0.77 | 10 |
| United States | 43 | 57 | 0.77 | 0.77 | 11 |
| Guatemala | 43 | 57 | 0.76 | 0.76 | 12 |
| Moldova | 43 | 57 | 0.75 | 0.75 | 13 |
| Namibia | 43 | 57 | 0.75 | 0.75 | 14 |
| Panama | 43 | 57 | 0.74 | 0.74 | 15 |
| Belize | 41 | 59 | 0.70 | 0.70 | 16 |
| Nicaragua | 41 | 59 | 0.69 | 0.69 | 17 |
| Hungary | 41 | 59 | 0.68 | 0.68 | 18 |
| Honduras | 41 | 59 | 0.68 | 0.68 | 19 |
| Poland | 40 | 60 | 0.67 | 0.67 | 20 |
| New Zealand | 40 | 60 | 0.67 | 0.67 | 21 |
| Lithuania | 40 | 60 | 0.66 | 0.66 | 22 |
| Ukraine | 40 | 60 | 0.65 | 0.65 | 23 |
| Sweden | 40 | 60 | 0.65 | 0.65 | 24 |
| Paraguay | 39 | 61 | 0.63 | 0.63 | 25 |
| Russian Federation | 39 | 61 | 0.63 | 0.63 | 26 |
| Botswana | 39 | 61 | 0.63 | 0.63 | 27 |
| Kazakhstan | 38 | 62 | 0.62 | 0.62 | 28 |
| Iceland | 38 | 62 | 0.62 | 0.62 | 29 |
| Cuba | 38 | 62 | 0.62 | 0.62 | 30 |
| Mongolia | 38 | 62 | 0.61 | 0.61 | 31 |
| Slovenia | 37 | 63 | 0.60 | 0.60 | 32 |
| Brazil | 37 | 63 | 0.60 | 0.60 | 33 |
| Madagascar | 37 | 63 | 0.58 | 0.58 | 34 |
| Bulgaria | 36 | 64 | 0.57 | 0.57 | 35 |
| Australia | 36 | 64 | 0.57 | 0.57 | 36 |
| Costa Rica | 36 | 64 | 0.57 | 0.57 | 37 |
| Lesotho | 36 | 64 | 0.56 | 0.56 | 38 |
| Norway | 36 | 64 | 0.56 | 0.56 | 39 |
| Mexico | 36 | 64 | 0.56 | 0.56 | 40 |
| Suriname | 36 | 64 | 0.56 | 0.56 | 41 |
| Gambia, The | 36 | 64 | 0.56 | 0.56 | 42 |
| Canada | 36 | 64 | 0.55 | 0.55 | 43 |
| United Kingdom | 35 | 65 | 0.55 | 0.55 | 44 |
| Switzerland | 35 | 65 | 0.54 | 0.54 | 45 |
| Bolivia | 35 | 65 | 0.54 | 0.54 | 46 |
| Dominican Republic | 35 | 65 | 0.54 | 0.54 | 47 |
| Azerbaijan | 35 | 65 | 0.53 | 0.53 | 48 |
| Ireland | 34 | 66 | 0.52 | 0.52 | 49 |
| Rwanda | 34 | 66 | 0.51 | 0.51 | 50 |
| Georgia | 34 | 66 | 0.51 | 0.51 | 51 |
| Thailand | 34 | 66 | 0.51 | 0.51 | 52 |
| Singapore | 34 | 66 | 0.51 | 0.51 | 53 |
| Brunei Darussalam | 34 | 66 | 0.51 | 0.51 | 54 |
| Finland | 34 | 66 | 0.51 | 0.51 | 55 |
| Kyrgyz Republic | 33 | 67 | 0.50 | 0.50 | 56 |
| Venezuela | 33 | 67 | 0.50 | 0.50 | 57 |
| Israel | 33 | 67 | 0.49 | 0.49 | 58 |
| Portugal | 33 | 67 | 0.48 | 0.48 | 59 |
| Belgium | 33 | 67 | 0.48 | 0.48 | 60 |
| France | 32 | 68 | 0.46 | 0.46 | 61 |
| Armenia | 32 | 68 | 0.46 | 0.46 | 62 |
| Romania | 31 | 69 | 0.46 | 0.46 | 63 |
| Spain | 31 | 69 | 0.46 | 0.46 | 64 |
| Ecuador | 31 | 69 | 0.46 | 0.46 | 65 |
| Slovak Republic | 31 | 69 | 0.46 | 0.46 | 66 |
| South Africa | 31 | 69 | 0.45 | 0.45 | 67 |
| Uruguay | 31 | 69 | 0.45 | 0.45 | 68 |
| Estonia | 31 | 69 | 0.44 | 0.44 | 69 |
| Serbia | 30 | 70 | 0.44 | 0.44 | 70 |
| Peru | 30 | 70 | 0.42 | 0.42 | 71 |
| Austria | 30 | 70 | 0.42 | 0.42 | 72 |
| Argentina | 30 | 70 | 0.42 | 0.42 | 73 |
| Czech Republic | 29 | 71 | 0.42 | 0.42 | 74 |

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|
| Germany | 29 | 71 | 0.41 | 0.41 | 75 |
| Zimbabwe | 29 | 71 | 0.41 | 0.41 | 76 |
| Malta | 27 | 73 | 0.37 | 0.37 | 77 |
| Denmark | 27 | 73 | 0.37 | 0.37 | 78 |
| Italy | 27 | 73 | 0.36 | 0.36 | 79 |
| Ethiopia | 27 | 73 | 0.36 | 0.36 | 80 |
| Netherlands | 26 | 74 | 0.35 | 0.35 | 81 |
| Vietnam | 26 | 74 | 0.35 | 0.35 | 82 |
| Greece | 26 | 74 | 0.35 | 0.35 | 83 |
| Chile | 25 | 75 | 0.34 | 0.34 | 84 |
| Uganda | 25 | 75 | 0.34 | 0.34 | 85 |
| Sri Lanka | 25 | 75 | 0.33 | 0.33 | 86 |
| Bosnia and Herzegovina* | 24 | 76 | 0.32 | 0.32 | 87 |
| Macedonia, FYR | 24 | 76 | 0.32 | 0.32 | 88 |
| Guinea | 24 | 76 | 0.31 | 0.31 | 89 |
| Mauritius | 23 | 77 | 0.31 | 0.31 | 90 |
| Croatia | 23 | 77 | 0.30 | 0.30 | 91 |
| Cyprus | 23 | 77 | 0.29 | 0.29 | 92 |
| Albania | 22 | 78 | 0.29 | 0.29 | 93 |
| Bahrain | 22 | 78 | 0.29 | 0.29 | 94 |
| Malaysia | 22 | 78 | 0.28 | 0.28 | 95 |
| Montenegro | 22 | 78 | 0.28 | 0.28 | 96 |
| Liberia | 21 | 79 | 0.27 | 0.27 | 97 |
| Indonesia | 20 | 80 | 0.24 | 0.24 | 98 |
| Nepal | 18 | 82 | 0.22 | 0.22 | 99 |
| Iran, Islamic Rep. | 18 | 82 | 0.22 | 0.22 | 100 |
| Cambodia | 18 | 82 | 0.22 | 0.22 | 101 |
| Luxembourg | 17 | 83 | 0.21 | 0.21 | 102 |
| China | 17 | 83 | 0.20 | 0.20 | 103 |
| Tanzania | 16 | 84 | 0.20 | 0.20 | 104 |
| Bhutan | 16 | 84 | 0.20 | 0.20 | 105 |
| Tunisia | 15 | 85 | 0.17 | 0.17 | 106 |
| Timor-Leste* | 14 | 86 | 0.17 | 0.17 | 107 |
| Kuwait | 14 | 86 | 0.16 | 0.16 | 108 |
| Maldives | 13 | 87 | 0.15 | 0.15 | 109 |
| Turkey | 13 | 87 | 0.15 | 0.15 | 110 |
| Morocco | 13 | 87 | 0.15 | 0.15 | 111 |
| Qatar | 12 | 88 | 0.14 | 0.14 | 112 |
| Japan | 11 | 89 | 0.13 | 0.13 | 113 |
| Korea, Rep. | 10 | 90 | 0.12 | 0.12 | 114 |
| United Arab Emirates | 10 | 90 | 0.11 | 0.11 | 115 |
| Algeria | 10 | 90 | 0.11 | 0.11 | 116 |
| Syria | 9 | 91 | 0.10 | 0.10 | 117 |
| Lebanon | 8 | 92 | 0.09 | 0.09 | 118 |
| Egypt | 6 | 94 | 0.07 | 0.07 | 119 |
| Saudi Arabia | 6 | 94 | 0.06 | 0.06 | 120 |
| Bangladesh | 5 | 95 | 0.06 | 0.06 | 121 |
| Pakistan | 3 | 97 | 0.03 | 0.03 | 122 |
| Yemen | 2 | 98 | 0.02 | 0.02 | 123 |
| Angola | — | — | — | — | — |
| Benin | — | — | — | — | — |
| Burkina Faso | — | — | — | — | — |
| Burundi | — | — | — | — | — |
| Cameroon | — | — | — | — | — |
| Cape Verde | — | — | — | — | — |
| Chad | — | — | — | — | — |
| Côte d'Ivoire | — | — | — | — | — |
| India | — | — | — | — | — |
| Jordan | — | — | — | — | — |
| Kenya | — | — | — | — | — |
| Lao PDR | — | — | — | — | — |
| Malawi | — | — | — | — | — |
| Mali | — | — | — | — | — |
| Mauritania | — | — | — | — | — |
| Mozambique | — | — | — | — | — |
| Nigeria | — | — | — | — | — |
| Oman | — | — | — | — | — |
| Senegal | — | — | — | — | — |
| Swaziland | — | — | — | — | — |
| Tajikistan | — | — | — | — | — |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C5: Professional and technical workers

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|----------------------|--------|------|----------------------|------------------------------------|------|
| Belarus | 73 | 27 | 2.66 | 1.00 | 1 | Austria | 48 | 52 | 0.93 | 0.93 | 75 |
| Guinea | 72 | 28 | 2.52 | 1.00 | 1 | Lebanon | 48 | 52 | 0.93 | 0.93 | 76 |
| Lithuania | 67 | 33 | 2.00 | 1.00 | 1 | Luxembourg | 48 | 52 | 0.93 | 0.93 | 77 |
| Latvia | 66 | 34 | 1.93 | 1.00 | 1 | Korea, Rep. | 48 | 52 | 0.93 | 0.93 | 78 |
| Moldova | 65 | 35 | 1.84 | 1.00 | 1 | Switzerland | 48 | 52 | 0.92 | 0.92 | 79 |
| Venezuela | 64 | 36 | 1.79 | 1.00 | 1 | Madagascar | 48 | 52 | 0.92 | 0.92 | 80 |
| Armenia | 64 | 36 | 1.79 | 1.00 | 1 | Singapore | 48 | 52 | 0.91 | 0.91 | 81 |
| Bahamas | 63 | 37 | 1.74 | 1.00 | 1 | Guatemala | 47 | 53 | 0.90 | 0.90 | 82 |
| Russian Federation | 63 | 37 | 1.72 | 1.00 | 1 | Chile | 47 | 53 | 0.89 | 0.89 | 83 |
| Mongolia | 63 | 37 | 1.70 | 1.00 | 1 | El Salvador | 46 | 54 | 0.87 | 0.87 | 84 |
| Ukraine | 62 | 38 | 1.66 | 1.00 | 1 | Malta | 46 | 54 | 0.85 | 0.85 | 85 |
| Kyrgyz Republic | 62 | 38 | 1.66 | 1.00 | 1 | Zimbabwe | 46 | 54 | 0.84 | 0.84 | 86 |
| Estonia | 62 | 38 | 1.65 | 1.00 | 1 | Italy | 46 | 54 | 0.84 | 0.84 | 87 |
| Kazakhstan | 62 | 38 | 1.64 | 1.00 | 1 | Bolivia | 45 | 55 | 0.83 | 0.83 | 88 |
| Lesotho | 62 | 38 | 1.63 | 1.00 | 1 | Brunei Darussalam | 45 | 55 | 0.82 | 0.82 | 89 |
| Georgia | 62 | 38 | 1.62 | 1.00 | 1 | Malaysia | 44 | 56 | 0.80 | 0.80 | 90 |
| Suriname | 62 | 38 | 1.60 | 1.00 | 1 | Algeria | 44 | 56 | 0.79 | 0.79 | 91 |
| Philippines | 61 | 39 | 1.60 | 1.00 | 1 | Costa Rica | 44 | 56 | 0.78 | 0.78 | 92 |
| Bulgaria | 61 | 39 | 1.54 | 1.00 | 1 | Peru | 43 | 57 | 0.76 | 0.76 | 93 |
| Azerbaijan | 59 | 41 | 1.43 | 1.00 | 1 | Mauritius | 42 | 58 | 0.74 | 0.74 | 94 |
| Poland | 58 | 42 | 1.38 | 1.00 | 1 | Rwanda | 42 | 58 | 0.73 | 0.73 | 95 |
| Hungary | 58 | 42 | 1.36 | 1.00 | 1 | Tunisia | 41 | 59 | 0.71 | 0.71 | 96 |
| Canada | 58 | 42 | 1.36 | 1.00 | 1 | Uganda | 40 | 60 | 0.68 | 0.68 | 97 |
| Iceland | 57 | 43 | 1.35 | 1.00 | 1 | Mexico | 40 | 60 | 0.66 | 0.66 | 98 |
| United States | 57 | 43 | 1.33 | 1.00 | 1 | Syria | 39 | 61 | 0.65 | 0.65 | 99 |
| Barbados | 57 | 43 | 1.31 | 1.00 | 1 | Timor-Leste* | 39 | 61 | 0.64 | 0.64 | 100 |
| Israel | 57 | 43 | 1.30 | 1.00 | 1 | Japan | 39 | 61 | 0.63 | 0.63 | 101 |
| Serbia | 56 | 44 | 1.30 | 1.00 | 1 | Turkey | 38 | 62 | 0.62 | 0.62 | 102 |
| Albania | 56 | 44 | 1.29 | 1.00 | 1 | Cuba | 38 | 62 | 0.62 | 0.62 | 103 |
| Namibia | 56 | 44 | 1.28 | 1.00 | 1 | Tanzania | 38 | 62 | 0.61 | 0.61 | 104 |
| Thailand | 56 | 44 | 1.27 | 1.00 | 1 | Egypt | 38 | 62 | 0.60 | 0.60 | 105 |
| Argentina | 56 | 44 | 1.27 | 1.00 | 1 | Morocco | 36 | 64 | 0.55 | 0.55 | 106 |
| Slovenia | 56 | 44 | 1.26 | 1.00 | 1 | Ghana | 35 | 65 | 0.55 | 0.55 | 107 |
| Montenegro | 56 | 44 | 1.26 | 1.00 | 1 | Liberia | 35 | 65 | 0.54 | 0.54 | 108 |
| Romania | 56 | 44 | 1.26 | 1.00 | 1 | Cambodia | 35 | 65 | 0.54 | 0.54 | 109 |
| Trinidad and Tobago | 56 | 44 | 1.25 | 1.00 | 1 | Kuwait | 34 | 66 | 0.52 | 0.52 | 110 |
| New Zealand | 55 | 45 | 1.25 | 1.00 | 1 | Iran, Islamic Rep. | 34 | 66 | 0.51 | 0.51 | 111 |
| Panama | 55 | 45 | 1.21 | 1.00 | 1 | Bhutan | 33 | 67 | 0.50 | 0.50 | 112 |
| Brazil | 55 | 45 | 1.20 | 1.00 | 1 | Ethiopia | 33 | 67 | 0.48 | 0.48 | 113 |
| Croatia | 55 | 45 | 1.20 | 1.00 | 1 | Nepal | 30 | 70 | 0.43 | 0.43 | 114 |
| Dominican Republic | 54 | 46 | 1.19 | 1.00 | 1 | Bangladesh | 24 | 76 | 0.32 | 0.32 | 115 |
| Portugal | 54 | 46 | 1.18 | 1.00 | 1 | Gambia, The | 24 | 76 | 0.31 | 0.31 | 116 |
| Slovak Republic | 54 | 46 | 1.18 | 1.00 | 1 | Saudi Arabia | 23 | 77 | 0.31 | 0.31 | 117 |
| Vietnam | 54 | 46 | 1.17 | 1.00 | 1 | Qatar | 23 | 77 | 0.31 | 0.31 | 118 |
| Colombia | 54 | 46 | 1.17 | 1.00 | 1 | Pakistan | 22 | 78 | 0.28 | 0.28 | 119 |
| Australia | 54 | 46 | 1.16 | 1.00 | 1 | United Arab Emirates | 22 | 78 | 0.28 | 0.28 | 120 |
| Uruguay | 54 | 46 | 1.15 | 1.00 | 1 | Bahrain | 18 | 82 | 0.22 | 0.22 | 121 |
| Paraguay | 53 | 47 | 1.14 | 1.00 | 1 | Yemen | 15 | 85 | 0.18 | 0.18 | 122 |
| Macedonia, FYR | 53 | 47 | 1.12 | 1.00 | 1 | Angola | — | — | — | — | — |
| Maldives | 52 | 48 | 1.09 | 1.00 | 1 | Benin | — | — | — | — | — |
| Sweden | 52 | 48 | 1.09 | 1.00 | 1 | Burkina Faso | — | — | — | — | — |
| Ireland | 52 | 48 | 1.09 | 1.00 | 1 | Burundi | — | — | — | — | — |
| Indonesia | 52 | 48 | 1.08 | 1.00 | 1 | Cameroon | — | — | — | — | — |
| Norway | 52 | 48 | 1.08 | 1.00 | 1 | Cape Verde | — | — | — | — | — |
| Belgium | 52 | 48 | 1.08 | 1.00 | 1 | Chad | — | — | — | — | — |
| South Africa | 52 | 48 | 1.08 | 1.00 | 1 | Côte d'Ivoire | — | — | — | — | — |
| Honduras | 52 | 48 | 1.08 | 1.00 | 1 | India | — | — | — | — | — |
| China | 52 | 48 | 1.07 | 1.00 | 1 | Jamaica | — | — | — | — | — |
| Finland | 52 | 48 | 1.07 | 1.00 | 1 | Jordan | — | — | — | — | — |
| Ecuador | 52 | 48 | 1.07 | 1.00 | 1 | Kenya | — | — | — | — | — |
| Germany | 51 | 49 | 1.06 | 1.00 | 1 | Lao PDR | — | — | — | — | — |
| Nicaragua | 51 | 49 | 1.05 | 1.00 | 1 | Malawi | — | — | — | — | — |
| Cyprus | 51 | 49 | 1.04 | 1.00 | 1 | Mali | — | — | — | — | — |
| Bosnia and Herzegovina* | 51 | 49 | 1.02 | 1.00 | 1 | Mauritania | — | — | — | — | — |
| Greece | 51 | 49 | 1.02 | 1.00 | 1 | Mozambique | — | — | — | — | — |
| France | 50 | 50 | 1.02 | 1.00 | 1 | Nigeria | — | — | — | — | — |
| Denmark | 50 | 50 | 1.01 | 1.00 | 1 | Oman | — | — | — | — | — |
| Botswana | 50 | 50 | 1.01 | 1.00 | 1 | Senegal | — | — | — | — | — |
| Belize | 50 | 50 | 0.99 | 0.99 | 69 | Swaziland | — | — | — | — | — |
| Spain | 49 | 51 | 0.97 | 0.97 | 70 | Tajikistan | — | — | — | — | — |
| Sri Lanka | 49 | 51 | 0.97 | 0.97 | 71 | | | | | | |
| United Kingdom | 49 | 51 | 0.97 | 0.97 | 72 | | | | | | |
| Czech Republic | 49 | 51 | 0.96 | 0.96 | 73 | | | | | | |
| Netherlands | 49 | 51 | 0.95 | 0.95 | 74 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C6: Literacy rate

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|
| Lesotho | 88 | 70 | 1.26 | 1.00 | 1 |
| Jamaica | 93 | 84 | 1.11 | 1.00 | 1 |
| Malta | 96 | 93 | 1.03 | 1.00 | 1 |
| United Arab Emirates | 95 | 92 | 1.03 | 1.00 | 1 |
| Botswana | 89 | 87 | 1.02 | 1.00 | 1 |
| Bahamas | 97 | 95 | 1.02 | 1.00 | 1 |
| Belize | 83 | 82 | 1.01 | 1.00 | 1 |
| Dominican Republic | 93 | 92 | 1.01 | 1.00 | 1 |
| Philippines | 97 | 96 | 1.01 | 1.00 | 1 |
| Uruguay | 99 | 98 | 1.01 | 1.00 | 1 |
| Venezuela | 96 | 95 | 1.01 | 1.00 | 1 |
| Brazil | 93 | 92 | 1.01 | 1.00 | 1 |
| Nicaragua | 83 | 82 | 1.00 | 1.00 | 1 |
| Mongolia | 99 | 98 | 1.00 | 1.00 | 1 |
| Honduras | 89 | 88 | 1.00 | 1.00 | 1 |
| Colombia | 95 | 94 | 1.00 | 1.00 | 1 |
| Costa Rica | 98 | 98 | 1.00 | 1.00 | 1 |
| Cuba | 100 | 100 | 1.00 | 1.00 | 1 |
| Barbados | 99 | 99 | 1.00 | 1.00 | 1 |
| Argentina | 98 | 98 | 1.00 | 1.00 | 1 |
| Swaziland | 87 | 87 | 1.00 | 1.00 | 1 |
| Lithuania | 100 | 100 | 1.00 | 1.00 | 1 |
| Latvia | 100 | 100 | 1.00 | 1.00 | 1 |
| Australia | 99 | 99 | 1.00 | 1.00 | 1 |
| Austria | 99 | 99 | 1.00 | 1.00 | 1 |
| Belgium | 99 | 99 | 1.00 | 1.00 | 1 |
| Canada | 99 | 99 | 1.00 | 1.00 | 1 |
| Czech Republic | 99 | 99 | 1.00 | 1.00 | 1 |
| Denmark | 99 | 99 | 1.00 | 1.00 | 1 |
| Finland | 99 | 99 | 1.00 | 1.00 | 1 |
| France | 99 | 99 | 1.00 | 1.00 | 1 |
| Germany | 99 | 99 | 1.00 | 1.00 | 1 |
| Iceland | 99 | 99 | 1.00 | 1.00 | 1 |
| Ireland | 99 | 99 | 1.00 | 1.00 | 1 |
| Japan | 99 | 99 | 1.00 | 1.00 | 1 |
| Luxembourg | 99 | 99 | 1.00 | 1.00 | 1 |
| Netherlands | 99 | 99 | 1.00 | 1.00 | 1 |
| New Zealand | 99 | 99 | 1.00 | 1.00 | 1 |
| Norway | 99 | 99 | 1.00 | 1.00 | 1 |
| Slovak Republic | 99 | 99 | 1.00 | 1.00 | 1 |
| Sweden | 99 | 99 | 1.00 | 1.00 | 1 |
| Switzerland | 99 | 99 | 1.00 | 1.00 | 1 |
| United Kingdom | 99 | 99 | 1.00 | 1.00 | 1 |
| United States | 99 | 99 | 1.00 | 1.00 | 1 |
| Russian Federation | 100 | 100 | 1.00 | 1.00 | 45 |
| Hungary | 99 | 99 | 1.00 | 1.00 | 46 |
| Kazakhstan | 100 | 100 | 1.00 | 1.00 | 47 |
| Slovenia | 100 | 100 | 1.00 | 1.00 | 48 |
| Estonia | 100 | 100 | 1.00 | 1.00 | 49 |
| Ukraine | 100 | 100 | 1.00 | 1.00 | 50 |
| Georgia | 100 | 100 | 1.00 | 1.00 | 51 |
| Armenia | 100 | 100 | 1.00 | 1.00 | 52 |
| Tajikistan | 100 | 100 | 1.00 | 1.00 | 53 |
| Belarus | 100 | 100 | 1.00 | 1.00 | 54 |
| Azerbaijan | 100 | 100 | 1.00 | 1.00 | 55 |
| Poland | 100 | 100 | 1.00 | 1.00 | 56 |
| Chile | 97 | 97 | 1.00 | 1.00 | 57 |
| Kyrgyz Republic | 99 | 100 | 1.00 | 1.00 | 58 |
| Moldova | 99 | 99 | 1.00 | 1.00 | 59 |
| Qatar | 98 | 98 | 1.00 | 1.00 | 60 |
| Namibia | 91 | 91 | 1.00 | 1.00 | 61 |
| Italy | 99 | 99 | 1.00 | 1.00 | 62 |
| Trinidad and Tobago | 99 | 99 | 0.99 | 0.99 | 63 |
| Romania | 98 | 99 | 0.99 | 0.99 | 64 |
| Bulgaria | 98 | 99 | 0.99 | 0.99 | 65 |
| Korea, Rep. | 98 | 98 | 0.99 | 0.99 | 66 |
| Croatia | 99 | 100 | 0.99 | 0.99 | 67 |
| Cyprus | 99 | 99 | 0.99 | 0.99 | 68 |
| Maldives | 99 | 100 | 0.99 | 0.99 | 69 |
| Jordan | 97 | 99 | 0.99 | 0.99 | 70 |
| Paraguay | 95 | 96 | 0.99 | 0.99 | 71 |
| Suriname | 95 | 96 | 0.99 | 0.99 | 72 |
| Spain | 97 | 99 | 0.99 | 0.99 | 73 |
| Panama | 94 | 96 | 0.99 | 0.99 | 74 |
| Montenegro | 98 | 99 | 0.99 | 0.99 | 75 |
| Kuwait | 95 | 97 | 0.98 | 0.98 | 76 |
| Albania | 97 | 98 | 0.98 | 0.98 | 77 |
| Ecuador | 94 | 95 | 0.98 | 0.98 | 78 |
| Macedonia, FYR | 97 | 99 | 0.98 | 0.98 | 79 |
| Sri Lanka | 92 | 94 | 0.98 | 0.98 | 80 |
| Serbia | 97 | 99 | 0.98 | 0.98 | 81 |
| Bosnia and Herzegovina* | 97 | 100 | 0.98 | 0.98 | 82 |
| Mexico | 94 | 96 | 0.98 | 0.98 | 83 |
| Brunei Darussalam | 95 | 98 | 0.98 | 0.98 | 84 |
| South Africa | 93 | 96 | 0.97 | 0.97 | 85 |
| Portugal | 94 | 97 | 0.97 | 0.97 | 86 |
| Thailand | 93 | 95 | 0.97 | 0.97 | 87 |
| Malaysia | 93 | 96 | 0.97 | 0.97 | 88 |
| Indonesia | 94 | 97 | 0.97 | 0.97 | 89 |
| Greece | 94 | 97 | 0.97 | 0.97 | 90 |
| Vietnam | 93 | 96 | 0.96 | 0.96 | 91 |
| Bahrain | 93 | 97 | 0.96 | 0.96 | 92 |
| Zimbabwe | 85 | 89 | 0.96 | 0.96 | 93 |
| Singapore | 95 | 99 | 0.96 | 0.96 | 94 |
| China | 94 | 98 | 0.96 | 0.96 | 95 |
| Lebanon | 92 | 96 | 0.96 | 0.96 | 96 |
| Bolivia | 93 | 97 | 0.95 | 0.95 | 97 |
| Mauritius | 88 | 93 | 0.95 | 0.95 | 98 |
| El Salvador | 86 | 90 | 0.95 | 0.95 | 99 |
| Saudi Arabia | 92 | 97 | 0.95 | 0.95 | 100 |
| Turkey | 93 | 99 | 0.94 | 0.94 | 101 |
| Peru | 92 | 97 | 0.94 | 0.94 | 102 |
| Burundi | 83 | 88 | 0.94 | 0.94 | 103 |
| Madagascar | 63 | 67 | 0.94 | 0.94 | 104 |
| Oman | 90 | 96 | 0.94 | 0.94 | 105 |
| Kenya | 75 | 81 | 0.92 | 0.92 | 106 |
| Cape Verde | 85 | 92 | 0.92 | 0.92 | 107 |
| Rwanda | 68 | 75 | 0.91 | 0.91 | 108 |
| Iran, Islamic Rep. | 83 | 91 | 0.91 | 0.91 | 109 |
| Bangladesh | 58 | 65 | 0.90 | 0.90 | 110 |
| Tanzania | 76 | 85 | 0.90 | 0.90 | 111 |
| Syria | 81 | 92 | 0.88 | 0.88 | 112 |
| Guatemala | 74 | 85 | 0.87 | 0.87 | 113 |
| Ghana | 71 | 82 | 0.87 | 0.87 | 114 |
| Timor-Leste* | 60 | 69 | 0.87 | 0.87 | 115 |
| Cambodia | 72 | 85 | 0.85 | 0.85 | 116 |
| Cameroon | 69 | 81 | 0.85 | 0.85 | 117 |
| Algeria | 73 | 86 | 0.85 | 0.85 | 118 |
| Lao PDR | 73 | 87 | 0.84 | 0.84 | 119 |
| Uganda | 67 | 81 | 0.82 | 0.82 | 120 |
| Egypt | 68 | 84 | 0.81 | 0.81 | 121 |
| Tunisia | 73 | 90 | 0.81 | 0.81 | 122 |
| Malawi | 59 | 73 | 0.81 | 0.81 | 123 |
| India | 63 | 81 | 0.78 | 0.78 | 124 |
| Bhutan | 55 | 71 | 0.77 | 0.77 | 125 |
| Morocco | 62 | 82 | 0.76 | 0.76 | 126 |
| Gambia, The | 48 | 64 | 0.75 | 0.75 | 127 |
| Angola | 61 | 82 | 0.74 | 0.74 | 128 |
| Nepal | 55 | 76 | 0.72 | 0.72 | 129 |
| Nigeria | 50 | 69 | 0.72 | 0.72 | 130 |
| Ethiopia | 41 | 57 | 0.72 | 0.72 | 131 |
| Mauritania | 42 | 63 | 0.66 | 0.66 | 132 |
| Chad | 32 | 48 | 0.66 | 0.66 | 133 |
| Yemen | 55 | 85 | 0.65 | 0.65 | 134 |
| Senegal | 44 | 68 | 0.64 | 0.64 | 135 |
| Mozambique | 46 | 73 | 0.62 | 0.62 | 136 |
| Côte d'Ivoire | 33 | 53 | 0.61 | 0.61 | 137 |
| Pakistan | 43 | 70 | 0.61 | 0.61 | 138 |
| Guinea | 23 | 38 | 0.60 | 0.60 | 139 |
| Burkina Faso | 28 | 48 | 0.60 | 0.60 | 140 |
| Benin | 27 | 50 | 0.55 | 0.55 | 141 |
| Liberia | 33 | 62 | 0.53 | 0.53 | 142 |
| Mali | 22 | 45 | 0.49 | 0.49 | 143 |
| Israel | — | — | — | — | — |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C7: Enrolment in primary education

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|---------------------|--------|------|----------------------|------------------------------------|------|
| South Africa | 88 | 79 | 1.11 | 1.00 | 1 | Oman | 91 | 91 | 1.00 | 1.00 | 75 |
| Armenia | 89 | 80 | 1.11 | 1.00 | 1 | Paraguay | 88 | 89 | 1.00 | 1.00 | 76 |
| Senegal | 74 | 68 | 1.09 | 1.00 | 1 | Brazil | 90 | 91 | 1.00 | 1.00 | 77 |
| Gambia, The | 71 | 65 | 1.08 | 1.00 | 1 | Swaziland | 78 | 79 | 0.99 | 0.99 | 78 |
| Malawi | 95 | 90 | 1.06 | 1.00 | 1 | Korea, Rep. | 96 | 97 | 0.99 | 0.99 | 79 |
| Bahamas | 99 | 93 | 1.06 | 1.00 | 1 | Guatemala | 86 | 87 | 0.99 | 0.99 | 80 |
| Mauritania | 76 | 73 | 1.05 | 1.00 | 1 | Moldova | 87 | 88 | 0.99 | 0.99 | 81 |
| Kenya | 87 | 83 | 1.04 | 1.00 | 1 | Italy | 97 | 98 | 0.99 | 0.99 | 82 |
| Lesotho | 82 | 79 | 1.04 | 1.00 | 1 | Tunisia | 97 | 98 | 0.99 | 0.99 | 83 |
| Philippines | 98 | 94 | 1.04 | 1.00 | 1 | Croatia | 88 | 89 | 0.99 | 0.99 | 84 |
| Bangladesh | 92 | 88 | 1.03 | 1.00 | 1 | Panama | 95 | 96 | 0.99 | 0.99 | 85 |
| Uganda | 95 | 92 | 1.03 | 1.00 | 1 | Trinidad and Tobago | 95 | 96 | 0.99 | 0.99 | 86 |
| Namibia | 91 | 88 | 1.03 | 1.00 | 1 | Greece | 97 | 98 | 0.99 | 0.99 | 87 |
| Rwanda | 97 | 95 | 1.03 | 1.00 | 1 | Thailand | 92 | 93 | 0.99 | 0.99 | 88 |
| Timor-Leste* | 98 | 95 | 1.03 | 1.00 | 1 | Estonia | 97 | 98 | 0.99 | 0.99 | 89 |
| Mauritius | 97 | 95 | 1.02 | 1.00 | 1 | Argentina | 99 | 100 | 0.99 | 0.99 | 90 |
| Nicaragua | 98 | 96 | 1.02 | 1.00 | 1 | Jordan | 87 | 88 | 0.99 | 0.99 | 91 |
| Bhutan | 87 | 85 | 1.02 | 1.00 | 1 | Indonesia | 89 | 90 | 0.99 | 0.99 | 92 |
| Ukraine | 97 | 95 | 1.02 | 1.00 | 1 | Kazakhstan | 86 | 87 | 0.99 | 0.99 | 93 |
| Barbados | 92 | 90 | 1.02 | 1.00 | 1 | Montenegro | 92 | 93 | 0.99 | 0.99 | 94 |
| Burundi | 96 | 94 | 1.02 | 1.00 | 1 | Turkey | 92 | 93 | 0.99 | 0.99 | 95 |
| Ecuador | 96 | 94 | 1.02 | 1.00 | 1 | Netherlands | 98 | 99 | 0.99 | 0.99 | 96 |
| Zimbabwe | 86 | 85 | 1.01 | 1.00 | 1 | Romania | 86 | 88 | 0.99 | 0.99 | 97 |
| Luxembourg | 93 | 92 | 1.01 | 1.00 | 1 | Albania | 95 | 96 | 0.99 | 0.99 | 98 |
| India | 93 | 92 | 1.01 | 1.00 | 1 | Hungary | 90 | 91 | 0.98 | 0.98 | 99 |
| Cyprus | 98 | 96 | 1.01 | 1.00 | 1 | Macedonia, FYR | 82 | 84 | 0.98 | 0.98 | 100 |
| Botswana | 92 | 90 | 1.01 | 1.00 | 1 | Nepal | 96 | 98 | 0.98 | 0.98 | 101 |
| Slovenia | 98 | 97 | 1.01 | 1.00 | 1 | Mongolia | 94 | 96 | 0.98 | 0.98 | 102 |
| Israel | 97 | 96 | 1.01 | 1.00 | 1 | Lao PDR | 94 | 96 | 0.98 | 0.98 | 103 |
| Bosnia and Herzegovina* | 98 | 97 | 1.01 | 1.00 | 1 | Maldives | 95 | 97 | 0.98 | 0.98 | 104 |
| Suriname | 92 | 91 | 1.01 | 1.00 | 1 | Azerbaijan | 94 | 96 | 0.98 | 0.98 | 105 |
| Mexico | 95 | 95 | 1.01 | 1.00 | 1 | Sri Lanka | 96 | 98 | 0.98 | 0.98 | 106 |
| Egypt | 98 | 98 | 1.01 | 1.00 | 1 | Kyrgyz Republic | 89 | 91 | 0.98 | 0.98 | 107 |
| Cuba | 94 | 93 | 1.01 | 1.00 | 1 | Algeria | 95 | 97 | 0.98 | 0.98 | 108 |
| Finland | 100 | 99 | 1.01 | 1.00 | 1 | Cambodia | 94 | 96 | 0.98 | 0.98 | 109 |
| Tanzania | 81 | 81 | 1.01 | 1.00 | 1 | Belize | 95 | 97 | 0.98 | 0.98 | 110 |
| Iran, Islamic Rep. | 100 | 99 | 1.01 | 1.00 | 1 | Georgia | 93 | 95 | 0.98 | 0.98 | 111 |
| Kuwait | 93 | 93 | 1.01 | 1.00 | 1 | Dominican Republic | 83 | 85 | 0.98 | 0.98 | 112 |
| Peru | 93 | 93 | 1.01 | 1.00 | 1 | Syria | 66 | 67 | 0.98 | 0.98 | 113 |
| United States | 93 | 93 | 1.00 | 1.00 | 1 | Saudi Arabia | 95 | 98 | 0.97 | 0.97 | 114 |
| Ghana | 91 | 91 | 1.00 | 1.00 | 1 | Qatar | 90 | 94 | 0.96 | 0.96 | 115 |
| El Salvador | 93 | 93 | 1.00 | 1.00 | 1 | Mozambique | 85 | 90 | 0.95 | 0.95 | 116 |
| Tajikistan | 98 | 97 | 1.00 | 1.00 | 1 | Liberia | 37 | 39 | 0.95 | 0.95 | 117 |
| France | 99 | 99 | 1.00 | 1.00 | 1 | Malta | 94 | 99 | 0.95 | 0.95 | 118 |
| Iceland | 99 | 98 | 1.00 | 1.00 | 1 | Burkina Faso | 66 | 69 | 0.95 | 0.95 | 119 |
| Serbia | 96 | 96 | 1.00 | 1.00 | 1 | Ethiopia | 83 | 89 | 0.93 | 0.93 | 120 |
| Russian Federation | 95 | 95 | 1.00 | 1.00 | 1 | Lebanon | 83 | 90 | 0.93 | 0.93 | 121 |
| Spain | 99 | 99 | 1.00 | 1.00 | 1 | Mali | 56 | 62 | 0.90 | 0.90 | 122 |
| Australia | 98 | 97 | 1.00 | 1.00 | 1 | Cameroon | 87 | 97 | 0.90 | 0.90 | 123 |
| Denmark | 98 | 98 | 1.00 | 1.00 | 1 | Côte d'Ivoire | 70 | 79 | 0.89 | 0.89 | 124 |
| Latvia | 97 | 96 | 1.00 | 1.00 | 1 | Benin | 88 | 100 | 0.88 | 0.88 | 125 |
| Honduras | 94 | 94 | 1.00 | 1.00 | 1 | Guinea | 70 | 81 | 0.86 | 0.86 | 126 |
| Cape Verde | 98 | 98 | 1.00 | 1.00 | 1 | Pakistan | 67 | 79 | 0.85 | 0.85 | 127 |
| Bulgaria | 95 | 95 | 1.00 | 1.00 | 1 | Yemen | 78 | 92 | 0.85 | 0.85 | 128 |
| Belarus | 94 | 94 | 1.00 | 1.00 | 1 | Nigeria | 58 | 69 | 0.84 | 0.84 | 129 |
| Belgium | 99 | 99 | 1.00 | 1.00 | 1 | Chad | 74 | 95 | 0.78 | 0.78 | 130 |
| Ireland | 95 | 95 | 1.00 | 1.00 | 1 | Angola | 73 | 95 | 0.77 | 0.77 | 131 |
| Sweden | 100 | 99 | 1.00 | 1.00 | 1 | Austria | — | — | — | — | — |
| Poland | 97 | 97 | 1.00 | 1.00 | 1 | Bahrain | — | — | — | — | — |
| Lithuania | 98 | 98 | 1.00 | 1.00 | 1 | Brunei Darussalam | — | — | — | — | — |
| Japan | 100 | 100 | 1.00 | 1.00 | 1 | Canada | — | — | — | — | — |
| Norway | 100 | 100 | 1.00 | 1.00 | 62 | China | — | — | — | — | — |
| Costa Rica | 96 | 96 | 1.00 | 1.00 | 63 | Czech Republic | — | — | — | — | — |
| United Arab Emirates | 91 | 91 | 1.00 | 1.00 | 64 | Germany | — | — | — | — | — |
| Venezuela | 91 | 91 | 1.00 | 1.00 | 65 | Jamaica | — | — | — | — | — |
| Chile | 93 | 93 | 1.00 | 1.00 | 66 | Madagascar | — | — | — | — | — |
| United Kingdom | 100 | 100 | 1.00 | 1.00 | 67 | Malaysia | — | — | — | — | — |
| Colombia | 90 | 90 | 1.00 | 1.00 | 68 | Singapore | — | — | — | — | — |
| Uruguay | 99 | 99 | 1.00 | 1.00 | 69 | Slovak Republic | — | — | — | — | — |
| Switzerland | 94 | 94 | 1.00 | 1.00 | 70 | Vietnam | — | — | — | — | — |
| New Zealand | 98 | 99 | 1.00 | 1.00 | 71 | | | | | | |
| Portugal | 98 | 99 | 1.00 | 1.00 | 72 | | | | | | |
| Morocco | 98 | 99 | 1.00 | 1.00 | 73 | | | | | | |
| Bolivia | 94 | 94 | 1.00 | 1.00 | 74 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C8: Enrolment in secondary education

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|
| Lesotho | 42 | 27 | 1.57 | 1.00 | 1 |
| Namibia | 57 | 45 | 1.27 | 1.00 | 1 |
| Swaziland | 38 | 31 | 1.24 | 1.00 | 1 |
| Suriname | 60 | 49 | 1.21 | 1.00 | 1 |
| Philippines | 74 | 62 | 1.19 | 1.00 | 1 |
| Nicaragua | 53 | 45 | 1.17 | 1.00 | 1 |
| Rwanda | 52 | 48 | 1.17 | 1.00 | 1 |
| South Africa | 69 | 59 | 1.16 | 1.00 | 1 |
| Honduras | 53 | 46 | 1.16 | 1.00 | 1 |
| Timor-Leste* | 56 | 48 | 1.16 | 1.00 | 1 |
| Armenia | 91 | 79 | 1.15 | 1.00 | 1 |
| Dominican Republic | 70 | 61 | 1.14 | 1.00 | 1 |
| Cape Verde | 74 | 65 | 1.14 | 1.00 | 1 |
| Bhutan | 67 | 59 | 1.14 | 1.00 | 1 |
| Botswana | 67 | 59 | 1.13 | 1.00 | 1 |
| Venezuela | 79 | 71 | 1.10 | 1.00 | 1 |
| Uruguay | 79 | 72 | 1.10 | 1.00 | 1 |
| Portugal | 87 | 79 | 1.10 | 1.00 | 1 |
| Jamaica | 70 | 64 | 1.09 | 1.00 | 1 |
| Bangladesh | 55 | 50 | 1.09 | 1.00 | 1 |
| Nepal | 63 | 58 | 1.08 | 1.00 | 1 |
| Colombia | 82 | 76 | 1.08 | 1.00 | 1 |
| Bahamas | 86 | 80 | 1.07 | 1.00 | 1 |
| Panama | 81 | 75 | 1.07 | 1.00 | 1 |
| Qatar | 93 | 87 | 1.07 | 1.00 | 1 |
| Malaysia | 50 | 50 | 1.07 | 1.00 | 1 |
| Argentina | 91 | 85 | 1.07 | 1.00 | 1 |
| Brazil | 85 | 79 | 1.07 | 1.00 | 1 |
| Barbados | 92 | 86 | 1.06 | 1.00 | 1 |
| Belize | 71 | 67 | 1.06 | 1.00 | 1 |
| Algeria | 50 | 50 | 1.06 | 1.00 | 1 |
| Jordan | 88 | 83 | 1.06 | 1.00 | 1 |
| Thailand | 82 | 77 | 1.06 | 1.00 | 1 |
| Bahrain | 93 | 89 | 1.05 | 1.00 | 1 |
| Tunisia | 50 | 50 | 1.05 | 1.00 | 1 |
| Costa Rica | 80 | 76 | 1.05 | 1.00 | 1 |
| Mauritius | 50 | 50 | 1.05 | 1.00 | 1 |
| Kuwait | 85 | 81 | 1.04 | 1.00 | 1 |
| Mexico | 69 | 66 | 1.04 | 1.00 | 1 |
| Chile | 90 | 87 | 1.04 | 1.00 | 1 |
| Sri Lanka | 87 | 84 | 1.04 | 1.00 | 1 |
| Cuba | 91 | 88 | 1.04 | 1.00 | 1 |
| Madagascar | 32 | 31 | 1.04 | 1.00 | 1 |
| Ecuador | 84 | 81 | 1.04 | 1.00 | 1 |
| Luxembourg | 87 | 84 | 1.03 | 1.00 | 1 |
| United States | 92 | 89 | 1.03 | 1.00 | 1 |
| Denmark | 91 | 88 | 1.03 | 1.00 | 1 |
| Mongolia | 88 | 85 | 1.03 | 1.00 | 1 |
| Croatia | 94 | 91 | 1.03 | 1.00 | 1 |
| Australia | 88 | 86 | 1.03 | 1.00 | 1 |
| Ireland | 49 | 51 | 1.03 | 1.00 | 1 |
| El Salvador | 71 | 69 | 1.03 | 1.00 | 1 |
| Bosnia and Herzegovina* | 49 | 51 | 1.03 | 1.00 | 1 |
| Peru | 79 | 77 | 1.03 | 1.00 | 1 |
| France | 49 | 51 | 1.02 | 1.00 | 1 |
| Latvia | 95 | 93 | 1.02 | 1.00 | 1 |
| Serbia | 93 | 91 | 1.02 | 1.00 | 1 |
| Slovak Republic | 49 | 51 | 1.02 | 1.00 | 1 |
| Kazakhstan | 94 | 92 | 1.02 | 1.00 | 1 |
| Israel | 49 | 51 | 1.02 | 1.00 | 1 |
| New Zealand | 97 | 96 | 1.02 | 1.00 | 1 |
| Cyprus | 96 | 94 | 1.02 | 1.00 | 1 |
| Egypt | 82 | 81 | 1.01 | 1.00 | 1 |
| Spain | 97 | 96 | 1.01 | 1.00 | 1 |
| Bolivia | 76 | 75 | 1.01 | 1.00 | 1 |
| India | 62 | 61 | 1.01 | 1.00 | 1 |
| Poland | 93 | 91 | 1.01 | 1.00 | 1 |
| Estonia | 93 | 92 | 1.01 | 1.00 | 1 |
| Brunei Darussalam | 88 | 87 | 1.01 | 1.00 | 1 |
| Zimbabwe | 44 | 44 | 1.01 | 1.00 | 1 |
| Netherlands | 91 | 90 | 1.01 | 1.00 | 1 |
| Iran, Islamic Rep. | 81 | 80 | 1.01 | 1.00 | 1 |
| United Kingdom | 99 | 98 | 1.01 | 1.00 | 1 |
| Ukraine | 89 | 88 | 1.01 | 1.00 | 1 |
| Gambia, The | 49 | 51 | 1.01 | 1.00 | 1 |
| Czech Republic | 49 | 51 | 1.01 | 1.00 | 1 |
| Iceland | 88 | 88 | 1.01 | 1.00 | 1 |
| Japan | 100 | 99 | 1.01 | 1.00 | 1 |
| Belgium | 96 | 95 | 1.01 | 1.00 | 1 |
| Moldova | 77 | 77 | 1.01 | 1.00 | 1 |
| Canada | 49 | 51 | 1.01 | 1.00 | 1 |
| Slovenia | 95 | 95 | 1.01 | 1.00 | 1 |
| Belarus | 96 | 96 | 1.01 | 1.00 | 1 |
| Norway | 95 | 95 | 1.00 | 1.00 | 1 |
| United Arab Emirates | 49 | 51 | 1.00 | 1.00 | 1 |
| Lebanon | 65 | 65 | 1.00 | 1.00 | 1 |
| Romania | 86 | 86 | 1.00 | 1.00 | 1 |
| Finland | 94 | 94 | 1.00 | 1.00 | 1 |
| Lithuania | 96 | 96 | 1.00 | 1.00 | 1 |
| Kyrgyz Republic | 80 | 80 | 1.00 | 1.00 | 1 |
| Georgia | 92 | 92 | 1.00 | 1.00 | 91 |
| Italy | 95 | 95 | 1.00 | 1.00 | 92 |
| Hungary | 92 | 92 | 1.00 | 1.00 | 93 |
| Mozambique | 18 | 18 | 1.00 | 1.00 | 94 |
| Sweden | 96 | 97 | 1.00 | 1.00 | 95 |
| Paraguay | 66 | 67 | 1.00 | 1.00 | 96 |
| Indonesia | 75 | 75 | 0.99 | 0.99 | 97 |
| Greece | 95 | 96 | 0.99 | 0.99 | 98 |
| Korea, Rep. | 96 | 97 | 0.99 | 0.99 | 99 |
| Syria | 46 | 47 | 0.99 | 0.99 | 100 |
| Burundi | 25 | 25 | 0.99 | 0.99 | 101 |
| Montenegro | 48 | 52 | 0.99 | 0.99 | 102 |
| Russian Federation | 48 | 52 | 0.99 | 0.99 | 103 |
| Singapore | 48 | 52 | 0.98 | 0.98 | 104 |
| Albania | 85 | 86 | 0.98 | 0.98 | 105 |
| Azerbaijan | 87 | 89 | 0.98 | 0.98 | 106 |
| Ghana | 57 | 58 | 0.98 | 0.98 | 107 |
| Malawi | 33 | 33 | 0.98 | 0.98 | 108 |
| Switzerland | 83 | 85 | 0.98 | 0.98 | 109 |
| Bulgaria | 87 | 89 | 0.97 | 0.97 | 110 |
| Macedonia, FYR | 81 | 83 | 0.97 | 0.97 | 111 |
| Austria | 48 | 52 | 0.97 | 0.97 | 112 |
| Kenya | 56 | 57 | 0.97 | 0.97 | 113 |
| Turkey | 85 | 88 | 0.97 | 0.97 | 114 |
| Tanzania | 48 | 52 | 0.97 | 0.97 | 115 |
| Lao PDR | 50 | 52 | 0.96 | 0.96 | 116 |
| Saudi Arabia | 79 | 82 | 0.95 | 0.95 | 117 |
| Germany | 47 | 53 | 0.95 | 0.95 | 118 |
| China | 47 | 53 | 0.95 | 0.95 | 119 |
| Guatemala | 45 | 48 | 0.95 | 0.95 | 120 |
| Uganda | 22 | 24 | 0.95 | 0.95 | 121 |
| Oman | 89 | 94 | 0.94 | 0.94 | 122 |
| Ethiopia | 47 | 53 | 0.94 | 0.94 | 123 |
| Mauritania | 22 | 24 | 0.92 | 0.92 | 124 |
| Cambodia | 37 | 40 | 0.92 | 0.92 | 125 |
| Morocco | 53 | 59 | 0.90 | 0.90 | 126 |
| Tajikistan | 79 | 88 | 0.90 | 0.90 | 127 |
| Nigeria | 46 | 54 | 0.90 | 0.90 | 128 |
| Malta | 76 | 85 | 0.89 | 0.89 | 129 |
| Burkina Faso | 20 | 23 | 0.87 | 0.87 | 130 |
| Cameroon | 40 | 46 | 0.87 | 0.87 | 131 |
| Angola | 11 | 14 | 0.81 | 0.81 | 132 |
| Liberia | 43 | 57 | 0.80 | 0.80 | 133 |
| Pakistan | 36 | 46 | 0.79 | 0.79 | 134 |
| Senegal | 18 | 23 | 0.77 | 0.77 | 135 |
| Mali | 30 | 39 | 0.76 | 0.76 | 136 |
| Côte d'Ivoire | 41 | 59 | 0.74 | 0.74 | 137 |
| Benin | 34 | 50 | 0.68 | 0.68 | 138 |
| Yemen | 33 | 50 | 0.67 | 0.67 | 139 |
| Guinea | 25 | 38 | 0.66 | 0.66 | 140 |
| Chad | 31 | 69 | 0.48 | 0.48 | 141 |
| Maldives | — | — | — | — | — |
| Trinidad and Tobago | — | — | — | — | — |
| Vietnam | — | — | — | — | — |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C9: Enrolment in tertiary education

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|---------------------|--------|------|----------------------|------------------------------------|------|
| Qatar | 46 | 7 | 6.32 | 1.00 | 1 | Portugal | 70 | 61 | 1.16 | 1.00 | 1 |
| Bahrain | 57 | 24 | 2.33 | 1.00 | 1 | Ukraine | 88 | 77 | 1.16 | 1.00 | 1 |
| Jamaica | 39 | 17 | 2.28 | 1.00 | 1 | Colombia | 55 | 48 | 1.15 | 1.00 | 1 |
| United Arab Emirates | 35 | 15 | 2.26 | 1.00 | 1 | Malta | 48 | 42 | 1.15 | 1.00 | 1 |
| Barbados | 91 | 40 | 2.25 | 1.00 | 1 | Azerbaijan | 25 | 22 | 1.14 | 1.00 | 1 |
| Uruguay | 80 | 47 | 1.73 | 1.00 | 1 | Chile | 92 | 81 | 1.14 | 1.00 | 1 |
| Iceland | 105 | 61 | 1.72 | 1.00 | 1 | Luxembourg | 21 | 18 | 1.14 | 1.00 | 1 |
| Venezuela | 98 | 58 | 1.69 | 1.00 | 1 | Maldives | 13 | 12 | 1.12 | 1.00 | 1 |
| Brunei Darussalam | 40 | 24 | 1.69 | 1.00 | 1 | Indonesia | 33 | 29 | 1.12 | 1.00 | 1 |
| Belize | 30 | 18 | 1.64 | 1.00 | 1 | Netherlands | 82 | 75 | 1.10 | 1.00 | 1 |
| Tunisia | 43 | 26 | 1.64 | 1.00 | 1 | Peru | 43 | 39 | 1.10 | 1.00 | 1 |
| Kuwait | 33 | 20 | 1.62 | 1.00 | 1 | El Salvador | 30 | 28 | 1.09 | 1.00 | 1 |
| Dominican Republic | 59 | 36 | 1.62 | 1.00 | 1 | Guatemala | 19 | 18 | 1.06 | 1.00 | 1 |
| Argentina | 99 | 62 | 1.61 | 1.00 | 1 | Pakistan | 11 | 10 | 1.06 | 1.00 | 1 |
| Cuba | 51 | 32 | 1.59 | 1.00 | 1 | Ireland | 75 | 71 | 1.06 | 1.00 | 1 |
| Poland | 87 | 56 | 1.55 | 1.00 | 1 | Swaziland | 5 | 5 | 1.05 | 1.00 | 1 |
| Slovak Republic | 65 | 42 | 1.55 | 1.00 | 1 | Vietnam | 31 | 30 | 1.05 | 1.00 | 1 |
| Sweden | 76 | 49 | 1.54 | 1.00 | 1 | Syria | 34 | 32 | 1.04 | 1.00 | 1 |
| Algeria | 42 | 27 | 1.53 | 1.00 | 1 | Switzerland | 58 | 57 | 1.02 | 1.00 | 1 |
| Estonia | 88 | 59 | 1.50 | 1.00 | 1 | Mexico | 30 | 30 | 1.01 | 1.00 | 1 |
| Panama | 47 | 31 | 1.49 | 1.00 | 1 | Greece | 110 | 110 | 1.00 | 1.00 | 1 |
| Sri Lanka | 25 | 17 | 1.49 | 1.00 | 1 | Morocco | 24 | 25 | 0.96 | 0.96 | 96 |
| South Africa | 24 | 16 | 1.47 | 1.00 | 1 | Saudi Arabia | 60 | 62 | 0.96 | 0.96 | 97 |
| Lithuania | 82 | 56 | 1.47 | 1.00 | 1 | Madagascar | 4 | 4 | 0.94 | 0.94 | 98 |
| Lesotho | 12 | 8 | 1.45 | 1.00 | 1 | India | 23 | 25 | 0.94 | 0.94 | 99 |
| Norway | 91 | 63 | 1.45 | 1.00 | 1 | Germany | 63 | 68 | 0.94 | 0.94 | 100 |
| Slovenia | 98 | 68 | 1.44 | 1.00 | 1 | Iran, Islamic Rep. | 64 | 68 | 0.93 | 0.93 | 101 |
| Mongolia | 76 | 53 | 1.44 | 1.00 | 1 | Lao PDR | 17 | 18 | 0.93 | 0.93 | 102 |
| Latvia | 79 | 55 | 1.43 | 1.00 | 1 | Japan | 60 | 65 | 0.91 | 0.91 | 103 |
| Cyprus | 63 | 44 | 1.42 | 1.00 | 1 | Egypt | 30 | 33 | 0.90 | 0.90 | 104 |
| Paraguay | 41 | 29 | 1.42 | 1.00 | 1 | Turkey | 73 | 85 | 0.86 | 0.86 | 105 |
| Albania | 74 | 52 | 1.41 | 1.00 | 1 | Zimbabwe | 5 | 6 | 0.84 | 0.84 | 106 |
| Australia | 102 | 72 | 1.40 | 1.00 | 1 | Bolivia | 35 | 42 | 0.84 | 0.84 | 107 |
| Czech Republic | 77 | 55 | 1.40 | 1.00 | 1 | Nepal | 15 | 19 | 0.82 | 0.82 | 108 |
| Denmark | 95 | 68 | 1.40 | 1.00 | 1 | Angola | 9 | 11 | 0.80 | 0.80 | 109 |
| Cape Verde | 27 | 19 | 1.40 | 1.00 | 1 | Rwanda | 7 | 8 | 0.79 | 0.79 | 110 |
| Italy | 74 | 53 | 1.40 | 1.00 | 1 | Uganda | 4 | 5 | 0.78 | 0.78 | 111 |
| New Zealand | 94 | 68 | 1.38 | 1.00 | 1 | Korea, Rep. | 81 | 108 | 0.75 | 0.75 | 112 |
| Croatia | 81 | 59 | 1.37 | 1.00 | 1 | Bangladesh | 11 | 15 | 0.74 | 0.74 | 113 |
| United States | 101 | 73 | 1.37 | 1.00 | 1 | Bhutan | 9 | 13 | 0.74 | 0.74 | 114 |
| Botswana | 32 | 23 | 1.37 | 1.00 | 1 | Cameroon | 10 | 14 | 0.73 | 0.73 | 115 |
| Oman | 34 | 25 | 1.37 | 1.00 | 1 | Timor-Leste* | 15 | 21 | 0.72 | 0.72 | 116 |
| Honduras | 24 | 18 | 1.35 | 1.00 | 1 | Nigeria | 9 | 12 | 0.72 | 0.72 | 117 |
| Brazil | 53 | 40 | 1.35 | 1.00 | 1 | Mozambique | 5 | 7 | 0.71 | 0.71 | 118 |
| Israel | 76 | 57 | 1.34 | 1.00 | 1 | Kenya | 3 | 5 | 0.70 | 0.70 | 119 |
| Bosnia and Herzegovina* | 55 | 41 | 1.34 | 1.00 | 1 | Gambia, The | 3 | 4 | 0.68 | 0.68 | 120 |
| Belarus | 102 | 76 | 1.33 | 1.00 | 1 | Tajikistan | 21 | 32 | 0.67 | 0.67 | 121 |
| Thailand | 60 | 45 | 1.33 | 1.00 | 1 | Ghana | 12 | 19 | 0.67 | 0.67 | 122 |
| Belgium | 83 | 64 | 1.31 | 1.00 | 1 | Malawi | 1 | 1 | 0.64 | 0.64 | 123 |
| Ecuador | 45 | 35 | 1.31 | 1.00 | 1 | Liberia | 9 | 14 | 0.63 | 0.63 | 124 |
| United Kingdom | 64 | 49 | 1.31 | 1.00 | 1 | Cambodia | 12 | 20 | 0.62 | 0.62 | 125 |
| Serbia | 66 | 51 | 1.31 | 1.00 | 1 | Senegal | 5 | 9 | 0.59 | 0.59 | 126 |
| Kyrgyz Republic | 52 | 40 | 1.30 | 1.00 | 1 | Côte d'Ivoire | 6 | 11 | 0.58 | 0.58 | 127 |
| Moldova | 47 | 36 | 1.29 | 1.00 | 1 | Tanzania | 2 | 5 | 0.51 | 0.51 | 128 |
| Hungary | 60 | 47 | 1.29 | 1.00 | 1 | Mauritania | 4 | 7 | 0.50 | 0.50 | 129 |
| Philippines | 40 | 31 | 1.28 | 1.00 | 1 | Burkina Faso | 3 | 6 | 0.49 | 0.49 | 130 |
| Kazakhstan | 52 | 40 | 1.28 | 1.00 | 1 | Ethiopia | 5 | 11 | 0.48 | 0.48 | 131 |
| Namibia | 10 | 8 | 1.28 | 1.00 | 1 | Guinea | 7 | 15 | 0.45 | 0.45 | 132 |
| Macedonia, FYR | 44 | 35 | 1.26 | 1.00 | 1 | Yemen | 6 | 14 | 0.44 | 0.44 | 133 |
| Montenegro | 62 | 49 | 1.26 | 1.00 | 1 | Mali | 4 | 10 | 0.43 | 0.43 | 134 |
| Georgia | 44 | 35 | 1.26 | 1.00 | 1 | Burundi | 3 | 6 | 0.42 | 0.42 | 135 |
| Bulgaria | 79 | 63 | 1.25 | 1.00 | 1 | Benin | 8 | 22 | 0.37 | 0.37 | 136 |
| Romania | 59 | 48 | 1.24 | 1.00 | 1 | Chad | 1 | 6 | 0.20 | 0.20 | 137 |
| Costa Rica | 59 | 48 | 1.24 | 1.00 | 1 | Bahamas | — | — | — | — | — |
| Mauritius | 43 | 35 | 1.23 | 1.00 | 1 | Canada | — | — | — | — | — |
| France | 71 | 58 | 1.23 | 1.00 | 1 | Malaysia | — | — | — | — | — |
| Armenia | 48 | 40 | 1.21 | 1.00 | 1 | Nicaragua | — | — | — | — | — |
| Finland | 97 | 81 | 1.21 | 1.00 | 1 | Singapore | — | — | — | — | — |
| Russian Federation | 86 | 72 | 1.21 | 1.00 | 1 | Suriname | — | — | — | — | — |
| Austria | 88 | 73 | 1.20 | 1.00 | 1 | Trinidad and Tobago | — | — | — | — | — |
| Spain | 97 | 82 | 1.19 | 1.00 | 1 | | | | | | |
| Jordan | 52 | 44 | 1.18 | 1.00 | 1 | | | | | | |
| China | 43 | 37 | 1.16 | 1.00 | 1 | | | | | | |
| Lebanon | 46 | 40 | 1.16 | 1.00 | 1 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C10: Sex ratio at birth

| Country | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|----------------------|----------------------|------------------------------------|------|-------------------------|----------------------|------------------------------------|------|
| Kazakhstan | 1.064 | 0.944 | 1 | Indonesia | 0.952 | 0.944 | 1 |
| Barbados | 0.990 | 0.944 | 1 | Netherlands | 0.952 | 0.944 | 1 |
| Qatar | 0.980 | 0.944 | 1 | Peru | 0.952 | 0.944 | 1 |
| South Africa | 0.980 | 0.944 | 1 | El Salvador | 0.952 | 0.944 | 1 |
| Mozambique | 0.980 | 0.944 | 1 | Guatemala | 0.952 | 0.944 | 1 |
| Kenya | 0.980 | 0.944 | 1 | Pakistan | 0.952 | 0.944 | 1 |
| Malawi | 0.980 | 0.944 | 1 | Mexico | 0.952 | 0.944 | 1 |
| Bahrain | 0.971 | 0.944 | 1 | Morocco | 0.952 | 0.944 | 1 |
| Lesotho | 0.971 | 0.944 | 1 | Saudi Arabia | 0.952 | 0.944 | 1 |
| Cape Verde | 0.971 | 0.944 | 1 | Iran, Islamic Rep. | 0.952 | 0.944 | 1 |
| Botswana | 0.971 | 0.944 | 1 | Egypt | 0.952 | 0.944 | 1 |
| Namibia | 0.971 | 0.944 | 1 | Turkey | 0.952 | 0.944 | 1 |
| Swaziland | 0.971 | 0.944 | 1 | Bolivia | 0.952 | 0.944 | 1 |
| Madagascar | 0.971 | 0.944 | 1 | Angola | 0.952 | 0.944 | 1 |
| Zimbabwe | 0.971 | 0.944 | 1 | Bhutan | 0.952 | 0.944 | 1 |
| Rwanda | 0.971 | 0.944 | 1 | Tajikistan | 0.952 | 0.944 | 1 |
| Uganda | 0.971 | 0.944 | 1 | Cambodia | 0.952 | 0.944 | 1 |
| Cameroon | 0.971 | 0.944 | 1 | Yemen | 0.952 | 0.944 | 1 |
| Gambia, The | 0.971 | 0.944 | 1 | Benin | 0.952 | 0.944 | 1 |
| Ghana | 0.971 | 0.944 | 1 | Suriname | 0.952 | 0.944 | 1 |
| Liberia | 0.971 | 0.944 | 1 | Nicaragua | 0.952 | 0.944 | 1 |
| Senegal | 0.971 | 0.944 | 1 | United States | — | 0.944 | 1 |
| Côte d'Ivoire | 0.971 | 0.944 | 1 | Cuba | 0.943 | 0.943 | 95 |
| Tanzania | 0.971 | 0.944 | 1 | Poland | 0.943 | 0.943 | 95 |
| Mauritania | 0.971 | 0.944 | 1 | Sweden | 0.943 | 0.943 | 95 |
| Burkina Faso | 0.971 | 0.944 | 1 | Lithuania | 0.943 | 0.943 | 95 |
| Ethiopia | 0.971 | 0.944 | 1 | Norway | 0.943 | 0.943 | 95 |
| Guinea | 0.971 | 0.944 | 1 | Australia | 0.943 | 0.943 | 95 |
| Mali | 0.971 | 0.944 | 1 | Czech Republic | 0.943 | 0.943 | 95 |
| Burundi | 0.971 | 0.944 | 1 | Denmark | 0.943 | 0.943 | 95 |
| Bahamas | 0.971 | 0.944 | 1 | Italy | 0.943 | 0.943 | 95 |
| Trinidad and Tobago | 0.971 | 0.944 | 1 | Croatia | 0.943 | 0.943 | 95 |
| Uruguay | 0.962 | 0.944 | 1 | Belarus | 0.943 | 0.943 | 95 |
| Dominican Republic | 0.962 | 0.944 | 1 | Moldova | 0.943 | 0.943 | 95 |
| Sri Lanka | 0.962 | 0.944 | 1 | Hungary | 0.943 | 0.943 | 95 |
| Chile | 0.962 | 0.944 | 1 | Montenegro | 0.943 | 0.943 | 95 |
| Lao PDR | 0.962 | 0.944 | 1 | Bulgaria | 0.943 | 0.943 | 95 |
| Nepal | 0.962 | 0.944 | 1 | Romania | 0.943 | 0.943 | 95 |
| Bangladesh | 0.962 | 0.944 | 1 | Russian Federation | 0.943 | 0.943 | 95 |
| Chad | 0.962 | 0.944 | 1 | Jordan | 0.943 | 0.943 | 95 |
| Jamaica | 0.952 | 0.944 | 1 | Ukraine | 0.943 | 0.943 | 95 |
| United Arab Emirates | 0.952 | 0.944 | 1 | Colombia | 0.943 | 0.943 | 95 |
| Iceland | 0.952 | 0.944 | 1 | Malta | 0.943 | 0.943 | 95 |
| Venezuela | 0.952 | 0.944 | 1 | Luxembourg | 0.943 | 0.943 | 95 |
| Brunei Darussalam | 0.952 | 0.944 | 1 | Ireland | 0.943 | 0.943 | 95 |
| Belize | 0.952 | 0.944 | 1 | Syria | 0.943 | 0.943 | 95 |
| Kuwait | 0.952 | 0.944 | 1 | Switzerland | 0.943 | 0.943 | 95 |
| Argentina | 0.952 | 0.944 | 1 | Greece | 0.943 | 0.943 | 95 |
| Algeria | 0.952 | 0.944 | 1 | Germany | 0.943 | 0.943 | 95 |
| Estonia | 0.952 | 0.944 | 1 | Japan | 0.943 | 0.943 | 95 |
| Panama | 0.952 | 0.944 | 1 | Nigeria | 0.943 | 0.943 | 95 |
| Mongolia | 0.952 | 0.944 | 1 | Canada | 0.943 | 0.943 | 95 |
| Latvia | 0.952 | 0.944 | 1 | Tunisia | 0.935 | 0.935 | 125 |
| Cyprus | 0.952 | 0.944 | 1 | Slovak Republic | 0.935 | 0.935 | 125 |
| Paraguay | 0.952 | 0.944 | 1 | Slovenia | 0.935 | 0.935 | 125 |
| New Zealand | 0.952 | 0.944 | 1 | Bosnia and Herzegovina* | 0.935 | 0.935 | 125 |
| Oman | 0.952 | 0.944 | 1 | Serbia | 0.935 | 0.935 | 125 |
| Honduras | 0.952 | 0.944 | 1 | Kyrgyz Republic | 0.935 | 0.935 | 125 |
| Brazil | 0.952 | 0.944 | 1 | Spain | 0.935 | 0.935 | 125 |
| Israel | 0.952 | 0.944 | 1 | Portugal | 0.935 | 0.935 | 125 |
| Thailand | 0.952 | 0.944 | 1 | Korea, Rep. | 0.935 | 0.935 | 125 |
| Belgium | 0.952 | 0.944 | 1 | Timor-Leste* | 0.935 | 0.935 | 125 |
| Ecuador | 0.952 | 0.944 | 1 | Malaysia | 0.935 | 0.935 | 125 |
| United Kingdom | 0.952 | 0.944 | 1 | Singapore | 0.935 | 0.935 | 125 |
| Philippines | 0.952 | 0.944 | 1 | Macedonia, FYR | 0.926 | 0.926 | 137 |
| Costa Rica | 0.952 | 0.944 | 1 | Georgia | 0.926 | 0.926 | 137 |
| Mauritius | 0.952 | 0.944 | 1 | Albania | 0.909 | 0.909 | 139 |
| France | 0.952 | 0.944 | 1 | Azerbaijan | 0.901 | 0.901 | 140 |
| Finland | 0.952 | 0.944 | 1 | Vietnam | 0.901 | 0.901 | 140 |
| Austria | 0.952 | 0.944 | 1 | India | 0.893 | 0.893 | 142 |
| Lebanon | 0.952 | 0.944 | 1 | Armenia | 0.885 | 0.885 | 143 |
| Maldives | 0.952 | 0.944 | 1 | China | 0.870 | 0.870 | 144 |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C11: Healthy life expectancy

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|----------------------|--------|------|----------------------|------------------------------------|------|
| Russian Federation | 66 | 55 | 1.20 | 1.06 | 1 | Malaysia | 66 | 63 | 1.05 | 1.05 | 75 |
| Belarus | 68 | 57 | 1.19 | 1.06 | 1 | Montenegro | 67 | 64 | 1.05 | 1.05 | 76 |
| Lithuania | 70 | 60 | 1.17 | 1.06 | 1 | Cuba | 68 | 65 | 1.05 | 1.05 | 77 |
| Kazakhstan | 64 | 56 | 1.14 | 1.06 | 1 | Tunisia | 68 | 65 | 1.05 | 1.05 | 77 |
| Ukraine | 67 | 59 | 1.14 | 1.06 | 1 | Costa Rica | 71 | 68 | 1.04 | 1.04 | 79 |
| Latvia | 69 | 61 | 1.13 | 1.06 | 1 | United States | 71 | 68 | 1.04 | 1.04 | 79 |
| Vietnam | 70 | 62 | 1.13 | 1.06 | 1 | Belgium | 72 | 69 | 1.04 | 1.04 | 81 |
| Estonia | 71 | 63 | 1.13 | 1.06 | 1 | United Kingdom | 72 | 69 | 1.04 | 1.04 | 81 |
| Poland | 71 | 63 | 1.13 | 1.06 | 1 | Norway | 72 | 69 | 1.04 | 1.04 | 81 |
| Mongolia | 64 | 57 | 1.12 | 1.06 | 1 | Sweden | 73 | 70 | 1.04 | 1.04 | 84 |
| Moldova | 66 | 59 | 1.12 | 1.06 | 1 | Luxembourg | 73 | 70 | 1.04 | 1.04 | 84 |
| Armenia | 66 | 59 | 1.12 | 1.06 | 1 | Burundi | 49 | 47 | 1.04 | 1.04 | 86 |
| Hungary | 68 | 61 | 1.11 | 1.06 | 1 | Israel | 74 | 71 | 1.04 | 1.04 | 87 |
| Slovak Republic | 70 | 63 | 1.11 | 1.06 | 1 | Australia | 74 | 71 | 1.04 | 1.04 | 87 |
| Philippines | 63 | 57 | 1.11 | 1.06 | 1 | Italy | 74 | 71 | 1.04 | 1.04 | 87 |
| Kyrgyz Republic | 64 | 58 | 1.10 | 1.06 | 1 | Switzerland | 74 | 71 | 1.04 | 1.04 | 87 |
| South Africa | 54 | 49 | 1.10 | 1.06 | 1 | Cyprus | 76 | 73 | 1.04 | 1.04 | 91 |
| El Salvador | 66 | 60 | 1.10 | 1.06 | 1 | Malawi | 52 | 50 | 1.04 | 1.04 | 92 |
| Mauritius | 68 | 62 | 1.10 | 1.06 | 1 | Singapore | 78 | 75 | 1.04 | 1.04 | 92 |
| Bulgaria | 68 | 62 | 1.10 | 1.06 | 1 | Kenya | 54 | 52 | 1.04 | 1.04 | 94 |
| Georgia | 68 | 62 | 1.10 | 1.06 | 1 | Gambia, The | 54 | 52 | 1.04 | 1.04 | 94 |
| Venezuela | 69 | 63 | 1.10 | 1.06 | 1 | Botswana | 55 | 53 | 1.04 | 1.04 | 96 |
| Thailand | 69 | 63 | 1.10 | 1.06 | 1 | Ghana | 55 | 53 | 1.04 | 1.04 | 96 |
| Romania | 69 | 63 | 1.10 | 1.06 | 1 | Mauritania | 55 | 53 | 1.04 | 1.04 | 96 |
| Slovenia | 72 | 66 | 1.09 | 1.06 | 1 | Madagascar | 56 | 54 | 1.04 | 1.04 | 99 |
| Trinidad and Tobago | 63 | 58 | 1.09 | 1.06 | 1 | Rwanda | 57 | 55 | 1.04 | 1.04 | 100 |
| Zimbabwe | 52 | 48 | 1.08 | 1.06 | 1 | Lao PDR | 58 | 56 | 1.04 | 1.04 | 101 |
| Guatemala | 65 | 60 | 1.08 | 1.06 | 1 | Nepal | 60 | 58 | 1.03 | 1.03 | 102 |
| Japan | 78 | 72 | 1.08 | 1.06 | 1 | Bangladesh | 62 | 60 | 1.03 | 1.03 | 103 |
| Cape Verde | 66 | 61 | 1.08 | 1.06 | 1 | Morocco | 62 | 60 | 1.03 | 1.03 | 103 |
| Jamaica | 66 | 61 | 1.08 | 1.06 | 1 | Egypt | 63 | 61 | 1.03 | 1.03 | 105 |
| Belize | 66 | 61 | 1.08 | 1.06 | 1 | Dominican Republic | 64 | 62 | 1.03 | 1.03 | 106 |
| Bahamas | 67 | 62 | 1.08 | 1.06 | 1 | Iran, Islamic Rep. | 65 | 63 | 1.03 | 1.03 | 107 |
| Sri Lanka | 68 | 63 | 1.08 | 1.06 | 1 | Albania | 66 | 64 | 1.03 | 1.03 | 108 |
| Brazil | 68 | 63 | 1.08 | 1.06 | 1 | Oman | 67 | 65 | 1.03 | 1.03 | 109 |
| Suriname | 68 | 63 | 1.08 | 1.06 | 1 | Syria | 67 | 65 | 1.03 | 1.03 | 109 |
| Argentina | 69 | 64 | 1.08 | 1.06 | 1 | Peru | 68 | 66 | 1.03 | 1.03 | 111 |
| Uruguay | 70 | 65 | 1.08 | 1.06 | 1 | China | 69 | 67 | 1.03 | 1.03 | 112 |
| Panama | 70 | 65 | 1.08 | 1.06 | 1 | Lebanon | 71 | 69 | 1.03 | 1.03 | 113 |
| Croatia | 70 | 65 | 1.08 | 1.06 | 1 | Denmark | 71 | 69 | 1.03 | 1.03 | 113 |
| Czech Republic | 71 | 66 | 1.08 | 1.06 | 1 | Netherlands | 72 | 70 | 1.03 | 1.03 | 115 |
| Finland | 73 | 68 | 1.07 | 1.06 | 1 | Malta | 72 | 70 | 1.03 | 1.03 | 115 |
| Austria | 73 | 68 | 1.07 | 1.06 | 1 | Iceland | 73 | 71 | 1.03 | 1.03 | 117 |
| Portugal | 73 | 68 | 1.07 | 1.06 | 1 | New Zealand | 73 | 71 | 1.03 | 1.03 | 117 |
| Lesotho | 44 | 41 | 1.07 | 1.06 | 1 | Canada | 73 | 71 | 1.03 | 1.03 | 117 |
| France | 74 | 69 | 1.07 | 1.06 | 1 | Chad | 45 | 44 | 1.02 | 1.02 | 120 |
| Namibia | 60 | 56 | 1.07 | 1.06 | 1 | Côte d'Ivoire | 46 | 45 | 1.02 | 1.02 | 121 |
| Korea, Rep. | 75 | 70 | 1.07 | 1.06 | 1 | Mozambique | 47 | 46 | 1.02 | 1.02 | 122 |
| Bolivia | 61 | 57 | 1.07 | 1.06 | 1 | Cameroon | 49 | 48 | 1.02 | 1.02 | 123 |
| Angola | 46 | 43 | 1.07 | 1.06 | 1 | Guinea | 50 | 49 | 1.02 | 1.02 | 124 |
| Cambodia | 64 | 60 | 1.07 | 1.06 | 1 | Burkina Faso | 51 | 50 | 1.02 | 1.02 | 125 |
| Azerbaijan | 65 | 61 | 1.07 | 1.06 | 1 | Benin | 51 | 50 | 1.02 | 1.02 | 125 |
| Nicaragua | 66 | 62 | 1.06 | 1.06 | 1 | Liberia | 53 | 52 | 1.02 | 1.02 | 127 |
| Paraguay | 67 | 63 | 1.06 | 1.06 | 1 | Yemen | 55 | 54 | 1.02 | 1.02 | 128 |
| Turkey | 67 | 63 | 1.06 | 1.06 | 1 | Senegal | 56 | 55 | 1.02 | 1.02 | 129 |
| Serbia | 67 | 63 | 1.06 | 1.06 | 1 | Pakistan | 57 | 56 | 1.02 | 1.02 | 130 |
| Barbados | 68 | 64 | 1.06 | 1.06 | 1 | Bhutan | 60 | 59 | 1.02 | 1.02 | 131 |
| Ecuador | 68 | 64 | 1.06 | 1.06 | 1 | Tajikistan | 61 | 60 | 1.02 | 1.02 | 132 |
| Macedonia, FYR | 68 | 64 | 1.06 | 1.06 | 1 | Algeria | 63 | 62 | 1.02 | 1.02 | 133 |
| Mexico | 69 | 65 | 1.06 | 1.06 | 1 | Jordan | 65 | 64 | 1.02 | 1.02 | 134 |
| Colombia | 69 | 65 | 1.06 | 1.06 | 1 | Saudi Arabia | 66 | 65 | 1.02 | 1.02 | 135 |
| Uganda | 52 | 49 | 1.06 | 1.06 | 1 | Maldives | 68 | 67 | 1.01 | 1.01 | 136 |
| Bosnia and Herzegovina* | 70 | 66 | 1.06 | 1.06 | 1 | Brunei Darussalam | 69 | 68 | 1.01 | 1.01 | 137 |
| Chile | 72 | 68 | 1.06 | 1.06 | 64 | Bahrain | 66 | 66 | 1.00 | 1.00 | 138 |
| Ireland | 73 | 69 | 1.06 | 1.06 | 65 | Swaziland | 45 | 45 | 1.00 | 1.00 | 138 |
| Greece | 73 | 69 | 1.06 | 1.06 | 65 | United Arab Emirates | 67 | 67 | 1.00 | 1.00 | 138 |
| Germany | 73 | 69 | 1.06 | 1.06 | 65 | Nigeria | 47 | 47 | 1.00 | 1.00 | 138 |
| Tanzania | 55 | 52 | 1.06 | 1.06 | 68 | Qatar | 67 | 68 | 0.99 | 0.99 | 142 |
| Spain | 75 | 71 | 1.06 | 1.06 | 69 | Kuwait | 67 | 68 | 0.99 | 0.99 | 142 |
| Ethiopia | 57 | 54 | 1.06 | 1.06 | 70 | Mali | 48 | 50 | 0.96 | 0.96 | 144 |
| Timor-Leste* | 59 | 56 | 1.05 | 1.05 | 71 | | | | | | |
| India | 59 | 56 | 1.05 | 1.05 | 71 | | | | | | |
| Indonesia | 64 | 61 | 1.05 | 1.05 | 73 | | | | | | |
| Honduras | 65 | 62 | 1.05 | 1.05 | 74 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C12: Women in parliament

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|
| Rwanda | 64 | 36 | 1.76 | 1.00 | 1 |
| Bolivia | 53 | 47 | 1.13 | 1.00 | 1 |
| Cuba | 49 | 51 | 0.96 | 0.96 | 3 |
| Sweden | 44 | 56 | 0.77 | 0.77 | 4 |
| Senegal | 43 | 57 | 0.74 | 0.74 | 5 |
| Mexico | 42 | 58 | 0.74 | 0.74 | 6 |
| South Africa | 42 | 58 | 0.73 | 0.73 | 7 |
| Ecuador | 42 | 58 | 0.71 | 0.71 | 8 |
| Finland | 42 | 59 | 0.71 | 0.71 | 9 |
| Namibia | 41 | 59 | 0.70 | 0.70 | 10 |
| Nicaragua | 41 | 59 | 0.70 | 0.70 | 11 |
| Iceland | 41 | 59 | 0.70 | 0.70 | 12 |
| Spain | 40 | 60 | 0.67 | 0.67 | 13 |
| Norway | 40 | 60 | 0.66 | 0.66 | 14 |
| Mozambique | 40 | 60 | 0.66 | 0.66 | 15 |
| Belgium | 39 | 61 | 0.65 | 0.65 | 16 |
| Ethiopia | 39 | 61 | 0.63 | 0.63 | 17 |
| Timor-Leste* | 38 | 62 | 0.63 | 0.63 | 18 |
| Denmark | 37 | 63 | 0.60 | 0.60 | 19 |
| Netherlands | 37 | 63 | 0.60 | 0.60 | 20 |
| Angola | 37 | 63 | 0.58 | 0.58 | 21 |
| Slovenia | 37 | 63 | 0.58 | 0.58 | 22 |
| Tanzania | 37 | 63 | 0.58 | 0.58 | 23 |
| Germany | 36 | 64 | 0.57 | 0.57 | 24 |
| Burundi | 36 | 64 | 0.57 | 0.57 | 25 |
| Argentina | 36 | 64 | 0.56 | 0.56 | 26 |
| Portugal | 35 | 65 | 0.53 | 0.53 | 27 |
| Serbia | 34 | 66 | 0.52 | 0.52 | 28 |
| Uganda | 33 | 67 | 0.50 | 0.50 | 29 |
| Macedonia, FYR | 33 | 67 | 0.50 | 0.50 | 30 |
| Costa Rica | 33 | 67 | 0.50 | 0.50 | 30 |
| El Salvador | 32 | 68 | 0.47 | 0.47 | 32 |
| Switzerland | 32 | 68 | 0.47 | 0.47 | 33 |
| Algeria | 32 | 68 | 0.46 | 0.46 | 34 |
| Zimbabwe | 31 | 69 | 0.46 | 0.46 | 35 |
| New Zealand | 31 | 69 | 0.46 | 0.46 | 36 |
| Tunisia | 31 | 69 | 0.46 | 0.46 | 37 |
| Cameroon | 31 | 69 | 0.45 | 0.45 | 38 |
| Trinidad and Tobago | 31 | 69 | 0.45 | 0.45 | 39 |
| Italy | 31 | 69 | 0.45 | 0.45 | 39 |
| Austria | 31 | 69 | 0.44 | 0.44 | 41 |
| Nepal | 30 | 70 | 0.42 | 0.42 | 42 |
| United Kingdom | 29 | 71 | 0.42 | 0.42 | 43 |
| Luxembourg | 28 | 72 | 0.40 | 0.40 | 44 |
| Lao PDR | 28 | 72 | 0.38 | 0.38 | 45 |
| Poland | 27 | 73 | 0.38 | 0.38 | 46 |
| Belarus | 27 | 73 | 0.38 | 0.38 | 47 |
| Kazakhstan | 27 | 73 | 0.37 | 0.37 | 48 |
| Vietnam | 27 | 73 | 0.37 | 0.37 | 49 |
| Israel | 27 | 73 | 0.36 | 0.36 | 50 |
| Australia | 27 | 73 | 0.36 | 0.36 | 50 |
| France | 26 | 74 | 0.35 | 0.35 | 52 |
| Peru | 26 | 74 | 0.35 | 0.35 | 53 |
| Canada | 26 | 74 | 0.35 | 0.35 | 54 |
| Honduras | 26 | 74 | 0.35 | 0.35 | 55 |
| Suriname | 25 | 75 | 0.34 | 0.34 | 56 |
| Mauritania | 25 | 75 | 0.34 | 0.34 | 57 |
| Lesotho | 25 | 75 | 0.33 | 0.33 | 58 |
| Estonia | 24 | 76 | 0.31 | 0.31 | 59 |
| Singapore | 24 | 76 | 0.31 | 0.31 | 59 |
| China | 24 | 76 | 0.31 | 0.31 | 61 |
| Cape Verde | 24 | 76 | 0.31 | 0.31 | 62 |
| Lithuania | 23 | 77 | 0.31 | 0.31 | 63 |
| United Arab Emirates | 23 | 78 | 0.29 | 0.29 | 64 |
| Ireland | 22 | 78 | 0.28 | 0.28 | 65 |
| Guinea | 22 | 78 | 0.28 | 0.28 | 66 |
| Moldova | 22 | 78 | 0.28 | 0.28 | 67 |
| Bosnia and Herzegovina* | 21 | 79 | 0.27 | 0.27 | 68 |
| Albania | 21 | 79 | 0.26 | 0.26 | 69 |
| Pakistan | 21 | 79 | 0.26 | 0.26 | 70 |
| Madagascar | 21 | 79 | 0.26 | 0.26 | 71 |
| Bulgaria | 20 | 80 | 0.26 | 0.26 | 72 |
| Cambodia | 20 | 80 | 0.26 | 0.26 | 73 |
| Slovak Republic | 20 | 80 | 0.25 | 0.25 | 74 |

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|--------------------|--------|------|----------------------|------------------------------------|------|
| Czech Republic | 20 | 80 | 0.25 | 0.25 | 74 |
| Bangladesh | 20 | 80 | 0.25 | 0.25 | 74 |
| Colombia | 20 | 80 | 0.25 | 0.25 | 77 |
| Saudi Arabia | 20 | 80 | 0.25 | 0.25 | 78 |
| Kenya | 20 | 80 | 0.25 | 0.25 | 79 |
| Greece | 20 | 80 | 0.24 | 0.24 | 80 |
| Cyprus | 20 | 80 | 0.24 | 0.24 | 81 |
| United States | 19 | 81 | 0.24 | 0.24 | 82 |
| Kyrgyz Republic | 19 | 81 | 0.24 | 0.24 | 83 |
| Tajikistan | 19 | 81 | 0.24 | 0.24 | 84 |
| Panama | 18 | 82 | 0.22 | 0.22 | 85 |
| Latvia | 18 | 82 | 0.22 | 0.22 | 86 |
| Jamaica | 17 | 83 | 0.21 | 0.21 | 87 |
| Montenegro | 17 | 83 | 0.21 | 0.21 | 88 |
| Indonesia | 17 | 83 | 0.21 | 0.21 | 89 |
| Korea, Rep. | 17 | 83 | 0.20 | 0.20 | 90 |
| Morocco | 17 | 83 | 0.20 | 0.20 | 91 |
| Azerbaijan | 17 | 83 | 0.20 | 0.20 | 92 |
| Barbados | 17 | 83 | 0.20 | 0.20 | 93 |
| Malawi | 17 | 83 | 0.20 | 0.20 | 93 |
| Uruguay | 16 | 84 | 0.19 | 0.19 | 95 |
| Chile | 16 | 84 | 0.19 | 0.19 | 96 |
| Croatia | 15 | 85 | 0.18 | 0.18 | 97 |
| Paraguay | 15 | 85 | 0.18 | 0.18 | 98 |
| Egypt | 15 | 85 | 0.18 | 0.18 | 99 |
| Turkey | 15 | 85 | 0.18 | 0.18 | 100 |
| Chad | 15 | 85 | 0.18 | 0.18 | 101 |
| Mongolia | 14 | 86 | 0.17 | 0.17 | 102 |
| Venezuela | 14 | 86 | 0.17 | 0.17 | 103 |
| Guatemala | 14 | 86 | 0.16 | 0.16 | 104 |
| Romania | 14 | 86 | 0.16 | 0.16 | 105 |
| Russian Federation | 14 | 86 | 0.16 | 0.16 | 106 |
| Syria | 13 | 87 | 0.15 | 0.15 | 107 |
| Bahamas | 13 | 87 | 0.15 | 0.15 | 108 |
| Malta | 13 | 87 | 0.15 | 0.15 | 109 |
| Ukraine | 12 | 88 | 0.14 | 0.14 | 110 |
| Jordan | 12 | 88 | 0.14 | 0.14 | 111 |
| India | 12 | 88 | 0.14 | 0.14 | 112 |
| Mauritius | 12 | 88 | 0.13 | 0.13 | 113 |
| Georgia | 11 | 89 | 0.13 | 0.13 | 114 |
| Liberia | 11 | 89 | 0.12 | 0.12 | 115 |
| Ghana | 11 | 89 | 0.12 | 0.12 | 116 |
| Armenia | 11 | 89 | 0.12 | 0.12 | 117 |
| Malaysia | 10 | 90 | 0.12 | 0.12 | 118 |
| Hungary | 10 | 90 | 0.11 | 0.11 | 119 |
| Brazil | 10 | 90 | 0.11 | 0.11 | 120 |
| Botswana | 10 | 90 | 0.11 | 0.11 | 121 |
| Japan | 9 | 91 | 0.10 | 0.10 | 122 |
| Burkina Faso | 9 | 91 | 0.10 | 0.10 | 123 |
| Gambia, The | 9 | 91 | 0.10 | 0.10 | 124 |
| Côte d'Ivoire | 9 | 91 | 0.10 | 0.10 | 125 |
| Mali | 9 | 91 | 0.10 | 0.10 | 126 |
| Bhutan | 9 | 91 | 0.09 | 0.09 | 127 |
| Bahrain | 8 | 93 | 0.08 | 0.08 | 128 |
| Benin | 7 | 93 | 0.08 | 0.08 | 129 |
| Brunei Darussalam | 6 | 94 | 0.07 | 0.07 | 130 |
| Swaziland | 6 | 94 | 0.07 | 0.07 | 131 |
| Thailand | 6 | 94 | 0.06 | 0.06 | 132 |
| Iran, Islamic Rep. | 6 | 94 | 0.06 | 0.06 | 133 |
| Maldives | 6 | 94 | 0.06 | 0.06 | 133 |
| Sri Lanka | 6 | 94 | 0.06 | 0.06 | 135 |
| Nigeria | 6 | 94 | 0.06 | 0.06 | 136 |
| Belize | 3 | 97 | 0.03 | 0.03 | 137 |
| Lebanon | 3 | 97 | 0.03 | 0.03 | 137 |
| Kuwait | 2 | 98 | 0.02 | 0.02 | 139 |
| Oman | 1 | 99 | 0.01 | 0.01 | 140 |
| Yemen | 0 | 100 | 0.00 | 0.00 | 141 |
| Qatar | 0 | 100 | 0.00 | 0.00 | 141 |
| Dominican Republic | — | — | — | — | — |
| Philippines | — | — | — | — | — |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C13: Women in ministerial positions

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|--------------------|--------|------|----------------------|------------------------------------|------|-------------------------|--------|------|----------------------|------------------------------------|------|
| Finland | 63 | 38 | 1.67 | 1.00 | 1 | Australia | 17 | 83 | 0.21 | 0.21 | 75 |
| Cape Verde | 53 | 47 | 1.13 | 1.00 | 1 | United Arab Emirates | 17 | 83 | 0.20 | 0.20 | 76 |
| Sweden | 52 | 48 | 1.09 | 1.00 | 1 | Montenegro | 17 | 83 | 0.20 | 0.20 | 76 |
| France | 50 | 50 | 1.00 | 1.00 | 1 | Côte d'Ivoire | 17 | 83 | 0.20 | 0.20 | 76 |
| Nicaragua | 47 | 53 | 0.89 | 0.89 | 5 | Mali | 16 | 84 | 0.19 | 0.19 | 79 |
| Norway | 47 | 53 | 0.89 | 0.89 | 5 | Morocco | 16 | 84 | 0.19 | 0.19 | 80 |
| Netherlands | 47 | 53 | 0.88 | 0.88 | 7 | Georgia | 16 | 84 | 0.19 | 0.19 | 80 |
| Estonia | 46 | 54 | 0.86 | 0.86 | 8 | Brazil | 15 | 85 | 0.18 | 0.18 | 82 |
| Iceland | 44 | 56 | 0.80 | 0.80 | 9 | Kyrgyz Republic | 15 | 85 | 0.18 | 0.18 | 83 |
| Slovenia | 44 | 56 | 0.78 | 0.78 | 10 | Benin | 15 | 85 | 0.17 | 0.17 | 84 |
| Italy | 44 | 56 | 0.78 | 0.78 | 10 | Guinea | 15 | 85 | 0.17 | 0.17 | 85 |
| Switzerland | 43 | 57 | 0.75 | 0.75 | 12 | Uruguay | 14 | 86 | 0.17 | 0.17 | 86 |
| South Africa | 42 | 58 | 0.71 | 0.71 | 13 | Romania | 14 | 86 | 0.17 | 0.17 | 86 |
| Costa Rica | 41 | 59 | 0.69 | 0.69 | 14 | Cameroon | 14 | 86 | 0.16 | 0.16 | 88 |
| Rwanda | 35 | 65 | 0.55 | 0.55 | 15 | Nepal | 14 | 86 | 0.16 | 0.16 | 89 |
| Albania | 35 | 65 | 0.54 | 0.54 | 16 | Chad | 14 | 86 | 0.16 | 0.16 | 89 |
| Bulgaria | 35 | 65 | 0.54 | 0.54 | 16 | Kazakhstan | 13 | 87 | 0.15 | 0.15 | 91 |
| Burundi | 35 | 65 | 0.53 | 0.53 | 18 | Belize | 13 | 87 | 0.15 | 0.15 | 91 |
| Chile | 35 | 65 | 0.53 | 0.53 | 18 | Ethiopia | 13 | 88 | 0.14 | 0.14 | 93 |
| Germany | 33 | 67 | 0.50 | 0.50 | 20 | Timor-Leste* | 13 | 88 | 0.14 | 0.14 | 93 |
| New Zealand | 33 | 67 | 0.50 | 0.50 | 20 | Botswana | 13 | 88 | 0.14 | 0.14 | 93 |
| Tanzania | 32 | 68 | 0.48 | 0.48 | 22 | Burkina Faso | 13 | 88 | 0.14 | 0.14 | 93 |
| Cuba | 31 | 69 | 0.45 | 0.45 | 23 | Maldives | 13 | 88 | 0.14 | 0.14 | 93 |
| Spain | 31 | 69 | 0.44 | 0.44 | 24 | Mauritius | 12 | 88 | 0.14 | 0.14 | 98 |
| Austria | 31 | 69 | 0.44 | 0.44 | 24 | Barbados | 12 | 88 | 0.13 | 0.13 | 99 |
| Canada | 31 | 69 | 0.44 | 0.44 | 24 | Egypt | 12 | 88 | 0.13 | 0.13 | 99 |
| Kenya | 30 | 70 | 0.43 | 0.43 | 27 | Zimbabwe | 12 | 88 | 0.13 | 0.13 | 101 |
| Uganda | 30 | 70 | 0.42 | 0.42 | 28 | China | 12 | 88 | 0.13 | 0.13 | 101 |
| Colombia | 29 | 71 | 0.42 | 0.42 | 29 | Tajikistan | 11 | 89 | 0.13 | 0.13 | 103 |
| Bolivia | 29 | 71 | 0.40 | 0.40 | 30 | Malawi | 11 | 89 | 0.13 | 0.13 | 103 |
| Mozambique | 29 | 71 | 0.40 | 0.40 | 30 | Mongolia | 11 | 89 | 0.13 | 0.13 | 103 |
| Portugal | 29 | 71 | 0.40 | 0.40 | 30 | Jordan | 11 | 89 | 0.13 | 0.13 | 103 |
| Ireland | 29 | 71 | 0.40 | 0.40 | 30 | Armenia | 11 | 89 | 0.13 | 0.13 | 103 |
| Poland | 28 | 72 | 0.38 | 0.38 | 34 | Belarus | 11 | 89 | 0.12 | 0.12 | 108 |
| Moldova | 28 | 72 | 0.38 | 0.38 | 34 | Tunisia | 11 | 89 | 0.12 | 0.12 | 109 |
| Panama | 28 | 72 | 0.38 | 0.38 | 34 | Ukraine | 11 | 89 | 0.12 | 0.12 | 109 |
| Mauritania | 27 | 73 | 0.37 | 0.37 | 37 | Lao PDR | 10 | 90 | 0.12 | 0.12 | 111 |
| Luxembourg | 27 | 73 | 0.36 | 0.36 | 38 | Greece | 10 | 90 | 0.11 | 0.11 | 112 |
| Denmark | 26 | 74 | 0.36 | 0.36 | 39 | Bhutan | 10 | 90 | 0.11 | 0.11 | 112 |
| Swaziland | 26 | 74 | 0.36 | 0.36 | 39 | Iran, Islamic Rep. | 10 | 90 | 0.11 | 0.11 | 112 |
| United States | 26 | 74 | 0.35 | 0.35 | 41 | Trinidad and Tobago | 10 | 90 | 0.11 | 0.11 | 115 |
| Nigeria | 24 | 76 | 0.32 | 0.32 | 42 | Yemen | 10 | 90 | 0.11 | 0.11 | 115 |
| Ecuador | 24 | 76 | 0.31 | 0.31 | 43 | Vietnam | 9 | 91 | 0.10 | 0.10 | 117 |
| Venezuela | 23 | 77 | 0.30 | 0.30 | 44 | Cyprus | 9 | 91 | 0.10 | 0.10 | 117 |
| Belgium | 23 | 77 | 0.30 | 0.30 | 45 | Macedonia, FYR | 8 | 92 | 0.09 | 0.09 | 119 |
| Latvia | 23 | 77 | 0.30 | 0.30 | 45 | Paraguay | 8 | 92 | 0.08 | 0.08 | 120 |
| Ghana | 23 | 77 | 0.30 | 0.30 | 45 | Malta | 7 | 93 | 0.08 | 0.08 | 121 |
| Indonesia | 23 | 77 | 0.30 | 0.30 | 48 | Sri Lanka | 7 | 93 | 0.08 | 0.08 | 121 |
| United Kingdom | 23 | 77 | 0.29 | 0.29 | 49 | Cambodia | 7 | 93 | 0.08 | 0.08 | 123 |
| Angola | 22 | 78 | 0.29 | 0.29 | 50 | Bangladesh | 7 | 93 | 0.07 | 0.07 | 124 |
| Argentina | 22 | 78 | 0.29 | 0.29 | 50 | Kuwait | 7 | 93 | 0.07 | 0.07 | 124 |
| Serbia | 22 | 78 | 0.29 | 0.29 | 50 | Oman | 7 | 93 | 0.07 | 0.07 | 124 |
| Peru | 22 | 78 | 0.29 | 0.29 | 50 | Russian Federation | 6 | 94 | 0.07 | 0.07 | 127 |
| India | 22 | 78 | 0.29 | 0.29 | 50 | Korea, Rep. | 6 | 94 | 0.06 | 0.06 | 128 |
| Japan | 22 | 78 | 0.29 | 0.29 | 50 | Syria | 6 | 94 | 0.06 | 0.06 | 128 |
| Namibia | 22 | 78 | 0.28 | 0.28 | 56 | Malaysia | 6 | 94 | 0.06 | 0.06 | 130 |
| Lesotho | 22 | 78 | 0.28 | 0.28 | 56 | Suriname | 6 | 94 | 0.06 | 0.06 | 131 |
| El Salvador | 21 | 79 | 0.27 | 0.27 | 58 | Singapore | 6 | 94 | 0.06 | 0.06 | 131 |
| Lithuania | 21 | 79 | 0.27 | 0.27 | 58 | Qatar | 5 | 95 | 0.05 | 0.05 | 133 |
| Gambia, The | 21 | 79 | 0.27 | 0.27 | 60 | Bahrain | 5 | 95 | 0.05 | 0.05 | 134 |
| Senegal | 20 | 80 | 0.25 | 0.25 | 61 | Lebanon | 4 | 96 | 0.05 | 0.05 | 135 |
| Algeria | 20 | 80 | 0.25 | 0.25 | 61 | Thailand | 4 | 96 | 0.04 | 0.04 | 136 |
| Madagascar | 20 | 80 | 0.25 | 0.25 | 61 | Turkey | 4 | 96 | 0.04 | 0.04 | 137 |
| Jamaica | 20 | 80 | 0.25 | 0.25 | 61 | Azerbaijan | 3 | 98 | 0.03 | 0.03 | 138 |
| Croatia | 20 | 80 | 0.25 | 0.25 | 61 | Bosnia and Herzegovina* | 0 | 100 | 0.00 | 0.00 | 139 |
| Guatemala | 20 | 80 | 0.25 | 0.25 | 61 | Pakistan | 0 | 100 | 0.00 | 0.00 | 139 |
| Bahamas | 20 | 80 | 0.25 | 0.25 | 61 | Slovak Republic | 0 | 100 | 0.00 | 0.00 | 139 |
| Liberia | 20 | 80 | 0.25 | 0.25 | 61 | Saudi Arabia | 0 | 100 | 0.00 | 0.00 | 139 |
| Philippines | 20 | 80 | 0.25 | 0.25 | 61 | Hungary | 0 | 100 | 0.00 | 0.00 | 139 |
| Dominican Republic | 19 | 81 | 0.24 | 0.24 | 70 | Brunei Darussalam | 0 | 100 | 0.00 | 0.00 | 139 |
| Czech Republic | 19 | 81 | 0.23 | 0.23 | 71 | | | | | | |
| Israel | 18 | 82 | 0.22 | 0.22 | 72 | | | | | | |
| Mexico | 18 | 82 | 0.21 | 0.21 | 73 | | | | | | |
| Honduras | 17 | 83 | 0.21 | 0.21 | 74 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix C: Rankings by Indicator, 2016 (cont'd.)

Table C14: Years with female head of state (last 50 years)

| Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank | Country | Female | Male | Female-to-male ratio | F/M ratio (truncated) [†] | Rank |
|-------------------------|--------|------|----------------------|------------------------------------|------|----------------------|--------|------|----------------------|------------------------------------|------|
| Bangladesh | 23 | 27 | 0.83 | 0.83 | 1 | Cuba | 0 | 50 | 0.00 | 0.00 | 68 |
| India | 21 | 29 | 0.72 | 0.72 | 2 | Spain | 0 | 50 | 0.00 | 0.00 | 68 |
| Ireland | 21 | 29 | 0.71 | 0.71 | 3 | Kenya | 0 | 50 | 0.00 | 0.00 | 68 |
| Iceland | 20 | 30 | 0.68 | 0.68 | 4 | Uganda | 0 | 50 | 0.00 | 0.00 | 68 |
| Philippines | 16 | 34 | 0.46 | 0.46 | 5 | Colombia | 0 | 50 | 0.00 | 0.00 | 68 |
| Sri Lanka | 13 | 37 | 0.36 | 0.36 | 6 | Mauritania | 0 | 50 | 0.00 | 0.00 | 68 |
| Norway | 13 | 37 | 0.34 | 0.34 | 7 | Luxembourg | 0 | 50 | 0.00 | 0.00 | 68 |
| Finland | 12 | 38 | 0.32 | 0.32 | 8 | Swaziland | 0 | 50 | 0.00 | 0.00 | 68 |
| United Kingdom | 12 | 38 | 0.30 | 0.30 | 9 | United States | 0 | 50 | 0.00 | 0.00 | 68 |
| Liberia | 11 | 39 | 0.29 | 0.29 | 10 | Nigeria | 0 | 50 | 0.00 | 0.00 | 68 |
| Germany | 11 | 39 | 0.29 | 0.29 | 11 | Venezuela | 0 | 50 | 0.00 | 0.00 | 68 |
| New Zealand | 11 | 39 | 0.28 | 0.28 | 12 | Belgium | 0 | 50 | 0.00 | 0.00 | 68 |
| Latvia | 10 | 40 | 0.25 | 0.25 | 13 | Ghana | 0 | 50 | 0.00 | 0.00 | 68 |
| Argentina | 10 | 40 | 0.24 | 0.24 | 14 | Angola | 0 | 50 | 0.00 | 0.00 | 68 |
| Bosnia and Herzegovina* | 10 | 40 | 0.24 | 0.24 | 15 | Japan | 0 | 50 | 0.00 | 0.00 | 68 |
| Lithuania | 7 | 43 | 0.17 | 0.17 | 16 | Lesotho | 0 | 50 | 0.00 | 0.00 | 68 |
| Malta | 7 | 43 | 0.17 | 0.17 | 17 | El Salvador | 0 | 50 | 0.00 | 0.00 | 68 |
| Nicaragua | 7 | 43 | 0.16 | 0.16 | 18 | Gambia, The | 0 | 50 | 0.00 | 0.00 | 68 |
| Chile | 6 | 44 | 0.14 | 0.14 | 19 | Algeria | 0 | 50 | 0.00 | 0.00 | 68 |
| Switzerland | 6 | 44 | 0.14 | 0.14 | 20 | Guatemala | 0 | 50 | 0.00 | 0.00 | 68 |
| Mozambique | 6 | 44 | 0.13 | 0.13 | 21 | Dominican Republic | 0 | 50 | 0.00 | 0.00 | 68 |
| Israel | 6 | 44 | 0.13 | 0.13 | 22 | Czech Republic | 0 | 50 | 0.00 | 0.00 | 68 |
| Jamaica | 6 | 44 | 0.13 | 0.13 | 23 | Mexico | 0 | 50 | 0.00 | 0.00 | 68 |
| Barbados | 6 | 44 | 0.12 | 0.12 | 24 | Honduras | 0 | 50 | 0.00 | 0.00 | 68 |
| Brazil | 5 | 45 | 0.12 | 0.12 | 25 | United Arab Emirates | 0 | 50 | 0.00 | 0.00 | 68 |
| Trinidad and Tobago | 5 | 45 | 0.12 | 0.12 | 26 | Montenegro | 0 | 50 | 0.00 | 0.00 | 68 |
| Panama | 5 | 45 | 0.11 | 0.11 | 27 | Côte d'Ivoire | 0 | 50 | 0.00 | 0.00 | 68 |
| Pakistan | 5 | 45 | 0.10 | 0.10 | 28 | Morocco | 0 | 50 | 0.00 | 0.00 | 68 |
| Korea, Rep. | 4 | 46 | 0.09 | 0.09 | 29 | Benin | 0 | 50 | 0.00 | 0.00 | 68 |
| Costa Rica | 4 | 46 | 0.09 | 0.09 | 30 | Guinea | 0 | 50 | 0.00 | 0.00 | 68 |
| Croatia | 4 | 46 | 0.08 | 0.08 | 31 | Uruguay | 0 | 50 | 0.00 | 0.00 | 68 |
| Denmark | 4 | 46 | 0.08 | 0.08 | 32 | Romania | 0 | 50 | 0.00 | 0.00 | 68 |
| China | 4 | 46 | 0.08 | 0.08 | 33 | Cameroon | 0 | 50 | 0.00 | 0.00 | 68 |
| Indonesia | 3 | 47 | 0.07 | 0.07 | 34 | Chad | 0 | 50 | 0.00 | 0.00 | 68 |
| Australia | 3 | 47 | 0.06 | 0.06 | 35 | Kazakhstan | 0 | 50 | 0.00 | 0.00 | 68 |
| Ukraine | 3 | 47 | 0.06 | 0.06 | 36 | Belize | 0 | 50 | 0.00 | 0.00 | 68 |
| Poland | 3 | 47 | 0.06 | 0.06 | 37 | Ethiopia | 0 | 50 | 0.00 | 0.00 | 68 |
| Thailand | 3 | 47 | 0.06 | 0.06 | 38 | Timor-Leste* | 0 | 50 | 0.00 | 0.00 | 68 |
| Turkey | 3 | 47 | 0.06 | 0.06 | 39 | Botswana | 0 | 50 | 0.00 | 0.00 | 68 |
| Senegal | 3 | 47 | 0.05 | 0.05 | 40 | Burkina Faso | 0 | 50 | 0.00 | 0.00 | 68 |
| Malawi | 2 | 48 | 0.04 | 0.04 | 41 | Maldives | 0 | 50 | 0.00 | 0.00 | 68 |
| Slovak Republic | 2 | 48 | 0.04 | 0.04 | 42 | Egypt | 0 | 50 | 0.00 | 0.00 | 68 |
| Kyrgyz Republic | 2 | 48 | 0.03 | 0.03 | 43 | Zimbabwe | 0 | 50 | 0.00 | 0.00 | 68 |
| Moldova | 2 | 48 | 0.03 | 0.03 | 44 | Tajikistan | 0 | 50 | 0.00 | 0.00 | 68 |
| Peru | 2 | 48 | 0.03 | 0.03 | 45 | Jordan | 0 | 50 | 0.00 | 0.00 | 68 |
| Slovenia | 1 | 49 | 0.03 | 0.03 | 46 | Armenia | 0 | 50 | 0.00 | 0.00 | 68 |
| Mauritius | 1 | 49 | 0.03 | 0.03 | 47 | Belarus | 0 | 50 | 0.00 | 0.00 | 68 |
| Namibia | 1 | 49 | 0.03 | 0.03 | 48 | Tunisia | 0 | 50 | 0.00 | 0.00 | 68 |
| Serbia | 1 | 49 | 0.03 | 0.03 | 49 | Lao PDR | 0 | 50 | 0.00 | 0.00 | 68 |
| Mali | 1 | 49 | 0.02 | 0.02 | 50 | Bhutan | 0 | 50 | 0.00 | 0.00 | 68 |
| France | 1 | 49 | 0.02 | 0.02 | 51 | Iran, Islamic Rep. | 0 | 50 | 0.00 | 0.00 | 68 |
| Rwanda | 1 | 49 | 0.01 | 0.01 | 52 | Yemen | 0 | 50 | 0.00 | 0.00 | 68 |
| Nepal | 1 | 49 | 0.01 | 0.01 | 53 | Vietnam | 0 | 50 | 0.00 | 0.00 | 68 |
| Bolivia | 1 | 49 | 0.01 | 0.01 | 54 | Cyprus | 0 | 50 | 0.00 | 0.00 | 68 |
| Burundi | 1 | 49 | 0.01 | 0.01 | 55 | Paraguay | 0 | 50 | 0.00 | 0.00 | 68 |
| Portugal | 0 | 50 | 0.01 | 0.01 | 56 | Cambodia | 0 | 50 | 0.00 | 0.00 | 68 |
| Canada | 0 | 50 | 0.01 | 0.01 | 57 | Kuwait | 0 | 50 | 0.00 | 0.00 | 68 |
| Georgia | 0 | 50 | 0.01 | 0.01 | 58 | Oman | 0 | 50 | 0.00 | 0.00 | 68 |
| Bulgaria | 0 | 50 | 0.01 | 0.01 | 59 | Russian Federation | 0 | 50 | 0.00 | 0.00 | 68 |
| Macedonia, FYR | 0 | 50 | 0.00 | 0.00 | 60 | Syria | 0 | 50 | 0.00 | 0.00 | 68 |
| Bahamas | 0 | 50 | 0.00 | 0.00 | 61 | Malaysia | 0 | 50 | 0.00 | 0.00 | 68 |
| Greece | 0 | 50 | 0.00 | 0.00 | 62 | Suriname | 0 | 50 | 0.00 | 0.00 | 68 |
| Mongolia | 0 | 50 | 0.00 | 0.00 | 63 | Singapore | 0 | 50 | 0.00 | 0.00 | 68 |
| Austria | 0 | 50 | 0.00 | 0.00 | 64 | Qatar | 0 | 50 | 0.00 | 0.00 | 68 |
| Ecuador | 0 | 50 | 0.00 | 0.00 | 64 | Bahrain | 0 | 50 | 0.00 | 0.00 | 68 |
| Madagascar | 0 | 50 | 0.00 | 0.00 | 64 | Lebanon | 0 | 50 | 0.00 | 0.00 | 68 |
| South Africa | 0 | 50 | 0.00 | 0.00 | 67 | Azerbaijan | 0 | 50 | 0.00 | 0.00 | 68 |
| Cape Verde | 0 | 50 | 0.00 | 0.00 | 68 | Saudi Arabia | 0 | 50 | 0.00 | 0.00 | 68 |
| Sweden | 0 | 50 | 0.00 | 0.00 | 68 | Hungary | 0 | 50 | 0.00 | 0.00 | 68 |
| Netherlands | 0 | 50 | 0.00 | 0.00 | 68 | Brunei Darussalam | 0 | 50 | 0.00 | 0.00 | 68 |
| Estonia | 0 | 50 | 0.00 | 0.00 | 68 | | | | | | |
| Italy | 0 | 50 | 0.00 | 0.00 | 68 | | | | | | |
| Albania | 0 | 50 | 0.00 | 0.00 | 68 | | | | | | |
| Tanzania | 0 | 50 | 0.00 | 0.00 | 68 | | | | | | |

* New countries in 2016

† The truncated female-to-male ratios are the values used for the calculation of the Global Gender Gap Index.

Appendix D: Update of the Estimated Earned Income Indicator

The Global Gender Gap Index utilizes a methodology originally developed by the UNDP Human Development Report Office to calculate the average income earned by women, relative to that of men, to create the Estimated earned income indicator included in the Economic Participation and Opportunity subindex. The indicator provides a hard data point on countries' gender gaps in earnings, complementing the Wage equality for similar work indicator, which is derived from the World Economic Forum's annual perception survey of business executives.

The first 10 editions of the *Global Gender Gap Report* featured an Estimated earned income figure that was calculated by using the *Human Development Report 2007/2008* version of the UNDP methodology. The data used to calculate this indicator included female and male population figures, GDP PPP (current international \$), labour force participation rates of men and women and mean nominal monthly earnings of employees.

In 2014, following extensive expert consultation, the UNDP Human Development Report Office changed its methodology for calculating women and men's estimated earned income. First, GDP PPP was replaced by GNI PPP; second, the cap on maximum female and male income considered in the calculation was raised from US\$40,000 to US\$75,000,¹ following Kahneman and Deaton's findings that any earnings past that point have little or no further returns on psycho-social wellbeing.²

Our response to this change has been to follow suit on the rising of the cap, but retain the GDP PPP figures. This is designed to maintain comparability in the time series data of the *Global Gender Gap Report*, while shedding light on earning gaps, including in those countries where men, women or both sexes' earnings were above the previous cap.

In last year's edition of the *Report*, 22 countries had male Estimated earned income values capped at US\$40,000 and eight—Brunei Darussalam, Kuwait, Luxembourg, Norway, Qatar, Singapore, Switzerland and United States—were in the position of having both male and female income capped. In this year's edition, the total number of countries with Estimated earned income values capped at the US\$40,000 level would have increased from last year's 30 to a total of 33. Of these, 17 caps had come into effect in 2011.

The consequence of our methodological change for the 2016 edition of the *Report* has been a decrease in the score of 33 countries featured in the Index this year relative to a scenario in which we kept the former value of the cap. The effect of the methodological change is largest for Kuwait, Brunei Darussalam, the United States, Ireland, the Netherlands, Austria and Switzerland, in order of magnitude. The change is felt most strongly in the

average scores of affluent regions such as the Middle East and North Africa, Western Europe and North America. The mean change in score is a decrease of 1% on the overall Global Gender Gap Index and 4% on the Economic Participation and Opportunity subindex.

The following is a full list of all countries whose gender-disaggregated income levels have been capped in past years: Australia; Austria; Bahrain; Belgium; Canada; Cyprus; Denmark; Finland; France; Germany; Iceland; Ireland; Israel; Italy; Japan; Korea, Rep.; Kuwait; Luxembourg; Malta; Netherlands; New Zealand; Norway; Saudi Arabia; Singapore; Spain; Sweden; Switzerland; United Arab Emirates; United Kingdom; and the United States.

Notes

- 1 United Nations Development Programme (NDP), "Technical Notes", *Human Development Report 2014*, 2014.
- 2 Kahneman, Daniel and Angus Deaton, "High Income Improves Evaluation of Life but Not Emotional Well-Being", *Proceedings of the National Academy of Sciences*, vol. 107, no. 38, 2010.

Appendix E: Demographic Structures

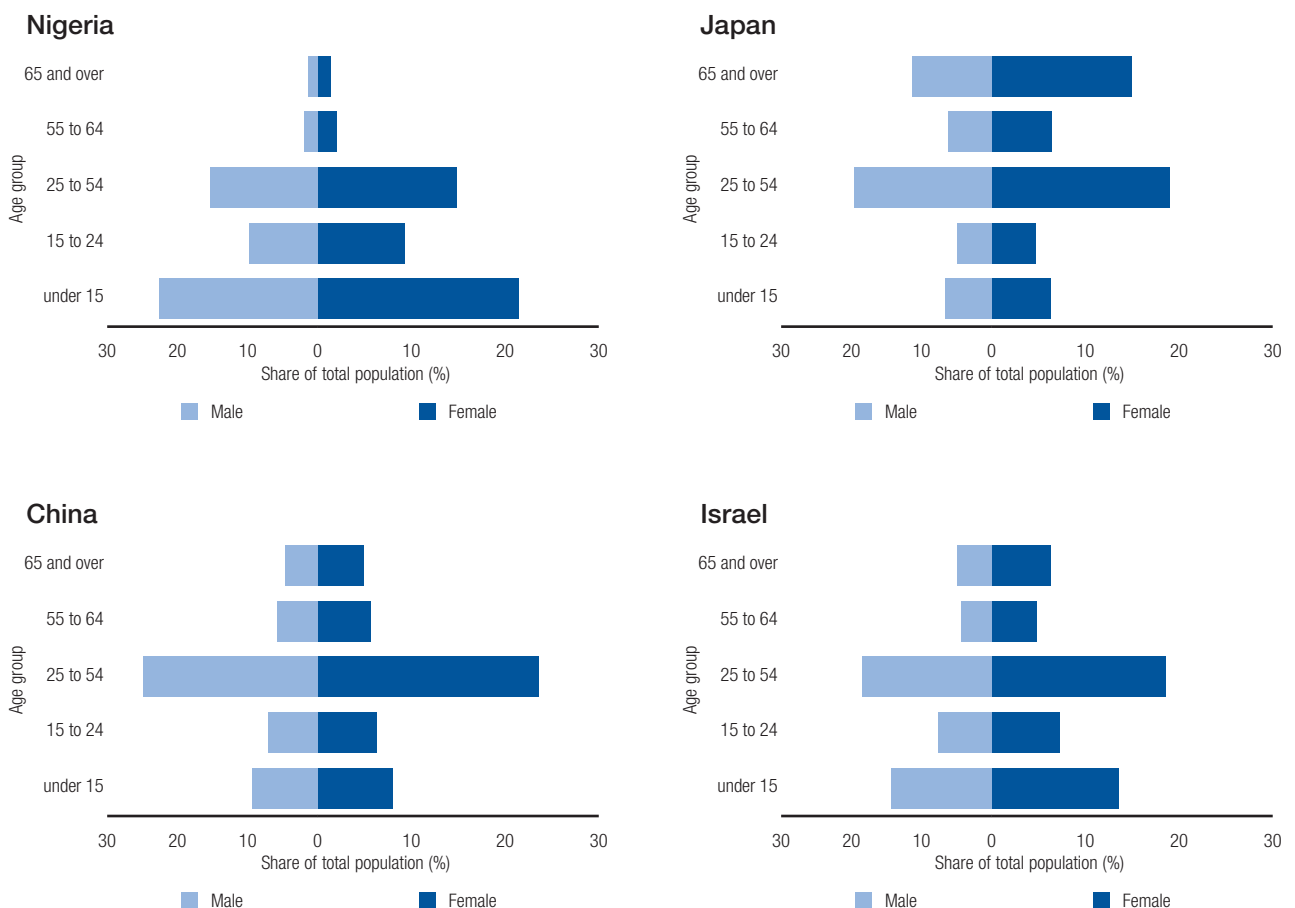
There are markedly different population structures—and therefore care needs—in different parts of the world. Economies such as Japan have a largely ageing population; conversely, Nigeria has a large young population. Israel has a strong concentration of both children and older people, while China will have a rapidly ageing population in the near future. Figure E1 visualizes the population structure in these countries.

Demographic structures do not simply reflect the degree of care responsibility, they also point to a further case for women's economic participation. For example, in ageing economies there is a need for maximizing the human capital deployment of the working-age population in order to maintain economic dynamism. Therefore, policies that better allow caregivers—parents of children or children of older persons—to better combine work

and family responsibilities can play a role in maximizing labour force participation, including that of women, in ageing populations. Demographic structures also point to a greater need for investment in girls' education—a critical factor in preventing early marriage and pregnancy and providing multiplier effects that impact entire populations.

On average globally, the dependency ratio of those under age 15 and over age 64 on the working-age population is just over 50%—meaning that, statistically, there are two working-age persons in the global population for every older person or child. Young-age and old-age dependency ratios look different by economy. They are visualized in Figure E2 (page 62), reflecting both unpaid work responsibilities for primary caregivers as well as paid employment opportunities for the core working-age population.

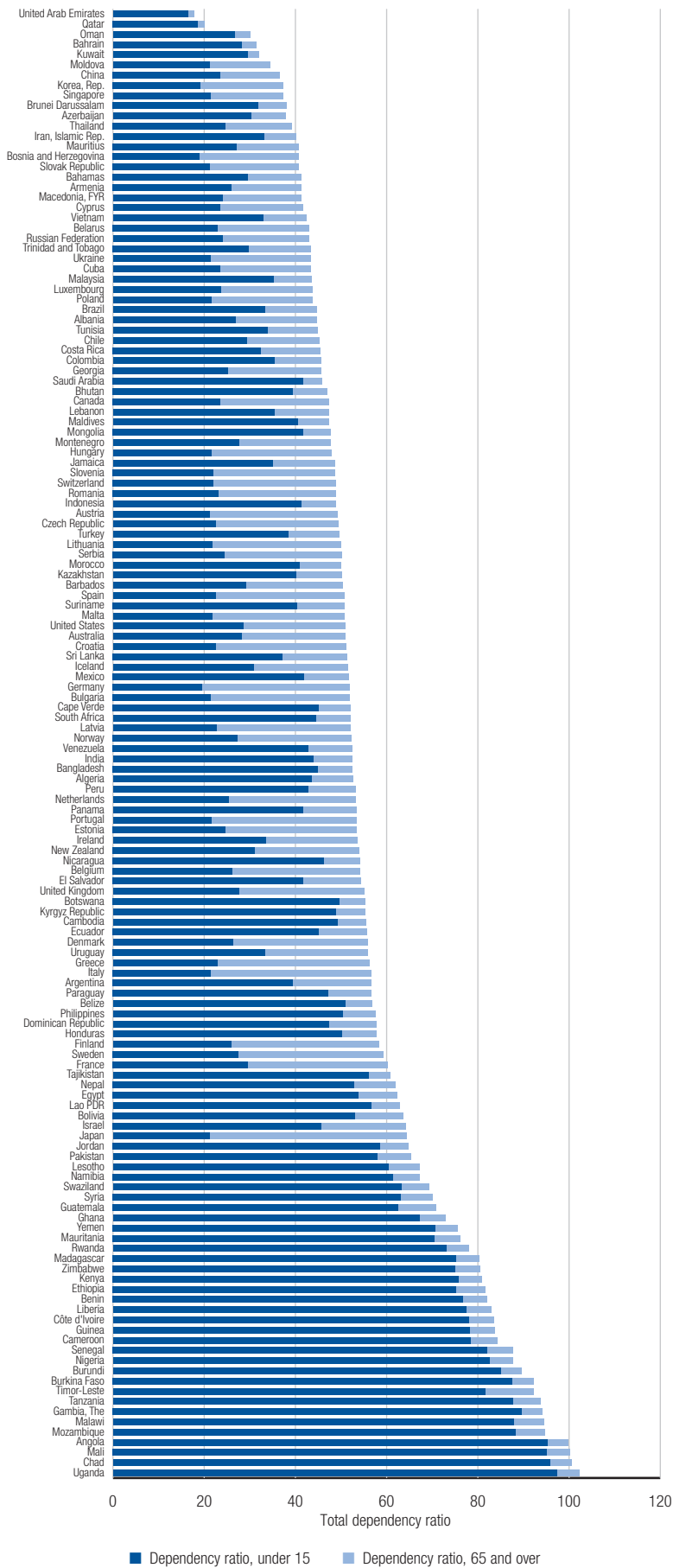
Figure E1: Population structures for Nigeria, Japan, China and Israel



Source: UN Population Division.

Appendix E: Demographic Structures

Figure E2: Young and old age dependency ratios, by country



Source: Global Gender Gap Report and UN Population Division.

Note: The dependency ratio is a measure showing the number of persons, aged zero to 14 and 65 and above, relative to the number of persons, aged 15 to 64.

Appendix F: Business Best Practices

For companies to put in place and leverage the benefits of gender parity, their leaders need to take a holistic approach that often leads to fundamental reforms on: how to recruit and retain employees; how to mentor and sponsor high-potential women; how to sensitize managers to different leadership styles; how to manage work-life balance policies so that they don't disadvantage women; how to empower women across supply chains; and how to manage efficient corporate responsibility initiatives so that they support women and girls. The World Economic Forum has historically tracked the practices that have been successfully used in leading companies worldwide to close gender gaps at the corporate level, as well as along the companies' supply chains and in the communities where companies are embedded. Six dimensions should enliven an organization's gender parity efforts:

Leadership and company commitment

Visible leadership by the chief executive and top management on supporting women in management has proven to be one of the most important levers for progress in achieving gender diversity in a corporate context. This includes concrete and symbolic actions by top management and, in many cases, establishment of a position or department to lead diversity efforts. Regular communications by senior management on gender equality have been found to be critical.

Measurement and target setting

Achievable, relevant recruitment and retention targets at all levels, underpinned by an embedded accountability mechanism, are critical. Developing a disaggregated database can help to evaluate the causes of gender imbalances and track progress. Transparent salary bands to track and address male and female salary gaps are additional useful tools to understand the status quo in organizations.

Awareness and accountability

The focus of many companies on building awareness indicates that the case for change still needs to be built to make progress. Accountability of the senior management and transparency of career paths and opportunities have proven to be effective practices. Ensuring that management policies, processes, systems and tools do not harbour gender-biased discrimination and enhancing the understanding of unconscious biases can also make inclusive leadership more tangible.

Work environment and work-life balance

In most countries, women are often the primary caregiver for both children and the elderly. Ensuring smooth on- and off-ramping and appropriate childcare options, and developing guidelines on implementation of work-life balance policies

and mentoring for women going through a transition are important levers to ensure a sustained career progression towards management. For those companies that already offer parental leave, flexible working hours and other work-life balance programmes, the next steps lie in accelerating their use and acceptance by female and male employees alike.

Mentorship and training

Companies have benefitted from programmes that promote guidelines on the value of diversity as an underlying culture of the organization, and impart knowledge on how to manage a more diverse workforce and how to attract, retain and promote female talent. These training programmes, for both men and women, can be relevant for shaping an environment within the broader employee base for women to successfully lead. In addition, many companies have formal mentoring schemes for women seeking leadership positions, although they also find that high-potential women lack the sponsorship and tailored training needed to move into the executive ranks. A repositioning of human resources directors beyond a focus on systems and administration to talent development and training can help address specific roadblocks for women, in addition to better overall talent management.

Responsibility beyond the office

Many companies have leveraged the opportunity to exercise external influence along the value chain, including diversity training for suppliers, distributors and partners and training to support women-owned businesses. External influence can also be exercised by ensuring gender neutrality in advertising, engaging girls and young women to display possible career paths and developing partnerships with gender parity-focused civil society and public sector initiatives.

It is important to emphasize that these interventions do not work as a checklist of actions that will each independently produce results. The right leadership context is critical. It must be accompanied by a holistic set of priorities and a long-term commitment, with a deep understanding of the corporate, industry, and cultural context, as well as the organizational culture and local policy environment. While some of these corporate practices may entail demanding adaptation in the short-term, in the long-term the subsequent expansion of opportunities for women has the potential to positively transform company performance. In fact, investing in such practices is even more critical in light of the current technological transformations of the Fourth Industrial Revolution and other demographic, geopolitical and socio-economic changes impacting business models, as diversity will become essential to fostering innovation and managing change.

Appendix G: Public-Private Cooperation for Gender Equality

Despite the growing interest in gender parity issues, initiatives focused on building public-private collaborations with a specific industry or country/regional focus are scarce. Analyses of local barriers to female economic participation, constructive dialogues, shared objectives and unified action between the public and private sectors are rare—if non-existent—in many countries. Given that government policies and leadership together with company action across talent pipelines, corporate cultures and accountability structures are all critical, the lack of infrastructure to facilitate public-private collaboration remains a major obstacle preventing accelerated progress. Similarly, an ongoing scarcity of intra- and cross-industry collaborations is denying companies the benefits of shared learning and best practices and opportunities to pursue shared goals and initiatives.

To help meet this need for collaboration on economic gender parity the World Economic Forum and its constituents launched the Gender Parity Task Force model. This model supports the analysis of gender gaps in the local workforce and the development and implementation of shared strategies to narrow these gaps. In 2012, three pilot task forces were launched in Mexico, Japan and Turkey, and a fourth in Korea, Rep. in 2014, and have sought to enable interactions among businesses and between business and government and serve as a neutral platform for dialogue and the launching, sharing and accelerating of new or existing initiatives on a range of employment issues. Such issues include hiring, retention and promotion, wage inequality, workplace culture, national and corporate policies around parental leave, and the integration of women-owned businesses along corporate value chains. The governance structure of the Gender Parity Task Force model is designed to encourage the co-leadership of activity by public and private sector leaders, supported by a working group of actors with the capacity to implement and help design new initiatives, such as heads of human resources and strategy and senior civil servants.

Given its ability to generate a focus on gender parity within the workforces of large companies, the task force model is well suited to those countries with relatively high rates of female educational attainment and a clear economic rationale for women's economic integration. The four pilot task force countries were selected based on their desire to take action coupled with their relatively low levels of economic participation, which gave them substantial potential to make progress through workplace and care economy focused solutions. Across all four of these countries the Gender Parity Task Forces have made a significant positive impact, proving successful at engaging businesses and encouraging them to collaborate

on gender issues, building knowledge of the practices that can advance female economic participation and providing a platform for public-private dialogue. The Forum is now exploring options to scale this model with multilateral development agencies, including regional development banks and governments and national organizations wishing to use this model to pursue country-level action. As a first step, in 2016, the World Economic Forum and the Inter-American Development Bank (IDB) have established a new Gender Parity Task Force in Chile.

Reference

World Economic Forum, *Closing the Economic Gender Gap: Learning from the Gender Parity Task Forces*, 2016.

Part 2

Country Profiles

List of Countries

| Country | Page | Country | Page | Country | Page |
|-------------------------|------|--------------------|------|----------------------|------|
| Albania | 80 | Gambia, The | 176 | Netherlands | 272 |
| Algeria | 82 | Georgia | 178 | New Zealand | 274 |
| Angola | 84 | Germany | 180 | Nicaragua | 276 |
| Argentina | 86 | Ghana | 182 | Nigeria | 278 |
| Armenia | 88 | Greece | 184 | Norway | 280 |
| Australia | 90 | Guatemala | 186 | Oman | 282 |
| Austria | 92 | Guinea | 188 | Pakistan | 284 |
| Azerbaijan | 94 | Honduras | 190 | Panama | 286 |
| Bahamas | 96 | Hungary | 192 | Paraguay | 288 |
| Bahrain | 98 | Iceland | 194 | Peru | 290 |
| Bangladesh | 100 | India | 196 | Philippines | 292 |
| Barbados | 102 | Indonesia | 198 | Poland | 294 |
| Belarus | 104 | Iran, Islamic Rep. | 200 | Portugal | 296 |
| Belgium | 106 | Ireland | 202 | Qatar | 298 |
| Belize | 108 | Israel | 204 | Romania | 300 |
| Benin | 110 | Italy | 206 | Russian Federation | 302 |
| Bhutan | 112 | Jamaica | 208 | Rwanda | 304 |
| Bolivia | 114 | Japan | 210 | Saudi Arabia | 306 |
| Bosnia and Herzegovina* | 116 | Jordan | 212 | Senegal | 308 |
| Botswana | 118 | Kazakhstan | 214 | Serbia | 310 |
| Brazil | 120 | Kenya | 216 | Singapore | 312 |
| Brunei Darussalam | 122 | Korea, Rep. | 218 | Slovak Republic | 314 |
| Bulgaria | 124 | Kuwait | 220 | Slovenia | 316 |
| Burkina Faso | 126 | Kyrgyz Republic | 222 | South Africa | 318 |
| Burundi | 128 | Lao PDR | 224 | Spain | 320 |
| Cambodia | 130 | Latvia | 226 | Sri Lanka | 322 |
| Cameroon | 132 | Lebanon | 228 | Suriname | 324 |
| Canada | 134 | Lesotho | 230 | Swaziland | 326 |
| Cape Verde | 136 | Liberia | 232 | Sweden | 328 |
| Chad | 138 | Lithuania | 234 | Switzerland | 330 |
| Chile | 140 | Luxembourg | 236 | Syria | 332 |
| China | 142 | Macedonia, FYR | 238 | Tajikistan | 334 |
| Colombia | 144 | Madagascar | 240 | Tanzania | 336 |
| Costa Rica | 146 | Malawi | 242 | Thailand | 338 |
| Côte d'Ivoire | 148 | Malaysia | 244 | Timor-Leste* | 340 |
| Croatia | 150 | Maldives | 246 | Trinidad and Tobago | 342 |
| Cuba | 152 | Mali | 248 | Tunisia | 344 |
| Cyprus | 154 | Malta | 250 | Turkey | 346 |
| Czech Republic | 156 | Mauritania | 252 | Uganda | 348 |
| Denmark | 158 | Mauritius | 254 | Ukraine | 350 |
| Dominican Republic | 160 | Mexico | 256 | United Arab Emirates | 352 |
| Ecuador | 162 | Moldova | 258 | United Kingdom | 354 |
| Egypt | 164 | Mongolia | 260 | United States | 356 |
| El Salvador | 166 | Montenegro | 262 | Uruguay | 358 |
| Estonia | 168 | Morocco | 264 | Venezuela | 360 |
| Ethiopia | 170 | Mozambique | 266 | Vietnam | 362 |
| Finland | 172 | Namibia | 268 | Yemen | 364 |
| France | 174 | Nepal | 270 | Zimbabwe | 366 |

* New countries

User's Guide: How Country Profiles Work

Country Profiles: Page 1

The first page of each Country Profile displays overall results on the Global Gender Gap Index; key demographic and economic indicators; details of each of the 14 indicators that are used to build the Global Gender Gap Index; and country results relative to this year's 144-country sample average.

1 Global Gender Gap Index Rank and Score

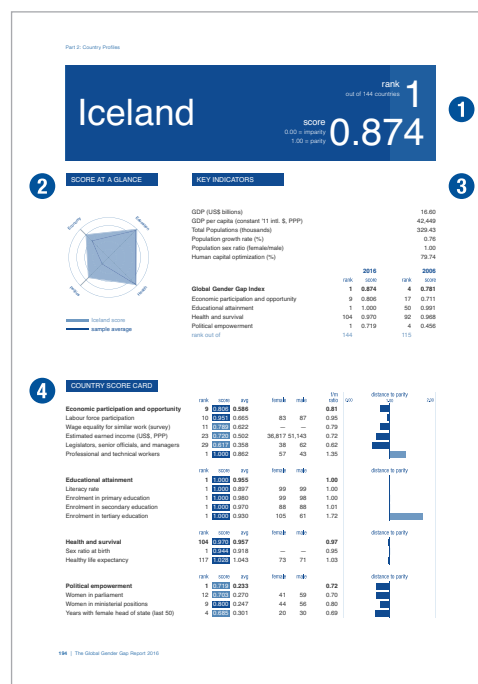
The country's overall performance on the Global Gender Gap Index on a 0-to-1 scale and its rank out of 144 countries. Note that the light blue shade on the right-hand side of the blue headline bar is a visual representation of the remaining gender gap for that country.

2 Score at a Glance

The chart at the top left-hand side compares the country's score for each of the four subindexes of the *Global Gender Gap Report 2016* with the average score weighted by population across all 144 countries. The centre of the chart corresponds to the lowest possible score (0), while the perimeter of the chart corresponds to the highest possible score (1), or parity. 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.

3 Key Indicators

This section provides economic and demographic headline indicators for each country. It also compares the country's performance on this year's Index 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.



- GDP (constant 2005 US\$ billions):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2015 or latest available data (accessed September 2016). Dollar figures for GDP are converted from domestic currencies using 2005 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.
- GDP per capita, PPP (constant 2011 international dollars):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2015 or latest available data (accessed September 2016). 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.

- Total population (thousands of inhabitants):** Source is United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision* (accessed September 2016). People of all ages living in the country as of July 2016, 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).
- Population growth rate (annual percentage):** Source is United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision* (accessed September 2016). Annual population growth rate is the increase in a country's population during a period of time, usually one year, 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.
- Population sex ratio (female/male):** Source is the United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision* (accessed September 2016). The female-to-male population sex ratio is the number of females per 1,000 males in the population of a society.
- Human capital optimization (%):** Source is the World Economic Forum's *Human Capital Report 2016*. A country's overall score on the World Economic Forum's 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 human capital potential.

4 Country Score Card

This section provides an overview of each country's ranks and scores on the four subindexes of the *Global Gender Gap Report 2016*, 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 144 countries); column four displays the female value; column five displays the male value; and, finally, column six displays the female-to-male ratio. In addition, country scores are highlighted by a colour scale—ranging in 20% intervals from dark grey (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 (for more details, please refer to the methodology section in Part 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. In the case of countries where women surpass men on specific indicators, the reader can refer to the exact female and male values as well as the female-to-male ratio to understand the magnitude of the female advantage.

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. Finally, 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.

The female and male values are displayed without decimals in order to facilitate reading. For example, the values for Women in parliament and Women in ministerial positions are on a scale of 0 to 100, and the value of Years with a female head of state is on a scale of 0 to 50. Due to rounding, data that represents less than six months is displayed as zero, although it is fully considered in the calculation of the Index. The reader can refer to the female-over-male ratio in order to see specific values.

Economic Participation and Opportunity Subindex

- Female, male labour force participation rate, age 15-64 (%):** Source is the International Labour Organization's (ILO) *Key Indicators of the Labour Market (KILM) database, 9th edition, 2015* or latest available data (accessed September 2016). 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.
- Wage equality between women and men for similar work:** Source is the World Economic Forum's *Executive Opinion Survey, 2015-16*. 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.

- **Female, male estimated earned income (US\$, PPP):** Calculated using the methodology of the United Nations Development Programme (UNDP)'s *Human Development Report 2007/2008*. Data used to calculate this indicator includes: world population by country, GDP PPP (current international \$), labour force participation rate, and mean nominal monthly earnings of employees by economic activity. Where possible, mean nominal monthly earnings do not include the agriculture economic activity estimates. Otherwise, earnings across all economic sectors were used. The substitution is possible because agricultural activity is often not reported or underreported. For purposes of calculating its index, the UNDP caps the estimated earned income at US\$ 75,000 PPP. The same methodology has been used in this *Report*. See Appendix D for further details.
- **Female, male legislators, senior officials and managers (%):** Corresponds to the Major Group 1 of the International Standard Classification of Occupations (ISCO-08).¹ Source is the ILO, *ILOSTAT database, Employment by occupation, 2015*, or latest available data (accessed September 2016).
- **Female, male professional and technical workers (%):** Corresponds to the sum of Major Groups 2 and 3 of the International Standard Classification of Occupations (ISCO-08). Source is the ILO, *ILOSTAT database, Employment by occupation, 2015*, or latest available data (accessed September 2016).

Educational Attainment Subindex

- **Female, male literacy rate (%):** Percentage of population aged 15 years and over who can both read and write and understand a short simple statement on his/her everyday life. Source is UNESCO Institute for Statistics, *Education Indicators, 2015*, or latest data available (accessed September 2016). When not available, data is sourced from United Nations Development Programme, *Human Development Reports 2009*, the most recent year available between 1997 and 2007.
- **Female, male net primary education enrolment rate (%):** Total number of students in the theoretical age group for primary education enrolled in that level, expressed as a percentage of the total population in that age group. The source is UNESCO, Institute for Statistics, *Education Indicators, 2015* or latest available data (accessed September 2016).

- **Female, male net secondary education enrolment rate (%):** Total number of pupils or students in the theoretical age group for secondary education enrolled in that level, expressed as a percentage of the total population in that age group. In instances where this figure was not available, a substitution was made through the percentage of female and male students adjusted for the natural difference in the size of female and male population cohorts. The source is UNESCO, Institute for Statistics, *Education Indicators, 2015* or latest available data (accessed September 2016).
- **Female, male tertiary gross enrolment ratio (%):** Total enrolment in tertiary education, regardless of age, expressed as a percentage of the population of the five-year age group starting from the official secondary school graduation age. 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. The source is UNESCO, Institute for Statistics, *Education Indicators, 2015* or latest available data (accessed September 2016).

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. Source is the United States Central Intelligence Agency's *The CIA World Factbook*, data updated weekly, 2016 (accessed September 2016).
- **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 is the World Health Organisation's *Global Health Observatory database*, data from 2013 (accessed September 2016).

Political Empowerment Subindex

- **Women in parliament (%):** Percentage of women in the lower or single house. Source is the Inter-Parliamentary Union, *Women in National Parliaments*. Data reflects information provided by National Parliaments by 1 September 2016.
- **Women in ministerial positions (%):** Percentage of women holding ministerial portfolios. Some overlap between ministers and heads of state that also hold a ministerial portfolio may occur. Source is the Inter-Parliamentary Union, *Women in Politics 2015*, reflecting appointments up to 1 January 2015. Data is updated every two years.

• **Years with female head of state (last 50 years):**

The abbreviation “female head of state” is used to describe an elected female head of state or head of government. Source is World Economic Forum, calculations as of 30 June 2016.

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*.

Country Profiles: Page 2

The second page of each Country Profile displays each country’s position on the overall Index relative to the spread and population weighted average of all countries. In addition, this page provides more than 70 selected contextual indicators for each country, highlighting a wide range of factors of relevance to closing global gender gaps.

5 Distribution of Countries by Score

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.

6 Selected Contextual Data

The final section compiles a selection of data that provides a more comprehensive overview of the country’s gender gap, and includes social and policy indicators. 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; Access to technology; Political leadership; Family; Care; Education and skills; 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. Indicators not following this structure are clearly highlighted and explained further by superscripted notes at the bottom of each country profile.

Workforce participation

- **Law mandates non-discrimination in hiring women:** Source is the World Bank’s *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).



- **Female, male youth not in employment or education (%):** Proportion of people age 15–24 not in employment and not in education or training. Source: *ILOSTAT, Youth, Share of youth not in employment and not in education*, data from 2015 or latest available (accessed September 2016).
- **Adult unemployment (as % of female, male labour force):** Unemployment refers to the share of the labour force that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country. Source: *ILOSTAT, Unemployment rate by sex and age*, data from 2015 or latest available (accessed September 2016).
- **Female, male discouraged job seekers (%):** Source is *ILOSTAT, Discouraged job-seekers by sex and age*, data from 2015 or latest available (accessed September 2016). 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).
- **Workers in informal employment (as % of total female, male employment):** Source is *ILOSTAT, Share of informal employment in non-agricultural employment*, data from 2015 or latest available (accessed September 2016). Excludes employment in agriculture, hunting, forestry and fishing activities.

- **Labour force participation among those with advanced degrees (%):** Source is *ILOSTAT, Labour force participation rate by sex and education*, data from 2015 or latest available (accessed September 2016).
- **Part-time employment (as % of total female, male employment):** Source is *ILOSTAT, Incidence of part-time employment by sex*, data from 2015 or latest available (accessed September 2016). Part-time employment refers to regular employment in which working time is substantially less than normal. Definitions of part-time employment differ by country.
- **Contributing family workers (as % of female, male labour force):** Source is *ILOSTAT, Employment by sex and status in employment*, data from 2015 or latest available (accessed September 2016). A contributing family worker is 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.
- **Own-account workers (as % of female, male labour force):** Source is *ILOSTAT, Employment by sex and status in employment*, data from 2015 or latest available (accessed September 2016). Own-account workers refer to those self-employed who do not hire paid employees on a continuous basis but may have assistance from contributing family workers (unpaid employed who usually live in same household and are related to family members).
- **Average minutes spent on work per day (female, male) and Proportion of work spent on unpaid work per day (female, male):** Source is the OECD's *Database on Gender Equality*, 2014, or latest available data (accessed September 2016). Measures 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.
- **Ability of women to rise to positions of leadership:** Source is the World Economic Forum's *Executive Opinion Survey 2015-16*. The survey question is as follows: "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)".
- **Share of women on boards of listed companies (%):** Source is the OECD *iLibrary* online database, 2015 (accessed September 2016). 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.
- **Firms with female participation in ownership (% of firms):** Source is the World Bank's *World Development Indicators* database, 2015 or latest available data (accessed September 2016). Measures the percentage of firms with a woman among the principal owners.
- **Firms with female top managers (% of firms):** Source is the World Bank's *World Development Indicators* database, 2015 or latest available data (accessed September 2016). 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.
- **Percentage of total R&D personnel (FTE, female, male):** Source is UNESCO, *Institute for Statistics* database, 2014 or latest available data (accessed September 2016). 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.

Access to assets

- **Percentage of women/men with an account at a financial institution (% aged over 15):** Source is the World Bank's *Global Financial Inclusion Database* (accessed September 2016). 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.

Economic leadership

- **Law mandates equal pay:** Source is the World Bank's *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).

- **Women's access to financial services:** Source is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016). Refers to whether women and men have equal access to financial services. The numbers are on a 0-to-1 scale, where 0 is the worst possible score and 1 the best possible score. The scale has been inverted to avoid confusion with the data structure elsewhere in the *Report*.
- **Inheritance rights for daughters:** Source is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016). Refers to whether daughters and sons have equal inheritance rights. The numbers are on a 0-to-1 scale, where 0 is the worst possible score and 1 the best possible score. The scale has been inverted to avoid confusion with the data structure elsewhere in the *Report*.
- **Women's secure access to land use, control and ownership, Women's access to financial services, and Women's secure access to non-land assets use, control and ownership:** Source is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016). Refers to whether women and men have equal and secure access to land use, control and ownership; whether women and men have equal access to financial services; and whether women and men have equal and secure access to non-land assets use, control and ownership. The numbers are on a 0-to-1 scale, where 0 is the worst possible score and 1 the best possible score. The scale has been inverted to avoid confusion with the data structure elsewhere in the *Report*.

Access to technology

- **Percentage of individuals using the internet (female, male):** Source is the International Telecommunication Union's *ICT Indicators* database, 2015 or latest available data (accessed September 2016). Refers to the proportion of individuals who used the internet from any location in the last three months.
- **Percentage of individuals using a mobile phone (female, male):** Source is the Telecommunication Union's *ICT Indicators* database, previously unpublished data, 2013 or latest available data (received on July 2015). Measures the proportion of individuals who used a mobile telephone in the last three months.

Political leadership

- **Year women received right to vote and Years since any women received voting rights:** Source is the United Nations Development Programme's *Human Development Report 2009*. Refers 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.
- **Number of female heads of state to date:** Source is World Economic Forum calculations as of 30 June 2016.
- **Quota for women on candidate lists in national elections, Quota for women on candidate lists in local elections, and Voluntary political party quotas:** Sources are the International Institute for Democracy and Electoral Assistance, Stockholm University and the Inter-Parliamentary Union, *Quota Project, Global Database of Quotas for Women* (accessed September 2016), www.quotaproject.org.
- **Seats held in upper house (%):** Percentage of women in the upper house or first chamber of parliament, where applicable. Source is the Inter-Parliamentary Union, *Women in National Parliaments*. Data reflects information provided by National Parliaments by 1 September 2016.

Family

- **Average length of single life (years) (female, male):** Source is the United Nations Statistics Division, *Statistics and Indicators on Women and Men in Families*, 2013 or latest available data (accessed September 2016). 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.
- **Proportion of women and men married by age 25 (%):** Source is the United Nations, Department of Economic and Social Affairs, Population Division, *World Marriage Data 2015* (accessed September 2016).
- **Mean age of women at birth of first child (years):** Source is the OECD's *Family Database, The Structure of Families: Fertility Indicators*, 2012 or latest available data (accessed September 2016). 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.

- **Average number of children per woman:** Source is the World Health Organization's *Global Health Observatory, World Health Statistics, Demographic and Socioeconomic Statistics* database, 2013 or latest available (accessed September 2016). 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.
- **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 is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016).
- **Potential support ratio (%):** Ratio of people living in the country aged 15 to 64 as a percentage of the population aged 65 and above, as of July 2015. Source is United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision* (accessed September 2016).
- **Total dependency ratio (%):** 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 2015. Source is United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2015 Revision* (accessed September 2016).
- **Parity of parental rights in marriage and Parity of parental rights after divorce:** Source is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016). Refers to legal guardianship of a child during marriage and to custody rights over a child after divorce. The numbers are on a 0-to-1 scale, where 0 is the worst possible score and 1 the best possible score. The scale has been inverted to avoid confusion with the data structure elsewhere in the *Report*.
- **Length of maternity / paternity leave (days), Wages paid during maternity / paternity leave and Provider of maternity / paternity leave benefits:** Source is the World Bank's *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).
- **Government supports or provides childcare:** Source is the World Bank's *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).
- **Government provides child allowance to parents:** Source is the World Bank's *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).

Education and skills

- **Out-of-school children of primary school age (female, male) (%):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Measures the male and female share of the total number of out-of-school children of primary school age.
- **Female, male primary education attainment rate (% aged over 25):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Percentage of the population with at least a primary education (ISCED 1).² Data is cumulative, which means that those with secondary education and above are counted in the figures.
- **Out-of-school youth of upper secondary school age (female, male) (%):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Measures the male and female share of the total number of out-of-school youth of upper secondary school age.
- **Female, male secondary education attainment rate (% aged over 25):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Percentage of the population 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.
- **Female, male tertiary education attainment rate (% aged over 25):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Percentage of the population with a tertiary education (ISCED 5-8).

Care

- **Length of parental leave (days) and Provider of parental leave benefits:** Source is the World Bank's *Women, Business and the Law 2016: Getting to Equal* dataset (accessed September 2016).

- **Percentage of PhD graduates (female, male):** Source is UNESCO's *Institute for Statistics* database, 2015 or latest available data (accessed September 2016). Measures the percentage of female and male graduates from tertiary (ISCED 8) doctoral or equivalent level programmes, expressed as a percentage of total graduates from the same ISCED-level programmes. A graduate is a person who, during the reference academic year, has successfully completed an education programme.
- **Percentage of tertiary-level graduates in STEM studies (female, male):** Source is UNESCO's *Institute for Statistics* database (accessed September 2016). Measures the percentage of female and male graduates in ISCED 5-8 programmes from Science, Engineering, Manufacturing and Construction (% of total number of graduates).
- **Skill diversity:** Calculated as a Herfindahl-Hirschman Index (HHI) of concentration of recent graduates among the nine broad fields of study recognized by UNESCO's International Standard Classification of Education (ISCED-97). A perfectly equal distribution of graduates among disciplines would result in a normalized HHI value of 0.111, while a complete concentration of graduates in just one discipline would result in an HHI value of one. For further details see, for example, http://www.wikipedia.org/wiki/Herfindahl_index (accessed May 2016).
- **Cancer age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures age-standardized death rate per 100,000 population for malignant neoplasms including mouth and oropharynx cancer, oesophagus cancer, stomach cancer, colon and rectum cancer, liver cancer, pancreas cancer, trachea, bronchus and lung cancers, melanoma and skin cancer, breast cancer, cervix uteri cancer, corpus uteri cancer, ovary cancer, prostate cancer, bladder cancer, lymphomas and multiple myeloma, leukaemia and other malignant neoplasms.
- **Diabetes age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures age-standardized death rate per 100,000 population for diabetes mellitus.
- **Chronic respiratory disease age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures age-standardized death rate per 100,000 population for chronic respiratory disease, including chronic obstructive pulmonary disease and asthma.

Health

- **Malnutrition prevalence, weight for age (female, male) (% of children under 5):** Source is the World Bank's *World Development Indicators* database, 2015 or latest available data (accessed September 2016). Measures the prevalence of child malnutrition in the percentage of children under age five whose weight for age is more than two standard deviations below the median for the international reference population aged 0–59 months. Data is based on the WHO's child growth standards released in 2006.
- **Cardiovascular disease, age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures the age-standardized death rates per 100,000 population for cardiovascular diseases, including rheumatic heart disease, hypertensive heart disease, ischaemic heart disease, stroke, cardiomyopathy, myocarditis and endocarditis.
- **HIV/AIDS age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures age-standardized death rate per 100,000 population for HIV/AIDS.
- **Deaths by suicide per 100,000 (female, male):** Source is the World Health Organization's *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000–2012* database (accessed September 2016). Measures age-standardized death rate per 100,000 population for suicide.

- **Maternal mortality ratio (per 100,000 live births):**

Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2013* database (accessed September 2016). 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.

- **Existence of legislation on domestic violence:**

Source is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016). Refers to whether the legal framework offers women legal protection from domestic violence. The numbers are on a 0-to-1 scale, where 0 is the worst possible score and 1 the best possible score. The scale has been inverted to avoid confusion with the data structure elsewhere in the *Report*.

- **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 is the OECD's *Gender, Institutions and Development Database 2015 (GID-DB)* (accessed September 2016).

- **Law permits abortion to preserve a woman's physical health:** Source is the United Nations, Department of Economic and Social Affairs, Population Division, *World Abortion Policies 2013* database (accessed September 2016).

- **Births attended by skilled health personnel (%):**

Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2015* or latest available data (accessed September 2016). Measures the percentage of live births attended by skilled health personnel in a given period of time.

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

Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2015* or latest available data (accessed September 2016). 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 once during pregnancy.

Notes

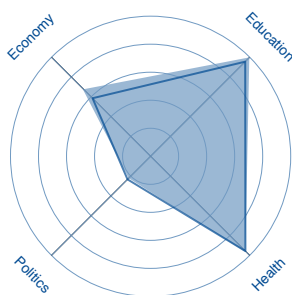
- 1 International Standard Classification of Occupations (ISCO), www.ilo.org/public/english/bureau/stat/isco/
- 2 International Standard Classification of Education (ISCED), www.uis.unesco.org/Education/Documents/isced-2011-en.pdf

Albania

rank out of 144 countries **62**

score **0.704**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Albania score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 11.46 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,397 |
| Total population (thousands) | 2,896.68 |
| Population growth rate (%) | 0.26 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 68.23 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 73 | score 0.668 |
| Educational attainment | rank 88 | score 0.986 |
| Health and survival | rank 141 | score 0.947 |
| Political empowerment | rank 53 | score 0.214 |
| rank out of | 144 | |

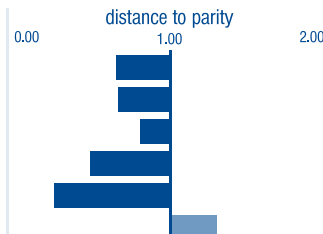
| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 62 | 0.704 | 61 | 0.661 |
| 73 | 0.668 | 38 | 0.661 |
| 88 | 0.986 | 58 | 0.989 |
| 141 | 0.947 | 110 | 0.955 |
| 53 | 0.214 | 105 | 0.038 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 73 | 0.668 | 0.586 |
| Labour force participation | 98 | 0.678 | 0.665 |
| Wage equality for similar work (survey) | 3 | 0.825 | 0.622 |
| Estimated earned income (US\$, PPP) | 101 | 0.509 | 0.502 |
| Legislators, senior officials, and managers | 93 | 0.290 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

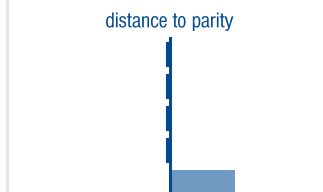
| | female | male | f/m ratio |
|---|--------|--------|-------------|
| Economic participation and opportunity | | | 0.67 |
| Labour force participation | 47 | 70 | 0.68 |
| Wage equality for similar work (survey) | — | — | 0.83 |
| Estimated earned income (US\$, PPP) | 7,515 | 14,759 | 0.51 |
| Legislators, senior officials, and managers | 22 | 78 | 0.29 |
| Professional and technical workers | 56 | 44 | 1.29 |



Educational attainment

| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 88 | 0.986 | 0.955 |
| Literacy rate | 77 | 0.984 | 0.897 |
| Enrolment in primary education | 98 | 0.986 | 0.980 |
| Enrolment in secondary education | 105 | 0.983 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| | female | male | f/m ratio |
|----------------------------------|--------|------|-------------|
| Educational attainment | | | 0.99 |
| Literacy rate | 97 | 98 | 0.98 |
| Enrolment in primary education | 95 | 96 | 0.99 |
| Enrolment in secondary education | 85 | 86 | 0.98 |
| Enrolment in tertiary education | 74 | 52 | 1.41 |



Health and survival

| | rank | score | avg |
|----------------------------|------------|--------------|--------------|
| Health and survival | 141 | 0.947 | 0.957 |
| Sex ratio at birth | 139 | 0.909 | 0.918 |
| Healthy life expectancy | 108 | 1.031 | 1.043 |

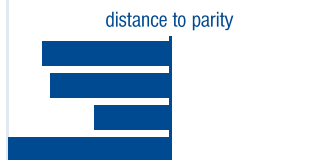
| | female | male | f/m ratio |
|----------------------------|--------|------|-------------|
| Health and survival | | | 0.95 |
| Sex ratio at birth | — | — | 0.91 |
| Healthy life expectancy | 66 | 64 | 1.03 |



Political empowerment

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Political empowerment | 53 | 0.214 | 0.233 |
| Women in parliament | 69 | 0.261 | 0.269 |
| Women in ministerial positions | 16 | 0.538 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | female | male | f/m ratio |
|---|--------|------|-------------|
| Political empowerment | | | 0.21 |
| Women in parliament | 21 | 79 | 0.26 |
| Women in ministerial positions | 35 | 65 | 0.54 |
| Years with female head of state (last 50) | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.704 / 62

ALB

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 25 | 29 | 0.86 |
| Youth not in employment or education | 32 | 29 | 1.09 | Proportion married by age 25 | 37 | 10 | 3.83 |
| Unemployed adults | 12 | 15 | 0.78 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 56 | 44 | 1.30 | Average number of children per woman | | | 2 |
| Workers in informal employment | 33 | 49 | 0.67 | Women with unmet demand for family planning | | | 13 |
| Labour force participation among those with advanced degrees | 72 | 74 | 0.98 | Potential support ratio | | | 6 |
| Workers employed part-time | 27 | 18 | 1.52 | Total dependency ratio | | | 45 |
| Contributing family workers | 40 | 22 | 1.79 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 17 | 34 | 0.48 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 365 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 65 / | — | |
| Ability of women to rise to positions of leadership | | | *0.82 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 12.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 11.70 | Government provides child allowance to parents | | | yes |
| R&D personnel | 49 | 51 | 0.96 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 5 | 3 | 1.37 |
| Individuals with an account at a financial institution | 34 | 43 | 0.79 | Primary education attainment in adults | 94 | 97 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 19 | 18 | 1.10 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 44 | 46 | 0.96 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 12 | 13 | 0.92 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | 0 | 0 | 1.59 |
| | | | | STEM graduates | 13 | 23 | 0.57 |
| | | | | Skill diversity | 0.239 | 0.218 | *1.10 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 7 | 12 | 0.64 |
| | | | | Cardiovascular disease | 418 | 447 | #0.93 |
| | | | | Cancer | 105 | 143 | #0.74 |
| | | | | Diabetes | 7 | 6 | #1.16 |
| | | | | Chronic respiratory disease | 28 | 42 | #0.66 |
| | | | | HIV/AIDS | 0 | 0 | #1.00 |
| | | | | Suicide | 5 | 7 | #0.79 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †29 [16-46] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 31 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.3 |
| | | | | Antenatal care coverage, at least four visits | | | 66.8 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1920 | | | | |
| Years since any women received voting rights | | | 96 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | 30 | | | | |
| Quota for women on candidate lists in local elections | | | 30 | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

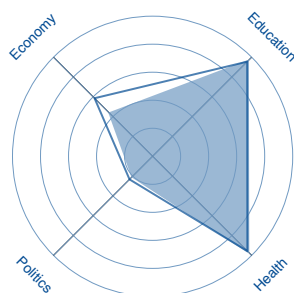
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Algeria

rank **120**
out of 144 countries

score **0.642**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Algeria score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 166.84 |
| GDP per capita (constant '11 intl. \$, PPP) | 13,823 |
| Total population (thousands) | 39,666.52 |
| Population growth rate (%) | 1.62 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 53.22 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 134 | 0.435 | 103 | 0.443 |
| Educational attainment | 104 | 0.962 | 84 | 0.944 |
| Health and survival | 127 | 0.966 | 78 | 0.971 |
| Political empowerment | 56 | 0.205 | 98 | 0.049 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 120 | 0.642 | 97 | 0.602 | |
| 134 | 0.435 | 103 | 0.443 | |
| 104 | 0.962 | 84 | 0.944 | |
| 127 | 0.966 | 78 | 0.971 | |
| 56 | 0.205 | 98 | 0.049 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 141 | 0.241 | 0.665 | 18 | 75 | 0.24 |
| Wage equality for similar work (survey) | 22 | 0.756 | 0.622 | — | — | 0.76 |
| Estimated earned income (US\$, PPP) | 140 | 0.181 | 0.502 | 4,338 | 23,926 | 0.18 |
| Legislators, senior officials, and managers | 116 | 0.110 | 0.358 | 10 | 90 | 0.11 |
| Professional and technical workers | 91 | 0.792 | 0.862 | 44 | 56 | 0.79 |

Educational attainment

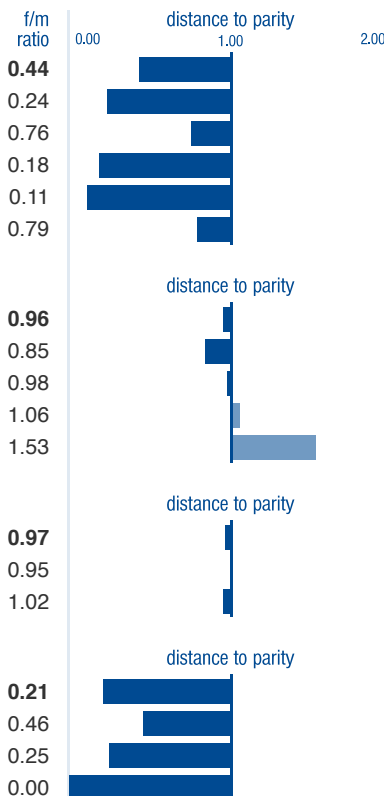
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 118 | 0.848 | 0.897 | 73 | 86 | 0.85 |
| Enrolment in primary education | 108 | 0.981 | 0.980 | 95 | 97 | 0.98 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 50 | 50 | 1.06 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 42 | 27 | 1.53 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 133 | 1.016 | 1.043 | 63 | 62 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 34 | 0.462 | 0.269 | 32 | 68 | 0.46 |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.642 / 120

DZA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|---------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 29 | 33 | 0.88 |
| Youth not in employment or education | 35 | 9 | 3.93 | Proportion married by age 25 | 22 | 2 | 11.18 |
| Unemployed adults | 15 | 5 | 2.76 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 10 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 11 |
| Workers employed part-time | 29 | 10 | 2.93 | Total dependency ratio | | | 53 |
| Contributing family workers | 2 | 2 | 1.01 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 20 | 24 | 0.82 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.67 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 15.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 33 | 67 | 0.50 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 2 | 2.00 |
| Individuals with an account at a financial institution | 40 | 61 | 0.66 | Primary education attainment in adults | 55 | 73 | 0.75 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | 23 | 28 | 0.81 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 24 | 34 | 0.69 |
| | | | | Skill diversity | 0.276 | 0.247 | *1.12 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 4 | 0.86 |
| | | | | Cardiovascular disease | 360 | 435 | #0.83 |
| | | | | Cancer | 78 | 84 | #0.93 |
| | | | | Diabetes | 59 | 76 | #0.77 |
| | | | | Chronic respiratory disease | 23 | 35 | #0.66 |
| | | | | HIV/AIDS | 4 | 2 | #2.15 |
| | | | | Suicide | 2 | 2 | #0.65 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †140 [82-244] |
| | | | | Existence of 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 | | | 96.6 |
| | | | | Antenatal care coverage, at least four visits | | | 67.3 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1962 | | | | |
| Years since any women received voting rights | | | 54 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | 50 | | | | |
| Quota for women on candidate lists in local elections | | | 35 | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | 5 | 95 | 0.05 | | | | |

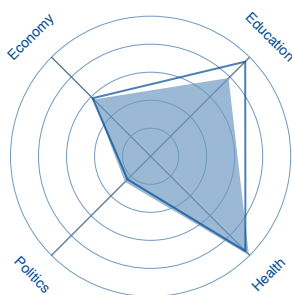
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Angola

rank **117**
out of 144 countries

score **0.643**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Angola score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 102.64 |
| GDP per capita (constant '11 intl. \$, PPP) | 6,937 |
| Total population (thousands) | 25,021.97 |
| Population growth rate (%) | 3.12 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | 2016 | 2006 | | |
|--|------------|-----------|--------------|--------------|
| rank | score | rank | score | |
| Global Gender Gap Index | 117 | 96 | 0.643 | 0.604 |
| Economic participation and opportunity | 120 | 69 | 0.565 | 0.587 |
| Educational attainment | 138 | 107 | 0.778 | 0.779 |
| Health and survival | 1 | 1 | 0.980 | 0.980 |
| Political empowerment | 40 | 81 | 0.251 | 0.070 |
| rank out of | 144 | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 120 | 0.565 | 0.586 | | | 0.57 |
| Labour force participation | 77 | 0.782 | 0.665 | 61 | 78 | 0.78 |
| Wage equality for similar work (survey) | 135 | 0.404 | 0.622 | — | — | 0.40 |
| Estimated earned income (US\$, PPP) | 74 | 0.594 | 0.502 | 5,188 | 8,736 | 0.59 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

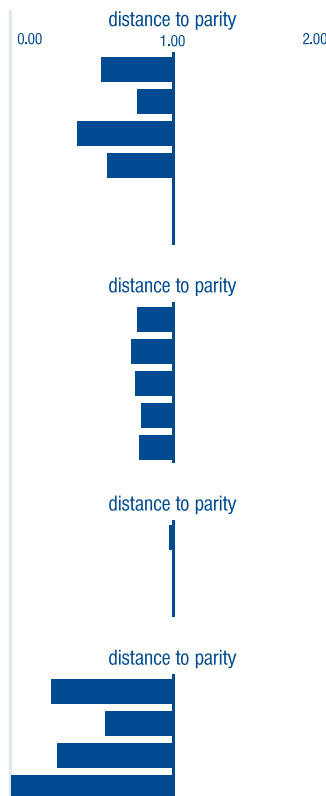
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------------|--------------|--------------|--------|------|-------------|
| Educational attainment | 138 | 0.778 | 0.955 | | | 0.78 |
| Literacy rate | 128 | 0.741 | 0.897 | 61 | 82 | 0.74 |
| Enrolment in primary education | 131 | 0.769 | 0.980 | 73 | 95 | 0.77 |
| Enrolment in secondary education | 132 | 0.812 | 0.970 | 11 | 14 | 0.81 |
| Enrolment in tertiary education | 109 | 0.801 | 0.930 | 9 | 11 | 0.80 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|----------------------------|----------|--------------|--------------|--------|------|-------------|
| Health and survival | 1 | 0.980 | 0.957 | | | 0.98 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 46 | 43 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|------|-------------|
| Political empowerment | 40 | 0.251 | 0.233 | | | 0.25 |
| Women in parliament | 21 | 0.583 | 0.269 | 37 | 63 | 0.58 |
| Women in ministerial positions | 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.643 / 117

AGO

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 24 | 0.85 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 68 | 40 | 1.72 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 6 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 27 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 22 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 100 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 0 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 56.60 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 13.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | 28 | 72 | 0.39 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 27 | 5 | 5.32 |
| Individuals with an account at a financial institution | 22 | 36 | 0.62 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 84 | 77 | 1.09 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 7 | 14 | 0.48 |
| | | | | Skill diversity | 0.350 | 0.237 | *1.48 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 8 | 8 | 0.99 |
| | | | | Cardiovascular disease | 370 | 376 | #0.98 |
| | | | | Cancer | 86 | 98 | #0.88 |
| | | | | Diabetes | 44 | 40 | #1.12 |
| | | | | Chronic respiratory disease | 59 | 95 | #0.62 |
| | | | | HIV/AIDS | 103 | 83 | #1.24 |
| | | | | Suicide | 7 | 21 | #0.35 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †477 [221-988] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 78 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 46.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1975 | | | | |
| Years since any women received voting rights | | | 41 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

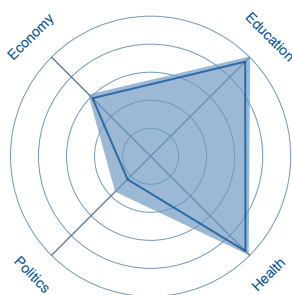
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Argentina

rank **33**
out of 144 countries

score **0.735**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Argentina score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 43,416.76 |
| Population growth rate (%) | 0.95 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 70.70 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 101 | 0.616 | 82 | 0.551 |
| Educational attainment | 54 | 0.995 | 29 | 0.997 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 22 | 0.350 | 23 | 0.204 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 33 | 0.735 | 41 | 0.683 | |
| 101 | 0.616 | 82 | 0.551 | |
| 54 | 0.995 | 29 | 0.997 | |
| 1 | 0.980 | 1 | 0.980 | |
| 22 | 0.350 | 23 | 0.204 | |
| rank out of | 144 | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Labour force participation | 94 | 0.688 | 0.665 | 56 | 82 | 0.69 |
| Wage equality for similar work (survey) | 126 | 0.511 | 0.622 | — | — | 0.51 |
| Estimated earned income (US\$, PPP) | — | — | 0.502 | — | — | — |
| Legislators, senior officials, and managers | 73 | 0.422 | 0.358 | 30 | 70 | 0.42 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 56 | 44 | 1.27 |

Educational attainment

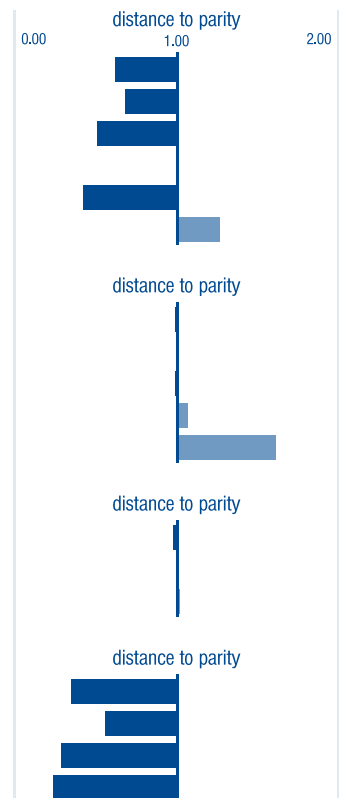
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 98 | 98 | 1.00 |
| Enrolment in primary education | 90 | 0.990 | 0.980 | 99 | 100 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 91 | 85 | 1.07 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 99 | 62 | 1.61 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 69 | 64 | 1.08 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 26 | 0.558 | 0.269 | 36 | 64 | 0.56 |
| Women in ministerial positions | 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| Years with female head of state (last 50) | 14 | 0.242 | 0.204 | 10 | 40 | 0.24 |



0.00 0.40

distribution of countries by score

1.00



0.735 / 33

ARG

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 25 | 27 | 0.93 |
| Youth not in employment or education | 24 | 14 | 1.79 | Proportion married by age 25 | 40 | 27 | 1.45 |
| Unemployed adults | 6 | 4 | 1.45 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 43 | 57 | 0.77 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 67 | 78 | 0.86 | Potential support ratio | | | 6 |
| Workers employed part-time | 41 | 17 | 2.50 | Total dependency ratio | | | 57 |
| Contributing family workers | 1 | 1 | 2.50 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 16 | 23 | 0.71 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 2 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.51 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 38.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 9.20 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 0 | 8.00 |
| Individuals with an account at a financial institution | 51 | 49 | 1.03 | Primary education attainment in adults | 89 | 91 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 6 | 17 | 0.37 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 44 | 40 | 1.09 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 9 | 23 | 0.41 |
| | | | | Skill diversity | 0.215 | 0.219 | *0.98 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 1 | 1 | 1.27 |
| | | | | Cardiovascular disease | 148 | 248 | #0.60 |
| | | | | Cancer | 109 | 167 | #0.66 |
| | | | | Diabetes | 14 | 22 | #0.66 |
| | | | | Chronic respiratory disease | 25 | 51 | #0.48 |
| | | | | HIV/AIDS | 4 | 14 | #0.27 |
| | | | | Suicide | 4 | 17 | #0.24 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †52 [44-63] |
| | | | | Existence of 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 | | | 99.7 |
| | | | | Antenatal care coverage, at least four visits | | | 89.8 |

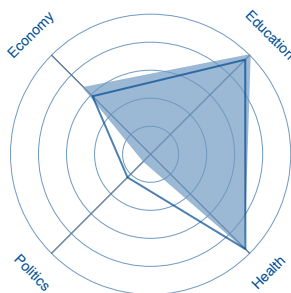
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Armenia

rank **102**
out of 144 countries

score **0.669**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Armenia score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 10.56 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,899 |
| Total population (thousands) | 3,017.71 |
| Population growth rate (%) | 0.14 |
| Population sex ratio (female/male) | 1.16 |
| Human capital optimization (%) | 75.39 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 69 | 0.671 | 24 | 0.721 |
| Educational attainment | 27 | 1.000 | 24 | 0.999 |
| Health and survival | 143 | 0.939 | 128 | 0.923 |
| Political empowerment | 125 | 0.068 | 125 | 0.017 |
| rank out of | 144 | | 128 | |

| | 2016 | | 2007 | |
|------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 102 | 0.669 | 71 | 0.665 | |
| 69 | 0.671 | 24 | 0.721 | |
| 27 | 1.000 | 24 | 0.999 | |
| 143 | 0.939 | 128 | 0.923 | |
| 125 | 0.068 | 125 | 0.017 | |
| 144 | | 128 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|--------|------|
| Labour force participation | 83 | 0.769 | 0.665 | 59 | 76 | 0.77 |
| Wage equality for similar work (survey) | 50 | 0.681 | 0.622 | — | — | 0.68 |
| Estimated earned income (US\$, PPP) | 96 | 0.526 | 0.502 | 5,689 | 10,823 | 0.53 |
| Legislators, senior officials, and managers | 62 | 0.463 | 0.358 | 32 | 68 | 0.46 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 64 | 36 | 1.79 |

Educational attainment

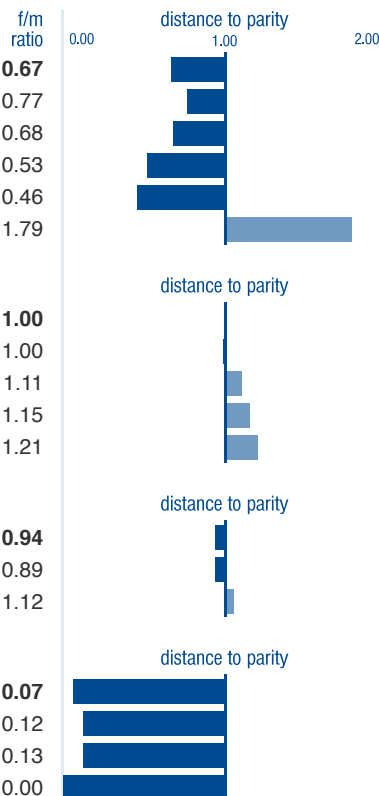
| | | | | | | |
|----------------------------------|----|-------|-------|-----|-----|------|
| Literacy rate | 52 | 0.999 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 89 | 80 | 1.11 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 91 | 79 | 1.15 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 48 | 40 | 1.21 |

Health and survival

| | | | | | | |
|-------------------------|-----|-------|-------|----|----|------|
| Sex ratio at birth | 143 | 0.885 | 0.918 | — | — | 0.89 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 59 | 1.12 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 117 | 0.120 | 0.269 | 11 | 89 | 0.12 |
| Women in ministerial positions | 103 | 0.125 | 0.238 | 11 | 89 | 0.13 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.669 / 102

ARM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 28 | 0.87 |
| Youth not in employment or education | 43 | 39 | 1.09 | Proportion married by age 25 | 41 | 14 | 3.06 |
| Unemployed adults | 15 | 12 | 1.30 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 71 | 29 | 2.49 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 14 |
| Labour force participation among those with advanced degrees | 70 | 87 | 0.81 | Potential support ratio | | | 7 |
| Workers employed part-time | 41 | 23 | 1.82 | Total dependency ratio | | | 41 |
| Contributing family workers | 11 | 4 | 2.38 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 32 | 37 | 0.87 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 140 / | 0 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.67 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 25.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 19.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 2 | 11 | 0.17 |
| Individuals with an account at a financial institution | 14 | 21 | 0.69 | Primary education attainment in adults | 99 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 16 | 30 | 0.53 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 90 | 90 | 1.00 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 24 | 25 | 0.97 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.49 |
| | | | | STEM graduates | 10 | 19 | 0.53 |
| | | | | Skill diversity | 0.234 | 0.167 | *1.40 |
| Access to technology | | | | | | | |
| Individuals using the internet | 53 | 57 | 0.94 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 5 | 0.67 |
| | | | | Cardiovascular disease | 368 | 607 | #0.61 |
| | | | | Cancer | 175 | 277 | #0.63 |
| | | | | Diabetes | 32 | 36 | #0.89 |
| | | | | Chronic respiratory disease | 27 | 65 | #0.41 |
| | | | | HIV/AIDS | 1 | 12 | #0.12 |
| | | | | Suicide | 1 | 5 | #0.18 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †25 [21-31] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 10 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.5 |
| | | | | Antenatal care coverage, at least four visits | | | 92.8 |

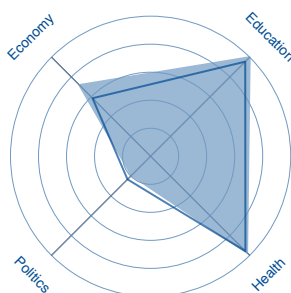
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Australia

rank out of 144 countries **46**

score **0.721**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Australia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 1,339.54 |
| GDP per capita (constant '11 intl. \$, PPP) | 43,655 |
| Total population (thousands) | 23,968.97 |
| Population growth rate (%) | 1.32 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 80.08 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 42 | 0.719 |
| Educational attainment | 1 | 1.000 |
| Health and survival | 72 | 0.974 |
| Political empowerment | 61 | 0.193 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 46 | 0.721 | 15 | 0.716 |
| 42 | 0.719 | 12 | 0.726 |
| 1 | 1.000 | 1 | 1.000 |
| 72 | 0.974 | 57 | 0.976 |
| 61 | 0.193 | 32 | 0.163 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 55 | 0.859 | 0.665 |
| Wage equality for similar work (survey) | 60 | 0.657 | 0.622 |
| Estimated earned income (US\$, PPP) | 57 | 0.627 | 0.502 |
| Legislators, senior officials, and managers | 36 | 0.568 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 42 | 0.719 | 0.586 | | | 0.72 |
| 55 | 0.859 | 0.665 | 71 | 82 | 0.86 |
| 60 | 0.657 | 0.622 | — | — | 0.66 |
| 57 | 0.627 | 0.502 | 35,414 | 56,452 | 0.63 |
| 36 | 0.568 | 0.358 | 36 | 64 | 0.57 |
| 1 | 1.000 | 0.862 | 54 | 46 | 1.16 |

Educational attainment

| | | | |
|----------------------------------|---|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 1.000 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.980 | 98 | 97 | 1.00 |
| 1 | 1.000 | 0.970 | 88 | 86 | 1.03 |
| 1 | 1.000 | 0.930 | 102 | 72 | 1.40 |

Health and survival

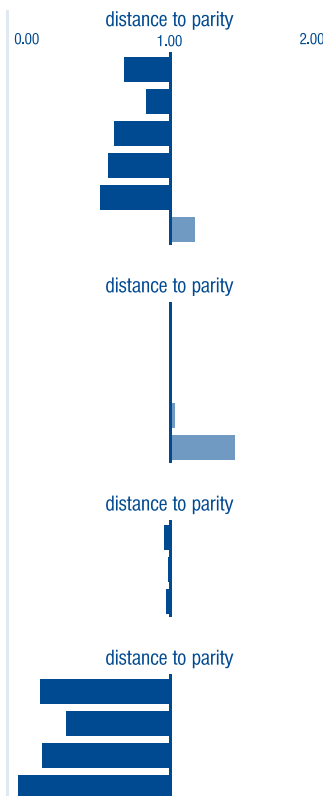
| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 87 | 1.042 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 72 | 0.974 | 0.957 | | | 0.97 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 87 | 1.042 | 1.043 | 74 | 71 | 1.04 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 50 | 0.364 | 0.269 |
| Women in ministerial positions | 75 | 0.208 | 0.238 |
| Years with female head of state (last 50) | 35 | 0.064 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 61 | 0.193 | 0.233 | | | 0.19 |
| 50 | 0.364 | 0.269 | 27 | 73 | 0.36 |
| 75 | 0.208 | 0.238 | 17 | 83 | 0.21 |
| 35 | 0.064 | 0.204 | 3 | 47 | 0.06 |



0.00 0.40

distribution of countries by score

1.00



0.721 / 46

AUS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 31 | 0.95 |
| Youth not in employment or education | 4 | 5 | 0.78 | Proportion married by age 25 | 10 | 4 | 2.19 |
| Unemployed adults | 5 | 4 | 1.08 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 49 | 51 | 0.95 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 88 | 0.89 | Potential support ratio | | | 4 |
| Workers employed part-time | 47 | 24 | 1.98 | Total dependency ratio | | | 51 |
| Contributing family workers | 0 | 0 | 1.29 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 9 | 0.66 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 483 | 476 | 1.02 | | | | |
| Proportion of unpaid work per day | 64 | 36 | 1.79 | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 126 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | — / — | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | — / — | | |
| Ability of women to rise to positions of leadership | | | *0.74 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 19 | 81 | 0.24 | Provider of maternity / paternity leave benefits | — / — | | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 3 | 0.87 |
| Individuals with an account at a financial institution | 99 | 99 | 1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 7 | 11 | 0.67 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 70 | 73 | 0.96 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 27 | 23 | 1.17 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.61 |
| | | | | STEM graduates | 8 | 26 | 0.31 |
| | | | | Skill diversity | 0.272 | 0.270 | *1.01 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 76 | 111 | #0.68 |
| Political leadership | female | male | value | Cancer | 91 | 136 | #0.67 |
| Year women received right to vote | | 1902, 1962 | | Diabetes | 8 | 12 | #0.66 |
| Years since any women received voting rights | | | 114 | Chronic respiratory disease | 18 | 28 | #0.65 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 0 | 1 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 16 | #0.32 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †6 [5-7] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 41 | 59 | 0.71 | Prevalence of gender violence in lifetime | | | 25 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.3 |
| | | | | Antenatal care coverage, at least four visits | | | 85 |

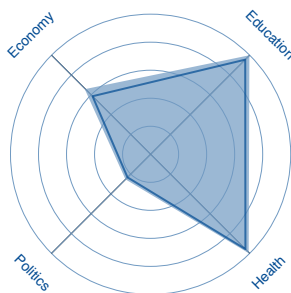
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Austria

rank **52**
out of 144 countries

score **0.716**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Austria score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 374.06 |
| GDP per capita (constant '11 intl. \$, PPP) | 43,893 |
| Total population (thousands) | 8,544.59 |
| Population growth rate (%) | 0.26 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 81.52 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 84 | score 0.650 |
| Educational attainment | rank 86 | score 0.987 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 41 | score 0.246 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|--|-----------|-----------|--------------|
| rank | score | rank | score |
| Global Gender Gap Index | 52 | 27 | 0.699 |
| Economic participation and opportunity | 84 | 81 | 0.553 |
| Educational attainment | 86 | 68 | 0.980 |
| Health and survival | 1 | 1 | 0.980 |
| Political empowerment | 41 | 14 | 0.282 |
| rank out of | 144 | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|--------------|-------|
| Labour force participation | 39 | 0.887 | 0.665 |
| Wage equality for similar work (survey) | 100 | 0.584 | 0.622 |
| Estimated earned income (US\$, PPP) | 95 | 0.526 | 0.502 |
| Legislators, senior officials, and managers | 72 | 0.422 | 0.358 |
| Professional and technical workers | 75 | 0.935 | 0.862 |

Educational attainment

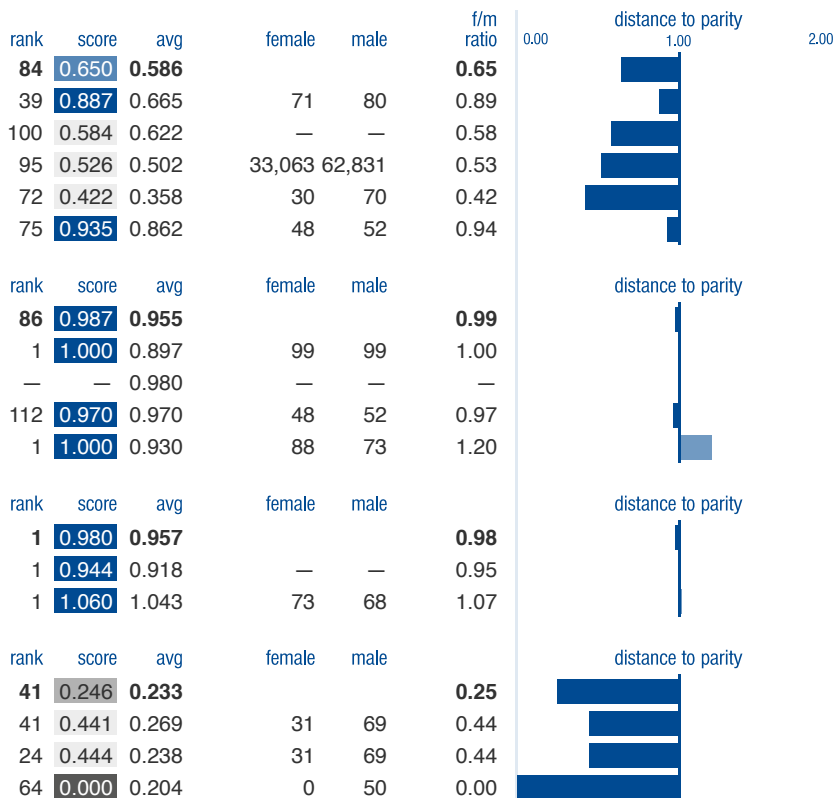
| | rank | score | avg |
|----------------------------------|------|--------------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 112 | 0.970 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|--------------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|--------------|-------|
| Women in parliament | 41 | 0.441 | 0.269 |
| Women in ministerial positions | 24 | 0.444 | 0.238 |
| Years with female head of state (last 50) | 64 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.716 / 52

AUT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 30 | 0.91 |
| Youth not in employment or education | 7 | 7 | 1.03 | Proportion married by age 25 | 26 | 13 | 1.98 |
| Unemployed adults | 5 | 5 | 0.86 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 76 | 1.03 | Potential support ratio | | | 4 |
| Workers employed part-time | 49 | 23 | 2.15 | Total dependency ratio | | | 49 |
| Contributing family workers | 2 | 2 | 1.15 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 7 | 0.83 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 518 | 500 | 1.04 | | | | |
| Proportion of unpaid work per day | 52 | 27 | 1.92 | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 112 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 18 | 82 | 0.22 | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 24 | 76 | 0.31 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | 97 | 96 | 1.01 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 72 | 85 | 0.84 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 11 | 13 | 0.85 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.58 |
| | | | | STEM graduates | 13 | 47 | 0.26 |
| | | | | Skill diversity | 0.184 | 0.239 | *0.77 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 80 | 88 | 0.90 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 119 | 178 | #0.67 |
| Political leadership | female | male | value | Cancer | 100 | 152 | #0.66 |
| Year women received right to vote | | | 1918 | Diabetes | 11 | 17 | #0.65 |
| Years since any women received voting rights | | | 98 | Chronic respiratory disease | 11 | 22 | #0.48 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 0 | 1 | #0.33 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 18 | #0.30 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †4 [3-5] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 30 | 70 | 0.42 | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.5 |
| | | | | Antenatal care coverage, at least four visits | | | — |

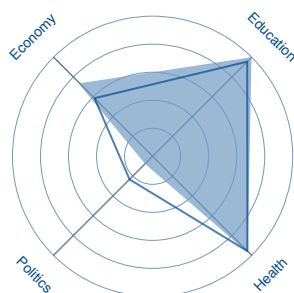
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Azerbaijan

rank **86**
out of 144 countries

score **0.684**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Azerbaijan score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 53.05 |
| GDP per capita (constant '11 intl. \$, PPP) | 16,695 |
| Total population (thousands) | 9,753.97 |
| Population growth rate (%) | 0.97 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 70.72 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 38 | score 0.728 |
| Educational attainment | rank 83 | score 0.988 |
| Health and survival | rank 138 | score 0.950 |
| Political empowerment | rank 124 | score 0.069 |
| rank out of | 144 | |

| | 2016 | | 2007 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 86 | 0.684 | 59 | 0.678 |
| Economic participation and opportunity | 38 | 0.728 | 19 | 0.732 |
| Educational attainment | 83 | 0.988 | 82 | 0.971 |
| Health and survival | 138 | 0.950 | 127 | 0.926 |
| Political empowerment | 124 | 0.069 | 85 | 0.083 |
| rank out of | 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 17 | 0.929 | 0.665 | 67 | 72 | 0.93 |
| Wage equality for similar work (survey) | 27 | 0.745 | 0.622 | — | — | 0.75 |
| Estimated earned income (US\$, PPP) | 102 | 0.509 | 0.502 | 11,831 | 23,260 | 0.51 |
| Legislators, senior officials, and managers | 48 | 0.528 | 0.358 | 35 | 65 | 0.53 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 59 | 41 | 1.43 |

Educational attainment

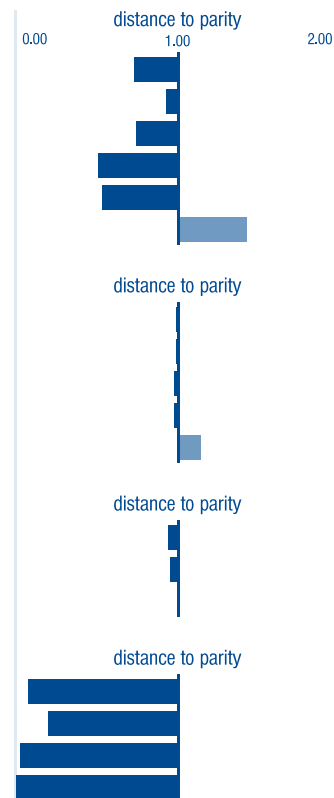
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 55 | 0.999 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 105 | 0.983 | 0.980 | 94 | 96 | 0.98 |
| Enrolment in secondary education | 106 | 0.982 | 0.970 | 87 | 89 | 0.98 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 25 | 22 | 1.14 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 140 | 0.901 | 0.918 | — | — | 0.90 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 65 | 61 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 92 | 0.204 | 0.269 | 17 | 83 | 0.20 |
| Women in ministerial positions | 138 | 0.026 | 0.238 | 3 | 98 | 0.03 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.684 / 86

AZE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 24 | 28 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 46 | 15 | 2.98 |
| Unemployed adults | 5 | 3 | 1.48 | Mean age of women at birth of their first child | | | 25 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 15 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 13 |
| Workers employed part-time | 7 | 3 | 2.10 | Total dependency ratio | | | 38 |
| Contributing family workers | 33 | 26 | 1.28 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 31 | 21 | 1.45 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,039 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 0 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.71 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 4.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 2.40 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 4 | 1.42 |
| Individuals with an account at a financial institution | 26 | 33 | 0.79 | Primary education attainment in adults | 98 | 99 | 0.99 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 4 | 1 | 3.15 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 85 | 92 | 0.93 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 13 | 19 | 0.66 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 32 | 0.40 |
| | | | | Skill diversity | 0.248 | 0.255 | ^0.97 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | 76 | 91 | 0.83 | Malnutrition of children under age 5 | 2 | 4 | 0.50 |
| | | | | Cardiovascular disease | 378 | 524 | #0.72 |
| Political leadership | female | male | value | Cancer | 89 | 145 | #0.61 |
| Year women received right to vote | | | 1918 | Diabetes | 15 | 14 | #1.07 |
| Years since any women received voting rights | | | 98 | Chronic respiratory disease | 17 | 30 | #0.55 |
| Number of female heads of state to date | | | — | HIV/AIDS | 1 | 12 | #0.09 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 1 | 2 | #0.42 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †25 [17-35] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 14 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 97.2 |
| | | | | Antenatal care coverage, at least four visits | | | 66.1 |

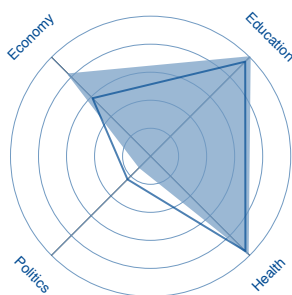
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Bahamas

rank **37**
out of 144 countries

score **0.729**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bahamas score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 8.88 |
| GDP per capita (constant '11 intl. \$, PPP) | 22,394 |
| Total population (thousands) | 388.02 |
| Population growth rate (%) | 1.08 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 3 |
| Educational attainment | 1 |
| Health and survival | 1 |
| Political empowerment | 99 |
| rank out of | 144 |

| 2016 | | 2009 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 37 | 0.729 | 28 | 0.718 |
| 3 | 0.827 | 2 | 0.826 |
| 1 | 1.000 | 1 | 1.000 |
| 1 | 0.980 | 1 | 0.980 |
| 99 | 0.110 | 109 | 0.066 |
| 144 | | 134 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|--------|--------|------|
| Labour force participation | 24 | 0.913 | 0.665 | 77 | 84 | 0.91 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 40 | 0.673 | 0.502 | 18,985 | 28,190 | 0.67 |
| Legislators, senior officials, and managers | 7 | 0.799 | 0.358 | 44 | 56 | 0.80 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 63 | 37 | 1.74 |

Educational attainment

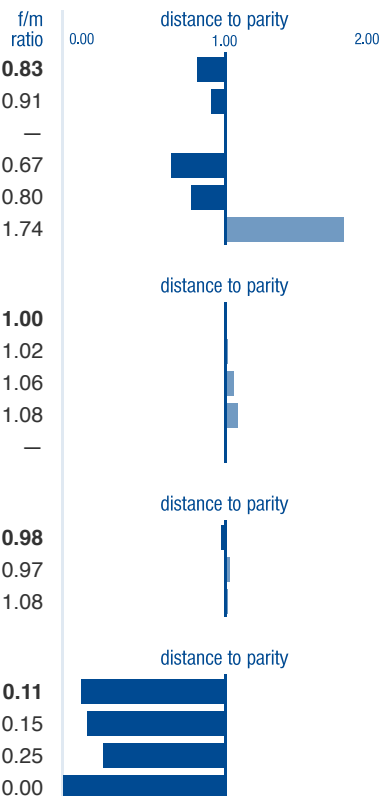
| | | | | | | |
|----------------------------------|---|-------|-------|----|----|------|
| Literacy rate | 1 | 1.000 | 0.897 | 97 | 95 | 1.02 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 99 | 93 | 1.06 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 86 | 80 | 1.08 |
| Enrolment in tertiary education | — | — | 0.930 | — | — | — |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 67 | 62 | 1.08 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 108 | 0.152 | 0.269 | 13 | 87 | 0.15 |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 61 | 0.002 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.729 / 37

BHS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|---------|------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 28 | 31 | 0.91 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 18 | 9 | 2.04 |
| Unemployed adults | 11 | 11 | 1.01 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 9 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 41 |
| Contributing family workers | 0 | 0 | 0.93 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 18 | 13 | 1.43 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 91 / | 0 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 58.30 | gov | | | |
| Firms whose top management includes women | | | 33.20 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | — | — | — | Out-of-school children of primary school age | 1 | 6 | 0.16 |
| Women's access to financial services | | | *— | Primary education attainment in adults | 95 | 95 | 1.01 |
| Inheritance rights for daughters | | | *— | Out-of-school youth of upper secondary school age | 6 | 10 | 0.65 |
| Women's access to land use, control and ownership | | | *— | Secondary education attainment in adults | 82 | 81 | 1.02 |
| Women's access to non-land assets use, control and ownership | | | *— | Tertiary education attainment in adults | 17 | 13 | 1.38 |
| | | | | PhD graduates | 0 | 1 | 0.73 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | *— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 170 | 293 | #0.58 |
| Political leadership | female | male | value | Cancer | 88 | 132 | #0.67 |
| Year women received right to vote | | 1961, 1964 | | Diabetes | 39 | 45 | #0.86 |
| Years since any women received voting rights | | | 55 | Chronic respiratory disease | 4 | 12 | #0.36 |
| Number of female heads of state to date | | | — | HIV/AIDS | 66 | 80 | #0.84 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 1 | 4 | #0.36 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †80 [53-124] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 25 | 75 | 0.33 | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98 |
| | | | | Antenatal care coverage, at least four visits | | | 85 |

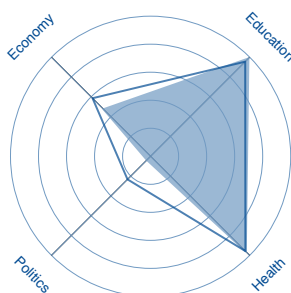
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Bahrain

rank **131**
out of 144 countries

score **0.615**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bahrain score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 32.22 |
| GDP per capita (constant '11 intl. \$, PPP) | 44,182 |
| Total population (thousands) | 1,377.24 |
| Population growth rate (%) | 1.52 |
| Population sex ratio (female/male) | 0.61 |
| Human capital optimization (%) | 72.69 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 127 | 0.475 | 111 | 0.383 |
| Educational attainment | 84 | 0.987 | 54 | 0.989 |
| Health and survival | 132 | 0.961 | 104 | 0.962 |
| Political empowerment | 137 | 0.037 | 110 | 0.024 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|------------|--------------|------------|--------------|--|
| rank | score | rank | score | |
| 131 | 0.615 | 102 | 0.589 | |
| 127 | 0.475 | 111 | 0.383 | |
| 84 | 0.987 | 54 | 0.989 | |
| 132 | 0.961 | 104 | 0.962 | |
| 137 | 0.037 | 110 | 0.024 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 127 | 0.472 | 0.665 |
| Wage equality for similar work (survey) | 12 | 0.787 | 0.622 |
| Estimated earned income (US\$, PPP) | 130 | 0.302 | 0.502 |
| Legislators, senior officials, and managers | 94 | 0.289 | 0.358 |
| Professional and technical workers | 121 | 0.223 | 0.862 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 92 | 0.964 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 138 | 1.000 | 1.043 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 128 | 0.081 | 0.269 |
| Women in ministerial positions | 134 | 0.048 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.615 / 131

BHR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 30 | 0.88 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 35 | 14 | 2.59 |
| Unemployed adults | 3 | 0 | 10.46 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 32 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 31 |
| Contributing family workers | 0 | 0 | 1.84 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 0 | 1 | 0.52 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 60 / | 1 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.75 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | 42 | 58 | 0.73 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 1 | 0.28 |
| Individuals with an account at a financial institution | 67 | 90 | 0.74 | Primary education attainment in adults | 64 | 70 | 0.91 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 16 | 31 | 0.52 |
| Inheritance rights for daughters | | | 0.00 | Secondary education attainment in adults | 45 | 41 | 1.11 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 11 | 9 | 1.23 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.59 |
| | | | | STEM graduates | 14 | 28 | 0.48 |
| | | | | Skill diversity | 0.391 | 0.378 | *1.03 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 98 | 95 | 1.04 | Health | female | male | value |
| Individuals using a mobile phone | 96 | 98 | 0.97 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 176 | 196 | #0.90 |
| Political leadership | female | male | value | Cancer | 65 | 80 | #0.81 |
| Year women received right to vote | | 1973, 2002 | | Diabetes | 84 | 97 | #0.87 |
| Years since any women received voting rights | | | 43 | Chronic respiratory disease | 37 | 49 | #0.74 |
| Number of female heads of state to date | | | — | HIV/AIDS | 1 | 1 | #1.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 3 | 12 | #0.25 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †15 [12-19] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | 28 | 73 | 0.38 | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | 100 |

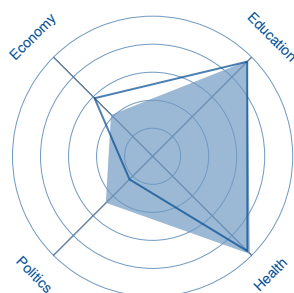
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Bangladesh

rank **72**
out of 144 countries

score **0.698**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bangladesh score
— sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 195.08 |
| GDP per capita (constant '11 intl. \$, PPP) | 3,137 |
| Total population (thousands) | 160,995.64 |
| Population growth rate (%) | 1.14 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | 57.84 |

Global Gender Gap Index

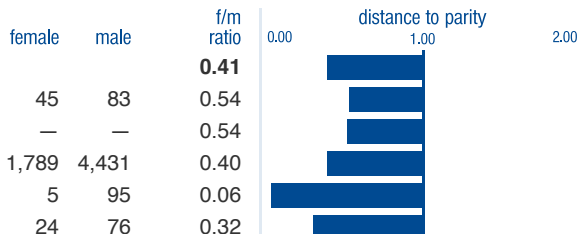
| | | |
|--|-----|-------|
| Economic participation and opportunity | 135 | 0.410 |
| Educational attainment | 114 | 0.950 |
| Health and survival | 93 | 0.971 |
| Political empowerment | 7 | 0.462 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 72 | 0.698 | 91 | 0.627 |
| 135 | 0.410 | 107 | 0.423 |
| 114 | 0.950 | 95 | 0.868 |
| 93 | 0.971 | 113 | 0.950 |
| 7 | 0.462 | 17 | 0.267 |
| 144 | | 115 | |

COUNTRY SCORE CARD

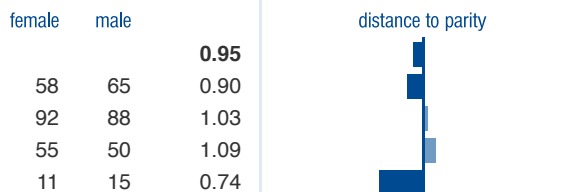
Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 124 | 0.541 | 0.665 |
| Wage equality for similar work (survey) | 122 | 0.535 | 0.622 |
| Estimated earned income (US\$, PPP) | 124 | 0.404 | 0.502 |
| Legislators, senior officials, and managers | 121 | 0.057 | 0.358 |
| Professional and technical workers | 115 | 0.322 | 0.862 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 110 | 0.902 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 113 | 0.738 | 0.930 |



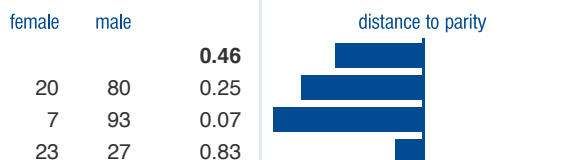
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 103 | 1.033 | 1.043 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 74 | 0.250 | 0.269 |
| Women in ministerial positions | 124 | 0.071 | 0.238 |
| Years with female head of state (last 50) | 1 | 0.827 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.698 / 72

BGD

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 19 | 26 | 0.73 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 87 | 30 | 2.91 |
| Unemployed adults | 6 | 2 | 3.90 | Mean age of women at birth of their first child | | | 25 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 14 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 13 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 52 |
| Contributing family workers | 11 | 3 | 4.08 | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 27 | 58 | 0.46 | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 112 / | — | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.56 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 12.70 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 4.80 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 7 | 0.47 |
| Individuals with an account at a financial institution | 25 | 33 | 0.77 | Primary education attainment in adults | 42 | 53 | 0.79 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 61 | 61 | 0.99 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | 13 | 21 | 0.64 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 17 | 0.80 |
| | | | | Skill diversity | 0.348 | 0.304 | *1.14 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 5 | 8 | 0.62 | Health | female | male | value |
| Individuals using a mobile phone | 74 | 83 | 0.90 | Malnutrition of children under age 5 | 18 | 18 | 0.99 |
| | | | | Cardiovascular disease | 153 | 179 | #0.85 |
| | | | | Cancer | 80 | 95 | #0.84 |
| | | | | Diabetes | 29 | 31 | #0.93 |
| Political leadership | female | male | value | Chronic respiratory disease | 93 | 120 | #0.78 |
| Year women received right to vote | | 1935, 1972 | | HIV/AIDS | 0 | 0 | #0.67 |
| Years since any women received voting rights | | | 81 | Suicide | 9 | 7 | #1.28 |
| Number of female heads of state to date | | | 2 | Maternal mortality ratio (per 100,000 births) | | | †176 [125-280] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 53 |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | no |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 41.7 |
| | | | | Antenatal care coverage, at least four visits | | | 31.2 |

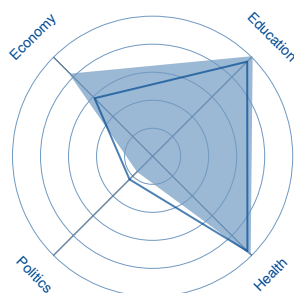
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Barbados

rank out of 144 countries **28**

score **0.739**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Barbados score
sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 4.45 |
| GDP per capita (constant '11 intl. \$, PPP) | 15,426 |
| Total population (thousands) | 284.22 |
| Population growth rate (%) | 0.24 |
| Population sex ratio (female/male) | 1.09 |
| Human capital optimization (%) | 69.78 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 4 | score 0.825 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 78 | score 0.150 |
| rank out of | 144 | |

| 2016 | | 2008 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 28 | 0.739 | 26 | 0.719 |
| 4 | 0.825 | 9 | 0.771 |
| 1 | 1.000 | 44 | 0.996 |
| 1 | 0.980 | 1 | 0.980 |
| 78 | 0.150 | 62 | 0.129 |
| 144 | | 130 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 21 | score 0.924 | avg 0.665 |
| Wage equality for similar work (survey) | rank 38 | score 0.711 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 36 | score 0.683 | avg 0.502 |
| Legislators, senior officials, and managers | rank 1 | score 1.000 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

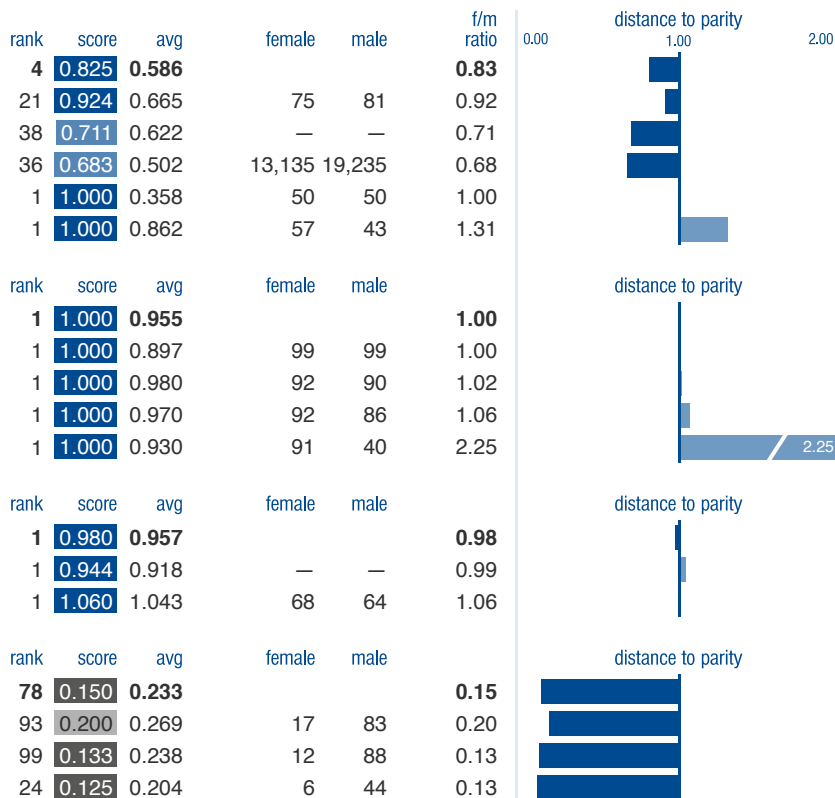
| | | | |
|----------------------------------|--------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 93 | score 0.200 | avg 0.269 |
| Women in ministerial positions | rank 99 | score 0.133 | avg 0.238 |
| Years with female head of state (last 50) | rank 24 | score 0.125 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.739 / 28

BRB

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 32 | 34 | 0.93 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | — | — | — |
| Unemployed adults | 9 | 10 | 0.96 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 5 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 50 |
| Contributing family workers | 0 | — | — | Parity of parental rights in marriage | | | * |
| Own-account workers | 11 | 20 | 0.55 | Parity of parental rights after divorce | | | * |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.72 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 43.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 25.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 8 | 9 | 0.80 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 86 | 86 | 1.00 |
| Women's access to financial services | | | * | Out-of-school youth of upper secondary school age | 2 | 4 | 0.42 |
| Inheritance rights for daughters | | | * | Secondary education attainment in adults | 25 | 23 | 1.11 |
| Women's access to land use, control and ownership | | | * | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | * | PhD graduates | — | — | — |
| | | | | STEM graduates | 9 | 28 | 0.32 |
| | | | | Skill diversity | 0.335 | 0.283 | *1.19 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 8 | 0.60 |
| | | | | Cardiovascular disease | 103 | 160 | #0.64 |
| | | | | Cancer | 118 | 179 | #0.66 |
| | | | | Diabetes | 41 | 43 | #0.95 |
| | | | | Chronic respiratory disease | 5 | 14 | #0.38 |
| | | | | HIV/AIDS | 2 | 21 | #0.08 |
| | | | | Suicide | 1 | 4 | #0.15 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †27 [19-37] |
| | | | | Existence of 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 | | | 98.9 |
| | | | | Antenatal care coverage, at least four visits | | | 87.9 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1950 | | | | |
| Years since any women received voting rights | | | 66 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | 29 | 71 | 0.40 | | | | |

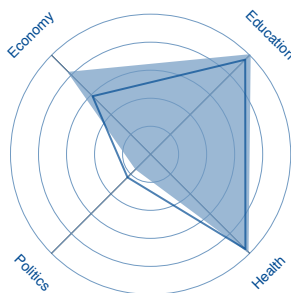
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Belarus

rank **30**
out of 144 countries

score **0.737**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Belarus score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 54.61 |
| GDP per capita (constant '11 intl. \$, PPP) | 16,621 |
| Total population (thousands) | 9,495.83 |
| Population growth rate (%) | -0.28 |
| Population sex ratio (female/male) | 1.15 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | |
|--|-----|-------|-------|
| Economic participation and opportunity | 5 | 0.823 | 0.586 |
| Educational attainment | 29 | 1.000 | 0.955 |
| Health and survival | 40 | 0.979 | 0.957 |
| Political empowerment | 80 | 0.146 | 0.233 |
| rank out of | 144 | | |

| 2016 | | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 30 | 0.737 | 23 | 0.711 |
| 5 | 0.823 | 20 | 0.728 |
| 29 | 1.000 | 74 | 0.983 |
| 40 | 0.979 | 37 | 0.979 |
| 80 | 0.146 | 39 | 0.155 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 33 | 0.895 | 0.665 |
| Wage equality for similar work (survey) | — | — | 0.622 |
| Estimated earned income (US\$, PPP) | 54 | 0.636 | 0.502 |
| Legislators, senior officials, and managers | 6 | 0.861 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|--------|-------------|
| 5 | 0.823 | 0.586 | | | 0.82 |
| 33 | 0.895 | 0.665 | 68 | 76 | 0.90 |
| — | — | 0.622 | — | — | — |
| 54 | 0.636 | 0.502 | 14,361 | 22,588 | 0.64 |
| 6 | 0.861 | 0.358 | 46 | 54 | 0.86 |
| 1 | 1.000 | 0.862 | 73 | 27 | 2.66 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 54 | 0.999 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 29 | 1.000 | 0.955 | | | 1.00 |
| 54 | 0.999 | 0.897 | 100 | 100 | 1.00 |
| 1 | 1.000 | 0.980 | 94 | 94 | 1.00 |
| 1 | 1.000 | 0.970 | 96 | 96 | 1.01 |
| 1 | 1.000 | 0.930 | 102 | 76 | 1.33 |

Health and survival

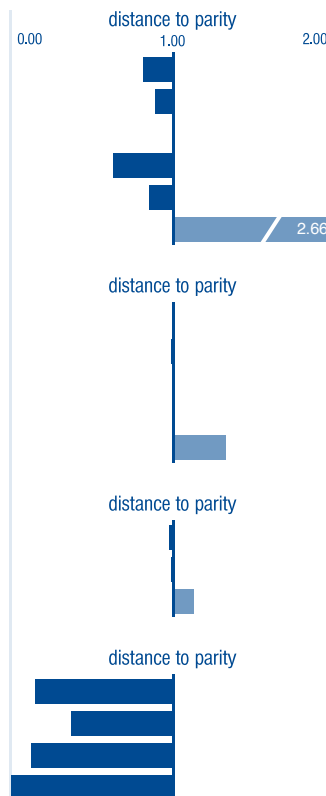
| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 68 | 57 | 1.19 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 47 | 0.375 | 0.269 |
| Women in ministerial positions | 108 | 0.120 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 80 | 0.146 | 0.233 | | | 0.15 |
| 47 | 0.375 | 0.269 | 27 | 73 | 0.38 |
| 108 | 0.120 | 0.238 | 11 | 89 | 0.12 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.737 / 30

BLR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 25 | 0.91 |
| Youth not in employment or education | 14 | 11 | 1.31 | Proportion married by age 25 | 58 | 37 | 1.57 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 37 | 63 | 0.60 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 27 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 5 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 43 |
| Contributing family workers | 0 | 0 | 0.97 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 2 | 2 | 0.68 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,095 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 43.60 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 32.70 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 6 | 0.97 |
| Individuals with an account at a financial institution | 72 | 72 | 1.00 | Primary education attainment in adults | 99 | 100 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 1 | 3 | 0.29 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 82 | 88 | 0.94 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 15 | 48 | 0.32 |
| | | | | Skill diversity | 0.305 | 0.282 | *1.08 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | 89 | 91 | 0.99 | Malnutrition of children under age 5 | 2 | 3 | 0.57 |
| | | | | Cardiovascular disease | 340 | 674 | #0.50 |
| | | | | Cancer | 79 | 182 | #0.43 |
| | | | | Diabetes | 2 | 2 | #0.85 |
| | | | | Chronic respiratory disease | 5 | 37 | #0.14 |
| | | | | HIV/AIDS | 6 | 14 | #0.43 |
| | | | | Suicide | 6 | 33 | #0.20 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †4 [3-6] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 25 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 100 |
| | | | | Antenatal care coverage, at least four visits | | | 99.7 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1918 | | | | |
| Years since any women received voting rights | | | 98 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | 36 | 64 | 0.56 | | | | |

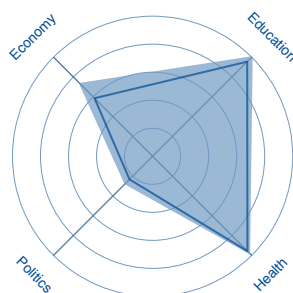
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Belgium

rank out of 144 countries **24**

score **0.745**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Belgium score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 454.04 |
| GDP per capita (constant '11 intl. \$, PPP) | 41,138 |
| Total population (thousands) | 11,299.19 |
| Population growth rate (%) | 0.59 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 81.59 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 37 | 0.731 | 54 | 0.620 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 64 | 0.974 | 1 | 0.980 |
| Political empowerment | 35 | 0.275 | 19 | 0.232 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 24 | 0.745 | 20 | 0.708 |
| Economic participation and opportunity | 37 | 0.731 | 54 | 0.620 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 64 | 0.974 | 1 | 0.980 |
| Political empowerment | 35 | 0.275 | 19 | 0.232 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|--------|--------|------|
| Labour force participation | 47 | 0.869 | 0.665 | 63 | 73 | 0.87 |
| Wage equality for similar work (survey) | 37 | 0.713 | 0.622 | — | — | 0.71 |
| Estimated earned income (US\$, PPP) | 47 | 0.653 | 0.502 | 34,417 | 52,746 | 0.65 |
| Legislators, senior officials, and managers | 60 | 0.483 | 0.358 | 33 | 67 | 0.48 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.08 |

Educational attainment

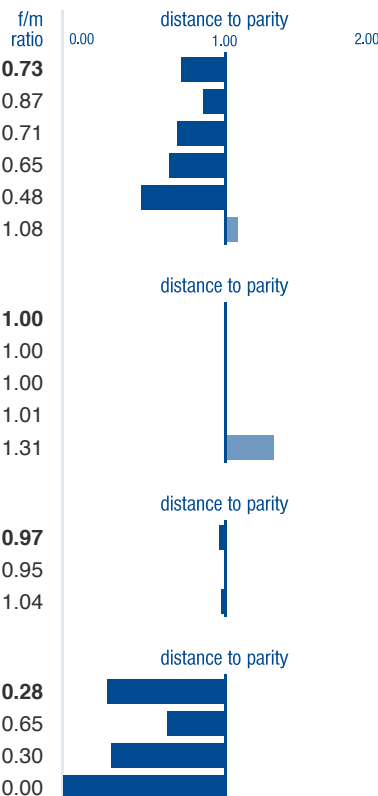
| | | | | | | |
|----------------------------------|---|-------|-------|----|----|------|
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 99 | 99 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 96 | 95 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 83 | 64 | 1.31 |

Health and survival

| | | | | | | |
|-------------------------|----|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 81 | 1.043 | 1.043 | 72 | 69 | 1.04 |

Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 16 | 0.648 | 0.269 | 39 | 61 | 0.65 |
| Women in ministerial positions | 45 | 0.300 | 0.238 | 23 | 77 | 0.30 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.745 / 24

BEL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|-------|-------|--|--------|--------|-------------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.92 |
| Youth not in employment or education | 12 | 13 | 0.91 | Proportion married by age 25 | 27 | 13 | 2.01 |
| Unemployed adults | 7 | 8 | 0.87 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 3 |
| Labour force participation among those with advanced degrees | 75 | 77 | 0.97 | Potential support ratio | | | 4 |
| Workers employed part-time | 42 | 20 | 2.13 | Total dependency ratio | | | 54 |
| Contributing family workers | 1 | 0 | 2.76 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 7 | 12 | 0.60 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 434 | 416 | 1.04 | | | | |
| Proportion of unpaid work per day | 56 | 36 | 1.56 | Care | | | |
| | | | | Length of parental leave (days) | | | female male value |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 105 / | 10 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 77 / | 80 | |
| Ability of women to rise to positions of leadership | | | *0.75 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 23 | 77 | 0.30 | Provider of maternity / paternity leave benefits | gov | /empl, | gov |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 31 | 69 | 0.45 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 1 | 1 | 0.81 |
| Individuals with an account at a financial institution | 100 | 97 | 1.03 | Primary education attainment in adults | 93 | 95 | 0.98 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 1 | 1 | 0.70 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 62 | 66 | 0.95 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 32 | 31 | 1.02 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.43 |
| | | | | STEM graduates | 7 | 31 | 0.22 |
| | | | | Skill diversity | 0.214 | 0.182 | *1.18 |
| Access to technology | | | | | | | |
| Individuals using the internet | 84 | 86 | 0.98 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 87 | 140 | #0.62 |
| Political leadership | | | | Cancer | 102 | 168 | #0.61 |
| Year women received right to vote | | 1919, | 1948 | Diabetes | 6 | 8 | #0.74 |
| Years since any women received voting rights | | | 97 | Chronic respiratory disease | 17 | 39 | #0.43 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #0.50 |
| Quota for women on candidate lists in national elections | | | 50 | Suicide | 8 | 21 | #0.37 |
| Quota for women on candidate lists in local elections | | | 50 | Maternal mortality ratio (per 100,000 births) | | | †7 [5-10] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | 50 | 50 | 1.00 | Prevalence of gender violence in lifetime | | | 24 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

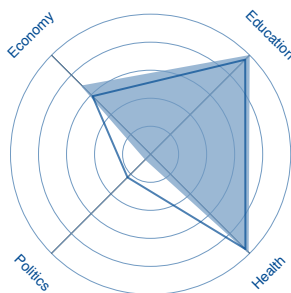
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Belize

rank out of 144 countries **98**

score **0.676**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Belize score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 1.76 |
| GDP per capita (constant '11 intl. \$, PPP) | 8,025 |
| Total population (thousands) | 359.29 |
| Population growth rate (%) | 2.04 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 59 |
| Educational attainment | 75 |
| Health and survival | 1 |
| Political empowerment | 135 |
| rank out of | 144 |

| 2016 | | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 98 | 0.676 | 94 | 0.643 |
| 59 | 0.686 | 96 | 0.552 |
| 75 | 0.990 | 1 | 1.000 |
| 1 | 0.980 | 1 | 0.980 |
| 135 | 0.048 | 114 | 0.039 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|--------|------|
| Labour force participation | 97 | 0.679 | 0.665 | 58 | 86 | 0.68 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 99 | 0.514 | 0.502 | 5,723 | 11,127 | 0.51 |
| Legislators, senior officials, and managers | 16 | 0.702 | 0.358 | 41 | 59 | 0.70 |
| Professional and technical workers | 69 | 0.990 | 0.862 | 50 | 50 | 0.99 |

Educational attainment

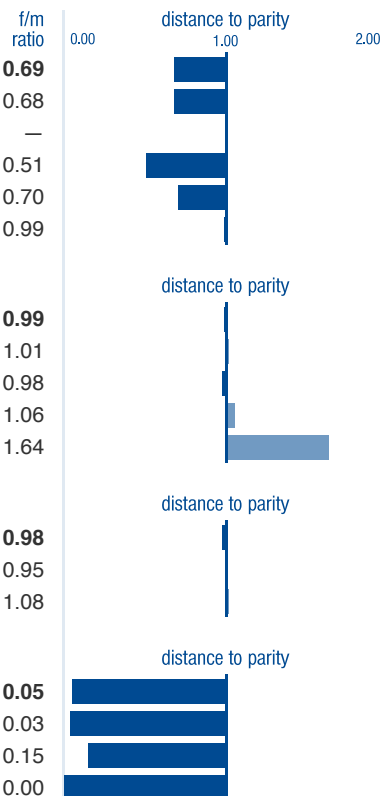
| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 1 | 1.000 | 0.897 | 83 | 82 | 1.01 |
| Enrolment in primary education | 110 | 0.978 | 0.980 | 95 | 97 | 0.98 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 71 | 67 | 1.06 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 30 | 18 | 1.64 |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 61 | 1.08 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 137 | 0.032 | 0.269 | 3 | 97 | 0.03 |
| Women in ministerial positions | 91 | 0.154 | 0.238 | 13 | 87 | 0.15 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.676 / 98

BLZ

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 29 | 30 | 0.95 |
| Youth not in employment or education | 38 | 17 | 2.26 | Proportion married by age 25 | 19 | 11 | 1.83 |
| Unemployed adults | 18 | 6 | 2.95 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 70 | 30 | 2.34 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 85 | 91 | 0.94 | Potential support ratio | | | 17 |
| Workers employed part-time | 19 | 11 | 1.71 | Total dependency ratio | | | 57 |
| Contributing family workers | 4 | 4 | 1.15 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 17 | 21 | 0.82 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 80 / | — | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 30.40 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 25.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 0 | 7.29 |
| Individuals with an account at a financial institution | 52 | 44 | 1.19 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *— | Out-of-school youth of upper secondary school age | 42 | 45 | 0.93 |
| Inheritance rights for daughters | | | *— | Secondary education attainment in adults | 37 | 36 | 1.03 |
| Women's access to land use, control and ownership | | | *— | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *— | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 3 | 1.06 |
| | | | | Cardiovascular disease | 181 | 202 | #0.90 |
| | | | | Cancer | 57 | 114 | #0.50 |
| | | | | Diabetes | 73 | 63 | #1.16 |
| | | | | Chronic respiratory disease | 9 | 46 | #0.19 |
| | | | | HIV/AIDS | 17 | 40 | #0.42 |
| | | | | Suicide | 1 | 5 | #0.10 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †28 [20-36] |
| | | | | Existence of 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 | | | 95.1 |
| | | | | Antenatal care coverage, at least four visits | | | 83.1 |

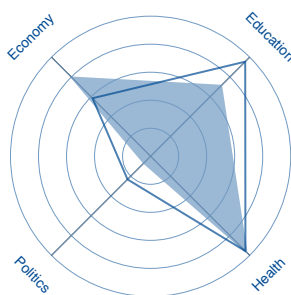
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Benin

rank **127**
out of 144 countries

score **0.636**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Benin score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 8.48 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,986 |
| Total population (thousands) | 10,879.83 |
| Population growth rate (%) | 2.55 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 55.38 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 14 | score 0.795 |
| Educational attainment | rank 143 | score 0.712 |
| Health and survival | rank 116 | score 0.967 |
| Political empowerment | rank 128 | score 0.067 |
| rank out of | 144 | 115 |

| | 2016 | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 127 | 0.636 | 110 | 0.578 |
| 14 | 0.795 | 55 | 0.618 |
| 143 | 0.712 | 113 | 0.643 |
| 116 | 0.967 | 86 | 0.969 |
| 128 | 0.067 | 76 | 0.082 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 7 | 0.972 | 0.665 | 71 | 73 | 0.97 |
| Wage equality for similar work (survey) | 30 | 0.731 | 0.622 | — | — | 0.73 |
| Estimated earned income (US\$, PPP) | 20 | 0.728 | 0.502 | 1,711 | 2,351 | 0.73 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

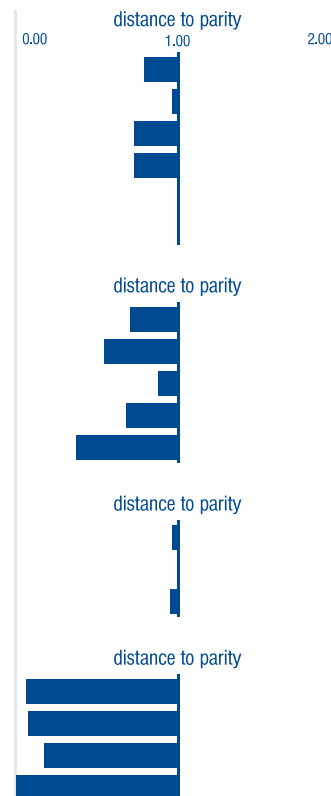
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 141 | 0.547 | 0.897 | 27 | 50 | 0.55 |
| Enrolment in primary education | 125 | 0.883 | 0.980 | 88 | 100 | 0.88 |
| Enrolment in secondary education | 138 | 0.684 | 0.970 | 34 | 50 | 0.68 |
| Enrolment in tertiary education | 136 | 0.374 | 0.930 | 8 | 22 | 0.37 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 125 | 1.020 | 1.043 | 51 | 50 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 129 | 0.078 | 0.269 | 7 | 93 | 0.08 |
| Women in ministerial positions | 84 | 0.174 | 0.238 | 15 | 85 | 0.17 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.636 / 127

BEN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 21 | 26 | 0.81 |
| Youth not in employment or education | 5 | 2 | 2.16 | Proportion married by age 25 | 66 | 19 | 3.40 |
| Unemployed adults | 1 | 1 | 0.92 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 33 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 19 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 82 |
| Contributing family workers | 19 | 8 | 2.35 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 73 | 74 | 1.00 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.58 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 45.40 | gov | | | |
| Firms whose top management includes women | | | 26.90 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | | | | Education and skills | | | |
| Individuals with an account at a financial institution | 13 | 19 | 0.67 | Out-of-school children of primary school age | 12 | 0 | 85.93 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 71 | 49 | 1.44 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | | | | STEM graduates | 8 | 15 | 0.56 |
| Individuals using the internet | — | — | — | Skill diversity | 0.454 | 0.303 | *1.50 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | | | |
| Political leadership | | | | Malnutrition of children under age 5 | 8 | 9 | 0.87 |
| Year women received right to vote | | | 1956 | Cardiovascular disease | 371 | 367 | #1.01 |
| Years since any women received voting rights | | | 60 | Cancer | 83 | 105 | #0.79 |
| Number of female heads of state to date | | | — | Diabetes | 48 | 47 | #1.02 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 32 | 58 | #0.54 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 43 | 35 | #1.22 |
| Voluntary political party quotas | | | — | Suicide | 3 | 9 | #0.35 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †405 [279-633] |
| | | | | Existence of 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 | | | 77.2 |
| | | | | Antenatal care coverage, at least four visits | | | 58.8 |

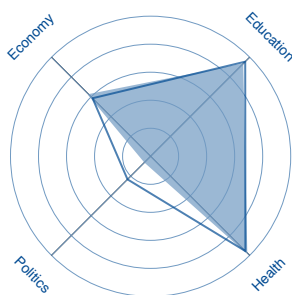
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Bhutan

rank **121**
out of 144 countries

score **0.642**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bhutan score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 1.96 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,601 |
| Total population (thousands) | 774.83 |
| Population growth rate (%) | 1.07 |
| Population sex ratio (female/male) | 0.86 |
| Human capital optimization (%) | 61.83 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 99 | score 0.619 |
| Educational attainment | rank 121 | score 0.925 |
| Health and survival | rank 125 | score 0.966 |
| Political empowerment | rank 132 | score 0.056 |
| rank out of | 144 | |

| | 2016 | 2013 |
|------|-------|------|
| rank | score | rank |
| rank | score | rank |
| 121 | 0.642 | 93 |
| 99 | 0.619 | 27 |
| 121 | 0.925 | 116 |
| 125 | 0.966 | 82 |
| 132 | 0.056 | 122 |
| 144 | | 136 |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 72 | 0.803 | 0.665 |
| Wage equality for similar work (survey) | 14 | 0.776 | 0.622 |
| Estimated earned income (US\$, PPP) | 81 | 0.582 | 0.502 |
| Legislators, senior officials, and managers | 105 | 0.197 | 0.358 |
| Professional and technical workers | 112 | 0.499 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 125 | 0.775 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 114 | 0.736 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 131 | 1.017 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 127 | 0.093 | 0.269 |
| Women in ministerial positions | 112 | 0.111 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.642 / 121

BTN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 25 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 60 | 28 | 2.15 |
| Unemployed adults | 3 | 1 | 1.93 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 48 | 52 | 0.93 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 13 |
| Workers employed part-time | 7 | 3 | 2.43 | Total dependency ratio | | | 47 |
| Contributing family workers | 48 | 25 | 1.96 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 36 | 39 | 0.93 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 56 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.75 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 43.30 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 26.30 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 10 | 12 | 0.80 |
| Individuals with an account at a financial institution | 28 | 39 | 0.71 | Primary education attainment in adults | 15 | 26 | 0.56 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 31 | 37 | 0.83 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 3 | 8 | 0.36 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 3 | 7 | 0.39 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.23 |
| | | | | STEM graduates | 20 | 31 | 0.64 |
| | | | | Skill diversity | 0.244 | 0.209 | *1.17 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 6 | 6 | 0.89 |
| | | | | Cardiovascular disease | 203 | 187 | #1.09 |
| | | | | Cancer | 80 | 81 | #0.99 |
| | | | | Diabetes | 36 | 32 | #1.12 |
| | | | | Chronic respiratory disease | 85 | 121 | #0.71 |
| | | | | HIV/AIDS | 5 | 12 | #0.39 |
| | | | | Suicide | 11 | 23 | #0.49 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †148 [101-241] |
| | | | | Existence of 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 | | | 74.6 |
| | | | | Antenatal care coverage, at least four visits | | | 81.5 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1953 | | | | |
| Years since any women received voting rights | | | 63 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | 8 | 92 | 0.09 | | | | |

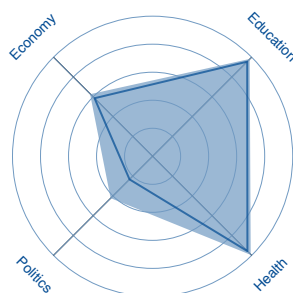
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Bolivia

rank **23**
out of 144 countries

score **0.746**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bolivia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 33.20 |
| GDP per capita (constant '11 intl. \$, PPP) | 6,476 |
| Total population (thousands) | 10,724.71 |
| Population growth rate (%) | 1.48 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 66.47 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 98 | score 0.619 |
| Educational attainment | rank 98 | score 0.970 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 11 | score 0.415 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 23 | 0.746 | 87 | 0.634 |
| 98 | 0.619 | 77 | 0.559 |
| 98 | 0.970 | 89 | 0.917 |
| 1 | 0.980 | 79 | 0.970 |
| 11 | 0.415 | 71 | 0.087 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 76 | 0.784 | 0.665 | 66 | 84 | 0.78 |
| Wage equality for similar work (survey) | 132 | 0.489 | 0.622 | — | — | 0.49 |
| Estimated earned income (US\$, PPP) | 76 | 0.591 | 0.502 | 4,921 | 8,333 | 0.59 |
| Legislators, senior officials, and managers | 46 | 0.540 | 0.358 | 35 | 65 | 0.54 |
| Professional and technical workers | 88 | 0.828 | 0.862 | 45 | 55 | 0.83 |

Educational attainment

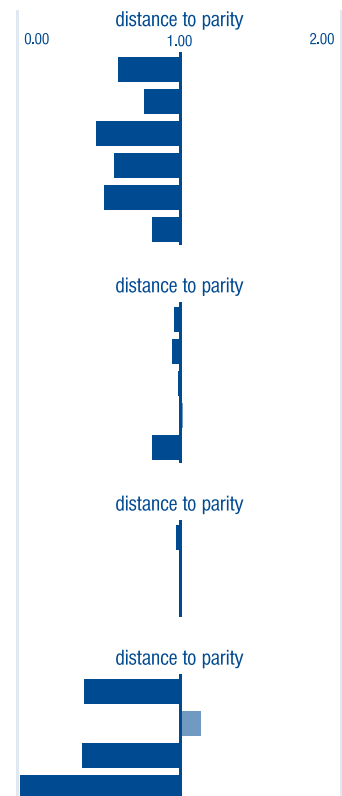
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 97 | 0.953 | 0.897 | 93 | 97 | 0.95 |
| Enrolment in primary education | 74 | 0.997 | 0.980 | 94 | 94 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 76 | 75 | 1.01 |
| Enrolment in tertiary education | 107 | 0.836 | 0.930 | 35 | 42 | 0.84 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 61 | 57 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 1 | 1.000 | 0.269 | 53 | 47 | 1.13 |
| Women in ministerial positions | 30 | 0.400 | 0.238 | 29 | 71 | 0.40 |
| Years with female head of state (last 50) | 54 | 0.014 | 0.204 | 1 | 49 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.746 / 23

BOL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|-------|-------|--|--------|--------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 27 | 0.91 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 42 | 28 | 1.49 |
| Unemployed adults | 3 | 1 | 2.01 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | 79 | 72 | 1.09 | Women with unmet demand for family planning | | | 20 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 9 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 64 |
| Contributing family workers | 26 | 7 | 3.58 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 36 | 42 | 0.86 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 3 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.47 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 41.30 | gov | | | |
| Firms whose top management includes women | | | 21.70 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 38 | 44 | 0.86 | Out-of-school children of primary school age | 5 | 5 | 1.05 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 53 | 64 | 0.82 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 20 | 19 | 1.04 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 39 | 47 | 0.84 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | 0 | 0 | 0.56 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 32 | 37 | 0.87 | Health | female | male | value |
| Individuals using a mobile phone | 68 | 71 | 0.96 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | female | male | value | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | 1938, | 1952 | HIV/AIDS | 8 | 22 | #0.38 |
| Years since any women received voting rights | | | 78 | Suicide | — | — | #— |
| Number of female heads of state to date | | | 1 | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | 50 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | 50 | Prevalence of gender violence in lifetime | | | 64 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | 47 | 53 | 0.90 | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

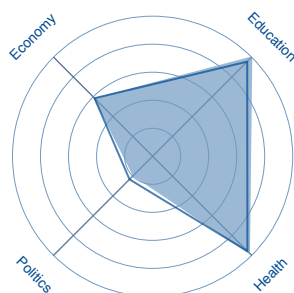
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Bosnia and Herzegovina

rank
out of 144 countries **83**

score
0.00 = imparity
1.00 = parity **0.685**

SCORE AT A GLANCE



— Bosnia and Herzegovina score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 16.00 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,024 |
| Total population (thousands) | 3,810.42 |
| Population growth rate (%) | -0.28 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 113 | 0.581 |
| Educational attainment | 50 | 0.996 |
| Health and survival | 76 | 0.973 |
| Political empowerment | 62 | 0.191 |
| rank out of | 144 | |

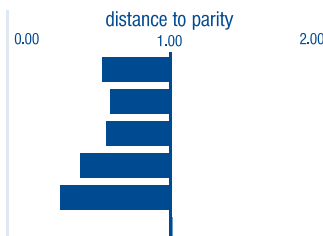
| 2016 | | rank | score |
|-----------|--------------|------|-------|
| rank | score | rank | score |
| 83 | 0.685 | | |
| 113 | 0.581 | | |
| 50 | 0.996 | | |
| 76 | 0.973 | | |
| 62 | 0.191 | | |
| | | 144 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 113 | 0.628 | 0.665 |
| Wage equality for similar work (survey) | 93 | 0.604 | 0.622 |
| Estimated earned income (US\$, PPP) | 119 | 0.451 | 0.502 |
| Legislators, senior officials, and managers | 87 | 0.318 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

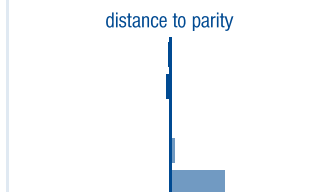
| | female | male | f/m ratio |
|--|--------|--------|-------------|
| | | | 0.58 |
| | 42 | 67 | 0.63 |
| | — | — | 0.60 |
| | 6,496 | 14,394 | 0.45 |
| | 24 | 76 | 0.32 |
| | 51 | 49 | 1.02 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 82 | 0.979 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 1.00 |
| | 97 | 100 | 0.98 |
| | 98 | 97 | 1.01 |
| | 49 | 51 | 1.03 |
| | 55 | 41 | 1.34 |



Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

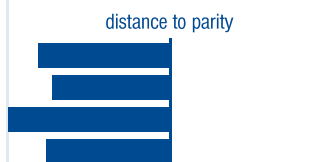
| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.97 |
| | — | — | 0.94 |
| | 70 | 66 | 1.06 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 68 | 0.273 | 0.269 |
| Women in ministerial positions | 139 | 0.000 | 0.238 |
| Years with female head of state (last 50) | 15 | 0.240 | 0.204 |

| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.19 |
| | 21 | 79 | 0.27 |
| | 0 | 100 | 0.00 |
| | 10 | 40 | 0.24 |



0.00 0.40

distribution of countries by score

1.00



0.685 / 83

BIH

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.87 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 24 | 6 | 3.98 |
| Unemployed adults | 23 | 18 | 1.29 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 9 |
| Labour force participation among those with advanced degrees | 78 | 70 | 1.11 | Potential support ratio | | | 5 |
| Workers employed part-time | 11 | 6 | 1.78 | Total dependency ratio | | | 41 |
| Contributing family workers | 8 | 2 | 4.66 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 13 | 19 | 0.67 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 365 / | 7 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 60 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.50 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 27.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 24.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | 48 | 52 | 0.94 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 2 | 0.33 |
| Individuals with an account at a financial institution | 47 | 59 | 0.80 | Primary education attainment in adults | 69 | 87 | 0.80 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 48 | 73 | 0.65 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 7 | 8 | 0.85 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 11 | 22 | 0.48 |
| | | | | Skill diversity | 0.228 | 0.216 | *1.06 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 2 | 1.04 |
| | | | | Cardiovascular disease | 273 | 352 | #0.78 |
| | | | | Cancer | 81 | 147 | #0.55 |
| | | | | Diabetes | 18 | 13 | #1.34 |
| | | | | Chronic respiratory disease | 21 | 36 | #0.57 |
| | | | | HIV/AIDS | 0 | 0 | #— |
| | | | | Suicide | 4 | 18 | #0.23 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †11 [7-17] |
| | | | | Existence of 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 | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 84.2 |

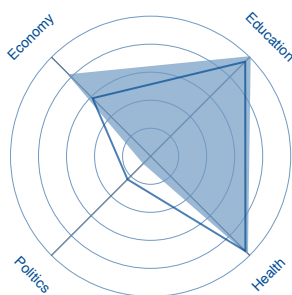
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Botswana

rank **54**
out of 144 countries

score **0.715**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Botswana score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 14.39 |
| GDP per capita (constant '11 intl. \$, PPP) | 14,876 |
| Total population (thousands) | 2,262.49 |
| Population growth rate (%) | 1.68 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 60.50 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 6 | score 0.819 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 85 | score 0.973 |
| Political empowerment | rank 126 | score 0.068 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 54 | 0.715 | 34 | 0.690 |
| 6 | 0.819 | 23 | 0.693 |
| 1 | 1.000 | 67 | 0.981 |
| 85 | 0.973 | 109 | 0.956 |
| 126 | 0.068 | 47 | 0.129 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|----------|--------------|--------------|
| Economic participation and opportunity | 6 | 0.819 | 0.586 |
| Labour force participation | 18 | 0.926 | 0.665 |
| Wage equality for similar work (survey) | 33 | 0.723 | 0.622 |
| Estimated earned income (US\$, PPP) | 4 | 0.886 | 0.502 |
| Legislators, senior officials, and managers | 27 | 0.629 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

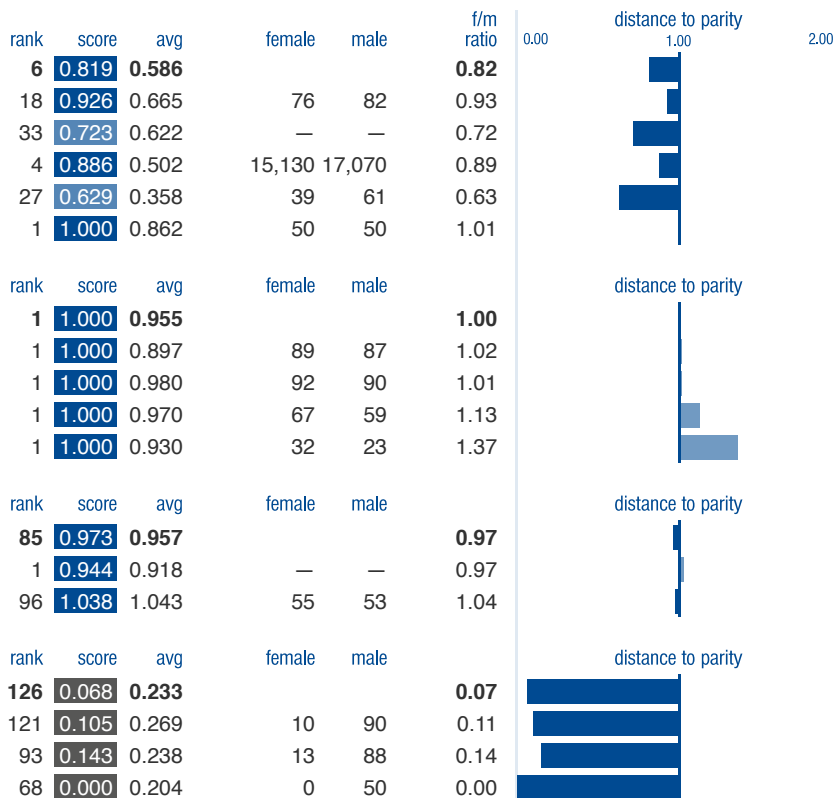
| | rank | score | avg |
|----------------------------------|----------|--------------|--------------|
| Educational attainment | 1 | 1.000 | 0.955 |
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 85 | 0.973 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 96 | 1.038 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------------|--------------|--------------|
| Political empowerment | 126 | 0.068 | 0.233 |
| Women in parliament | 121 | 0.105 | 0.269 |
| Women in ministerial positions | 93 | 0.143 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.715 / 54

BWA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 31 | 0.85 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 29 | 11 | 2.69 |
| Unemployed adults | 17 | 11 | 1.51 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 21 |
| Labour force participation among those with advanced degrees | 70 | 75 | 0.93 | Potential support ratio | | | 18 |
| Workers employed part-time | 13 | 10 | 1.26 | Total dependency ratio | | | 55 |
| Contributing family workers | 4 | 4 | 1.09 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 9 | 9 | 0.98 | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 50 / | — | — |
| Ability of women to rise to positions of leadership | | | †0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 55.30 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 16.50 | Government provides child allowance to parents | | | no |
| R&D personnel | 38 | 62 | 0.62 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 8 | 9 | 0.86 |
| Individuals with an account at a financial institution | 46 | 53 | 0.87 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | †0.50 | Out-of-school youth of upper secondary school age | 19 | 20 | 0.96 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 18 | 39 | 0.47 |
| | | | | Skill diversity | 0.250 | 0.196 | ×1.28 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 7 | 8 | 0.91 |
| | | | | Cardiovascular disease | 350 | 278 | #1.26 |
| Political leadership | female | male | value | Cancer | 71 | 111 | #0.64 |
| Year women received right to vote | | | 1965 | Diabetes | 73 | 41 | #1.80 |
| Years since any women received voting rights | | | 51 | Chronic respiratory disease | 24 | 41 | #0.60 |
| Number of female heads of state to date | | | — | HIV/AIDS | 367 | 391 | #0.94 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 2 | 6 | #0.35 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †129 [102-172] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 73.3 |

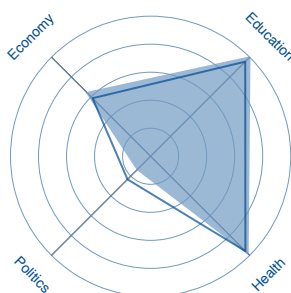
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) × Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Brazil

rank **79**
out of 144 countries

score **0.687**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Brazil score
— sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 1,774.72 |
| GDP per capita (constant '11 intl. \$, PPP) | 14,455 |
| Total population (thousands) | 207,847.53 |
| Population growth rate (%) | 0.77 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 64.51 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 91 | score 0.640 |
| Educational attainment | rank 42 | score 0.998 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 86 | score 0.132 |
| rank out of | 144 | |

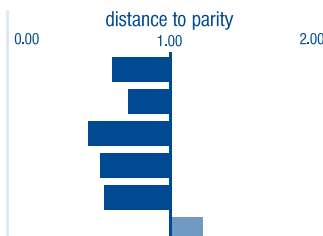
| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 79 | 0.687 | 67 | 0.654 |
| 91 | 0.640 | 63 | 0.604 |
| 42 | 0.998 | 74 | 0.972 |
| 1 | 0.980 | 1 | 0.980 |
| 86 | 0.132 | 86 | 0.061 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 87 | 0.744 | 0.665 |
| Wage equality for similar work (survey) | 129 | 0.498 | 0.622 |
| Estimated earned income (US\$, PPP) | 83 | 0.576 | 0.502 |
| Legislators, senior officials, and managers | 33 | 0.596 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

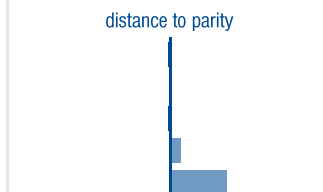
| | female | male | f/m ratio |
|--|--------|--------|-------------|
| | | | 0.64 |
| | 62 | 83 | 0.74 |
| | — | — | 0.50 |
| | 11,666 | 20,263 | 0.58 |
| | 37 | 63 | 0.60 |
| | 55 | 45 | 1.20 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 77 | 0.995 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

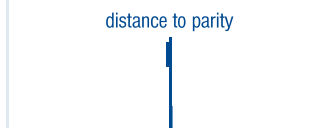
| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 1.00 |
| | 93 | 92 | 1.01 |
| | 90 | 91 | 1.00 |
| | 85 | 79 | 1.07 |
| | 53 | 40 | 1.35 |



Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

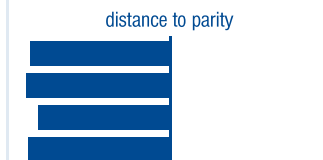
| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.98 |
| | — | — | 0.95 |
| | 68 | 63 | 1.08 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 120 | 0.110 | 0.269 |
| Women in ministerial positions | 82 | 0.182 | 0.238 |
| Years with female head of state (last 50) | 25 | 0.120 | 0.204 |

| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.13 |
| | 10 | 90 | 0.11 |
| | 15 | 85 | 0.18 |
| | 5 | 45 | 0.12 |



0.00 0.40

distribution of countries by score

1.00



0.687 / 79

BRA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 32 | 0.93 |
| Youth not in employment or education | 26 | 14 | 1.90 | Proportion married by age 25 | 19 | 10 | 1.92 |
| Unemployed adults | 6 | 3 | 1.92 | Mean age of women at birth of their first child | | | 26 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 38 | 36 | 1.06 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 80 | 89 | 0.90 | Potential support ratio | | | 9 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 45 |
| Contributing family workers | 4 | 2 | 2.14 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 16 | 25 | 0.64 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 120 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.49 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 50.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 19.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 6 | 0.96 |
| Individuals with an account at a financial institution | 65 | 72 | 0.90 | Primary education attainment in adults | 77 | 75 | 1.02 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 16 | 17 | 0.92 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 44 | 40 | 1.10 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 6 | 21 | 0.29 |
| | | | | Skill diversity | 0.256 | 0.245 | *1.05 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 54 | 55 | 0.99 | Health | female | male | value |
| Individuals using a mobile phone | 86 | 84 | 1.03 | Malnutrition of children under age 5 | 1 | 2 | 0.78 |
| | | | | Cardiovascular disease | 178 | 259 | #0.69 |
| | | | | Cancer | 100 | 143 | #0.70 |
| | | | | Diabetes | 39 | 39 | #1.00 |
| | | | | Chronic respiratory disease | 30 | 49 | #0.61 |
| | | | | HIV/AIDS | 5 | 10 | #0.51 |
| | | | | Suicide | 3 | 9 | #0.27 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †44 [36-54] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 31 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 99.1 |
| | | | | Antenatal care coverage, at least four visits | | | 88.9 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1932 | | | | |
| Years since any women received voting rights | | | 84 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | 30 | | | | |
| Quota for women on candidate lists in local elections | | | 30 | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

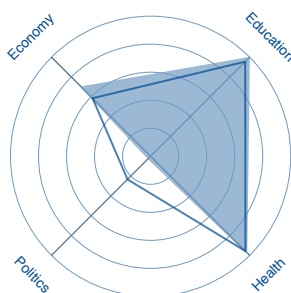
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Brunei Darussalam

rank **103**
out of 144 countries

score **0.669**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Brunei Darussalam score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 15.49 |
| GDP per capita (constant '11 intl. \$, PPP) | 66,647 |
| Total population (thousands) | 423.19 |
| Population growth rate (%) | 1.25 |
| Population sex ratio (female/male) | 0.94 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 56 | 0.696 | 91 | 0.570 |
| Educational attainment | 70 | 0.992 | 62 | 0.993 |
| Health and survival | 130 | 0.966 | 109 | 0.966 |
| Political empowerment | 141 | 0.021 | 122 | 0.028 |
| rank out of | 144 | | 130 | |

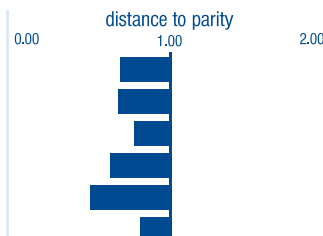
| | 2016 | | 2008 | |
|------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 103 | 0.669 | 99 | 0.639 | |
| 56 | 0.696 | 91 | 0.570 | |
| 70 | 0.992 | 62 | 0.993 | |
| 130 | 0.966 | 109 | 0.966 | |
| 141 | 0.021 | 122 | 0.028 | |
| 144 | | 130 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 96 | 0.687 | 0.665 |
| Wage equality for similar work (survey) | 13 | 0.787 | 0.622 |
| Estimated earned income (US\$, PPP) | 56 | 0.632 | 0.502 |
| Legislators, senior officials, and managers | 54 | 0.509 | 0.358 |
| Professional and technical workers | 89 | 0.824 | 0.862 |

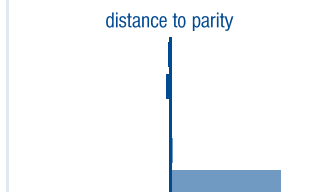
| | female | male | f/m ratio |
|---|--------|--------|-----------|
| 0.70 | | | |
| Labour force participation | 54 | 79 | 0.69 |
| Wage equality for similar work (survey) | — | — | 0.79 |
| Estimated earned income (US\$, PPP) | 47,377 | 75,000 | 0.63 |
| Legislators, senior officials, and managers | 34 | 66 | 0.51 |
| Professional and technical workers | 45 | 55 | 0.82 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 84 | 0.976 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

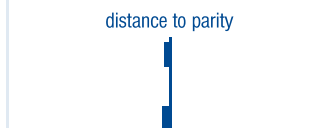
| | female | male | f/m ratio |
|----------------------------------|--------|------|-----------|
| 0.99 | | | |
| Literacy rate | 95 | 98 | 0.98 |
| Enrolment in primary education | — | — | — |
| Enrolment in secondary education | 88 | 87 | 1.01 |
| Enrolment in tertiary education | 40 | 24 | 1.69 |



Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 137 | 1.015 | 1.043 |

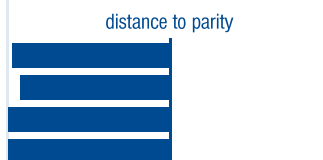
| | female | male | f/m ratio |
|-------------------------|--------|------|-----------|
| 0.97 | | | |
| Sex ratio at birth | — | — | 0.95 |
| Healthy life expectancy | 69 | 68 | 1.02 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 130 | 0.069 | 0.269 |
| Women in ministerial positions | 139 | 0.000 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | female | male | f/m ratio |
|---|--------|------|-----------|
| 0.02 | | | |
| Women in parliament | 6 | 94 | 0.07 |
| Women in ministerial positions | 0 | 100 | 0.00 |
| Years with female head of state (last 50) | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.669 / 103

BRN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 27 | 0.92 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | — | — | — |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 16 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 38 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | *— |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 91 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *— | Out-of-school youth of upper secondary school age | 14 | 15 | 0.93 |
| Inheritance rights for daughters | | | *— | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *— | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *— | PhD graduates | — | — | — |
| | | | | STEM graduates | 28 | 44 | 0.63 |
| | | | | Skill diversity | 0.198 | 0.211 | ^0.94 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 3 | 1.11 |
| | | | | Cardiovascular disease | 190 | 233 | #0.82 |
| | | | | Cancer | 80 | 94 | #0.85 |
| | | | | Diabetes | 66 | 60 | #1.10 |
| | | | | Chronic respiratory disease | 37 | 63 | #0.58 |
| | | | | HIV/AIDS | 1 | 1 | #0.64 |
| | | | | Suicide | 5 | 8 | #0.68 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †23 [15-30] |
| | | | | Existence of 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 | | | 99.7 |
| | | | | Antenatal care coverage, at least four visits | | | 93.2 |

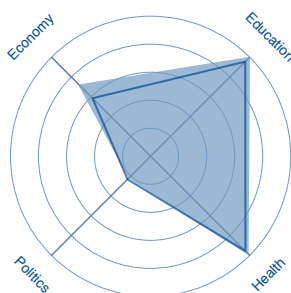
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Bulgaria

rank out of 144 countries **41**

score **0.726**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Bulgaria score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 48.95 |
| GDP per capita (constant '11 intl. \$, PPP) | 16,956 |
| Total population (thousands) | 7,149.79 |
| Population growth rate (%) | -0.76 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 73.66 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 43 | 0.716 | 58 | 0.613 |
| Educational attainment | 65 | 0.993 | 56 | 0.989 |
| Health and survival | 40 | 0.979 | 36 | 0.979 |
| Political empowerment | 51 | 0.215 | 30 | 0.167 |
| rank out of | 144 | | 115 | |

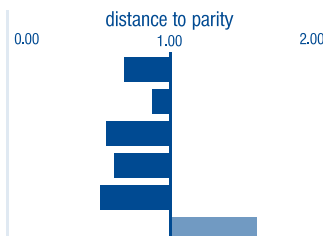
| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 41 | 0.726 | 37 | 0.687 |
| 43 | 0.716 | 58 | 0.613 |
| 65 | 0.993 | 56 | 0.989 |
| 40 | 0.979 | 36 | 0.979 |
| 51 | 0.215 | 30 | 0.167 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 37 | 0.892 | 0.665 |
| Wage equality for similar work (survey) | 92 | 0.604 | 0.622 |
| Estimated earned income (US\$, PPP) | 45 | 0.654 | 0.502 |
| Legislators, senior officials, and managers | 35 | 0.575 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

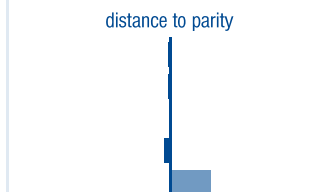
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 43 | 0.716 | 0.586 | | | 0.72 |
| 37 | 0.892 | 0.665 | 65 | 73 | 0.89 |
| 92 | 0.604 | 0.622 | — | — | 0.60 |
| 45 | 0.654 | 0.502 | 13,691 | 20,929 | 0.65 |
| 35 | 0.575 | 0.358 | 36 | 64 | 0.58 |
| 1 | 1.000 | 0.862 | 61 | 39 | 1.54 |



Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 65 | 0.993 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 110 | 0.973 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

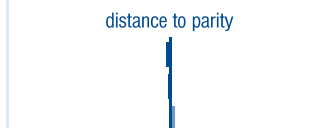
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 65 | 0.993 | 0.955 | | | 0.99 |
| 65 | 0.993 | 0.897 | 98 | 99 | 0.99 |
| 1 | 1.000 | 0.980 | 95 | 95 | 1.00 |
| 110 | 0.973 | 0.970 | 87 | 89 | 0.97 |
| 1 | 1.000 | 0.930 | 79 | 63 | 1.25 |



Health and survival

| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

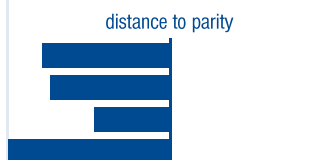
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 68 | 62 | 1.10 |



Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 72 | 0.257 | 0.269 |
| Women in ministerial positions | 16 | 0.538 | 0.238 |
| Years with female head of state (last 50) | 59 | 0.006 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 51 | 0.215 | 0.233 | | | 0.22 |
| 72 | 0.257 | 0.269 | 20 | 80 | 0.26 |
| 16 | 0.538 | 0.238 | 35 | 65 | 0.54 |
| 59 | 0.006 | 0.204 | 0 | 50 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.726 / 41

BGR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|-----------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 32 | 35 | 0.91 |
| Youth not in employment or education | 21 | 22 | 0.96 | Proportion married by age 25 | 10 | 3 | 3.48 |
| Unemployed adults | 10 | 11 | 0.84 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 30 |
| Labour force participation among those with advanced degrees | 73 | 75 | 0.97 | Potential support ratio | | | 3 |
| Workers employed part-time | 9 | 5 | 1.76 | Total dependency ratio | | | 52 |
| Contributing family workers | 1 | 0 | 2.18 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 9 | 0.63 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 365 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 410 / 15 | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 90 / 90 | | |
| Ability of women to rise to positions of leadership | | | *0.64 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / gov | | |
| Firms whose ownership includes women | | | 39.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 23.90 | Government provides child allowance to parents | | | yes |
| R&D personnel | 48 | 52 | 0.91 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 3 | 4 | 0.87 |
| Individuals with an account at a financial institution | 63 | 63 | 1.01 | Primary education attainment in adults | 96 | 98 | 0.98 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 21 | 16 | 1.27 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 73 | 75 | 0.96 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 32 | 0.40 |
| | | | | Skill diversity | 0.346 | 0.271 | *1.28 |
| Access to technology | | | | | | | |
| Individuals using the internet | 56 | 58 | 0.97 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 3 | 0.91 |
| | | | | Cardiovascular disease | 332 | 499 | #0.67 |
| Political leadership | | | | Cancer | 99 | 176 | #0.57 |
| Year women received right to vote | | 1937, 1945 | | Diabetes | 12 | 14 | #0.81 |
| Years since any women received voting rights | | | 79 | Chronic respiratory disease | 21 | 48 | #0.43 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 1 | 6 | #0.24 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 17 | #0.32 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †11 [8-14] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 23 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 93.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |

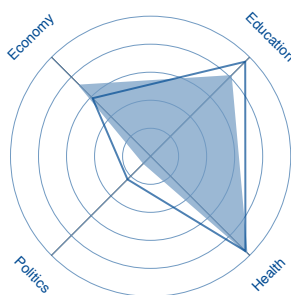
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Burkina Faso

rank **123**
out of 144 countries

score **0.640**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Burkina Faso score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 11.10 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,562 |
| Total population (thousands) | 18,105.57 |
| Population growth rate (%) | 2.83 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 52.11 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 44 | 0.714 | 49 | 0.639 |
| Educational attainment | 136 | 0.809 | 112 | 0.646 |
| Health and survival | 116 | 0.967 | 68 | 0.973 |
| Political empowerment | 127 | 0.068 | 74 | 0.084 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 51 | 0.865 | 0.665 | 79 | 91 | 0.87 |
| Wage equality for similar work (survey) | 57 | 0.662 | 0.622 | — | — | 0.66 |
| Estimated earned income (US\$, PPP) | 49 | 0.652 | 0.502 | 1,280 | 1,964 | 0.65 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

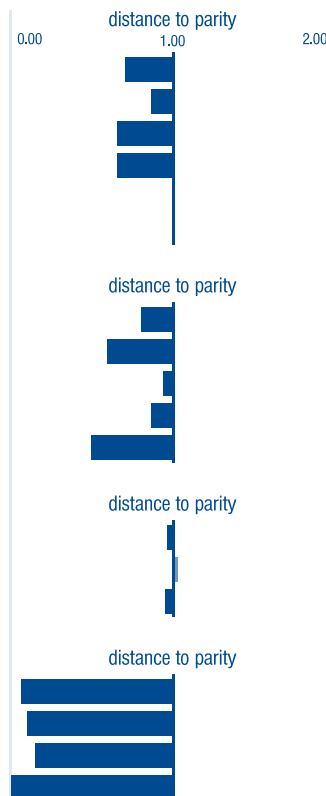
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 140 | 0.596 | 0.897 | 28 | 48 | 0.60 |
| Enrolment in primary education | 119 | 0.949 | 0.980 | 66 | 69 | 0.95 |
| Enrolment in secondary education | 130 | 0.872 | 0.970 | 20 | 23 | 0.87 |
| Enrolment in tertiary education | 130 | 0.492 | 0.930 | 3 | 6 | 0.49 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 125 | 1.020 | 1.043 | 51 | 50 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 123 | 0.104 | 0.269 | 9 | 91 | 0.10 |
| Women in ministerial positions | 93 | 0.143 | 0.238 | 13 | 88 | 0.14 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.640 / 123

BFA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 26 | 0.76 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 80 | 24 | 3.32 |
| Unemployed adults | 1 | 2 | 0.51 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 25 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 22 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 92 |
| Contributing family workers | 69 | 26 | 2.61 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 24 | 60 | 0.40 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 19.20 | gov | | | |
| Firms whose top management includes women | | | 11.30 | Government supports or provides childcare | | | yes |
| R&D personnel | 26 | 74 | 0.36 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 12 | 15 | 0.78 | Out-of-school children of primary school age | 34 | 30 | 1.12 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | 3 | 8 | 0.32 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 79 | 75 | 1.05 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 2 | 4 | 0.37 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 11 | 21 | 0.53 |
| Individuals using the internet | — | — | — | Skill diversity | 0.530 | 0.367 | *1.44 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 14 | 17 | 0.87 |
| Year women received right to vote | | | 1958 | Cardiovascular disease | 356 | 396 | #0.90 |
| Years since any women received voting rights | | | 58 | Cancer | 92 | 96 | #0.97 |
| Number of female heads of state to date | | | — | Diabetes | 70 | 45 | #1.56 |
| Quota for women on candidate lists in national elections | | | 30 | Chronic respiratory disease | 41 | 60 | #0.67 |
| Quota for women on candidate lists in local elections | | | 30 | HIV/AIDS | 39 | 33 | #1.20 |
| Voluntary political party quotas | | | no | Suicide | 3 | 7 | #0.38 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †371 [257-509] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 15 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 65.9 |
| | | | | Antenatal care coverage, at least four visits | | | 33.7 |

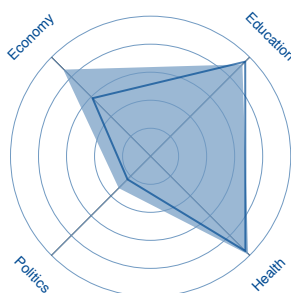
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Burundi

rank **12**
out of 144 countries

score **0.768**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Burundi score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 3.09 |
| GDP per capita (constant '11 intl. \$, PPP) | 693 |
| Total population (thousands) | 11,178.92 |
| Population growth rate (%) | 3.21 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 50.18 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 12 | score 0.768 |
| Educational attainment | rank 124 | score 0.917 |
| Health and survival | rank 66 | score 0.974 |
| Political empowerment | rank 28 | score 0.314 |
| rank out of | 144 | 135 |

| | 2016 | 2011 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 12 | 0.768 | 24 | 0.727 |
| 1 | 0.865 | 4 | 0.836 |
| 124 | 0.917 | 119 | 0.857 |
| 66 | 0.974 | 98 | 0.968 |
| 28 | 0.314 | 32 | 0.248 |
| 144 | | 135 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 1 | 1.000 | 0.665 |
| Wage equality for similar work (survey) | 2 | 0.837 | 0.622 |
| Estimated earned income (US\$, PPP) | 12 | 0.783 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

Educational attainment

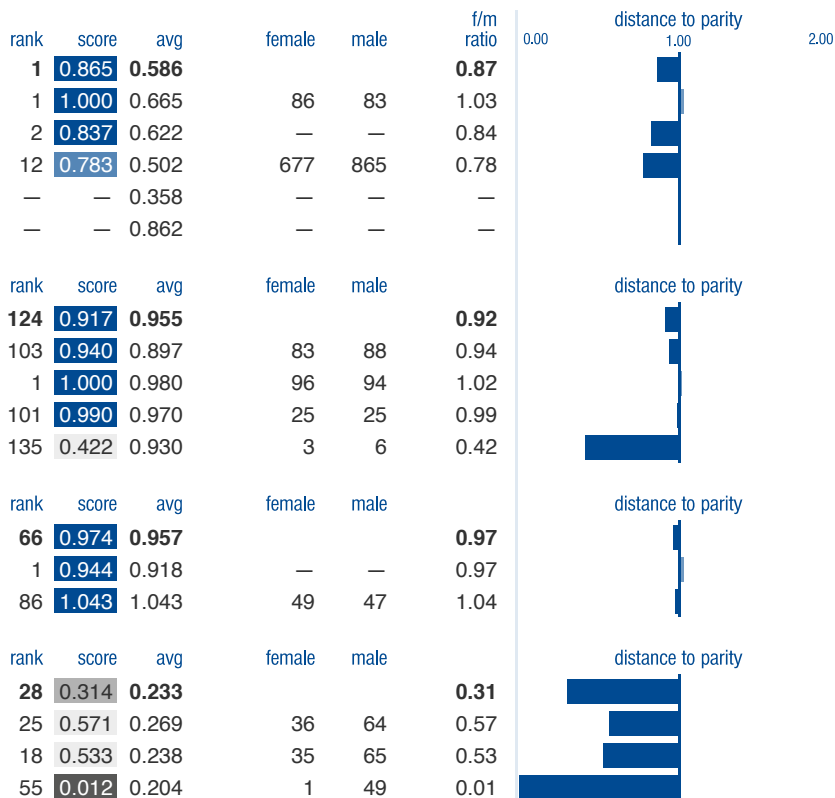
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 103 | 0.940 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 101 | 0.990 | 0.970 |
| Enrolment in tertiary education | 135 | 0.422 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 86 | 1.043 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 25 | 0.571 | 0.269 |
| Women in ministerial positions | 18 | 0.533 | 0.238 |
| Years with female head of state (last 50) | 55 | 0.012 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.768 / 12

BDI

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|---------------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 25 | 0.90 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 63 | 30 | 2.12 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 6 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 32 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 21 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 90 |
| Contributing family workers | 8 | 6 | 1.40 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 84 | 81 | 1.04 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 4 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.67 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 44.00 | gov | | | |
| Firms whose top management includes women | | | 16.30 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 7 | 7 | 0.89 | Out-of-school children of primary school age | 3 | 5 | 0.64 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Out-of-school youth of upper secondary school age | 69 | 64 | 1.08 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 4 | 7 | 0.60 |
| Individuals using the internet | 1 | 2 | 0.53 | Skill diversity | 0.347 | 0.267 | *1.30 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 6 | 7 | 0.85 |
| Year women received right to vote | | | 1961 | Cardiovascular disease | 292 | 329 | #0.89 |
| Years since any women received voting rights | | | 55 | Cancer | 142 | 130 | #1.09 |
| Number of female heads of state to date | | | 1 | Diabetes | 35 | 43 | #0.82 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 39 | 52 | #0.74 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 69 | 59 | #1.18 |
| Voluntary political party quotas | | | no | Suicide | 13 | 34 | #0.37 |
| Seats held in upper house | 42 | 58 | 0.72 | Maternal mortality ratio (per 100,000 births) | †712 | [471 - 1 050] | |
| | | | | Existence of 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 | | | 60.3 |
| | | | | Antenatal care coverage, at least four visits | | | 33.4 |

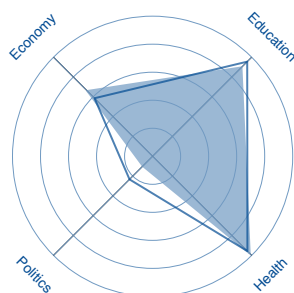
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Cambodia

rank **112**
out of 144 countries

score **0.658**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Cambodia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 18.05 |
| GDP per capita (constant '11 intl. \$, PPP) | 3,278 |
| Total population (thousands) | 15,577.90 |
| Population growth rate (%) | 1.52 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 58.88 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 77 | score 0.659 |
| Educational attainment | rank 128 | score 0.897 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 108 | score 0.098 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 112 | 0.658 | 89 | 0.629 |
| 77 | 0.659 | 29 | 0.675 |
| 128 | 0.897 | 105 | 0.809 |
| 1 | 0.980 | 1 | 0.980 |
| 108 | 0.098 | 94 | 0.053 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 44 | 0.879 | 0.665 |
| Wage equality for similar work (survey) | 20 | 0.762 | 0.622 |
| Estimated earned income (US\$, PPP) | 38 | 0.678 | 0.502 |
| Legislators, senior officials, and managers | 101 | 0.219 | 0.358 |
| Professional and technical workers | 109 | 0.536 | 0.862 |

Educational attainment

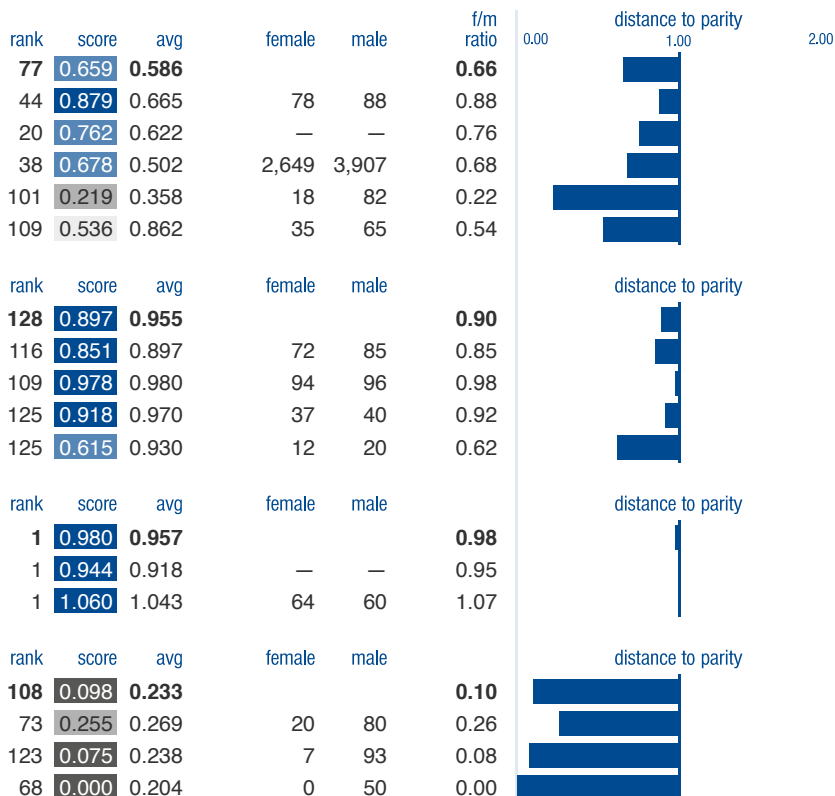
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 116 | 0.851 | 0.897 |
| Enrolment in primary education | 109 | 0.978 | 0.980 |
| Enrolment in secondary education | 125 | 0.918 | 0.970 |
| Enrolment in tertiary education | 125 | 0.615 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 73 | 0.255 | 0.269 |
| Women in ministerial positions | 123 | 0.075 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.658 / 112

KHM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 22 | 25 | 0.88 |
| Youth not in employment or education | 79 | 80 | 0.99 | Proportion married by age 25 | 55 | 28 | 1.95 |
| Unemployed adults | 0 | 0 | 0.71 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 17 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 16 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 56 |
| Contributing family workers | 6 | 5 | 1.17 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 54 | 45 | 1.19 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 90 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 50 / | — | |
| Ability of women to rise to positions of leadership | | | *0.67 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 46.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 57.30 | Government provides child allowance to parents | | | no |
| R&D personnel | 23 | 77 | 0.29 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 6 | 4 | 1.49 |
| Individuals with an account at a financial institution | 11 | 15 | 0.72 | Primary education attainment in adults | 25 | 48 | 0.53 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 61 | 52 | 1.17 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 3 | 10 | 0.34 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 4 | 16 | 0.28 |
| | | | | Skill diversity | 0.576 | 0.437 | *1.32 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 11 | 11 | 0.94 |
| | | | | Cardiovascular disease | 170 | 203 | #0.84 |
| | | | | Cancer | 93 | 112 | #0.83 |
| | | | | Diabetes | 16 | 12 | #1.31 |
| Political leadership | | | | Chronic respiratory disease | 29 | 40 | #0.73 |
| Year women received right to vote | | | 1955 | HIV/AIDS | 19 | 22 | #0.85 |
| Years since any women received voting rights | | | 61 | Suicide | 7 | 13 | #0.52 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †161 [117-213] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 14 |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | 15 | 85 | 0.17 | Births attended by skilled health personnel | | | 89 |
| | | | | Antenatal care coverage, at least four visits | | | 75.6 |

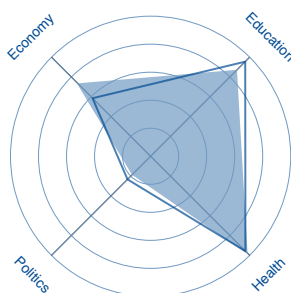
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Cameroon

rank out of 144 countries **85**

score **0.684**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Cameroon score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 29.20 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,939 |
| Total population (thousands) | 23,344.18 |
| Population growth rate (%) | 2.41 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 61.64 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 39 | score 0.727 |
| Educational attainment | rank 130 | score 0.862 |
| Health and survival | rank 114 | score 0.968 |
| Political empowerment | rank 65 | score 0.180 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|------------|--------------|
| rank | score | rank | score |
| 85 | 0.684 | 103 | 0.587 |
| 39 | 0.727 | 94 | 0.495 |
| 130 | 0.862 | 101 | 0.824 |
| 114 | 0.968 | 97 | 0.966 |
| 65 | 0.180 | 85 | 0.061 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 45 | score 0.878 | avg 0.665 |
| Wage equality for similar work (survey) | rank 53 | score 0.674 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 43 | score 0.663 | avg 0.502 |
| Legislators, senior officials, and managers | rank — | score — | avg 0.358 |
| Professional and technical workers | rank — | score — | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 39 | 0.727 | 0.586 | | | 0.73 |
| 45 | 0.878 | 0.665 | 72 | 82 | 0.88 |
| 53 | 0.674 | 0.622 | — | — | 0.67 |
| 43 | 0.663 | 0.502 | 2,370 | 3,575 | 0.66 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|----------|-------------|-----------|
| Literacy rate | rank 117 | score 0.849 | avg 0.897 |
| Enrolment in primary education | rank 123 | score 0.897 | avg 0.980 |
| Enrolment in secondary education | rank 131 | score 0.870 | avg 0.970 |
| Enrolment in tertiary education | rank 115 | score 0.735 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 130 | 0.862 | 0.955 | | | 0.86 |
| 117 | 0.849 | 0.897 | 69 | 81 | 0.85 |
| 123 | 0.897 | 0.980 | 87 | 97 | 0.90 |
| 131 | 0.870 | 0.970 | 40 | 46 | 0.87 |
| 115 | 0.735 | 0.930 | 10 | 14 | 0.74 |

Health and survival

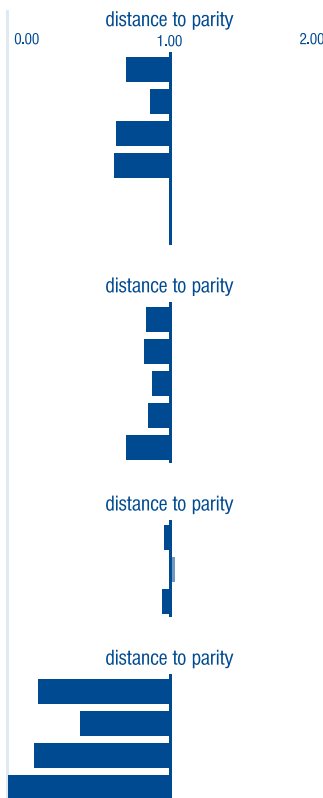
| | | | |
|-------------------------|----------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 123 | score 1.021 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 114 | 0.968 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.97 |
| 123 | 1.021 | 1.043 | 49 | 48 | 1.02 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 38 | score 0.452 | avg 0.269 |
| Women in ministerial positions | rank 88 | score 0.163 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 65 | 0.180 | 0.233 | | | 0.18 |
| 38 | 0.452 | 0.269 | 31 | 69 | 0.45 |
| 88 | 0.163 | 0.238 | 14 | 86 | 0.16 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.684 / 85

CMR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 29 | 0.80 |
| Youth not in employment or education | 16 | 5 | 3.43 | Proportion married by age 25 | 57 | 14 | 4.17 |
| Unemployed adults | 4 | 3 | 1.42 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 84 | 16 | 5.07 | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 24 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 17 |
| Workers employed part-time | 34 | 26 | 1.30 | Total dependency ratio | | | 84 |
| Contributing family workers | 34 | 20 | 1.74 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 50 | 44 | 1.13 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.58 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 15.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 10.00 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 10 | 0 | 21.92 |
| Individuals with an account at a financial institution | 9 | 14 | 0.64 | Primary education attainment in adults | 26 | 47 | 0.56 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 61 | 52 | 1.17 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 11 | 25 | 0.45 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 12 | 28 | 0.42 |
| | | | | Skill diversity | 0.462 | 0.357 | *1.29 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 7 | 0.74 |
| | | | | Cardiovascular disease | 285 | 284 | #1.00 |
| | | | | Cancer | 74 | 75 | #0.98 |
| | | | | Diabetes | 56 | 48 | #1.15 |
| Political leadership | | | | Chronic respiratory disease | 30 | 47 | #0.64 |
| Year women received right to vote | | | 1946 | HIV/AIDS | 222 | 191 | #1.16 |
| Years since any women received voting rights | | | 70 | Suicide | 3 | 11 | #0.31 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †596 [440-881] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 51 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | 20 | 80 | 0.25 | Births attended by skilled health personnel | | | 64.7 |
| | | | | Antenatal care coverage, at least four visits | | | 58.8 |

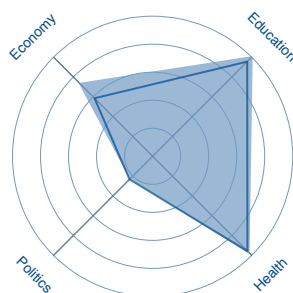
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Canada

rank **35**
out of 144 countries

score **0.731**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Canada score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 1,550.54 |
| GDP per capita (constant '11 intl. \$, PPP) | 42,891 |
| Total population (thousands) | 35,939.93 |
| Population growth rate (%) | 0.90 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 81.95 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 36 | score 0.732 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 108 | score 0.969 |
| Political empowerment | rank 49 | score 0.222 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 35 | 0.731 | 14 | 0.716 |
| 36 | 0.732 | 10 | 0.730 |
| 1 | 1.000 | 21 | 0.999 |
| 108 | 0.969 | 51 | 0.978 |
| 49 | 0.222 | 33 | 0.159 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 25 | 0.912 | 0.665 |
| Wage equality for similar work (survey) | 68 | 0.651 | 0.622 |
| Estimated earned income (US\$, PPP) | 44 | 0.659 | 0.502 |
| Legislators, senior officials, and managers | 43 | 0.551 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | — | — | 0.930 |

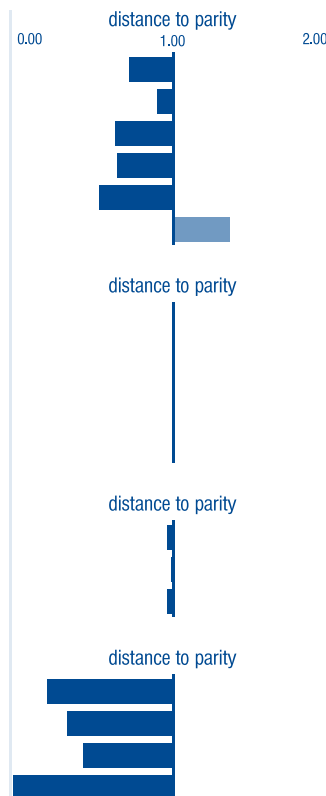
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 117 | 1.028 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 54 | 0.352 | 0.269 |
| Women in ministerial positions | 24 | 0.444 | 0.238 |
| Years with female head of state (last 50) | 57 | 0.007 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 36 | 0.732 | 0.586 | | | 0.73 |
| Labour force participation | 25 | 0.912 | 0.665 | 74 | 81 | 0.91 |
| Wage equality for similar work (survey) | 68 | 0.651 | 0.622 | — | — | 0.65 |
| Estimated earned income (US\$, PPP) | 44 | 0.659 | 0.502 | 35,869 | 54,411 | 0.66 |
| Legislators, senior officials, and managers | 43 | 0.551 | 0.358 | 36 | 64 | 0.55 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 58 | 42 | 1.36 |
| Educational attainment | 1 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | — | — | 0.980 | — | — | — |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 49 | 51 | 1.01 |
| Enrolment in tertiary education | — | — | 0.930 | — | — | — |
| Health and survival | 108 | 0.969 | 0.957 | | | 0.97 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 117 | 1.028 | 1.043 | 73 | 71 | 1.03 |
| Political empowerment | 49 | 0.222 | 0.233 | | | 0.22 |
| Women in parliament | 54 | 0.352 | 0.269 | 26 | 74 | 0.35 |
| Women in ministerial positions | 24 | 0.444 | 0.238 | 31 | 69 | 0.44 |
| Years with female head of state (last 50) | 57 | 0.007 | 0.204 | 0 | 50 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.731 / 35

CAN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 29 | 0.94 |
| Youth not in employment or education | 100 | 89 | 1.12 | Proportion married by age 25 | 22 | 12 | 1.82 |
| Unemployed adults | 5 | 6 | 0.87 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 45 | 50 | 0.89 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 74 | 80 | 0.93 | Potential support ratio | | | 4 |
| Workers employed part-time | 38 | 22 | 1.76 | Total dependency ratio | | | 47 |
| Contributing family workers | 0 | 0 | 1.66 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 12 | 0.77 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 521 | 501 | 1.04 | | | | |
| Proportion of unpaid work per day | 49 | 32 | 1.53 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | 245 |
| Law mandates equal pay | | | yes | Length of maternity / paternity leave (days) | 105 / | — | |
| Ability of women to rise to positions of leadership | | | *0.73 | Wages paid during maternity / paternity leave | 34 / | — | |
| Boards of publicly traded companies | 21 | 79 | 0.27 | Provider of parental leave benefits | | | gov |
| Firms whose ownership includes women | | | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 99 | 99 | 1.00 | Out-of-school children of primary school age | 0 | 0 | 0.52 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 83 | 83 | 1.00 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 11 | 35 | 0.33 |
| | | | | Skill diversity | 0.192 | 0.190 | *1.01 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 1 | 1 | 0.92 |
| | | | | Cardiovascular disease | 68 | 112 | #0.61 |
| | | | | Cancer | 104 | 139 | #0.75 |
| | | | | Diabetes | 8 | 12 | #0.61 |
| | | | | Chronic respiratory disease | 19 | 28 | #0.66 |
| | | | | HIV/AIDS | 0 | 1 | #0.31 |
| | | | | Suicide | 5 | 15 | #0.32 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †7 [5-9] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 6 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.4 |
| | | | | Antenatal care coverage, at least four visits | | | 98.9 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | 1917, 1960 | | | | | |
| Years since any women received voting rights | | | 99 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

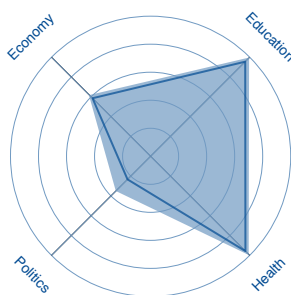
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Cape Verde

rank **36**
out of 144 countries

score **0.729**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Cape Verde score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 1.63 |
| GDP per capita (constant '11 intl. \$, PPP) | 6,296 |
| Total population (thousands) | 520.50 |
| Population growth rate (%) | 1.21 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 104 |
| Educational attainment | 90 |
| Health and survival | 1 |
| Political empowerment | 23 |
| rank out of | 144 |

| 2016 | | 2012 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 36 | 0.729 | 35 | 0.718 |
| 104 | 0.610 | 84 | 0.623 |
| 90 | 0.984 | 97 | 0.968 |
| 1 | 0.980 | 1 | 0.980 |
| 23 | 0.343 | 25 | 0.301 |
| 144 | | 135 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|-----|-------|-------|-------|-------|------|
| Labour force participation | 102 | 0.653 | 0.665 | 56 | 86 | 0.65 |
| Wage equality for similar work (survey) | 54 | 0.672 | 0.622 | — | — | 0.67 |
| Estimated earned income (US\$, PPP) | 106 | 0.485 | 0.502 | 4,278 | 8,821 | 0.49 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 107 | 0.916 | 0.897 | 85 | 92 | 0.92 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 98 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 74 | 65 | 1.14 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 27 | 19 | 1.40 |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 61 | 1.08 |

Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 62 | 0.309 | 0.269 | 24 | 76 | 0.31 |
| Women in ministerial positions | 1 | 1.000 | 0.238 | 53 | 47 | 1.13 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.729 / 36

CPV

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 28 | 0.82 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 41 | 23 | 1.77 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 14 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 52 |
| Contributing family workers | 15 | 6 | 2.28 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 29 | 29 | 1.00 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 60 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.63 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 33.10 | gov | | | |
| Firms whose top management includes women | | | 16.70 | Government supports or provides childcare | | | yes |
| R&D personnel | 43 | 57 | 0.76 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | — | — | — | Out-of-school children of primary school age | 2 | 2 | 0.83 |
| Women's access to financial services | | | *— | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *— | Out-of-school youth of upper secondary school age | 26 | 34 | 0.78 |
| Women's access to land use, control and ownership | | | *— | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *— | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 13 | 40 | 0.31 |
| Individuals using the internet | — | — | — | Skill diversity | 0.380 | 0.262 | *1.45 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | — | — | — |
| Year women received right to vote | | | 1975 | Cardiovascular disease | — | — | #— |
| Years since any women received voting rights | | | 41 | Cancer | — | — | #— |
| Number of female heads of state to date | | | — | Diabetes | — | — | #— |
| Quota for women on candidate lists in national elections | | | 50 | Chronic respiratory disease | — | — | #— |
| Quota for women on candidate lists in local elections | | | 50 | HIV/AIDS | 3 | 4 | #0.83 |
| Voluntary political party quotas | | | no | Suicide | — | — | #— |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †— |
| | | | | Existence of 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 coverage, at least four visits | | | — |

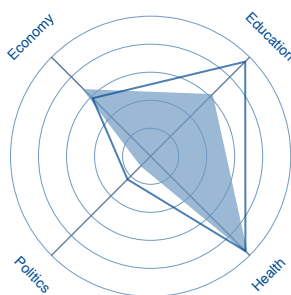
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Chad

rank **140**
out of 144 countries

score **0.587**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Chad score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 10.89 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,044 |
| Total population (thousands) | 14,037.47 |
| Population growth rate (%) | 3.15 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 44.23 |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 74 |
| Educational attainment | 144 |
| Health and survival | 111 |
| Political empowerment | 111 |
| rank out of | 144 |

| | 2016 | 2006 | |
|------------|--------------|------------|--------------|
| rank | score | rank | score |
| 140 | 0.587 | 113 | 0.525 |
| 74 | 0.667 | 65 | 0.601 |
| 144 | 0.618 | 115 | 0.468 |
| 111 | 0.968 | 56 | 0.976 |
| 111 | 0.093 | 91 | 0.054 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 64 | 0.816 | 0.665 |
| Wage equality for similar work (survey) | 89 | 0.610 | 0.622 |
| Estimated earned income (US\$, PPP) | 63 | 0.614 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 74 | 0.667 | 0.586 | | | 0.67 |
| 64 | 0.816 | 0.665 | 65 | 79 | 0.82 |
| 89 | 0.610 | 0.622 | — | — | 0.61 |
| 63 | 0.614 | 0.502 | 1,659 | 2,704 | 0.61 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 133 | 0.656 | 0.897 |
| Enrolment in primary education | 130 | 0.782 | 0.980 |
| Enrolment in secondary education | 141 | 0.479 | 0.970 |
| Enrolment in tertiary education | 137 | 0.197 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 144 | 0.618 | 0.955 | | | 0.62 |
| 133 | 0.656 | 0.897 | 32 | 48 | 0.66 |
| 130 | 0.782 | 0.980 | 74 | 95 | 0.78 |
| 141 | 0.479 | 0.970 | 31 | 69 | 0.48 |
| 137 | 0.197 | 0.930 | 1 | 6 | 0.20 |

Health and survival

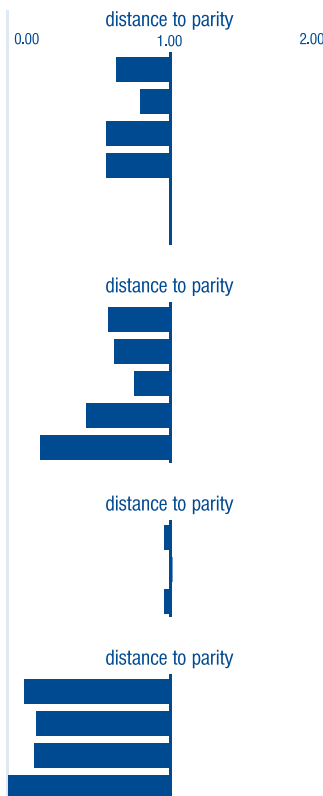
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 120 | 1.023 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 111 | 0.968 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.96 |
| 120 | 1.023 | 1.043 | 45 | 44 | 1.02 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 101 | 0.175 | 0.269 |
| Women in ministerial positions | 89 | 0.158 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 111 | 0.093 | 0.233 | | | 0.09 |
| 101 | 0.175 | 0.269 | 15 | 85 | 0.18 |
| 89 | 0.158 | 0.238 | 14 | 86 | 0.16 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.587 / 140

TCD

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|---------------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 18 | 25 | 0.75 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 90 | 38 | 2.37 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 6 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 28 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 20 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 101 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 1 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 50 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.47 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 40.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 6.80 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 26 | 5 | 4.90 |
| Individuals with an account at a financial institution | 4 | 12 | 0.34 | Primary education attainment in adults | 3 | 14 | 0.24 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 94 | 81 | 1.16 |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 4 | 15 | 0.29 |
| | | | | Skill diversity | 0.369 | 0.292 | *1.26 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 12 | 14 | 0.80 |
| | | | | Cardiovascular disease | 300 | 310 | #0.97 |
| | | | | Cancer | 89 | 91 | #0.98 |
| | | | | Diabetes | 44 | 46 | #0.96 |
| | | | | Chronic respiratory disease | 48 | 54 | #0.90 |
| | | | | HIV/AIDS | 165 | 146 | #1.13 |
| | | | | Suicide | 2 | 7 | #0.31 |
| | | | | Maternal mortality ratio (per 100,000 births) | †856 | [560 - 1 350] | |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 57 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 24.3 |
| | | | | Antenatal care coverage, at least four visits | | | 31 |

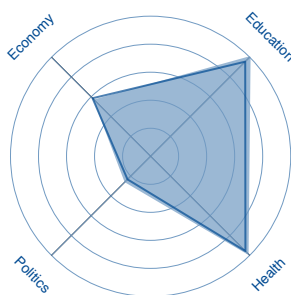
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Chile

rank **70**
out of 144 countries

score **0.699**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Chile score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 240.22 |
| GDP per capita (constant '11 intl. \$, PPP) | 22,145 |
| Total population (thousands) | 17,948.14 |
| Population growth rate (%) | 0.97 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 71.45 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 119 | score 0.565 |
| Educational attainment | rank 38 | score 0.999 |
| Health and survival | rank 39 | score 0.979 |
| Political empowerment | rank 39 | score 0.254 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 70 | 0.699 | 78 | 0.645 |
| 119 | 0.565 | 90 | 0.514 |
| 38 | 0.999 | 69 | 0.980 |
| 39 | 0.979 | 1 | 0.980 |
| 39 | 0.254 | 56 | 0.109 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 92 | 0.721 | 0.665 | 57 | 80 | 0.72 |
| Wage equality for similar work (survey) | 133 | 0.482 | 0.622 | — | — | 0.48 |
| Estimated earned income (US\$, PPP) | 97 | 0.517 | 0.502 | 15,107 | 29,223 | 0.52 |
| Legislators, senior officials, and managers | 84 | 0.340 | 0.358 | 25 | 75 | 0.34 |
| Professional and technical workers | 83 | 0.887 | 0.862 | 47 | 53 | 0.89 |

Educational attainment

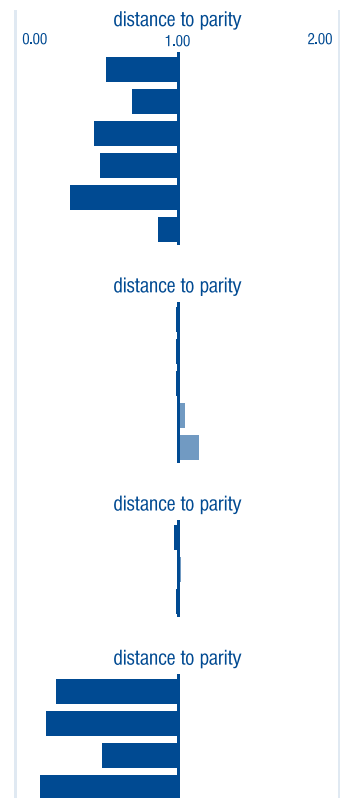
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 57 | 0.997 | 0.897 | 97 | 97 | 1.00 |
| Enrolment in primary education | 66 | 0.999 | 0.980 | 93 | 93 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 90 | 87 | 1.04 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 92 | 81 | 1.14 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.96 |
| Healthy life expectancy | 64 | 1.059 | 1.043 | 72 | 68 | 1.06 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 96 | 0.188 | 0.269 | 16 | 84 | 0.19 |
| Women in ministerial positions | 18 | 0.533 | 0.238 | 35 | 65 | 0.53 |
| Years with female head of state (last 50) | 19 | 0.144 | 0.204 | 6 | 44 | 0.14 |



0.00 0.40

distribution of countries by score

1.00



0.699 / 70

CHL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 29 | 0.94 |
| Youth not in employment or education | 16 | 8 | 2.13 | Proportion married by age 25 | 24 | 17 | 1.46 |
| Unemployed adults | 5 | 5 | 1.16 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 61 | 39 | 1.58 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 62 | 74 | 0.83 | Potential support ratio | | | 6 |
| Workers employed part-time | 31 | 17 | 1.80 | Total dependency ratio | | | 45 |
| Contributing family workers | 2 | 1 | 2.66 | Parity of parental rights in marriage | | | *0.00 |
| Own-account workers | 22 | 20 | 1.08 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 84 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 126 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.50 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 29.60 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 4.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | 38 | 62 | 0.61 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 7 | 7 | 1.02 |
| Individuals with an account at a financial institution | 59 | 68 | 0.87 | Primary education attainment in adults | 84 | 86 | 0.98 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 5 | 7 | 0.82 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 53 | 55 | 0.97 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 11 | 13 | 0.87 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 7 | 35 | 0.19 |
| | | | | Skill diversity | 0.234 | 0.195 | *1.20 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | 61 | 60 | 1.01 | Malnutrition of children under age 5 | 0 | 0 | 0.67 |
| | | | | Cardiovascular disease | 90 | 145 | #0.62 |
| Political leadership | | | | Cancer | 99 | 139 | #0.71 |
| Year women received right to vote | | | 1949 | Diabetes | 13 | 18 | #0.68 |
| Years since any women received voting rights | | | 67 | Chronic respiratory disease | 20 | 35 | #0.57 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 1 | 4 | #0.24 |
| Quota for women on candidate lists in national elections | | | 40 | Suicide | 6 | 19 | #0.31 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †22 [18-26] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 36 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

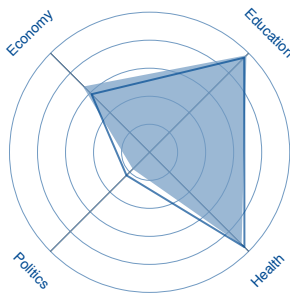
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China

rank out of 144 countries **99**

score **0.676**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



China score
sample average

KEY INDICATORS

| | |
|---|--------------|
| GDP (US\$ billions) | 10,866.44 |
| GDP per capita (constant '11 intl. \$, PPP) | 13,400 |
| Total population (thousands) | 1,376,048.94 |
| Population growth rate (%) | 0.39 |
| Population sex ratio (female/male) | 0.94 |
| Human capital optimization (%) | 67.81 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 81 | score 0.656 |
| Educational attainment | rank 99 | score 0.967 |
| Health and survival | rank 144 | score 0.919 |
| Political empowerment | rank 74 | score 0.162 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 99 | 0.676 | 63 | 0.656 |
| 81 | 0.656 | 53 | 0.621 |
| 99 | 0.967 | 78 | 0.957 |
| 144 | 0.919 | 114 | 0.936 |
| 74 | 0.162 | 52 | 0.111 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 57 | 0.838 | 0.665 |
| Wage equality for similar work (survey) | 70 | 0.649 | 0.622 |
| Estimated earned income (US\$, PPP) | 59 | 0.621 | 0.502 |
| Legislators, senior officials, and managers | 103 | 0.201 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 81 | 0.656 | 0.586 | | | 0.66 |
| 57 | 0.838 | 0.665 | 70 | 84 | 0.84 |
| 70 | 0.649 | 0.622 | — | — | 0.65 |
| 59 | 0.621 | 0.502 | 10,049 | 16,177 | 0.62 |
| 103 | 0.201 | 0.358 | 17 | 83 | 0.20 |
| 1 | 1.000 | 0.862 | 52 | 48 | 1.07 |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 95 | 0.962 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 119 | 0.953 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 99 | 0.967 | 0.955 | | | 0.97 |
| 95 | 0.962 | 0.897 | 94 | 98 | 0.96 |
| — | — | 0.980 | — | — | — |
| 119 | 0.953 | 0.970 | 47 | 53 | 0.95 |
| 1 | 1.000 | 0.930 | 43 | 37 | 1.16 |

Health and survival

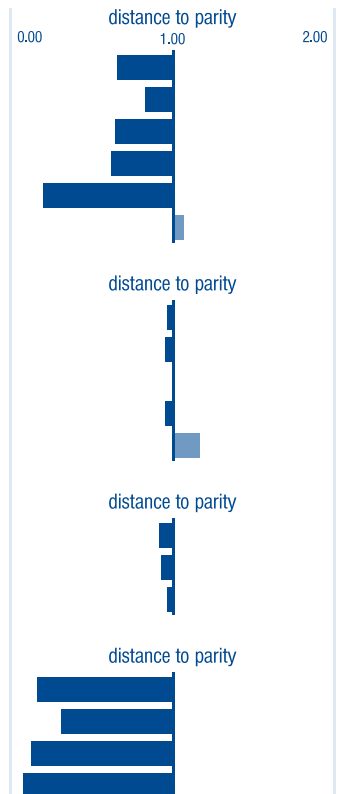
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 144 | 0.870 | 0.918 |
| Healthy life expectancy | 112 | 1.030 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 144 | 0.919 | 0.957 | | | 0.92 |
| 144 | 0.870 | 0.918 | — | — | 0.87 |
| 112 | 1.030 | 1.043 | 69 | 67 | 1.03 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 61 | 0.309 | 0.269 |
| Women in ministerial positions | 101 | 0.130 | 0.238 |
| Years with female head of state (last 50) | 33 | 0.076 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 74 | 0.162 | 0.233 | | | 0.16 |
| 61 | 0.309 | 0.269 | 24 | 76 | 0.31 |
| 101 | 0.130 | 0.238 | 12 | 88 | 0.13 |
| 33 | 0.076 | 0.204 | 4 | 46 | 0.08 |



0.00 0.40

distribution of countries by score

1.00



0.676 / 99

CHN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------------------|--|--------|--------|-------------------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 24 | 26 | 0.93 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 36 | 20 | 1.75 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 2 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 8 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 37 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | [†] 1.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | [†] 1.00 |
| Work, minutes per day | 525 | 481 | 1.09 | | | | |
| Proportion of unpaid work per day | 45 | 19 | 2.36 | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 128 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | [†] 0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 64.20 | gov | | | |
| Firms whose top management includes women | | | 17.50 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 76 | 81 | 0.94 | Out-of-school children of primary school age | — | — | — |
| Women's access to financial services | | | [†] 1.00 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | [†] 0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Women's access to land use, control and ownership | | | [†] 0.50 | Secondary education attainment in adults | 19 | 25 | 0.76 |
| Women's access to non-land assets use, control and ownership | | | [†] 0.50 | Tertiary education attainment in adults | 3 | 4 | 0.72 |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | — | — | — |
| Individuals using the internet | — | — | — | Skill diversity | — | — | ×— |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 2 | 2 | 0.88 |
| Year women received right to vote | | | 1949 | Cardiovascular disease | 286 | 314 | [#] 0.91 |
| Years since any women received voting rights | | | 67 | Cancer | 98 | 193 | [#] 0.51 |
| Number of female heads of state to date | | | 1 | Diabetes | 18 | 12 | [#] 1.49 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 67 | 90 | [#] 0.74 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 1 | 3 | [#] 0.41 |
| Voluntary political party quotas | | | — | Suicide | 9 | 7 | [#] 1.23 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | [†] 27 [22-32] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 15 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | — |

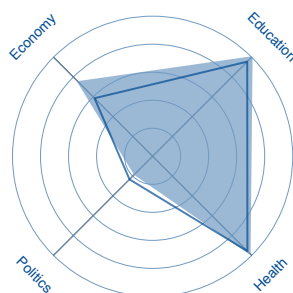
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Colombia

rank **39**
out of 144 countries

score **0.727**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Colombia score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 292.08 |
| GDP per capita (constant '11 intl. \$, PPP) | 12,988 |
| Total population (thousands) | 48,228.70 |
| Population growth rate (%) | 0.81 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 69.58 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 28 | score 0.749 |
| Educational attainment | rank 37 | score 0.999 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 66 | score 0.180 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 39 | 0.727 | 22 | 0.705 |
| 28 | 0.749 | 39 | 0.661 |
| 37 | 0.999 | 14 | 1.000 |
| 40 | 0.979 | 1 | 0.980 |
| 66 | 0.180 | 27 | 0.180 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 86 | 0.751 | 0.665 | 62 | 83 | 0.75 |
| Wage equality for similar work (survey) | 102 | 0.576 | 0.622 | — | — | 0.58 |
| Estimated earned income (US\$, PPP) | 37 | 0.682 | 0.502 | 10,864 | 15,928 | 0.68 |
| Legislators, senior officials, and managers | 1 | 1.000 | 0.358 | 53 | 47 | 1.13 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 54 | 46 | 1.17 |

Educational attainment

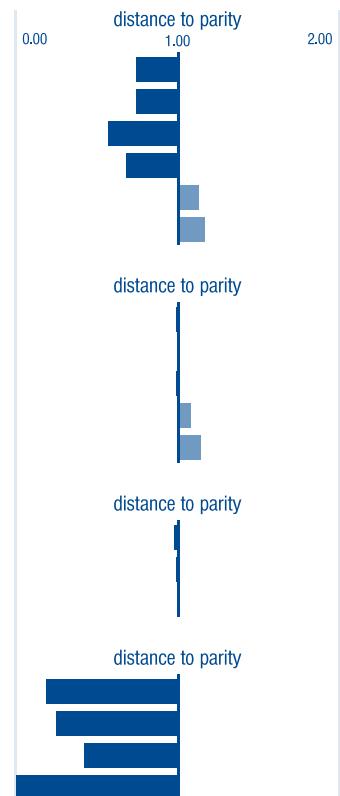
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 95 | 94 | 1.00 |
| Enrolment in primary education | 68 | 0.998 | 0.980 | 90 | 90 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 82 | 76 | 1.08 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 55 | 48 | 1.15 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 69 | 65 | 1.06 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 77 | 0.248 | 0.269 | 20 | 80 | 0.25 |
| Women in ministerial positions | 29 | 0.417 | 0.238 | 29 | 71 | 0.42 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.727 / 39

COL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 27 | 0.85 |
| Youth not in employment or education | 32 | 12 | 2.59 | Proportion married by age 25 | 48 | 26 | 1.84 |
| Unemployed adults | 9 | 5 | 1.62 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 76 | 24 | 3.15 | Average number of children per woman | | | 2 |
| Workers in informal employment | 59 | 61 | 0.96 | Women with unmet demand for family planning | | | 8 |
| Labour force participation among those with advanced degrees | 84 | 93 | 0.91 | Potential support ratio | | | 10 |
| Workers employed part-time | 32 | 14 | 2.23 | Total dependency ratio | | | 46 |
| Contributing family workers | 6 | 2 | 2.72 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 41 | 44 | 0.92 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 10 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.59 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 35.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 12.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 8 | 8 | 0.95 |
| Individuals with an account at a financial institution | 34 | 43 | 0.77 | Primary education attainment in adults | 76 | 75 | 1.02 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 17 | 20 | 0.88 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 45 | 44 | 1.03 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 11 | 10 | 1.04 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 34 | 0.41 |
| | | | | Skill diversity | 0.396 | 0.310 | *1.28 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | 87 | 85 | 1.03 | Malnutrition of children under age 5 | 1 | 1 | 1.00 |
| | | | | Cardiovascular disease | 128 | 178 | #0.72 |
| Political leadership | female | male | value | Cancer | 85 | 100 | #0.85 |
| Year women received right to vote | | | 1954 | Diabetes | 17 | 16 | #1.05 |
| Years since any women received voting rights | | | 62 | Chronic respiratory disease | 29 | 46 | #0.63 |
| Number of female heads of state to date | | | — | HIV/AIDS | 3 | 10 | #0.31 |
| Quota for women on candidate lists in national elections | | | 30 | Suicide | 2 | 9 | #0.21 |
| Quota for women on candidate lists in local elections | | | 30 | Maternal mortality ratio (per 100,000 births) | | | †64 [56-81] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 39 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.7 |
| | | | | Antenatal care coverage, at least four visits | | | 88.6 |

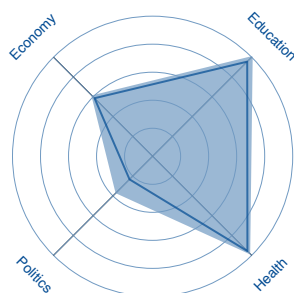
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Costa Rica

rank **32**
out of 144 countries

score **0.736**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Costa Rica score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 51.11 |
| GDP per capita (constant '11 intl. \$, PPP) | 14,472 |
| Total population (thousands) | 4,807.85 |
| Population growth rate (%) | 0.96 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 69.72 |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 105 |
| Educational attainment | 30 |
| Health and survival | 62 |
| Political empowerment | 20 |
| rank out of | 144 |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 32 | 0.736 | 30 | 0.694 |
| 105 | 0.606 | 89 | 0.522 |
| 30 | 1.000 | 32 | 0.995 |
| 62 | 0.975 | 1 | 0.980 |
| 20 | 0.365 | 15 | 0.277 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 112 | 0.635 | 0.665 |
| Wage equality for similar work (survey) | 116 | 0.553 | 0.622 |
| Estimated earned income (US\$, PPP) | 82 | 0.582 | 0.502 |
| Legislators, senior officials, and managers | 37 | 0.567 | 0.358 |
| Professional and technical workers | 92 | 0.783 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 63 | 0.999 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 79 | 1.044 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 30 | 0.500 | 0.269 |
| Women in ministerial positions | 14 | 0.692 | 0.238 |
| Years with female head of state (last 50) | 30 | 0.087 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.736 / 32

CRI

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 29 | 0.89 |
| Youth not in employment or education | 24 | 12 | 1.90 | Proportion married by age 25 | 31 | 18 | 1.76 |
| Unemployed adults | 8 | 5 | 1.69 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 64 | 36 | 1.82 | Average number of children per woman | | | 2 |
| Workers in informal employment | 48 | 39 | 1.21 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 69 | 81 | 0.86 | Potential support ratio | | | 8 |
| Workers employed part-time | 33 | 16 | 2.11 | Total dependency ratio | | | 45 |
| Contributing family workers | 1 | 1 | 1.33 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 18 | 21 | 0.88 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 120 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.61 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 43.50 | gov | | | |
| Firms whose top management includes women | | | 15.40 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 60 | 69 | 0.87 | Out-of-school children of primary school age | 4 | 4 | 1.00 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 81 | 83 | 0.98 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 15 | 19 | 0.82 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 41 | 40 | 1.02 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 23 | 23 | 0.99 |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 7 | 24 | 0.30 |
| Individuals using the internet | 60 | 60 | 0.99 | Skill diversity | 0.286 | 0.248 | *1.15 |
| Individuals using a mobile phone | 73 | 73 | 1.00 | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 2 | 1 | 2.50 |
| Year women received right to vote | | | 1949 | Cardiovascular disease | 118 | 163 | #0.73 |
| Years since any women received voting rights | | | 67 | Cancer | 97 | 127 | #0.76 |
| Number of female heads of state to date | | | 1 | Diabetes | 20 | 19 | #1.05 |
| Quota for women on candidate lists in national elections | | | 50 | Chronic respiratory disease | 26 | 31 | #0.83 |
| Quota for women on candidate lists in local elections | | | 50 | HIV/AIDS | 1 | 5 | #0.23 |
| Voluntary political party quotas | | | yes | Suicide | 2 | 11 | #0.20 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †25 [20-29] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 36 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.2 |
| | | | | Antenatal care coverage, at least four visits | | | 90.2 |

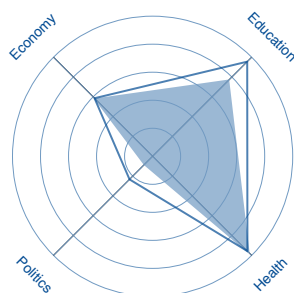
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Côte d'Ivoire

rank **136**
out of 144 countries

score **0.597**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



■ Côte d'Ivoire score
● sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 31.75 |
| GDP per capita (constant '11 intl. \$, PPP) | 3,290 |
| Total population (thousands) | 22,701.56 |
| Population growth rate (%) | 2.38 |
| Population sex ratio (female/male) | 0.97 |
| Human capital optimization (%) | 50.34 |

Global Gender Gap Index

| | 2016 | | 2010 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 116 | 0.575 | 106 | 0.539 |
| Educational attainment | 139 | 0.764 | 130 | 0.692 |
| Health and survival | 112 | 0.968 | 1 | 0.980 |
| Political empowerment | 120 | 0.081 | 104 | 0.065 |
| rank out of | 144 | | 134 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 116 | 0.575 | 0.586 | | | 0.58 |
| Labour force participation | 103 | 0.650 | 0.665 | 53 | 81 | 0.65 |
| Wage equality for similar work (survey) | 94 | 0.595 | 0.622 | — | — | 0.60 |
| Estimated earned income (US\$, PPP) | 110 | 0.480 | 0.502 | 2,102 | 4,375 | 0.48 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

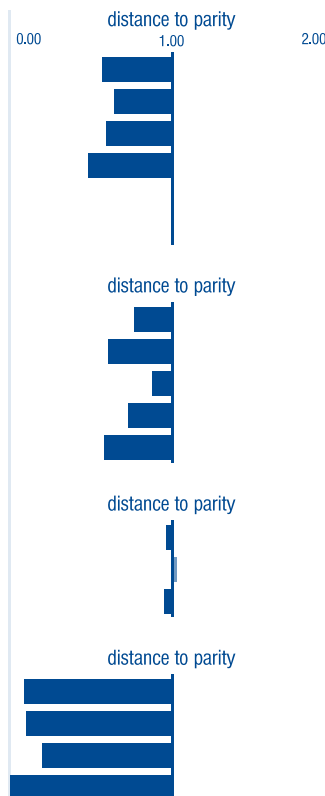
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------------|--------------|--------------|--------|------|-------------|
| Educational attainment | 139 | 0.764 | 0.955 | | | 0.76 |
| Literacy rate | 137 | 0.614 | 0.897 | 33 | 53 | 0.61 |
| Enrolment in primary education | 124 | 0.886 | 0.980 | 70 | 79 | 0.89 |
| Enrolment in secondary education | 137 | 0.737 | 0.970 | 41 | 59 | 0.74 |
| Enrolment in tertiary education | 127 | 0.585 | 0.930 | 6 | 11 | 0.59 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|----------------------------|------------|--------------|--------------|--------|------|-------------|
| Health and survival | 112 | 0.968 | 0.957 | | | 0.97 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 121 | 1.022 | 1.043 | 46 | 45 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|------|-------------|
| Political empowerment | 120 | 0.081 | 0.233 | | | 0.08 |
| Women in parliament | 125 | 0.101 | 0.269 | 9 | 91 | 0.10 |
| Women in ministerial positions | 76 | 0.200 | 0.238 | 17 | 83 | 0.20 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.597 / 136

CIV

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 29 | 0.79 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 56 | 13 | 4.33 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 27 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 18 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 83 |
| Contributing family workers | 30 | 15 | 2.04 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 59 | 56 | 1.05 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 2 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 61.90 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 29 | 20 | 1.43 |
| Individuals with an account at a financial institution | 12 | 18 | 0.66 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 9 | 27 | 0.35 |
| | | | | Skill diversity | 0.423 | 0.264 | *1.60 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| | | | | Chronic respiratory disease | — | — | #— |
| Political leadership | female | male | value | HIV/AIDS | 233 | 191 | #1.22 |
| Year women received right to vote | | | 1952 | Suicide | — | — | #— |
| Years since any women received voting rights | | | 64 | Maternal mortality ratio (per 100,000 births) | | | †— |
| Number of female heads of state to date | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | 26 |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Voluntary political party quotas | | | — | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

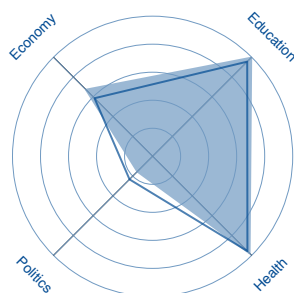
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Croatia

rank out of 144 countries **68**

score **0.700**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Croatia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 48.73 |
| GDP per capita (constant '11 intl. \$, PPP) | 20,430 |
| Total population (thousands) | 4,240.32 |
| Population growth rate (%) | -0.37 |
| Population sex ratio (female/male) | 1.07 |
| Human capital optimization (%) | 74.99 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 68 | score 0.672 |
| Educational attainment | rank 57 | score 0.995 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 76 | score 0.154 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 68 | 0.700 | 16 | 0.714 |
| 68 | 0.672 | 42 | 0.651 |
| 57 | 0.995 | 51 | 0.990 |
| 40 | 0.979 | 36 | 0.979 |
| 76 | 0.154 | 18 | 0.238 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 50 | 0.866 | 0.665 |
| Wage equality for similar work (survey) | 113 | 0.555 | 0.622 |
| Estimated earned income (US\$, PPP) | 19 | 0.728 | 0.502 |
| Legislators, senior officials, and managers | 91 | 0.302 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 67 | 0.993 | 0.897 |
| Enrolment in primary education | 84 | 0.991 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

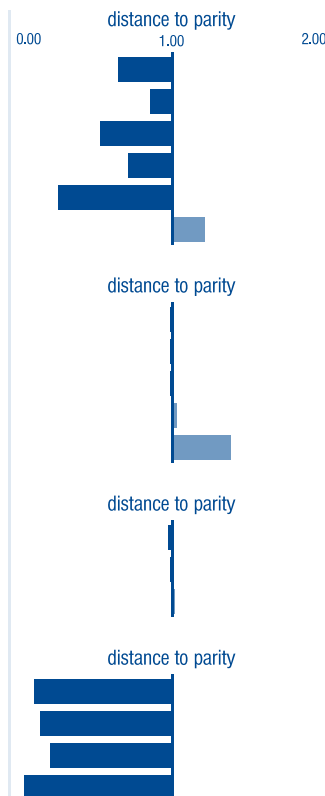
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 97 | 0.180 | 0.269 |
| Women in ministerial positions | 61 | 0.250 | 0.238 |
| Years with female head of state (last 50) | 31 | 0.083 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 68 | 0.672 | 0.586 | | | 0.67 |
| Labour force participation | 50 | 0.866 | 0.665 | 61 | 71 | 0.87 |
| Wage equality for similar work (survey) | 113 | 0.555 | 0.622 | — | — | 0.56 |
| Estimated earned income (US\$, PPP) | 19 | 0.728 | 0.502 | 18,332 | 25,180 | 0.73 |
| Legislators, senior officials, and managers | 91 | 0.302 | 0.358 | 23 | 77 | 0.30 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 55 | 45 | 1.20 |
| Educational attainment | 57 | 0.995 | 0.955 | | | 1.00 |
| Literacy rate | 67 | 0.993 | 0.897 | 99 | 100 | 0.99 |
| Enrolment in primary education | 84 | 0.991 | 0.980 | 88 | 89 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 94 | 91 | 1.03 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 81 | 59 | 1.37 |
| Health and survival | 40 | 0.979 | 0.957 | | | 0.98 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 70 | 65 | 1.08 |
| Political empowerment | 76 | 0.154 | 0.233 | | | 0.15 |
| Women in parliament | 97 | 0.180 | 0.269 | 15 | 85 | 0.18 |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 31 | 0.083 | 0.204 | 4 | 46 | 0.08 |



0.00 0.40

distribution of countries by score

1.00



0.700 / 68

HRV

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 30 | 0.91 |
| Youth not in employment or education | 19 | 21 | 0.90 | Proportion married by age 25 | 20 | 7 | 2.87 |
| Unemployed adults | 16 | 13 | 1.18 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 74 | 71 | 1.04 | Potential support ratio | | | 3 |
| Workers employed part-time | 20 | 13 | 1.52 | Total dependency ratio | | | 51 |
| Contributing family workers | 3 | 1 | 2.53 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 11 | 0.59 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 120 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 208 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.55 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 32.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 18.70 | Government provides child allowance to parents | | | yes |
| R&D personnel | 53 | 47 | 1.12 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 3 | 0.12 |
| Individuals with an account at a financial institution | 88 | 84 | 1.04 | Primary education attainment in adults | 95 | 99 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 6 | 11 | 0.59 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 63 | 79 | 0.80 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 38 | 0.36 |
| | | | | Skill diversity | 0.278 | 0.221 | *1.26 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 65 | 74 | 0.88 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 194 | 292 | #0.66 |
| Political leadership | female | male | value | Cancer | 113 | 223 | #0.51 |
| Year women received right to vote | | | 1945 | Diabetes | 11 | 17 | #0.65 |
| Years since any women received voting rights | | | 71 | Chronic respiratory disease | 10 | 29 | #0.33 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 20 | #0.23 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †8 [6-11] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 93.3 |

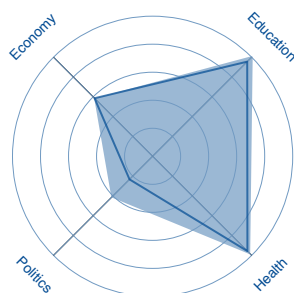
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Cuba

rank out of 144 countries **27**

score **0.740**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Cuba score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 11,389.56 |
| Population growth rate (%) | -0.04 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 75.55 |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 114 |
| Educational attainment | 1 |
| Health and survival | 61 |
| Political empowerment | 12 |
| rank out of | 144 |

| 2016 | | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 27 | 0.740 | 22 | 0.717 |
| 114 | 0.578 | 39 | 0.681 |
| 1 | 1.000 | 55 | 0.990 |
| 61 | 0.975 | 69 | 0.974 |
| 12 | 0.407 | 23 | 0.222 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 106 | 0.648 | 0.665 | 51 | 79 | 0.65 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 115 | 0.468 | 0.502 | 13,125 | 28,026 | 0.47 |
| Legislators, senior officials, and managers | 30 | 0.616 | 0.358 | 38 | 62 | 0.62 |
| Professional and technical workers | 103 | 0.616 | 0.862 | 38 | 62 | 0.62 |

Educational attainment

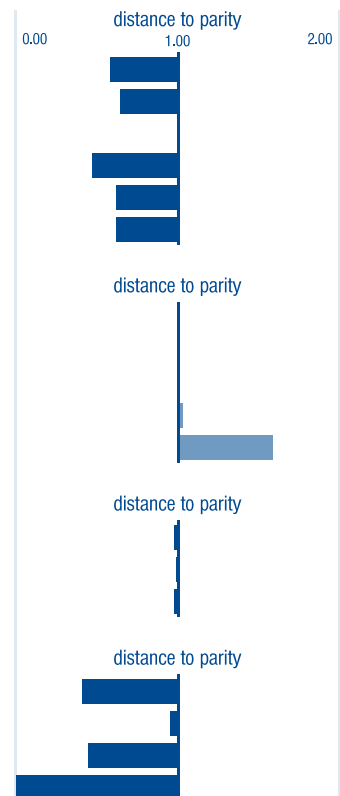
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 94 | 93 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 91 | 88 | 1.04 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 51 | 32 | 1.59 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 77 | 1.046 | 1.043 | 68 | 65 | 1.05 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 3 | 0.955 | 0.269 | 49 | 51 | 0.96 |
| Women in ministerial positions | 23 | 0.450 | 0.238 | 31 | 69 | 0.45 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.740 / 27

CUB

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | — | Average length of single life (years) | 21 | 25 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 56 | 31 | 1.77 |
| Unemployed adults | 2 | 2 | 1.25 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 9 |
| Labour force participation among those with advanced degrees | 84 | 89 | 0.95 | Potential support ratio | | | 5 |
| Workers employed part-time | 3 | 1 | 2.86 | Total dependency ratio | | | 43 |
| Contributing family workers | 0 | 0 | 0.22 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 8 | 11 | 0.71 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | — / — | | |
| Law mandates equal pay | | | — | Wages paid during maternity / paternity leave | — / — | | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | — / — | | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | — |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | — |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 7 | 0.90 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 90 | 92 | 0.98 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 15 | 17 | 0.86 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 57 | 58 | 0.99 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 16 | 12 | 1.30 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 1.16 |
| | | | | STEM graduates | 3 | 7 | 0.38 |
| | | | | Skill diversity | 0.280 | 0.211 | *1.33 |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 30 | 25 | 1.19 | Malnutrition of children under age 5 | — | — | — |
| Individuals using a mobile phone | 11 | 12 | 0.95 | Cardiovascular disease | 157 | 214 | #0.73 |
| | | | | Cancer | 109 | 161 | #0.68 |
| Political leadership | female | male | value | Diabetes | 18 | 14 | #1.29 |
| Year women received right to vote | | | 1934 | Chronic respiratory disease | 15 | 22 | #0.68 |
| Years since any women received voting rights | | | 82 | HIV/AIDS | 1 | 4 | #0.13 |
| Number of female heads of state to date | | | — | Suicide | 5 | 19 | #0.24 |
| Quota for women on candidate lists in national elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †39 [33-47] |
| Quota for women on candidate lists in local elections | | | — | Existence of legislation on domestic violence | | | — |
| Voluntary political party quotas | | | — | Prevalence of gender violence in lifetime | | | — |
| Seats held in upper house | — | — | — | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.4 |
| | | | | Antenatal care coverage, at least four visits | | | 97.8 |

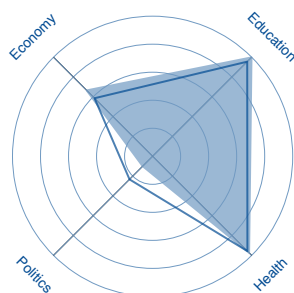
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Cyprus

rank
out of 144 countries **84**

score
0.00 = imparity
1.00 = parity **0.684**

SCORE AT A GLANCE



— Cyprus score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 19.32 |
| GDP per capita (constant '11 intl. \$, PPP) | 30,310 |
| Total population (thousands) | 1,165.30 |
| Population growth rate (%) | 0.89 |
| Population sex ratio (female/male) | 0.96 |
| Human capital optimization (%) | 76.97 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 75 | score 0.665 |
| Educational attainment | rank 41 | score 0.998 |
| Health and survival | rank 71 | score 0.974 |
| Political empowerment | rank 105 | score 0.100 |
| rank out of | 144 | 115 |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 84 | 0.684 | 83 | 0.643 |
| 75 | 0.665 | 75 | 0.562 |
| 41 | 0.998 | 55 | 0.989 |
| 71 | 0.974 | 84 | 0.969 |
| 105 | 0.100 | 95 | 0.052 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 75 | 0.665 | 0.586 |
| Labour force participation | 53 | 0.863 | 0.665 |
| Wage equality for similar work (survey) | 107 | 0.570 | 0.622 |
| Estimated earned income (US\$, PPP) | 35 | 0.684 | 0.502 |
| Legislators, senior officials, and managers | 92 | 0.294 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

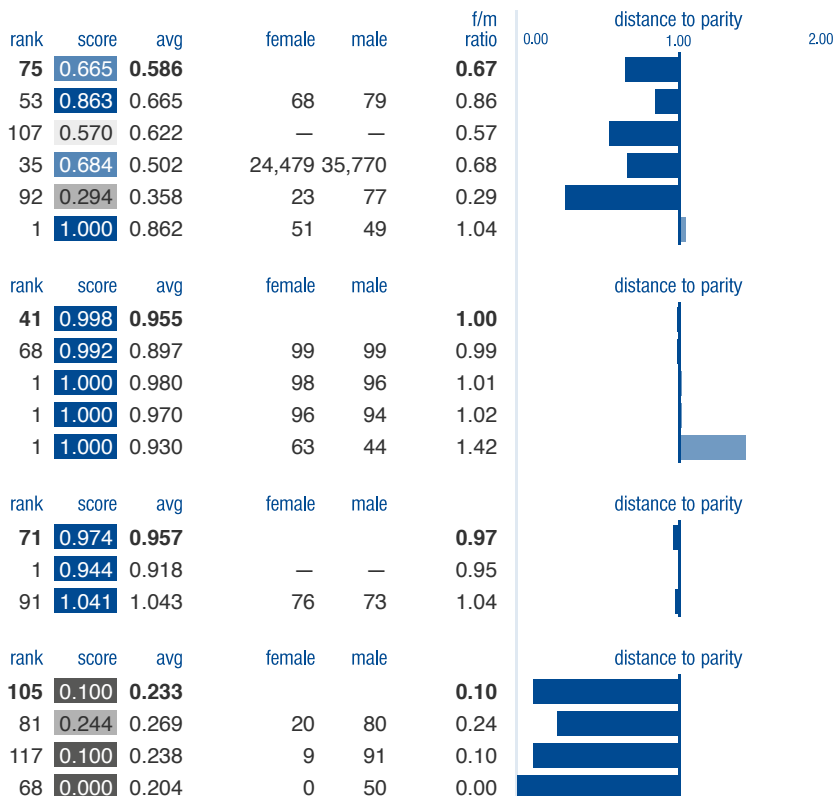
| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 41 | 0.998 | 0.955 |
| Literacy rate | 68 | 0.992 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 71 | 0.974 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 91 | 1.041 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------------|--------------|--------------|
| Political empowerment | 105 | 0.100 | 0.233 |
| Women in parliament | 81 | 0.244 | 0.269 |
| Women in ministerial positions | 117 | 0.100 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.684 / 84

CYP

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.90 |
| Youth not in employment or education | 17 | 21 | 0.83 | Proportion married by age 25 | 25 | 11 | 2.28 |
| Unemployed adults | 13 | 15 | 0.85 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 62 | 38 | 1.67 | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 82 | 86 | 0.95 | Potential support ratio | | | 5 |
| Workers employed part-time | 26 | 19 | 1.34 | Total dependency ratio | | | 42 |
| Contributing family workers | 1 | 1 | 1.19 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 13 | 0.70 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 72 / | — | |
| Ability of women to rise to positions of leadership | | | *0.56 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 41 | 59 | 0.68 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 3 | 0.63 |
| Individuals with an account at a financial institution | 90 | 90 | 1.00 | Primary education attainment in adults | 92 | 96 | 0.95 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 6 | 8 | 0.79 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 68 | 71 | 0.96 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 26 | 26 | 1.00 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.64 |
| | | | | STEM graduates | 12 | 30 | 0.40 |
| | | | | Skill diversity | 0.251 | 0.303 | *0.83 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 70 | 73 | 0.96 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 118 | 155 | #0.76 |
| Political leadership | female | male | value | Cancer | 75 | 116 | #0.65 |
| Year women received right to vote | | | 1960 | Diabetes | 21 | 25 | #0.85 |
| Years since any women received voting rights | | | 56 | Chronic respiratory disease | 15 | 25 | #0.57 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #1.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 2 | 8 | #0.20 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †7 [4-12] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 15 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | — |

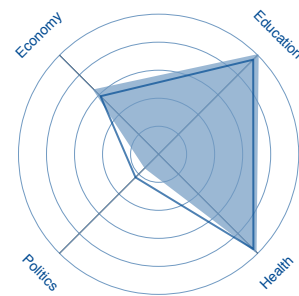
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Czech Republic

rank **77**
out of 144 countries

score **0.690**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Czech Republic score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 181.81 |
| GDP per capita (constant '11 intl. \$, PPP) | 29,805 |
| Total population (thousands) | 10,543.19 |
| Population growth rate (%) | 0.06 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 78.45 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 89 | score 0.647 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 85 | score 0.134 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 77 | 0.690 | 53 | 0.671 |
| 89 | 0.647 | 52 | 0.627 |
| 1 | 1.000 | 47 | 0.991 |
| 40 | 0.979 | 36 | 0.979 |
| 85 | 0.134 | 70 | 0.088 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 69 | 0.808 | 0.665 |
| Wage equality for similar work (survey) | 110 | 0.564 | 0.622 |
| Estimated earned income (US\$, PPP) | 69 | 0.600 | 0.502 |
| Legislators, senior officials, and managers | 74 | 0.418 | 0.358 |
| Professional and technical workers | 73 | 0.959 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

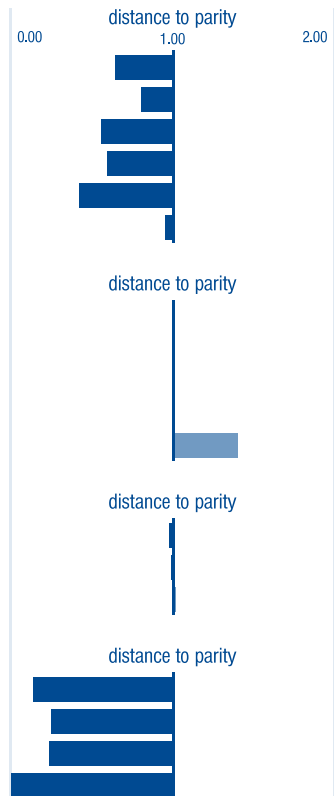
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 74 | 0.250 | 0.269 |
| Women in ministerial positions | 71 | 0.231 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 89 | 0.647 | 0.586 | | | 0.65 |
| Labour force participation | 69 | 0.808 | 0.665 | 66 | 81 | 0.81 |
| Wage equality for similar work (survey) | 110 | 0.564 | 0.622 | — | — | 0.56 |
| Estimated earned income (US\$, PPP) | 69 | 0.600 | 0.502 | 23,488 | 39,156 | 0.60 |
| Legislators, senior officials, and managers | 74 | 0.418 | 0.358 | 29 | 71 | 0.42 |
| Professional and technical workers | 73 | 0.959 | 0.862 | 49 | 51 | 0.96 |
| Educational attainment | 1 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | — | — | 0.980 | — | — | — |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 49 | 51 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 77 | 55 | 1.40 |
| Health and survival | 40 | 0.979 | 0.957 | | | 0.98 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 71 | 66 | 1.08 |
| Political empowerment | 85 | 0.134 | 0.233 | | | 0.13 |
| Women in parliament | 74 | 0.250 | 0.269 | 20 | 80 | 0.25 |
| Women in ministerial positions | 71 | 0.231 | 0.238 | 19 | 81 | 0.23 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.690 / 77

CZE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 31 | 34 | 0.93 |
| Youth not in employment or education | 11 | 8 | 1.44 | Proportion married by age 25 | 5 | 2 | 3.05 |
| Unemployed adults | 7 | 4 | 1.57 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 4 |
| Labour force participation among those with advanced degrees | 71 | 81 | 0.88 | Potential support ratio | | | 4 |
| Workers employed part-time | 22 | 13 | 1.63 | Total dependency ratio | | | 50 |
| Contributing family workers | 1 | 0 | 4.11 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 10 | 16 | 0.62 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,095 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 196 / — | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 70 / — | | |
| Ability of women to rise to positions of leadership | | | *0.65 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 12 | 88 | 0.14 | Provider of maternity / paternity leave benefits | gov / — | | |
| Firms whose ownership includes women | | | 30.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 11.60 | Government provides child allowance to parents | | | yes |
| R&D personnel | 29 | 71 | 0.40 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | 79 | 85 | 0.93 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 85 | 94 | 0.90 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 18 | 20 | 0.93 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.47 |
| | | | | STEM graduates | 12 | 41 | 0.30 |
| | | | | Skill diversity | 0.222 | 0.190 | *1.17 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 80 | 83 | 0.97 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 5 | 0.77 |
| | | | | Cardiovascular disease | 192 | 299 | #0.64 |
| Political leadership | female | male | value | Cancer | 109 | 188 | #0.58 |
| Year women received right to vote | | | 1920 | Diabetes | 10 | 13 | #0.74 |
| Years since any women received voting rights | | | 96 | Chronic respiratory disease | 10 | 23 | #0.43 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 4 | 22 | #0.18 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †4 [3-6] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 17 | 83 | 0.21 | Prevalence of gender violence in lifetime | | | 21 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | 98.8 |

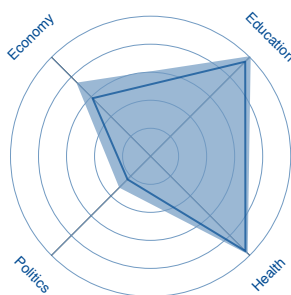
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Denmark

rank **19**
out of 144 countries

score **0.754**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Denmark score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 295.16 |
| GDP per capita (constant '11 intl. \$, PPP) | 43,415 |
| Total population (thousands) | 5,669.08 |
| Population growth rate (%) | 0.37 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 82.47 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 34 | score 0.735 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 106 | score 0.970 |
| Political empowerment | rank 29 | score 0.309 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|----------|--------------|
| rank | score | rank | score |
| 19 | 0.754 | 8 | 0.746 |
| 34 | 0.735 | 19 | 0.708 |
| 1 | 1.000 | 1 | 1.000 |
| 106 | 0.970 | 76 | 0.972 |
| 29 | 0.309 | 13 | 0.305 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 19 | 0.926 | 0.665 |
| Wage equality for similar work (survey) | 29 | 0.734 | 0.622 |
| Estimated earned income (US\$, PPP) | 42 | 0.667 | 0.502 |
| Legislators, senior officials, and managers | 78 | 0.366 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

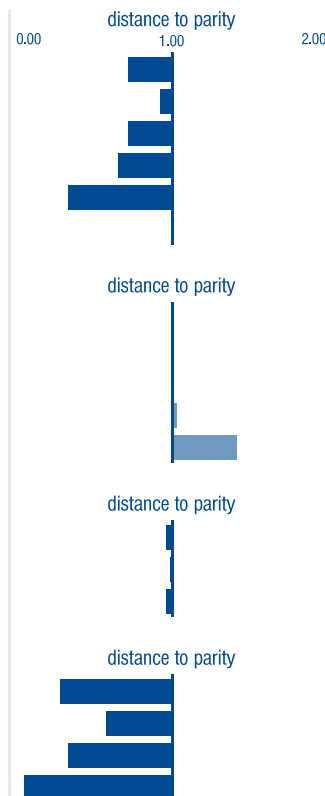
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 113 | 1.029 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 19 | 0.598 | 0.269 |
| Women in ministerial positions | 39 | 0.357 | 0.238 |
| Years with female head of state (last 50) | 32 | 0.081 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 34 | 0.735 | 0.586 | | | 0.74 |
| Labour force participation | 19 | 0.926 | 0.665 | 75 | 81 | 0.93 |
| Wage equality for similar work (survey) | 29 | 0.734 | 0.622 | — | — | 0.73 |
| Estimated earned income (US\$, PPP) | 42 | 0.667 | 0.502 | 36,501 | 54,704 | 0.67 |
| Legislators, senior officials, and managers | 78 | 0.366 | 0.358 | 27 | 73 | 0.37 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 50 | 50 | 1.01 |
| Educational attainment | 1 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 98 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 91 | 88 | 1.03 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 95 | 68 | 1.40 |
| Health and survival | 106 | 0.970 | 0.957 | | | 0.97 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 113 | 1.029 | 1.043 | 71 | 69 | 1.03 |
| Political empowerment | 29 | 0.309 | 0.233 | | | 0.31 |
| Women in parliament | 19 | 0.598 | 0.269 | 37 | 63 | 0.60 |
| Women in ministerial positions | 39 | 0.357 | 0.238 | 26 | 74 | 0.36 |
| Years with female head of state (last 50) | 32 | 0.081 | 0.204 | 4 | 46 | 0.08 |



0.00 0.40

distribution of countries by score

1.00



0.754 / 19

DNK

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 32 | 33 | 0.95 |
| Youth not in employment or education | 6 | 6 | 0.92 | Proportion married by age 25 | 4 | 1 | 2.69 |
| Unemployed adults | 6 | 5 | 1.16 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 78 | 1.00 | Potential support ratio | | | 3 |
| Workers employed part-time | 41 | 28 | 1.47 | Total dependency ratio | | | 56 |
| Contributing family workers | 0 | 0 | 1.25 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 3 | 6 | 0.54 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 437 | 446 | 0.98 | | | | |
| Proportion of unpaid work per day | 56 | 42 | 1.33 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | 224 |
| Law mandates equal pay | | | yes | Length of maternity / paternity leave (days) | 126 / | 14 | |
| Ability of women to rise to positions of leadership | | | *0.82 | Wages paid during maternity / paternity leave | 50 / | 50 | |
| Boards of publicly traded companies | 26 | 74 | 0.35 | Provider of parental leave benefits | | | gov |
| Firms whose ownership includes women | | | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | 37 | 63 | 0.58 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 100 | 100 | 1.00 | Out-of-school children of primary school age | 1 | 2 | 0.69 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 11 | 12 | 0.92 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 76 | 77 | 0.99 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 24 | 34 | 0.73 |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 31 | 0.40 |
| | | | | Skill diversity | 0.228 | 0.220 | *1.04 |
| | | | | | | | |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 96 | 96 | 1.00 | Malnutrition of children under age 5 | — | — | — |
| Individuals using a mobile phone | — | — | — | Cardiovascular disease | 86 | 135 | #0.64 |
| | | | | Cancer | 138 | 180 | #0.77 |
| | | | | Diabetes | 9 | 17 | #0.50 |
| | | | | Chronic respiratory disease | 33 | 40 | #0.81 |
| | | | | HIV/AIDS | 0 | 1 | #0.33 |
| | | | | Suicide | 4 | 14 | #0.30 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †6 [5-9] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 32 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.2 |
| | | | | Antenatal care coverage, at least four visits | | | — |
| | | | | | | | |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1915 | | | | |
| Years since any women received voting rights | | | 101 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

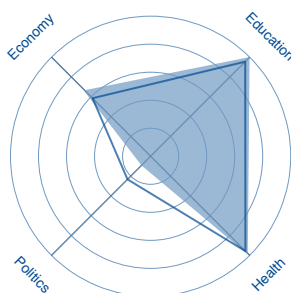
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Dominican Republic

rank out of 144 countries **97**

score **0.676**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



■ Dominican Republic score
● sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 67.10 |
| GDP per capita (constant '11 intl. \$, PPP) | 13,375 |
| Total population (thousands) | 10,528.39 |
| Population growth rate (%) | 1.07 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 65.88 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 78 | 0.658 |
| Educational attainment | 77 | 0.989 |
| Health and survival | 97 | 0.971 |
| Political empowerment | 118 | 0.085 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 97 | 0.676 | 59 | 0.664 |
| 78 | 0.658 | 78 | 0.559 |
| 77 | 0.989 | 1 | 1.000 |
| 97 | 0.971 | 1 | 0.980 |
| 118 | 0.085 | 49 | 0.117 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 95 | 0.688 | 0.665 |
| Wage equality for similar work (survey) | 106 | 0.570 | 0.622 |
| Estimated earned income (US\$, PPP) | 51 | 0.650 | 0.502 |
| Legislators, senior officials, and managers | 47 | 0.536 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 112 | 0.977 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 106 | 1.032 | 1.043 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | — | — | 0.269 |
| Women in ministerial positions | 70 | 0.238 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.676 / 97

DOM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 26 | 0.81 |
| Youth not in employment or education | 28 | 15 | 1.89 | Proportion married by age 25 | 64 | 33 | 1.92 |
| Unemployed adults | 17 | 6 | 2.79 | Mean age of women at birth of their first child | | | 26 |
| Discouraged job seekers | 79 | 21 | 3.72 | Average number of children per woman | | | 2 |
| Workers in informal employment | 53 | 43 | 1.23 | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | 75 | 85 | 0.88 | Potential support ratio | | | 10 |
| Workers employed part-time | 20 | 12 | 1.68 | Total dependency ratio | | | 58 |
| Contributing family workers | 2 | 1 | 2.01 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 26 | 48 | 0.53 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 84 | / | 2 |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 | / | 100 |
| Ability of women to rise to positions of leadership | | | *0.55 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / | empl |
| Firms whose ownership includes women | | | 30.00 | gov | | | |
| Firms whose top management includes women | | | 11.00 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | | | | Education and skills | | | |
| Individuals with an account at a financial institution | 56 | 52 | 1.07 | Out-of-school children of primary school age | 15 | 14 | 1.07 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 67 | 66 | 1.02 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 24 | 25 | 0.95 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 37 | 31 | 1.18 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | | | | STEM graduates | 9 | 23 | 0.39 |
| Individuals using the internet | — | — | — | Skill diversity | 0.299 | 0.277 | *1.08 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | | | |
| Political leadership | | | | Malnutrition of children under age 5 | 2 | 3 | 0.71 |
| Year women received right to vote | | | 1942 | Cardiovascular disease | 209 | 187 | #1.12 |
| Years since any women received voting rights | | | 74 | Cancer | 82 | 112 | #0.73 |
| Number of female heads of state to date | | | — | Diabetes | 31 | 18 | #1.70 |
| Quota for women on candidate lists in national elections | | | 33 | Chronic respiratory disease | 15 | 15 | #1.00 |
| Quota for women on candidate lists in local elections | | | 33 | HIV/AIDS | 12 | 20 | #0.61 |
| Voluntary political party quotas | | | no | Suicide | 2 | 6 | #0.34 |
| Seats held in upper house | 9 | 91 | 0.10 | Maternal mortality ratio (per 100,000 births) | | | †92 [77-111] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 17 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 97.7 |
| | | | | Antenatal care coverage, at least four visits | | | 92.9 |

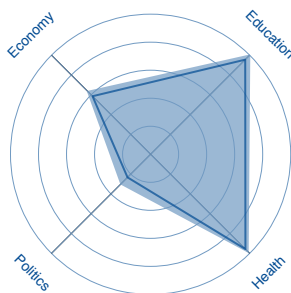
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Ecuador

rank out of 144 countries **40**

score **0.726**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Ecuador score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 100.87 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,718 |
| Total population (thousands) | 16,144.36 |
| Population growth rate (%) | 1.43 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 70.84 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 93 | score 0.631 |
| Educational attainment | rank 48 | score 0.996 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 32 | score 0.297 |
| rank out of | 144 | |

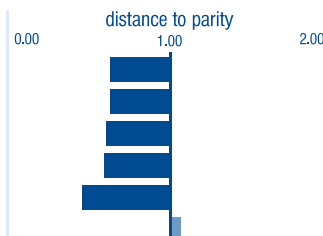
| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 40 | 0.726 | 82 | 0.643 |
| 93 | 0.631 | 92 | 0.499 |
| 48 | 0.996 | 39 | 0.994 |
| 1 | 0.980 | 1 | 0.980 |
| 32 | 0.297 | 64 | 0.100 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 114 | 0.628 | 0.665 |
| Wage equality for similar work (survey) | 91 | 0.604 | 0.622 |
| Estimated earned income (US\$, PPP) | 79 | 0.590 | 0.502 |
| Legislators, senior officials, and managers | 65 | 0.456 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

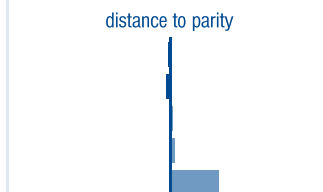
| | female | male | f/m ratio |
|--|--------|--------|-------------|
| | | | 0.63 |
| | 52 | 82 | 0.63 |
| | — | — | 0.60 |
| | 8,435 | 14,309 | 0.59 |
| | 31 | 69 | 0.46 |
| | 52 | 48 | 1.07 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 78 | 0.981 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

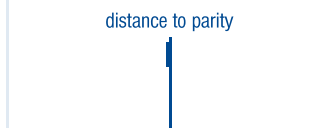
| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 1.00 |
| | 94 | 95 | 0.98 |
| | 96 | 94 | 1.02 |
| | 84 | 81 | 1.04 |
| | 45 | 35 | 1.31 |



Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

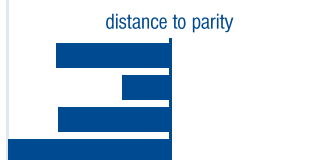
| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.98 |
| | — | — | 0.95 |
| | 68 | 64 | 1.06 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 8 | 0.713 | 0.269 |
| Women in ministerial positions | 43 | 0.310 | 0.238 |
| Years with female head of state (last 50) | 64 | 0.000 | 0.204 |

| | female | male | f/m ratio |
|--|--------|------|-------------|
| | | | 0.30 |
| | 42 | 58 | 0.71 |
| | 24 | 76 | 0.31 |
| | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.726 / 40

ECU

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|------------------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 25 | 0.87 |
| Youth not in employment or education | 4 | 4 | 1.04 | Proportion married by age 25 | 55 | 37 | 1.49 |
| Unemployed adults | 4 | 2 | 1.59 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 56 | 44 | 1.30 | Average number of children per woman | | | 2 |
| Workers in informal employment | 58 | 55 | 1.04 | Women with unmet demand for family planning | | | 23 |
| Labour force participation among those with advanced degrees | 68 | 82 | 0.83 | Potential support ratio | | | 10 |
| Workers employed part-time | 30 | 15 | 2.05 | Total dependency ratio | | | 56 |
| Contributing family workers | 16 | 5 | 3.14 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 34 | 29 | 1.17 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / 12 | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / 100 | | |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / empl gov | | |
| Firms whose ownership includes women | | | 24.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 17.00 | Government provides child allowance to parents | | | yes |
| R&D personnel | 37 | 63 | 0.60 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 4 | 0.54 |
| Individuals with an account at a financial institution | 41 | 52 | 0.79 | Primary education attainment in adults | 80 | 82 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 16 | 17 | 0.96 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 38 | 39 | 0.96 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 11 | 10 | 1.06 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 7 | 26 | 0.26 |
| Access to technology | female | male | value | Skill diversity | 0.303 | 0.222 | *1.36 |
| Individuals using the internet | — | — | — | | | | |
| Individuals using a mobile phone | 38 | 43 | 0.88 | Health | female | male | value |
| | | | | Malnutrition of children under age 5 | 2 | 3 | 0.62 |
| Political leadership | female | male | value | Cardiovascular disease | 130 | 170 | #0.77 |
| Year women received right to vote | | | 1929 | Cancer | 106 | 112 | #0.95 |
| Years since any women received voting rights | | | 87 | Diabetes | 27 | 25 | #1.12 |
| Number of female heads of state to date | | | 1 | Chronic respiratory disease | 19 | 29 | #0.63 |
| Quota for women on candidate lists in national elections | | | 50 | HIV/AIDS | 6 | 30 | #0.21 |
| Quota for women on candidate lists in local elections | | | 50 | Suicide | 5 | 13 | #0.40 |
| Voluntary political party quotas | | | no | Maternal mortality ratio (per 100,000 births) | | | †64 [57-71] |
| Seats held in upper house | — | — | — | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 46 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 96.3 |
| | | | | Antenatal care coverage, at least four visits | | | 79.5 |

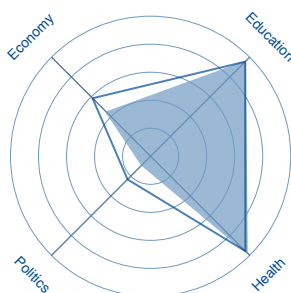
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Egypt

rank **132**
out of 144 countries

score **0.614**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Egypt score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 330.78 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,250 |
| Total population (thousands) | 91,508.08 |
| Population growth rate (%) | 1.88 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | 63.72 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 132 | 0.444 | 108 | 0.416 |
| Educational attainment | 112 | 0.952 | 90 | 0.903 |
| Health and survival | 95 | 0.971 | 66 | 0.974 |
| Political empowerment | 115 | 0.087 | 111 | 0.022 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|------------|--------------|--|
| rank | score | rank | score | |
| 132 | 0.614 | 109 | 0.579 | |
| 132 | 0.444 | 108 | 0.416 | |
| 112 | 0.952 | 90 | 0.903 | |
| 95 | 0.971 | 66 | 0.974 | |
| 115 | 0.087 | 111 | 0.022 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 138 | 0.306 | 0.665 | 24 | 80 | 0.31 |
| Wage equality for similar work (survey) | 19 | 0.764 | 0.622 | — | — | 0.76 |
| Estimated earned income (US\$, PPP) | 131 | 0.285 | 0.502 | 4,644 | 16,298 | 0.29 |
| Legislators, senior officials, and managers | 119 | 0.069 | 0.358 | 6 | 94 | 0.07 |
| Professional and technical workers | 105 | 0.601 | 0.862 | 38 | 62 | 0.60 |

Educational attainment

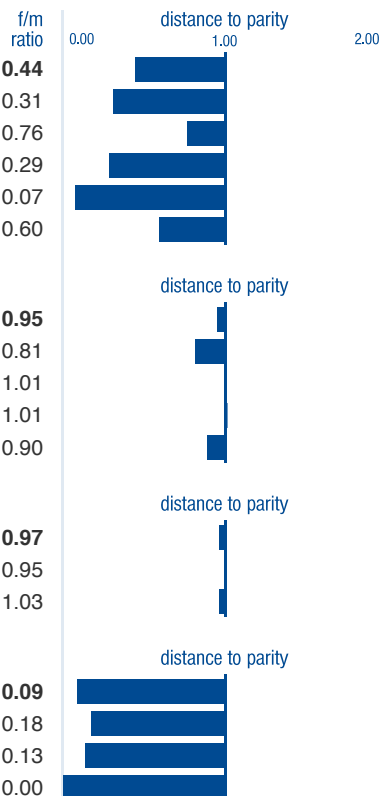
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 121 | 0.814 | 0.897 | 68 | 84 | 0.81 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 98 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 82 | 81 | 1.01 |
| Enrolment in tertiary education | 104 | 0.897 | 0.930 | 30 | 33 | 0.90 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 105 | 1.033 | 1.043 | 63 | 61 | 1.03 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 99 | 0.176 | 0.269 | 15 | 85 | 0.18 |
| Women in ministerial positions | 99 | 0.133 | 0.238 | 12 | 88 | 0.13 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.614 / 132

EGY

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 28 | 0.80 |
| Youth not in employment or education | 41 | 17 | 2.36 | Proportion married by age 25 | 62 | 13 | 4.74 |
| Unemployed adults | 17 | 5 | 3.34 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 90 | 11 | 8.50 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | 62 | 86 | 0.72 | Potential support ratio | | | 12 |
| Workers employed part-time | 7 | 3 | 2.06 | Total dependency ratio | | | 62 |
| Contributing family workers | 40 | 6 | 7.09 | Parity of parental rights in marriage | | | *0.00 |
| Own-account workers | 6 | 14 | 0.44 | Parity of parental rights after divorce | | | *0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.62 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 16.10 | gov | | | |
| Firms whose top management includes women | | | 7.10 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 9 | 18 | 0.51 | Out-of-school children of primary school age | 1 | 1 | 0.44 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Out-of-school youth of upper secondary school age | 24 | 21 | 1.12 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 8 | 16 | 0.47 |
| | | | | Skill diversity | 0.210 | 0.240 | *0.88 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 31 | 37 | 0.85 | Health | female | male | value |
| Individuals using a mobile phone | 72 | 83 | 0.87 | Malnutrition of children under age 5 | 7 | 9 | 0.81 |
| | | | | Cardiovascular disease | 388 | 516 | #0.75 |
| | | | | Cancer | 101 | 146 | #0.69 |
| | | | | Diabetes | 13 | 14 | #0.94 |
| | | | | Chronic respiratory disease | 32 | 55 | #0.58 |
| | | | | HIV/AIDS | 0 | 1 | #0.33 |
| | | | | Suicide | 1 | 2 | #0.50 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †33 [26-39] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 34 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 91.5 |
| | | | | Antenatal care coverage, at least four visits | | | 82.8 |

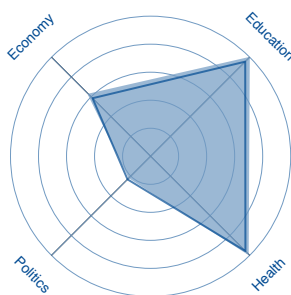
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El Salvador

rank out of 144 countries **64**

score **0.702**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



■ El Salvador score
○ sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 25.85 |
| GDP per capita (constant '11 intl. \$, PPP) | 8,096 |
| Total population (thousands) | 6,126.58 |
| Population growth rate (%) | 0.34 |
| Population sex ratio (female/male) | 1.13 |
| Human capital optimization (%) | 66.31 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 95 | score 0.623 |
| Educational attainment | rank 73 | score 0.991 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 52 | score 0.214 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 64 | 0.702 | 39 | 0.684 |
| 95 | 0.623 | 73 | 0.570 |
| 73 | 0.991 | 59 | 0.988 |
| 1 | 0.980 | 1 | 0.980 |
| 52 | 0.214 | 24 | 0.197 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 109 | 0.640 | 0.665 |
| Wage equality for similar work (survey) | 120 | 0.536 | 0.622 |
| Estimated earned income (US\$, PPP) | 104 | 0.497 | 0.502 |
| Legislators, senior officials, and managers | 10 | 0.771 | 0.358 |
| Professional and technical workers | 84 | 0.865 | 0.862 |

Educational attainment

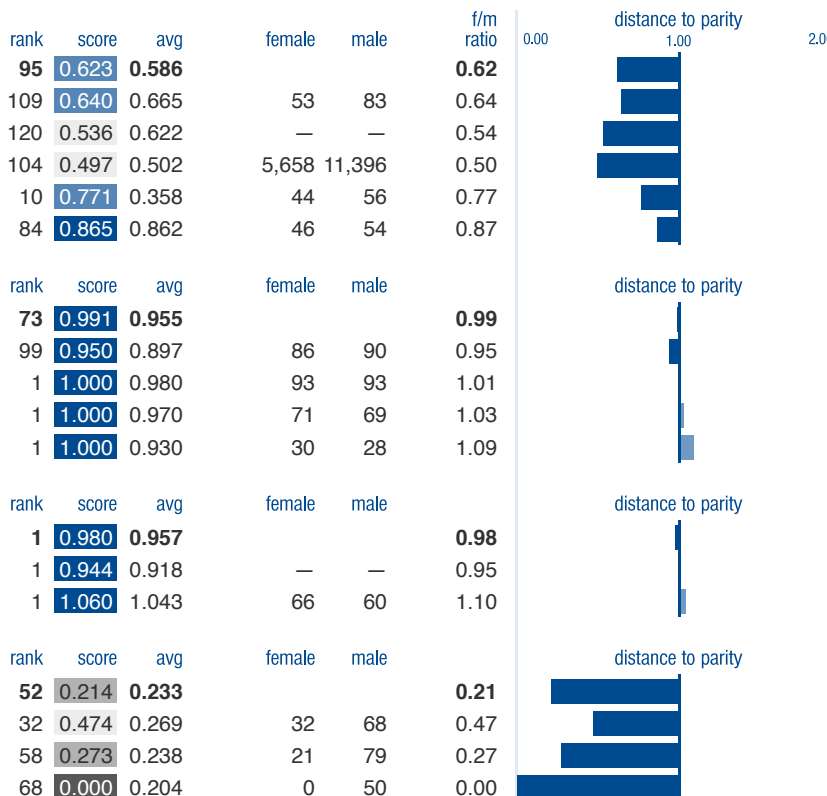
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 99 | 0.950 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 32 | 0.474 | 0.269 |
| Women in ministerial positions | 58 | 0.273 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.702 / 64

SLV

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 26 | 0.88 |
| Youth not in employment or education | 4 | 7 | 0.59 | Proportion married by age 25 | 46 | 33 | 1.41 |
| Unemployed adults | 3 | 5 | 0.52 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 22 | 78 | 0.28 | Average number of children per woman | | | 2 |
| Workers in informal employment | 72 | 59 | 1.23 | Women with unmet demand for family planning | | | 17 |
| Labour force participation among those with advanced degrees | 22 | 74 | 0.30 | Potential support ratio | | | 8 |
| Workers employed part-time | 26 | 17 | 1.58 | Total dependency ratio | | | 54 |
| Contributing family workers | 8 | 7 | 1.19 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 37 | 24 | 1.53 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 84 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.49 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 40.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 21.40 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 6 | 6 | 0.89 |
| Individuals with an account at a financial institution | 29 | 40 | 0.73 | Primary education attainment in adults | 53 | 61 | 0.87 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 28 | 26 | 1.11 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 25 | 29 | 0.88 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 6 | 7 | 0.83 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.93 |
| | | | | STEM graduates | 11 | 37 | 0.30 |
| | | | | Skill diversity | 0.265 | 0.264 | *1.00 |
| Access to technology | | | | | | | |
| Individuals using the internet | 23 | 27 | 0.87 | Health | | | |
| Individuals using a mobile phone | 75 | 77 | 0.97 | Malnutrition of children under age 5 | 1 | 2 | 0.29 |
| | | | | Cardiovascular disease | 155 | 192 | #0.81 |
| | | | | Cancer | 112 | 108 | #1.04 |
| | | | | Diabetes | 44 | 34 | #1.29 |
| | | | | Chronic respiratory disease | 30 | 30 | #1.01 |
| | | | | HIV/AIDS | 12 | 25 | #0.48 |
| | | | | Suicide | 6 | 24 | #0.24 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †54 [40-69] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 26 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 98 |
| | | | | Antenatal care coverage, at least four visits | | | 90 |

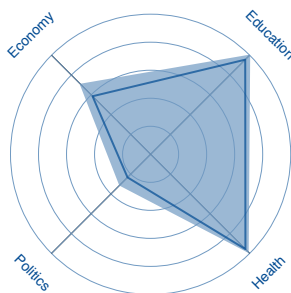
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Estonia

rank out of 144 countries **22**

score **0.747**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Estonia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 22.69 |
| GDP per capita (constant '11 intl. \$, PPP) | 26,930 |
| Total population (thousands) | 1,312.56 |
| Population growth rate (%) | -0.27 |
| Population sex ratio (female/male) | 1.14 |
| Human capital optimization (%) | 80.63 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 50 | 0.703 | 27 | 0.682 |
| Educational attainment | 53 | 0.995 | 16 | 0.999 |
| Health and survival | 1 | 0.980 | 36 | 0.979 |
| Political empowerment | 30 | 0.308 | 51 | 0.117 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 22 | 0.747 | 29 | 0.694 |
| Economic participation and opportunity | 50 | 0.703 | 27 | 0.682 |
| Educational attainment | 53 | 0.995 | 16 | 0.999 |
| Health and survival | 1 | 0.980 | 36 | 0.979 |
| Political empowerment | 30 | 0.308 | 51 | 0.117 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 29 | 0.901 | 0.665 |
| Wage equality for similar work (survey) | 73 | 0.644 | 0.622 |
| Estimated earned income (US\$, PPP) | 61 | 0.618 | 0.502 |
| Legislators, senior officials, and managers | 69 | 0.444 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 50 | 0.703 | 0.586 | | | 0.70 |
| 29 | 0.901 | 0.665 | 71 | 79 | 0.90 |
| 73 | 0.644 | 0.622 | — | — | 0.64 |
| 61 | 0.618 | 0.502 | 21,829 | 35,313 | 0.62 |
| 69 | 0.444 | 0.358 | 31 | 69 | 0.44 |
| 1 | 1.000 | 0.862 | 62 | 38 | 1.65 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 49 | 1.000 | 0.897 |
| Enrolment in primary education | 89 | 0.990 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 53 | 0.995 | 0.955 | | | 1.00 |
| 49 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| 89 | 0.990 | 0.980 | 97 | 98 | 0.99 |
| 1 | 1.000 | 0.970 | 93 | 92 | 1.01 |
| 1 | 1.000 | 0.930 | 88 | 59 | 1.50 |

Health and survival

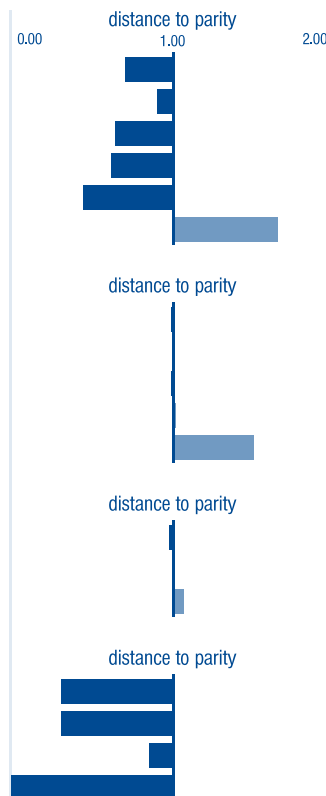
| | | | |
|-------------------------|---|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 1 | 1.060 | 1.043 | 71 | 63 | 1.13 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 59 | 0.312 | 0.269 |
| Women in ministerial positions | 8 | 0.857 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 30 | 0.308 | 0.233 | | | 0.31 |
| 59 | 0.312 | 0.269 | 24 | 76 | 0.31 |
| 8 | 0.857 | 0.238 | 46 | 54 | 0.86 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.747 / 22

EST

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 33 | 35 | 0.93 |
| Youth not in employment or education | 12 | 11 | 1.09 | Proportion married by age 25 | 8 | 3 | 2.74 |
| Unemployed adults | 7 | 7 | 0.96 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 86 | 0.90 | Potential support ratio | | | 3 |
| Workers employed part-time | 26 | 17 | 1.49 | Total dependency ratio | | | 53 |
| Contributing family workers | 0 | 0 | 2.99 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 7 | 0.68 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 494 | 424 | 1.17 | | | | |
| Proportion of unpaid work per day | 50 | 38 | 1.34 | Care | | | |
| | | | | Length of parental leave (days) | | | 435 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 140 / | 10 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.76 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 8 | 92 | 0.09 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 35.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 25.30 | Government provides child allowance to parents | | | yes |
| R&D personnel | 45 | 55 | 0.82 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 0 | 1.73 |
| Individuals with an account at a financial institution | 97 | 98 | 1.00 | Primary education attainment in adults | 99 | 99 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 11 | 15 | 0.71 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 92 | 87 | 1.05 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 12 | 43 | 0.27 |
| | | | | Skill diversity | 0.206 | 0.191 | *1.08 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 87 | 90 | 0.98 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 200 | 387 | #0.52 |
| Political leadership | female | male | value | Cancer | 104 | 216 | #0.48 |
| Year women received right to vote | | | 1918 | Diabetes | 4 | 7 | #0.63 |
| Years since any women received voting rights | | | 98 | Chronic respiratory disease | 4 | 20 | #0.19 |
| Number of female heads of state to date | | | — | HIV/AIDS | 2 | 6 | #0.40 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 4 | 25 | #0.15 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †g [6-14] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 20 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.4 |
| | | | | Antenatal care coverage, at least four visits | | | 96.8 |

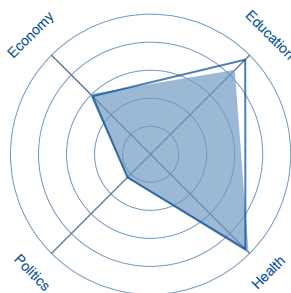
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Ethiopia

rank **109**
out of 144 countries

score **0.662**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Ethiopia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 61.54 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,530 |
| Total population (thousands) | 99,390.75 |
| Population growth rate (%) | 2.38 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 53.02 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 106 | 0.599 |
| Educational attainment | 132 | 0.840 |
| Health and survival | 57 | 0.978 |
| Political empowerment | 45 | 0.231 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|------------|--------------|------------|--------------|
| rank | score | rank | score |
| 109 | 0.662 | 100 | 0.595 |
| 106 | 0.599 | 74 | 0.568 |
| 132 | 0.840 | 108 | 0.739 |
| 57 | 0.978 | 87 | 0.969 |
| 45 | 0.231 | 61 | 0.102 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------------|--------------|--------------|
| Economic participation and opportunity | 106 | 0.599 | 0.586 |
| Labour force participation | 42 | 0.883 | 0.665 |
| Wage equality for similar work (survey) | 105 | 0.571 | 0.622 |
| Estimated earned income (US\$, PPP) | 67 | 0.604 | 0.502 |
| Legislators, senior officials, and managers | 80 | 0.361 | 0.358 |
| Professional and technical workers | 113 | 0.484 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------------|--------------|--------------|
| Educational attainment | 132 | 0.840 | 0.955 |
| Literacy rate | 131 | 0.715 | 0.897 |
| Enrolment in primary education | 120 | 0.935 | 0.980 |
| Enrolment in secondary education | 123 | 0.943 | 0.970 |
| Enrolment in tertiary education | 131 | 0.481 | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 57 | 0.978 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 70 | 1.056 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Political empowerment | 45 | 0.231 | 0.233 |
| Women in parliament | 17 | 0.633 | 0.269 |
| Women in ministerial positions | 93 | 0.143 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.662 / 109

ETH

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 26 | 0.82 |
| Youth not in employment or education | 2 | 0 | 3.73 | Proportion married by age 25 | 68 | 28 | 2.47 |
| Unemployed adults | 6 | 2 | 2.99 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 79 | 21 | 3.74 | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 26 |
| Labour force participation among those with advanced degrees | 94 | 96 | 0.98 | Potential support ratio | | | 16 |
| Workers employed part-time | 63 | 39 | 1.61 | Total dependency ratio | | | 82 |
| Contributing family workers | 13 | 6 | 2.14 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 39 | 40 | 0.97 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.55 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 36.20 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 4.50 | Government provides child allowance to parents | | | no |
| R&D personnel | 23 | 77 | 0.30 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 16 | 11 | 1.54 |
| Individuals with an account at a financial institution | 21 | 23 | 0.93 | Primary education attainment in adults | 14 | 37 | 0.38 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 90 | 75 | 1.20 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 6 | 13 | 0.45 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 8 | 12 | 0.62 |
| | | | | Skill diversity | 0.358 | 0.285 | *1.26 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 7 | 10 | 0.73 |
| | | | | Cardiovascular disease | 141 | 184 | #0.77 |
| | | | | Cancer | 107 | 64 | #1.69 |
| | | | | Diabetes | 24 | 25 | #0.98 |
| | | | | Chronic respiratory disease | 12 | 103 | #0.11 |
| | | | | HIV/AIDS | 71 | 50 | #1.42 |
| | | | | Suicide | 7 | 17 | #0.41 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †353 [247-567] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 71 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 15.5 |
| | | | | Antenatal care coverage, at least four visits | | | 32.1 |

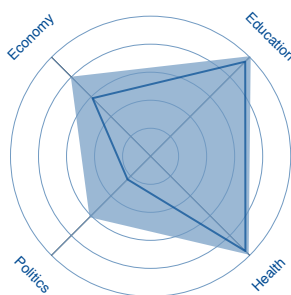
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Finland

rank **2**
out of 144 countries

score **0.845**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Finland score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 229.81 |
| GDP per capita (constant '11 intl. \$, PPP) | 38,643 |
| Total population (thousands) | 5,503.46 |
| Population growth rate (%) | 0.29 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 85.86 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 16 | score 0.794 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 2 | score 0.607 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 2 | 0.845 | 3 | 0.796 |
| 16 | 0.794 | 8 | 0.734 |
| 1 | 1.000 | 18 | 0.999 |
| 1 | 0.980 | 1 | 0.980 |
| 2 | 0.607 | 3 | 0.470 |
| | 144 | | 115 |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 8 | 0.966 | 0.665 | 74 | 76 | 0.97 |
| Wage equality for similar work (survey) | 6 | 0.799 | 0.622 | — | — | 0.80 |
| Estimated earned income (US\$, PPP) | 26 | 0.709 | 0.502 | 33,853 | 47,714 | 0.71 |
| Legislators, senior officials, and managers | 55 | 0.508 | 0.358 | 34 | 66 | 0.51 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.07 |

Educational attainment

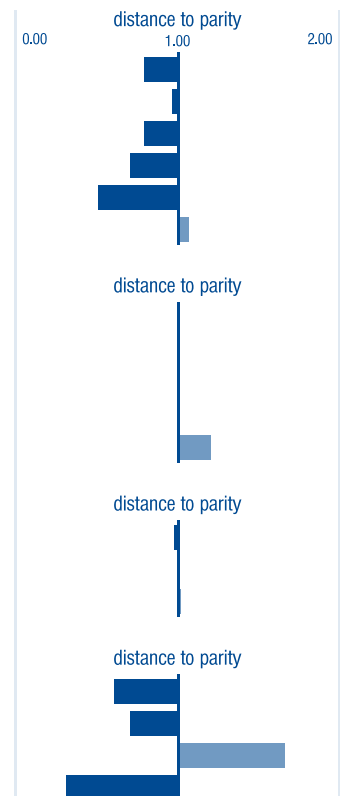
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 100 | 99 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 94 | 94 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 97 | 81 | 1.21 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 73 | 68 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 9 | 0.709 | 0.269 | 42 | 59 | 0.71 |
| Women in ministerial positions | 1 | 1.000 | 0.238 | 63 | 38 | 1.67 |
| Years with female head of state (last 50) | 8 | 0.316 | 0.204 | 12 | 38 | 0.32 |



0.00 0.40

distribution of countries by score

1.00



0.845 / 2

FIN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|-----------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 32 | 0.94 |
| Youth not in employment or education | 8 | 11 | 0.76 | Proportion married by age 25 | 8 | 4 | 2.12 |
| Unemployed adults | 6 | 8 | 0.85 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 75 | 76 | 0.98 | Potential support ratio | | | 3 |
| Workers employed part-time | 37 | 28 | 1.35 | Total dependency ratio | | | 58 |
| Contributing family workers | 0 | 1 | 0.66 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 7 | 12 | 0.58 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 442 | 408 | 1.08 | | | | |
| Proportion of unpaid work per day | 52 | 39 | 1.35 | Care | | | |
| | | | | Length of parental leave (days) | | | 215 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 147 / 24 | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 58 / 58 | | |
| Ability of women to rise to positions of leadership | | | *0.85 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 30 | 70 | 0.43 | Provider of maternity / paternity leave benefits | gov / gov | | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 0 | 1 | 0.13 |
| Individuals with an account at a financial institution | 100 | 100 | 1.00 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 8 | 8 | 1.03 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 73 | 72 | 1.01 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 23 | 21 | 1.12 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.69 |
| | | | | STEM graduates | 13 | 51 | 0.25 |
| | | | | Skill diversity | 0.196 | 0.243 | *0.80 |
| Access to technology | | | | | | | |
| Individuals using the internet | 93 | 92 | 1.01 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 104 | 197 | #0.53 |
| Political leadership | | | | Cancer | 87 | 125 | #0.70 |
| Year women received right to vote | | | 1906 | Diabetes | 3 | 6 | #0.54 |
| Years since any women received voting rights | | | 110 | Chronic respiratory disease | 8 | 20 | #0.41 |
| Number of female heads of state to date | | | 3 | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 8 | 22 | #0.34 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †3 [2-3] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 30 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |

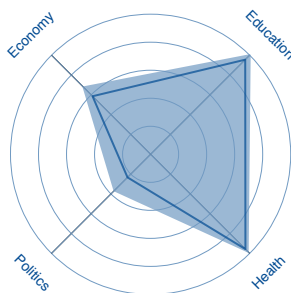
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France

rank **17**
out of 144 countries

score **0.755**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— France score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 2,421.68 |
| GDP per capita (constant '11 intl. \$, PPP) | 37,306 |
| Total population (thousands) | 64,395.35 |
| Population growth rate (%) | 0.41 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 80.33 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 64 | 0.676 | 88 | 0.525 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 19 | 0.365 | 60 | 0.104 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 17 | 0.755 | 70 | 0.652 |
| Economic participation and opportunity | 64 | 0.676 | 88 | 0.525 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 19 | 0.365 | 60 | 0.104 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|-----|-------|-------|--------|--------|------|
| Labour force participation | 34 | 0.895 | 0.665 | 67 | 75 | 0.90 |
| Wage equality for similar work (survey) | 134 | 0.475 | 0.622 | — | — | 0.48 |
| Estimated earned income (US\$, PPP) | 22 | 0.723 | 0.502 | 33,148 | 45,845 | 0.72 |
| Legislators, senior officials, and managers | 61 | 0.464 | 0.358 | 32 | 68 | 0.46 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 50 | 50 | 1.02 |

Educational attainment

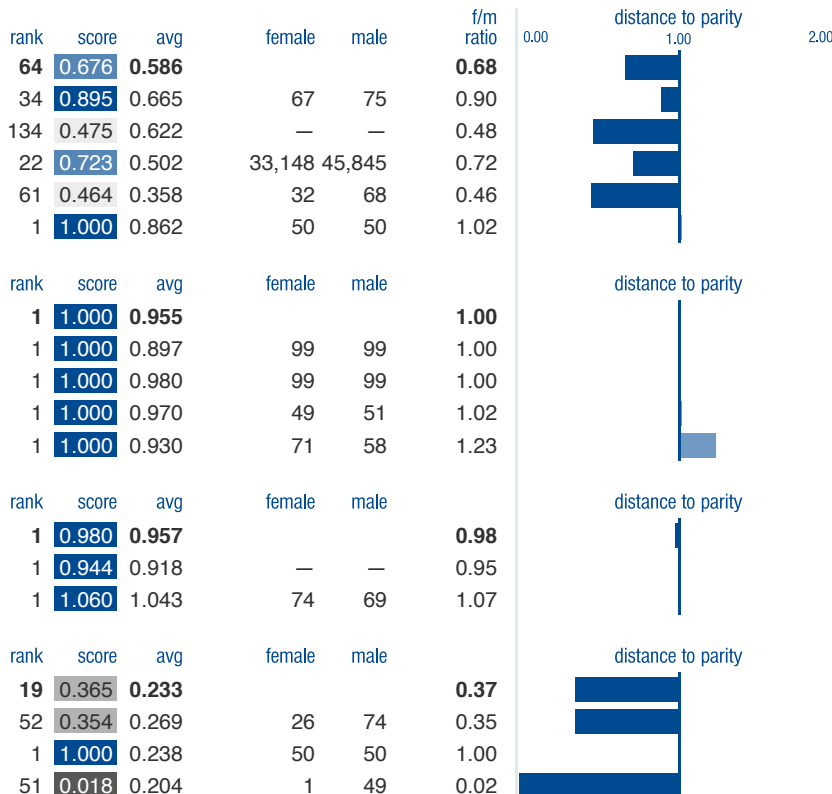
| | | | | | | |
|----------------------------------|---|-------|-------|----|----|------|
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 99 | 99 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 49 | 51 | 1.02 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 71 | 58 | 1.23 |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 74 | 69 | 1.07 |

Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 52 | 0.354 | 0.269 | 26 | 74 | 0.35 |
| Women in ministerial positions | 1 | 1.000 | 0.238 | 50 | 50 | 1.00 |
| Years with female head of state (last 50) | 51 | 0.018 | 0.204 | 1 | 49 | 0.02 |



0.00 0.40

distribution of countries by score

1.00



0.755 / 17

FRA

SELECTED CONTEXTUAL DATA

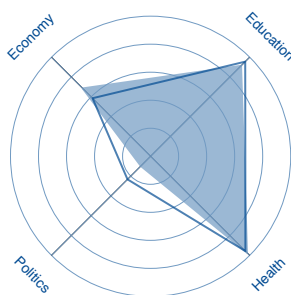
| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 32 | 34 | 0.95 |
| Youth not in employment or education | 11 | 11 | 1.04 | Proportion married by age 25 | 6 | 2 | 2.65 |
| Unemployed adults | 8 | 9 | 0.98 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 50 | 50 | 1.01 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 2 |
| Labour force participation among those with advanced degrees | 77 | 80 | 0.96 | Potential support ratio | | | 3 |
| Workers employed part-time | 42 | 26 | 1.61 | Total dependency ratio | | | 60 |
| Contributing family workers | 1 | 0 | 4.55 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 8 | 0.64 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 405 | 376 | 1.08 | | | | |
| Proportion of unpaid work per day | 57 | 38 | 1.51 | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 112 / | 11 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 73 / | 73 | |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 33 | 67 | 0.49 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 29 | 71 | 0.42 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 0 | 1 | 0.46 |
| Individuals with an account at a financial institution | 95 | 98 | 0.98 | Primary education attainment in adults | 97 | 98 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 0 | 0 | 0.83 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 65 | 72 | 0.91 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 16 | 17 | 0.91 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.51 |
| | | | | STEM graduates | 13 | 39 | 0.34 |
| | | | | Skill diversity | 0.281 | 0.245 | *1.14 |
| Access to technology | | | | | | | |
| Individuals using the internet | 84 | 86 | 0.98 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 65 | 112 | #0.58 |
| Political leadership | | | | Cancer | 96 | 180 | #0.53 |
| Year women received right to vote | | | 1944 | Diabetes | 6 | 9 | #0.62 |
| Years since any women received voting rights | | | 72 | Chronic respiratory disease | 8 | 19 | #0.43 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 0 | 1 | #0.33 |
| Quota for women on candidate lists in national elections | | | 50 | Suicide | 6 | 19 | #0.31 |
| Quota for women on candidate lists in local elections | | | 50 | Maternal mortality ratio (per 100,000 births) | | | †8 [7-10] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 25 | 75 | 0.33 | Prevalence of gender violence in lifetime | | | 26 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.3 |
| | | | | Antenatal care coverage, at least four visits | | | 98.9 |

Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Gambia, The

rank out of 144 countries **104**
 score 0.00 = imparity 1.00 = parity **0.667**

SCORE AT A GLANCE



— Gambia, The score
 — sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 1,990.92 |
| Population growth rate (%) | 3.11 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 60 | 0.685 | 25 | 0.688 |
| Educational attainment | 127 | 0.913 | 106 | 0.809 |
| Health and survival | 83 | 0.973 | 64 | 0.974 |
| Political empowerment | 106 | 0.098 | 55 | 0.109 |
| rank out of | 144 | | 115 | |

| 2016 | | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 104 | 0.667 | 79 | 0.645 |
| 60 | 0.685 | 25 | 0.688 |
| 127 | 0.913 | 106 | 0.809 |
| 83 | 0.973 | 64 | 0.974 |
| 106 | 0.098 | 55 | 0.109 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 43 | 0.880 | 0.665 | 73 | 83 | 0.88 |
| Wage equality for similar work (survey) | 15 | 0.772 | 0.622 | — | — | 0.77 |
| Estimated earned income (US\$, PPP) | 39 | 0.677 | 0.502 | 1,319 | 1,948 | 0.68 |
| Legislators, senior officials, and managers | 42 | 0.556 | 0.358 | 36 | 64 | 0.56 |
| Professional and technical workers | 116 | 0.310 | 0.862 | 24 | 76 | 0.31 |

Educational attainment

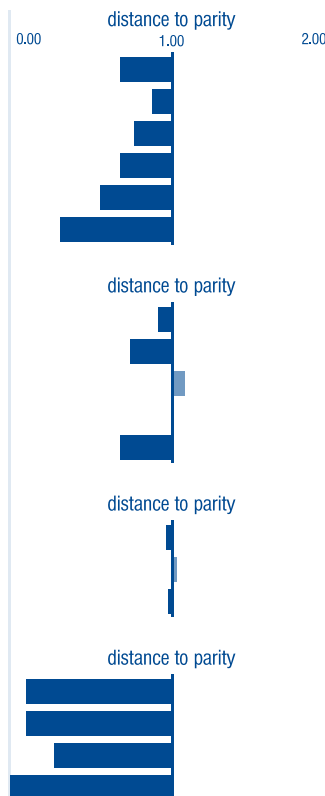
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 127 | 0.745 | 0.897 | 48 | 64 | 0.75 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 71 | 65 | 1.08 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 49 | 51 | 1.01 |
| Enrolment in tertiary education | 120 | 0.681 | 0.930 | 3 | 4 | 0.68 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 94 | 1.038 | 1.043 | 54 | 52 | 1.04 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 124 | 0.104 | 0.269 | 9 | 91 | 0.10 |
| Women in ministerial positions | 60 | 0.267 | 0.238 | 21 | 79 | 0.27 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.667 / 104

GMB

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------------------|------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 30 | 0.74 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 61 | 9 | 7.04 |
| Unemployed adults | 34 | 15 | 2.21 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 6 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 22 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 22 |
| Workers employed part-time | 32 | 15 | 2.14 | Total dependency ratio | | | 94 |
| Contributing family workers | 0 | 0 | 0.60 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 70 | 53 | 1.32 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 180 / | 10 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.72 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 21.30 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | 4 | 96 | 0.05 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 28 | 34 | 0.83 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 10 | 12 | 0.86 |
| | | | | Cardiovascular disease | 292 | 306 | #0.95 |
| | | | | Cancer | 57 | 73 | #0.77 |
| | | | | Diabetes | 56 | 41 | #1.35 |
| | | | | Chronic respiratory disease | 28 | 49 | #0.57 |
| | | | | HIV/AIDS | 25 | 41 | #0.63 |
| | | | | Suicide | 3 | 8 | #0.34 |
| | | | | Maternal mortality ratio (per 100,000 births) | †706 [484 - 1 030] | | |
| | | | | Existence of 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 | | | 57.2 |
| | | | | Antenatal care coverage, at least four visits | | | 77.6 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1960 | | | | |
| Years since any women received voting rights | | | 56 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | — | — | — | | | | |

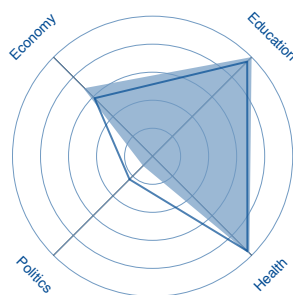
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Georgia

rank out of 144 countries **90**

score **0.681**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Georgia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 13.97 |
| GDP per capita (constant '11 intl. \$, PPP) | 9,109 |
| Total population (thousands) | 3,999.81 |
| Population growth rate (%) | -0.11 |
| Population sex ratio (female/male) | 1.10 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 61 | 0.679 | 41 | 0.656 |
| Educational attainment | 78 | 0.989 | 28 | 0.997 |
| Health and survival | 119 | 0.967 | 115 | 0.923 |
| Political empowerment | 114 | 0.089 | 59 | 0.104 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 90 | 0.681 | 54 | 0.670 |
| Economic participation and opportunity | 61 | 0.679 | 41 | 0.656 |
| Educational attainment | 78 | 0.989 | 28 | 0.997 |
| Health and survival | 119 | 0.967 | 115 | 0.923 |
| Political empowerment | 114 | 0.089 | 59 | 0.104 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 85 | 0.756 | 0.665 | 62 | 83 | 0.76 |
| Wage equality for similar work (survey) | 34 | 0.722 | 0.622 | — | — | 0.72 |
| Estimated earned income (US\$, PPP) | 108 | 0.484 | 0.502 | 6,072 | 12,551 | 0.48 |
| Legislators, senior officials, and managers | 51 | 0.514 | 0.358 | 34 | 66 | 0.51 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 62 | 38 | 1.62 |

Educational attainment

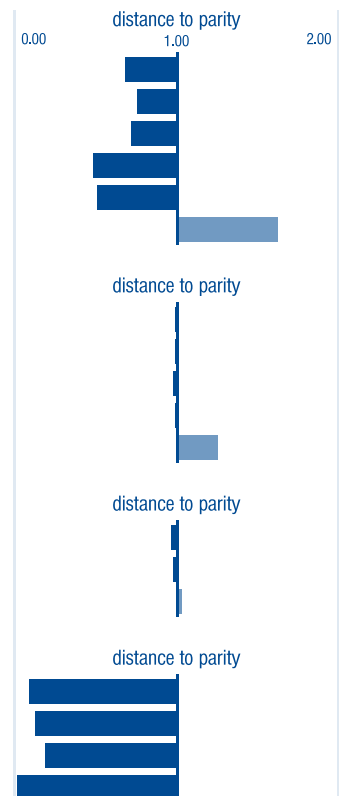
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 51 | 0.999 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 111 | 0.977 | 0.980 | 93 | 95 | 0.98 |
| Enrolment in secondary education | 91 | 0.999 | 0.970 | 92 | 92 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 44 | 35 | 1.26 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 137 | 0.926 | 0.918 | — | — | 0.93 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 68 | 62 | 1.10 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 114 | 0.128 | 0.269 | 11 | 89 | 0.13 |
| Women in ministerial positions | 80 | 0.188 | 0.238 | 16 | 84 | 0.19 |
| Years with female head of state (last 50) | 58 | 0.007 | 0.204 | 0 | 50 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.681 / 90

GEO

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 28 | 0.85 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 48 | 22 | 2.20 |
| Unemployed adults | 10 | 14 | 0.75 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 27 | 73 | 0.38 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 5 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 46 |
| Contributing family workers | 34 | 14 | 2.48 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 23 | 42 | 0.55 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 183 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 33.90 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 32.00 | Government provides child allowance to parents | | | no |
| R&D personnel | 57 | 43 | 1.31 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 4 | 1.62 |
| Individuals with an account at a financial institution | 40 | 40 | 1.01 | Primary education attainment in adults | 99 | 99 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 11 | 13 | 0.87 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 91 | 93 | 0.98 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 31 | 31 | 1.00 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | 0 | 0 | 0.50 |
| | | | | STEM graduates | 11 | 25 | 0.45 |
| | | | | Skill diversity | 0.281 | 0.252 | *1.12 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 2 | 0.83 |
| | | | | Cardiovascular disease | 349 | 545 | #0.64 |
| | | | | Cancer | 77 | 134 | #0.57 |
| | | | | Diabetes | 7 | 10 | #0.76 |
| Political leadership | female | male | value | Chronic respiratory disease | 16 | 39 | #0.40 |
| Year women received right to vote | | 1918, 1921 | | HIV/AIDS | 1 | 6 | #0.24 |
| Years since any women received voting rights | | | 98 | Suicide | 1 | 6 | #0.18 |
| Number of female heads of state to date | | | 1 | Maternal mortality ratio (per 100,000 births) | | | †36 [28-47] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 50 |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 86.9 |

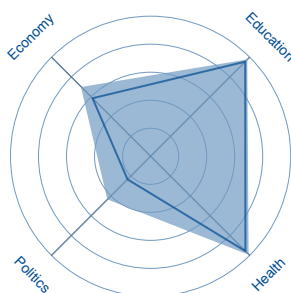
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Germany

rank **13**
out of 144 countries

score **0.766**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Germany score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 3,355.77 |
| GDP per capita (constant '11 intl. \$, PPP) | 44,053 |
| Total population (thousands) | 80,688.55 |
| Population growth rate (%) | -0.07 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 81.55 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 57 | 0.691 | 32 | 0.669 |
| Educational attainment | 100 | 0.966 | 31 | 0.995 |
| Health and survival | 54 | 0.979 | 36 | 0.979 |
| Political empowerment | 10 | 0.428 | 6 | 0.366 |
| rank out of | 144 | | 115 | |

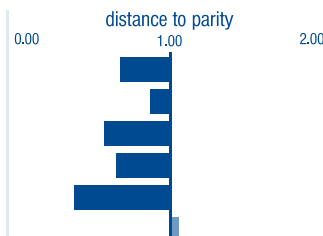
| | 2016 | | 2006 | |
|--|-----------|--------------|----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 13 | 0.766 | 5 | 0.752 |
| Economic participation and opportunity | 57 | 0.691 | 32 | 0.669 |
| Educational attainment | 100 | 0.966 | 31 | 0.995 |
| Health and survival | 54 | 0.979 | 36 | 0.979 |
| Political empowerment | 10 | 0.428 | 6 | 0.366 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 41 | 0.884 | 0.665 |
| Wage equality for similar work (survey) | 95 | 0.591 | 0.622 |
| Estimated earned income (US\$, PPP) | 41 | 0.671 | 0.502 |
| Legislators, senior officials, and managers | 75 | 0.414 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

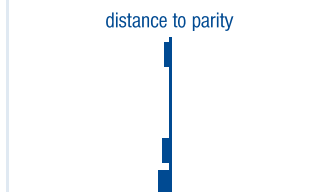
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 57 | 0.691 | 0.586 | | | 0.69 |
| 41 | 0.884 | 0.665 | 73 | 83 | 0.88 |
| 95 | 0.591 | 0.622 | — | — | 0.59 |
| 41 | 0.671 | 0.502 | 37,408 | 55,707 | 0.67 |
| 75 | 0.414 | 0.358 | 29 | 71 | 0.41 |
| 1 | 1.000 | 0.862 | 51 | 49 | 1.06 |



Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 118 | 0.953 | 0.970 |
| Enrolment in tertiary education | 100 | 0.936 | 0.930 |

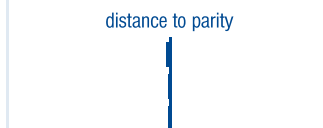
| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 100 | 0.966 | 0.955 | | | 0.97 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| — | — | 0.980 | — | — | — |
| 118 | 0.953 | 0.970 | 47 | 53 | 0.95 |
| 100 | 0.936 | 0.930 | 63 | 68 | 0.94 |



Health and survival

| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 65 | 1.058 | 1.043 |

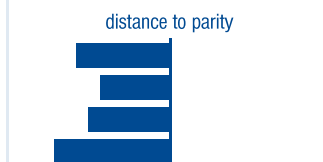
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 54 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 65 | 1.058 | 1.043 | 73 | 69 | 1.06 |



Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 24 | 0.574 | 0.269 |
| Women in ministerial positions | 20 | 0.500 | 0.238 |
| Years with female head of state (last 50) | 11 | 0.285 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 10 | 0.428 | 0.233 | | | 0.43 |
| 24 | 0.574 | 0.269 | 36 | 64 | 0.57 |
| 20 | 0.500 | 0.238 | 33 | 67 | 0.50 |
| 11 | 0.285 | 0.204 | 11 | 39 | 0.29 |



0.00 0.40

distribution of countries by score

1.00



0.766 / 13

DEU

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 32 | 34 | 0.94 |
| Youth not in employment or education | 7 | 6 | 1.26 | Proportion married by age 25 | 7 | 2 | 2.84 |
| Unemployed adults | 4 | 5 | 0.88 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | 57 | 43 | 1.33 | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 75 | 73 | 1.02 | Potential support ratio | | | 3 |
| Workers employed part-time | 47 | 21 | 2.22 | Total dependency ratio | | | 52 |
| Contributing family workers | 1 | 0 | 2.41 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 7 | 0.70 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 450 | 445 | 1.01 | | | | |
| Proportion of unpaid work per day | 60 | 37 | 1.63 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | 360 |
| Law mandates equal pay | | | no | Length of maternity / paternity leave (days) | 98 / | — | |
| Ability of women to rise to positions of leadership | | | *0.67 | Wages paid during maternity / paternity leave | 100 / | — | |
| Boards of publicly traded companies | 25 | 75 | 0.33 | Provider of parental leave benefits | | | gov |
| Firms whose ownership includes women | | | 20.30 | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose top management includes women | | | — | | gov | | |
| R&D personnel | 27 | 73 | 0.37 | Government supports or provides childcare | | | yes |
| | | | | Government provides child allowance to parents | | | yes |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 99 | 98 | 1.01 | Out-of-school children of primary school age | — | — | — |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 78 | 88 | 0.88 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 19 | 30 | 0.65 |
| | | | | PhD graduates | 1 | 2 | 0.45 |
| Access to technology | female | male | value | STEM graduates | 12 | 42 | 0.27 |
| Individuals using the internet | 86 | 90 | 0.95 | Skill diversity | 0.222 | 0.191 | *1.16 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 1 | 1 | 0.67 |
| Year women received right to vote | | | 1918 | Cardiovascular disease | 116 | 172 | #0.68 |
| Years since any women received voting rights | | | 98 | Cancer | 99 | 152 | #0.65 |
| Number of female heads of state to date | | | 2 | Diabetes | 9 | 12 | #0.72 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 14 | 27 | #0.52 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 0 | 1 | #0.29 |
| Voluntary political party quotas | | | yes | Suicide | 4 | 15 | #0.28 |
| Seats held in upper house | 22 | 78 | 0.28 | Maternal mortality ratio (per 100,000 births) | | | †6 [5-8] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 22 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.5 |
| | | | | Antenatal care coverage, at least four visits | | | 99.3 |

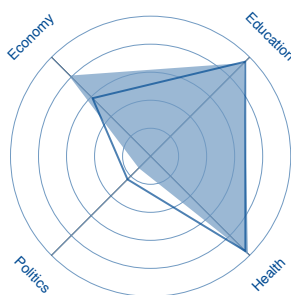
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Ghana

rank **59**
out of 144 countries

score **0.705**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Ghana score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 37.86 |
| GDP per capita (constant '11 intl. \$, PPP) | 3,953 |
| Total population (thousands) | 27,409.89 |
| Population growth rate (%) | 2.16 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 64.26 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 10 | score 0.805 |
| Educational attainment | rank 119 | score 0.931 |
| Health and survival | rank 85 | score 0.973 |
| Political empowerment | rank 95 | score 0.112 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 59 | 0.705 | 58 | 0.665 |
| 10 | 0.805 | 5 | 0.753 |
| 119 | 0.931 | 94 | 0.868 |
| 85 | 0.973 | 89 | 0.969 |
| 95 | 0.112 | 80 | 0.071 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 6 | 0.972 | 0.665 |
| Wage equality for similar work (survey) | 26 | 0.750 | 0.622 |
| Estimated earned income (US\$, PPP) | 18 | 0.744 | 0.502 |
| Legislators, senior officials, and managers | 1 | 1.000 | 0.358 |
| Professional and technical workers | 107 | 0.546 | 0.862 |

Educational attainment

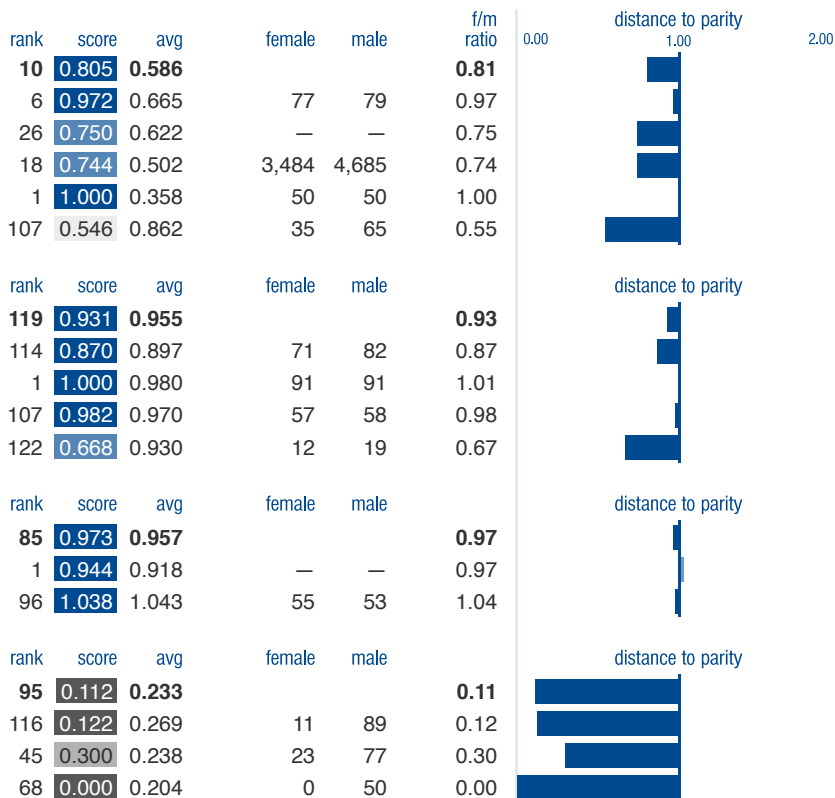
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 114 | 0.870 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 107 | 0.982 | 0.970 |
| Enrolment in tertiary education | 122 | 0.668 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 96 | 1.038 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 116 | 0.122 | 0.269 |
| Women in ministerial positions | 45 | 0.300 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.705 / 59

GHA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 29 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 40 | 12 | 3.26 |
| Unemployed adults | 4 | 4 | 1.17 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 36 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 17 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 73 |
| Contributing family workers | 28 | 16 | 1.70 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 51 | 42 | 1.21 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| | | | | Length of maternity / paternity leave (days) | 84 / | — | — |
| Economic leadership | female | male | value | Wages paid during maternity / paternity leave | 100 / | — | — |
| Law mandates equal pay | | | no | Provider of parental leave benefits | | | — |
| Ability of women to rise to positions of leadership | | | *0.66 | Provider of maternity / paternity leave benefits | empl / | — | — |
| Boards of publicly traded companies | — | — | — | Government supports or provides childcare | | | yes |
| Firms whose ownership includes women | | | 31.60 | Government provides child allowance to parents | | | no |
| Firms whose top management includes women | | | 14.90 | | | | |
| R&D personnel | 21 | 79 | 0.27 | Education and skills | female | male | value |
| | | | | Out-of-school children of primary school age | 8 | 8 | 0.95 |
| | | | | Primary education attainment in adults | 57 | 73 | 0.78 |
| | | | | Out-of-school youth of upper secondary school age | 40 | 37 | 1.08 |
| | | | | Secondary education attainment in adults | 15 | 27 | 0.54 |
| | | | | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 10 | 23 | 0.44 |
| | | | | Skill diversity | 0.266 | 0.216 | *1.23 |
| | | | | | | | |
| | | | | Health | female | male | value |
| | | | | Malnutrition of children under age 5 | 5 | 7 | 0.72 |
| | | | | Cardiovascular disease | 350 | 320 | #1.09 |
| | | | | Cancer | 73 | 93 | #0.78 |
| | | | | Diabetes | 37 | 42 | #0.89 |
| | | | | Chronic respiratory disease | 30 | 36 | #0.81 |
| | | | | HIV/AIDS | 49 | 50 | #0.98 |
| | | | | Suicide | 2 | 4 | #0.52 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †319 [216-458] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 23 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 70.8 |
| | | | | Antenatal care coverage, at least four visits | | | 87.3 |
| | | | | | | | |
| Access to assets | female | male | value | | | | |
| Individuals with an account at a financial institution | 34 | 35 | 0.96 | | | | |
| Women's access to financial services | | | *0.50 | | | | |
| Inheritance rights for daughters | | | *0.50 | | | | |
| Women's access to land use, control and ownership | | | *0.00 | | | | |
| Women's access to non-land assets use, control and ownership | | | *0.50 | | | | |
| | | | | | | | |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | | | | |
| Individuals using a mobile phone | ... | ... | — | | | | |
| | | | | | | | |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1954 | | | | |
| Years since any women received voting rights | | | 62 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

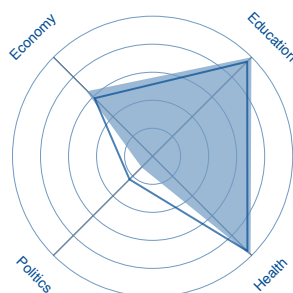
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Greece

rank
out of 144 countries **92**

score
0.00 = imparity
1.00 = parity **0.680**

SCORE AT A GLANCE



— Greece score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 195.21 |
| GDP per capita (constant '11 intl. \$, PPP) | 24,617 |
| Total population (thousands) | 10,954.62 |
| Population growth rate (%) | -0.24 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 73.64 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 85 | score 0.649 |
| Educational attainment | rank 85 | score 0.987 |
| Health and survival | rank 54 | score 0.979 |
| Political empowerment | rank 101 | score 0.104 |
| rank out of | 144 | |

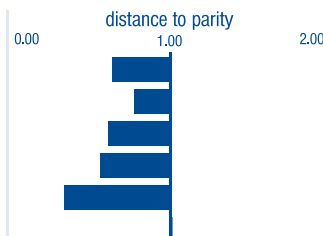
| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 92 | 0.680 | 69 | 0.654 |
| 85 | 0.649 | 70 | 0.585 |
| 85 | 0.987 | 46 | 0.992 |
| 54 | 0.979 | 53 | 0.978 |
| 101 | 0.104 | 87 | 0.061 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 85 | 0.649 | 0.586 |
| Labour force participation | 78 | 0.778 | 0.665 |
| Wage equality for similar work (survey) | 83 | 0.626 | 0.622 |
| Estimated earned income (US\$, PPP) | 84 | 0.573 | 0.502 |
| Legislators, senior officials, and managers | 83 | 0.347 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

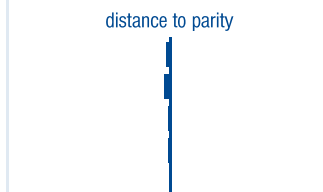
| | female | male | f/m ratio |
|---|--------|--------|-------------|
| Economic participation and opportunity | | | 0.65 |
| Labour force participation | 59 | 76 | 0.78 |
| Wage equality for similar work (survey) | — | — | 0.63 |
| Estimated earned income (US\$, PPP) | 19,687 | 34,369 | 0.57 |
| Legislators, senior officials, and managers | 26 | 74 | 0.35 |
| Professional and technical workers | 51 | 49 | 1.02 |



Educational attainment

| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 85 | 0.987 | 0.955 |
| Literacy rate | 90 | 0.965 | 0.897 |
| Enrolment in primary education | 87 | 0.991 | 0.980 |
| Enrolment in secondary education | 98 | 0.991 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

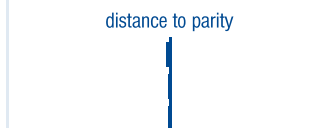
| | female | male | f/m ratio |
|----------------------------------|--------|------|-------------|
| Educational attainment | | | 0.99 |
| Literacy rate | 94 | 97 | 0.97 |
| Enrolment in primary education | 97 | 98 | 0.99 |
| Enrolment in secondary education | 95 | 96 | 0.99 |
| Enrolment in tertiary education | 110 | 110 | 1.00 |



Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 54 | 0.979 | 0.957 |
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 65 | 1.058 | 1.043 |

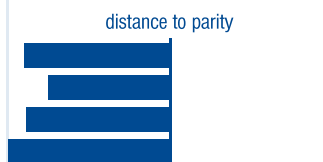
| | female | male | f/m ratio |
|----------------------------|--------|------|-------------|
| Health and survival | | | 0.98 |
| Sex ratio at birth | — | — | 0.94 |
| Healthy life expectancy | 73 | 69 | 1.06 |



Political empowerment

| | rank | score | avg |
|---|------------|--------------|--------------|
| Political empowerment | 101 | 0.104 | 0.233 |
| Women in parliament | 80 | 0.245 | 0.269 |
| Women in ministerial positions | 112 | 0.111 | 0.238 |
| Years with female head of state (last 50) | 62 | 0.001 | 0.204 |

| | female | male | f/m ratio |
|---|--------|------|-------------|
| Political empowerment | | | 0.10 |
| Women in parliament | 20 | 80 | 0.25 |
| Women in ministerial positions | 10 | 90 | 0.11 |
| Years with female head of state (last 50) | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.680 / 92

GRC

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|---------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 29 | 33 | 0.89 |
| Youth not in employment or education | 20 | 21 | 0.96 | Proportion married by age 25 | 14 | 5 | 3.00 |
| Unemployed adults | 28 | 22 | 1.28 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 78 | 1.00 | Potential support ratio | | | 3 |
| Workers employed part-time | 24 | 14 | 1.75 | Total dependency ratio | | | 56 |
| Contributing family workers | 6 | 3 | 2.13 | Parity of parental rights in marriage | | | 0.50 |
| Own-account workers | 19 | 27 | 0.70 | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 119 / | 2 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | 0.59 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 10 | 90 | 0.11 | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 24.40 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 39 | 61 | 0.65 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 2 | 1.37 |
| Individuals with an account at a financial institution | 87 | 88 | 0.98 | Primary education attainment in adults | 93 | 97 | 0.96 |
| Women's access to financial services | | | 1.00 | Out-of-school youth of upper secondary school age | 6 | 5 | 1.20 |
| Inheritance rights for daughters | | | 0.50 | Secondary education attainment in adults | 55 | 58 | 0.96 |
| Women's access to land use, control and ownership | | | 1.00 | Tertiary education attainment in adults | 21 | 24 | 0.88 |
| Women's access to non-land assets use, control and ownership | | | 1.00 | PhD graduates | 0 | 1 | 0.42 |
| | | | | STEM graduates | 18 | 43 | 0.43 |
| | | | | Skill diversity | 0.182 | 0.185 | 0.99 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 65 | 69 | 0.93 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 1 | 1 | 0.67 |
| | | | | Cardiovascular disease | 145 | 210 | 0.69 |
| | | | | Cancer | 83 | 157 | 0.53 |
| | | | | Diabetes | 5 | 7 | 0.71 |
| | | | | Chronic respiratory disease | 23 | 34 | 0.66 |
| | | | | HIV/AIDS | 1 | 2 | 0.43 |
| | | | | Suicide | 1 | 6 | 0.21 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 3 [2-4] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 19 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1952 | | | | |
| Years since any women received voting rights | | | 64 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | 33 | | | | |
| Quota for women on candidate lists in local elections | | | 33 | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

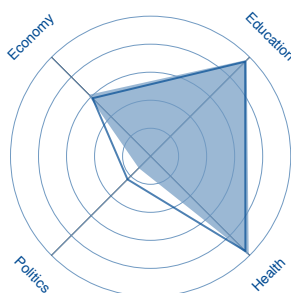
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Guatemala

rank **105**
out of 144 countries

score **0.666**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Guatemala score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 63.79 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,253 |
| Total population (thousands) | 16,342.90 |
| Population growth rate (%) | 1.95 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 61.07 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 102 | score 0.613 |
| Educational attainment | rank 107 | score 0.960 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 96 | score 0.112 |
| rank out of | 144 | 115 |

| | 2016 | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 105 | 0.666 | 95 | 0.607 |
| 102 | 0.613 | 104 | 0.443 |
| 107 | 0.960 | 91 | 0.895 |
| 1 | 0.980 | 1 | 0.980 |
| 96 | 0.112 | 54 | 0.110 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 125 | 0.507 | 0.665 |
| Wage equality for similar work (survey) | 99 | 0.588 | 0.622 |
| Estimated earned income (US\$, PPP) | 105 | 0.488 | 0.502 |
| Legislators, senior officials, and managers | 12 | 0.756 | 0.358 |
| Professional and technical workers | 82 | 0.905 | 0.862 |

Educational attainment

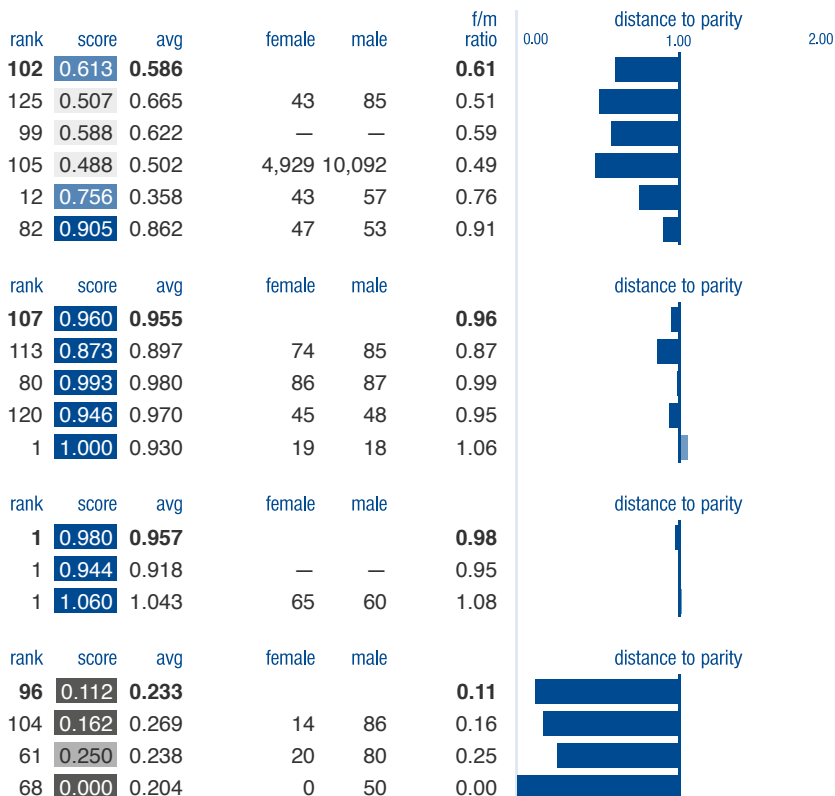
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 113 | 0.873 | 0.897 |
| Enrolment in primary education | 80 | 0.993 | 0.980 |
| Enrolment in secondary education | 120 | 0.946 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 104 | 0.162 | 0.269 |
| Women in ministerial positions | 61 | 0.250 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.666 / 105

GTM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 24 | 0.90 |
| Youth not in employment or education | 46 | 13 | 3.62 | Proportion married by age 25 | — | — | — |
| Unemployed adults | 2 | 2 | 1.11 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 67 | 33 | 2.06 | Average number of children per woman | | | 3 |
| Workers in informal employment | 78 | 71 | 1.11 | Women with unmet demand for family planning | | | 27 |
| Labour force participation among those with advanced degrees | 76 | 82 | 0.92 | Potential support ratio | | | 12 |
| Workers employed part-time | 36 | 16 | 2.29 | Total dependency ratio | | | 71 |
| Contributing family workers | 19 | 10 | 1.81 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 35 | 24 | 1.48 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 | / | 2 |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 | / | 100 |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / | empl |
| Firms whose ownership includes women | | | 44.20 | gov | | | |
| Firms whose top management includes women | | | 15.70 | Government supports or provides childcare | | | yes |
| R&D personnel | 44 | 56 | 0.77 | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 35 | 48 | 0.72 | Out-of-school children of primary school age | 11 | 11 | 1.02 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 61 | 62 | 0.99 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 56 | 50 | 1.12 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 27 | 26 | 1.06 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 5 | 8 | 0.63 |
| | | | | PhD graduates | — | 0 | — |
| Access to technology | female | male | value | STEM graduates | 11 | 22 | 0.52 |
| Individuals using the internet | — | — | — | Skill diversity | 0.266 | 0.247 | *1.07 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 1 | 1 | 0.50 |
| Year women received right to vote | | | 1946 | Cardiovascular disease | 109 | 139 | #0.78 |
| Years since any women received voting rights | | | 70 | Cancer | 110 | 109 | #1.01 |
| Number of female heads of state to date | | | — | Diabetes | 46 | 40 | #1.15 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 20 | 27 | #0.73 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 15 | 44 | #0.35 |
| Voluntary political party quotas | | | yes | Suicide | 4 | 14 | #0.31 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †88 [77-100] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 28 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 65.5 |
| | | | | Antenatal care coverage, at least four visits | | | 86.2 |

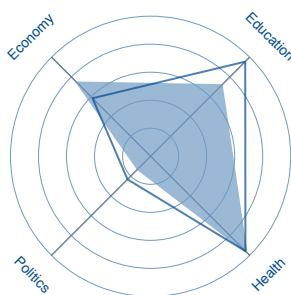
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Guinea

rank **122**
out of 144 countries

score **0.640**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Guinea score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 6.70 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,135 |
| Total population (thousands) | 12,608.59 |
| Population growth rate (%) | 2.59 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 50.17 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 29 | 0.745 | 74 | 0.656 |
| Educational attainment | 142 | 0.718 | 141 | 0.649 |
| Health and survival | 115 | 0.967 | 107 | 0.967 |
| Political empowerment | 88 | 0.130 | 83 | 0.130 |
| rank out of | 144 | | 142 | |

| | 2016 | | 2014 | |
|------------|--------------|------------|--------------|--|
| rank | score | rank | score | |
| 122 | 0.640 | 132 | 0.600 | |
| 29 | 0.745 | 74 | 0.656 | |
| 142 | 0.718 | 141 | 0.649 | |
| 115 | 0.967 | 107 | 0.967 | |
| 88 | 0.130 | 83 | 0.130 | |
| 144 | | 142 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 9 | 0.956 | 0.665 | 82 | 86 | 0.96 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 29 | 0.705 | 0.502 | 1,009 | 1,432 | 0.71 |
| Legislators, senior officials, and managers | 89 | 0.315 | 0.358 | 24 | 76 | 0.32 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 72 | 28 | 2.52 |

Educational attainment

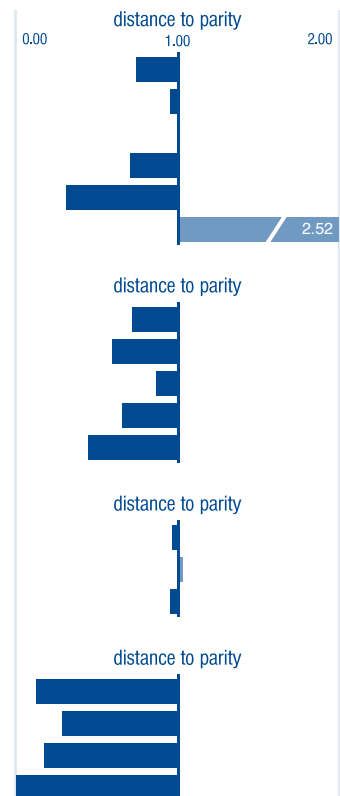
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 139 | 0.600 | 0.897 | 23 | 38 | 0.60 |
| Enrolment in primary education | 126 | 0.864 | 0.980 | 70 | 81 | 0.86 |
| Enrolment in secondary education | 140 | 0.662 | 0.970 | 25 | 38 | 0.66 |
| Enrolment in tertiary education | 132 | 0.447 | 0.930 | 7 | 15 | 0.45 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 124 | 1.020 | 1.043 | 50 | 49 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 66 | 0.281 | 0.269 | 22 | 78 | 0.28 |
| Women in ministerial positions | 85 | 0.172 | 0.238 | 15 | 85 | 0.17 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.640 / 122

GIN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 21 | 29 | 0.72 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 70 | 11 | 6.12 |
| Unemployed adults | 1 | 3 | 0.33 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 24 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 18 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 84 |
| Contributing family workers | 48 | 27 | 1.78 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 47 | 58 | 0.81 | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | * | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | — |
| Firms whose ownership includes women | | | 25.40 | gov | | | — |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | no |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 4 | 9 | 0.44 | Out-of-school children of primary school age | 28 | 16 | 1.70 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 76 | 60 | 1.27 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 23 | 0.60 |
| | | | | Skill diversity | 0.226 | 0.184 | *1.23 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 9 | 10 | 0.90 |
| | | | | Cardiovascular disease | 332 | 288 | #1.15 |
| | | | | Cancer | 74 | 120 | #0.62 |
| | | | | Diabetes | 45 | 41 | #1.09 |
| | | | | Chronic respiratory disease | 36 | 50 | #0.73 |
| | | | | HIV/AIDS | 61 | 50 | #1.20 |
| | | | | Suicide | 2 | 7 | #0.34 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †679 [504-927] |
| | | | | Existence of 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 | | | 45.3 |
| | | | | Antenatal care coverage, at least four visits | | | 56.6 |

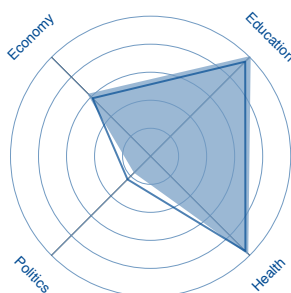
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Honduras

rank **78**
out of 144 countries

score **0.690**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Honduras score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 20.15 |
| GDP per capita (constant '11 intl. \$, PPP) | 4,785 |
| Total population (thousands) | 8,075.06 |
| Population growth rate (%) | 1.38 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 61.61 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 96 | score 0.623 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 59 | score 0.976 |
| Political empowerment | rank 75 | score 0.160 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 78 | 0.690 | 74 | 0.648 |
| 96 | 0.623 | 99 | 0.478 |
| 1 | 1.000 | 1 | 1.000 |
| 59 | 0.976 | 1 | 0.980 |
| 75 | 0.160 | 42 | 0.136 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 123 | 0.563 | 0.665 | 49 | 86 | 0.56 |
| Wage equality for similar work (survey) | 85 | 0.624 | 0.622 | — | — | 0.62 |
| Estimated earned income (US\$, PPP) | 123 | 0.428 | 0.502 | 2,942 | 6,876 | 0.43 |
| Legislators, senior officials, and managers | 19 | 0.681 | 0.358 | 41 | 59 | 0.68 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.08 |

Educational attainment

| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 89 | 88 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 94 | 94 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 53 | 46 | 1.16 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 24 | 18 | 1.35 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 74 | 1.048 | 1.043 | 65 | 62 | 1.05 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 55 | 0.347 | 0.269 | 26 | 74 | 0.35 |
| Women in ministerial positions | 74 | 0.211 | 0.238 | 17 | 83 | 0.21 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.690 / 78

HND

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|---------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 21 | 24 | 0.88 |
| Youth not in employment or education | 68 | 16 | 4.31 | Proportion married by age 25 | 63 | 46 | 1.36 |
| Unemployed adults | 3 | 2 | 1.46 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 75 | 71 | 1.06 | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 13 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 58 |
| Contributing family workers | 14 | 13 | 1.14 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 42 | 35 | 1.18 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.62 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 43.30 | gov | | | |
| Firms whose top management includes women | | | 31.70 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 25 | 35 | 0.70 | Out-of-school children of primary school age | 5 | 5 | 0.90 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | 59 | 58 | 1.01 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 44 | 51 | 0.87 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 24 | 21 | 1.14 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 6 | 6 | 1.03 |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 8 | 21 | 0.36 |
| Individuals using the internet | — | — | — | Skill diversity | 0.320 | 0.238 | *1.35 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 1 | 2 | 0.56 |
| Year women received right to vote | | | 1955 | Cardiovascular disease | 164 | 240 | #0.69 |
| Years since any women received voting rights | | | 61 | Cancer | 105 | 107 | #0.98 |
| Number of female heads of state to date | | | — | Diabetes | 15 | 16 | #0.93 |
| Quota for women on candidate lists in national elections | | | 40 | Chronic respiratory disease | 31 | 50 | #0.61 |
| Quota for women on candidate lists in local elections | | | 40 | HIV/AIDS | 18 | 33 | #0.54 |
| Voluntary political party quotas | | | no | Suicide | 3 | 8 | #0.34 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †129 [99-166] |
| | | | | Existence of 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 | | | 82.8 |
| | | | | Antenatal care coverage, at least four visits | | | 88.9 |

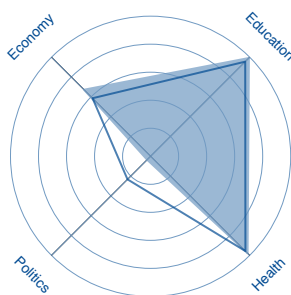
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Hungary

rank **101**
out of 144 countries

score **0.669**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Hungary score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 120.69 |
| GDP per capita (constant '11 intl. \$, PPP) | 24,474 |
| Total population (thousands) | 9,855.02 |
| Population growth rate (%) | -0.35 |
| Population sex ratio (female/male) | 1.10 |
| Human capital optimization (%) | 76.36 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 67 | score 0.672 |
| Educational attainment | rank 67 | score 0.992 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 138 | score 0.035 |
| rank out of | 144 | 115 |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 101 | 0.669 | 55 | 0.670 |
| Economic participation and opportunity | 67 | 0.672 | 48 | 0.640 |
| Educational attainment | 67 | 0.992 | 49 | 0.991 |
| Health and survival | 40 | 0.979 | 36 | 0.979 |
| Political empowerment | 138 | 0.035 | 82 | 0.069 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----------|-------------|-----------|
| Labour force participation | rank 62 | score 0.823 | avg 0.665 |
| Wage equality for similar work (survey) | rank 130 | score 0.495 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 73 | score 0.596 | avg 0.502 |
| Legislators, senior officials, and managers | rank 18 | score 0.682 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

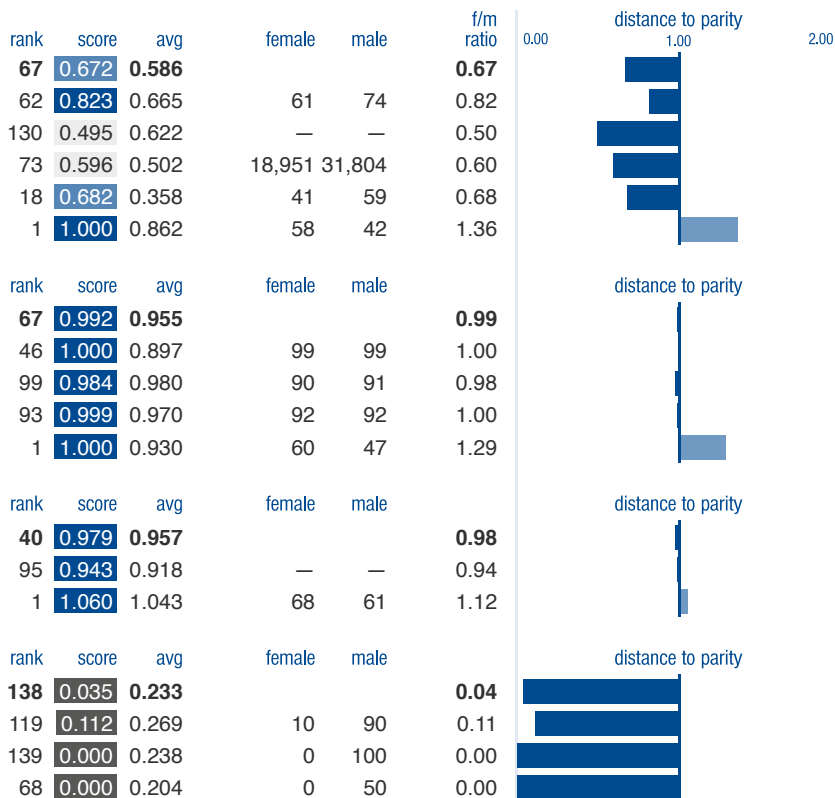
| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 46 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 99 | score 0.984 | avg 0.980 |
| Enrolment in secondary education | rank 93 | score 0.999 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

Political empowerment

| | | | |
|---|----------|-------------|-----------|
| Women in parliament | rank 119 | score 0.112 | avg 0.269 |
| Women in ministerial positions | rank 139 | score 0.000 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.669 / 101

HUN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 32 | 34 | 0.94 |
| Youth not in employment or education | 17 | 14 | 1.28 | Proportion married by age 25 | 5 | 2 | 2.72 |
| Unemployed adults | 7 | 7 | 1.07 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 7 |
| Labour force participation among those with advanced degrees | 72 | 79 | 0.91 | Potential support ratio | | | 4 |
| Workers employed part-time | 16 | 11 | 1.48 | Total dependency ratio | | | 48 |
| Contributing family workers | 0 | 0 | 1.01 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 6 | 0.75 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 500 | 454 | 1.10 | | | | |
| Proportion of unpaid work per day | 54 | 28 | 1.92 | Care | | | |
| | | | | Length of parental leave (days) | | | 590 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 168 / | 5 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 70 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.49 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 11 | 89 | 0.12 | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 47.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 20.40 | Government provides child allowance to parents | | | yes |
| R&D personnel | 35 | 65 | 0.53 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 4 | 0.99 |
| Individuals with an account at a financial institution | 72 | 72 | 1.01 | Primary education attainment in adults | 99 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 7 | 8 | 0.99 |
| Inheritance rights for daughters | | | — | Secondary education attainment in adults | 70 | 79 | 0.88 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 21 | 19 | 1.08 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.68 |
| | | | | STEM graduates | 7 | 34 | 0.22 |
| | | | | Skill diversity | 0.258 | 0.203 | *1.28 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 71 | 75 | 0.95 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 5 | 0.78 |
| | | | | Cardiovascular disease | 229 | 384 | #0.60 |
| | | | | Cancer | 138 | 253 | #0.55 |
| | | | | Diabetes | 11 | 14 | #0.76 |
| Political leadership | female | male | value | Chronic respiratory disease | 18 | 42 | #0.44 |
| Year women received right to vote | | 1918, 1945 | | HIV/AIDS | 0 | 0 | #0.00 |
| Years since any women received voting rights | | | 98 | Suicide | 7 | 32 | #0.23 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †17 [12-22] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 21 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 99.1 |
| | | | | Antenatal care coverage, at least four visits | | | — |

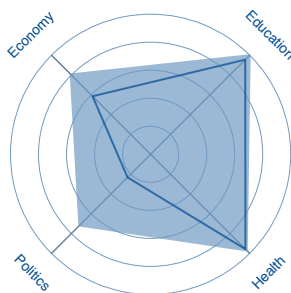
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Iceland

rank **1**
out of 144 countries

score **0.874**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Iceland score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 16.60 |
| GDP per capita (constant '11 intl. \$, PPP) | 42,449 |
| Total population (thousands) | 329.43 |
| Population growth rate (%) | 0.76 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 79.74 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 9 | score 0.806 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 104 | score 0.970 |
| Political empowerment | rank 1 | score 0.719 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 1 | 0.874 | 4 | 0.781 |
| 9 | 0.806 | 17 | 0.711 |
| 1 | 1.000 | 50 | 0.991 |
| 104 | 0.970 | 92 | 0.968 |
| 1 | 0.719 | 4 | 0.456 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 10 | 0.951 | 0.665 |
| Wage equality for similar work (survey) | 11 | 0.789 | 0.622 |
| Estimated earned income (US\$, PPP) | 23 | 0.720 | 0.502 |
| Legislators, senior officials, and managers | 29 | 0.617 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

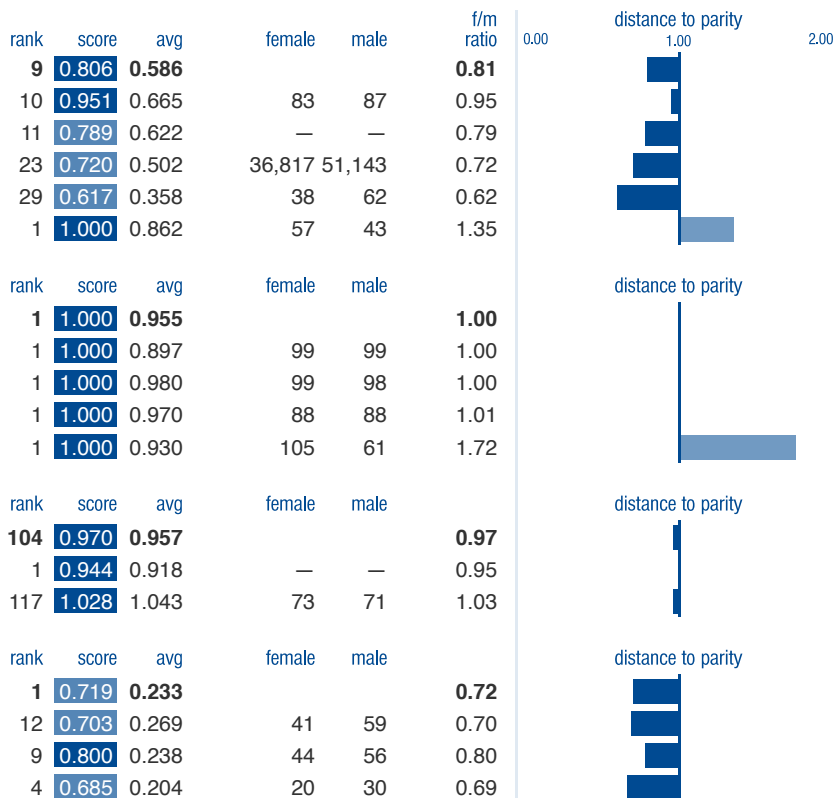
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 117 | 1.028 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 12 | 0.703 | 0.269 |
| Women in ministerial positions | 9 | 0.800 | 0.238 |
| Years with female head of state (last 50) | 4 | 0.685 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.874 / 1

ISL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 28 | 30 | 0.94 |
| Youth not in employment or education | 4 | 7 | 0.60 | Proportion married by age 25 | 14 | 6 | 2.28 |
| Unemployed adults | 4 | 3 | 1.27 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 89 | 94 | 0.95 | Potential support ratio | | | 5 |
| Workers employed part-time | 37 | 23 | 1.58 | Total dependency ratio | | | 52 |
| Contributing family workers | 0 | 0 | 0.56 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 11 | 0.53 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 90 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 90 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 49 / | 49 | |
| Ability of women to rise to positions of leadership | | | *0.86 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 44 | 56 | 0.79 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 45 | 55 | 0.82 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 2 | 0.74 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 16 | 19 | 0.85 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 55 | 67 | 0.82 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 10 | 27 | 0.38 |
| | | | | Skill diversity | 0.226 | 0.271 | *0.83 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 98 | 98 | 1.00 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 87 | 119 | #0.73 |
| Political leadership | female | male | value | Cancer | 113 | 127 | #0.89 |
| Year women received right to vote | | 1915, 1920 | | Diabetes | 5 | 5 | #1.02 |
| Years since any women received voting rights | | | 101 | Chronic respiratory disease | 20 | 25 | #0.80 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 7 | 21 | #0.32 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †3 [2-6] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 22 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

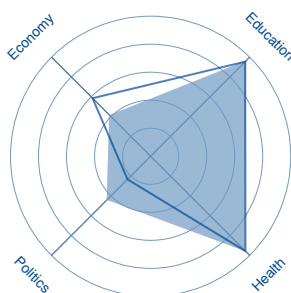
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India

rank **87**
out of 144 countries

score **0.683**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



India score
sample average

KEY INDICATORS

| | |
|---|--------------|
| GDP (US\$ billions) | 2,073.54 |
| GDP per capita (constant '11 intl. \$, PPP) | 5,730 |
| Total population (thousands) | 1,311,050.53 |
| Population growth rate (%) | 1.15 |
| Population sex ratio (female/male) | 0.93 |
| Human capital optimization (%) | 57.73 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 136 | 0.408 |
| Educational attainment | 113 | 0.950 |
| Health and survival | 142 | 0.942 |
| Political empowerment | 9 | 0.433 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 87 | 0.683 | 98 | 0.601 |
| Economic participation and opportunity | 136 | 0.408 | 110 | 0.397 |
| Educational attainment | 113 | 0.950 | 102 | 0.819 |
| Health and survival | 142 | 0.942 | 103 | 0.962 |
| Political empowerment | 9 | 0.433 | 20 | 0.227 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|-----|-------|-------|-------|-------|------|
| Labour force participation | 135 | 0.344 | 0.665 | 28 | 82 | 0.34 |
| Wage equality for similar work (survey) | 103 | 0.573 | 0.622 | — | — | 0.57 |
| Estimated earned income (US\$, PPP) | 137 | 0.232 | 0.502 | 2,103 | 9,045 | 0.23 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

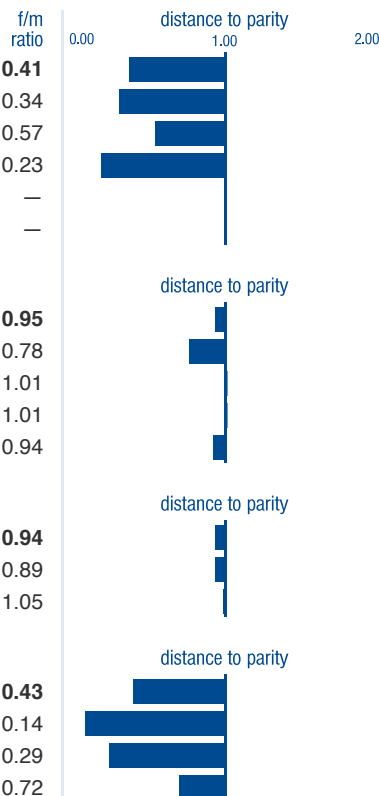
| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 124 | 0.778 | 0.897 | 63 | 81 | 0.78 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 93 | 92 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 62 | 61 | 1.01 |
| Enrolment in tertiary education | 99 | 0.936 | 0.930 | 23 | 25 | 0.94 |

Health and survival

| | | | | | | |
|-------------------------|-----|-------|-------|----|----|------|
| Sex ratio at birth | 142 | 0.893 | 0.918 | — | — | 0.89 |
| Healthy life expectancy | 71 | 1.054 | 1.043 | 59 | 56 | 1.05 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 112 | 0.136 | 0.269 | 12 | 88 | 0.14 |
| Women in ministerial positions | 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| Years with female head of state (last 50) | 2 | 0.723 | 0.204 | 21 | 29 | 0.72 |



0.00 0.40

distribution of countries by score

1.00



0.683 / 87

IND

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 21 | 25 | 0.83 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 74 | 35 | 2.13 |
| Unemployed adults | 3 | 2 | 1.60 | Mean age of women at birth of their first child | | | 26 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 86 | 84 | 1.03 | Women with unmet demand for family planning | | | 21 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 12 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 52 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | 537 | 442 | 1.21 | | | | |
| Proportion of unpaid work per day | 66 | 12 | 5.60 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | — |
| Law mandates equal pay | | | no | Length of maternity / paternity leave (days) | 84 / | — | |
| Ability of women to rise to positions of leadership | | | †0.59 | Wages paid during maternity / paternity leave | 100 / | — | |
| Boards of publicly traded companies | 10 | 90 | 0.11 | Provider of parental leave benefits | | | — |
| Firms whose ownership includes women | | | 10.70 | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose top management includes women | | | 8.90 | Government supports or provides childcare | | | no |
| R&D personnel | 15 | 85 | 0.18 | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 43 | 62 | 0.68 | Out-of-school children of primary school age | 2 | 3 | 0.53 |
| Women's access to financial services | | | †0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | †0.50 | Out-of-school youth of upper secondary school age | 49 | 47 | 1.03 |
| Women's access to land use, control and ownership | | | †0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 25 | 33 | 0.75 |
| | | | | Skill diversity | 0.336 | 0.318 | ×1.06 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 19 | 21 | 0.93 |
| | | | | Cardiovascular disease | 265 | 349 | #0.76 |
| | | | | Cancer | 66 | 79 | #0.84 |
| | | | | Diabetes | 23 | 30 | #0.75 |
| | | | | Chronic respiratory disease | 125 | 189 | #0.66 |
| | | | | HIV/AIDS | 9 | 14 | #0.62 |
| | | | | Suicide | 16 | 26 | #0.64 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †174 [139-217] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 37 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 74.4 |
| | | | | Antenatal care coverage, at least four visits | | | 49.7 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | 1935, 1950 | | | | | |
| Years since any women received voting rights | | | 81 | | | | |
| Number of female heads of state to date | | | 2 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

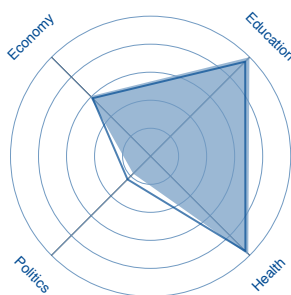
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Indonesia

rank **88**
out of 144 countries

score **0.682**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Indonesia score
sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 861.93 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,385 |
| Total population (thousands) | 257,563.82 |
| Population growth rate (%) | 1.08 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 67.61 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 107 | 0.598 |
| Educational attainment | 87 | 0.987 |
| Health and survival | 58 | 0.976 |
| Political empowerment | 72 | 0.168 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 88 | 0.682 | 68 | 0.654 |
| 107 | 0.598 | 67 | 0.598 |
| 87 | 0.987 | 81 | 0.949 |
| 58 | 0.976 | 88 | 0.969 |
| 72 | 0.168 | 63 | 0.101 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 118 | 0.614 | 0.665 |
| Wage equality for similar work (survey) | 51 | 0.681 | 0.622 |
| Estimated earned income (US\$, PPP) | 107 | 0.484 | 0.502 |
| Legislators, senior officials, and managers | 98 | 0.244 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 89 | 0.967 | 0.897 |
| Enrolment in primary education | 92 | 0.989 | 0.980 |
| Enrolment in secondary education | 97 | 0.991 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

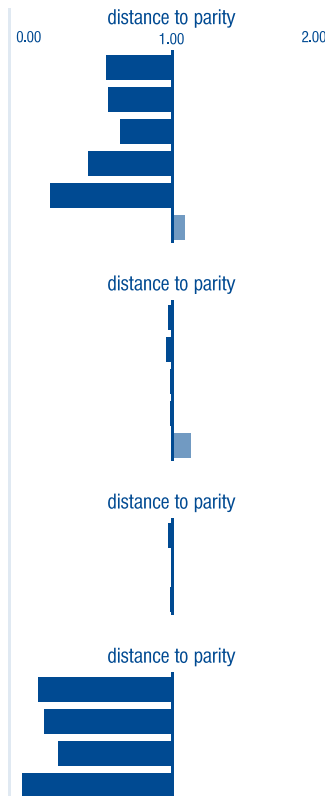
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 73 | 1.049 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 89 | 0.207 | 0.269 |
| Women in ministerial positions | 48 | 0.296 | 0.238 |
| Years with female head of state (last 50) | 34 | 0.069 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 107 | 0.598 | 0.586 | | | 0.60 |
| Labour force participation | 118 | 0.614 | 0.665 | 53 | 86 | 0.61 |
| Wage equality for similar work (survey) | 51 | 0.681 | 0.622 | — | — | 0.68 |
| Estimated earned income (US\$, PPP) | 107 | 0.484 | 0.502 | 6,844 | 14,139 | 0.48 |
| Legislators, senior officials, and managers | 98 | 0.244 | 0.358 | 20 | 80 | 0.24 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.08 |
| Educational attainment | 87 | 0.987 | 0.955 | | | 0.99 |
| Literacy rate | 89 | 0.967 | 0.897 | 94 | 97 | 0.97 |
| Enrolment in primary education | 92 | 0.989 | 0.980 | 89 | 90 | 0.99 |
| Enrolment in secondary education | 97 | 0.991 | 0.970 | 75 | 75 | 0.99 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 33 | 29 | 1.12 |
| Health and survival | 58 | 0.976 | 0.957 | | | 0.98 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 73 | 1.049 | 1.043 | 64 | 61 | 1.05 |
| Political empowerment | 72 | 0.168 | 0.233 | | | 0.17 |
| Women in parliament | 89 | 0.207 | 0.269 | 17 | 83 | 0.21 |
| Women in ministerial positions | 48 | 0.296 | 0.238 | 23 | 77 | 0.30 |
| Years with female head of state (last 50) | 34 | 0.069 | 0.204 | 3 | 47 | 0.07 |



0.00 0.40

distribution of countries by score

1.00



0.682 / 88

IDN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 26 | 0.87 |
| Youth not in employment or education | 31 | 18 | 1.73 | Proportion married by age 25 | 59 | 31 | 1.90 |
| Unemployed adults | 3 | 3 | 0.99 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 41 | 59 | 0.70 | Average number of children per woman | | | 2 |
| Workers in informal employment | 73 | 72 | 1.01 | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | 81 | 93 | 0.87 | Potential support ratio | | | 13 |
| Workers employed part-time | 34 | 19 | 1.83 | Total dependency ratio | | | 49 |
| Contributing family workers | 28 | 6 | 4.89 | Parity of parental rights in marriage | | | 0.50 |
| Own-account workers | 17 | 17 | 1.04 | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 2 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | 0.69 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 22.10 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 22.10 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 8 | 7 | 1.15 |
| Individuals with an account at a financial institution | 37 | 35 | 1.08 | Primary education attainment in adults | 72 | 81 | 0.89 |
| Women's access to financial services | | | 0.50 | Out-of-school youth of upper secondary school age | 33 | 27 | 1.23 |
| Inheritance rights for daughters | | | 0.50 | Secondary education attainment in adults | 27 | 35 | 0.79 |
| Women's access to land use, control and ownership | | | 1.00 | Tertiary education attainment in adults | 8 | 8 | 0.93 |
| Women's access to non-land assets use, control and ownership | | | 1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 15 | 28 | 0.54 |
| | | | | Skill diversity | 0.238 | 0.226 | 1.05 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 20 | 24 | 0.86 | Health | female | male | value |
| Individuals using a mobile phone | ... | ... | — | Malnutrition of children under age 5 | 13 | 14 | 0.89 |
| | | | | Cardiovascular disease | 337 | 408 | 0.83 |
| | | | | Cancer | 95 | 133 | 0.72 |
| | | | | Diabetes | 72 | 49 | 1.47 |
| | | | | Chronic respiratory disease | 34 | 85 | 0.50 |
| | | | | HIV/AIDS | 7 | 13 | 0.54 |
| | | | | Suicide | 5 | 4 | 1.32 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 126 [93-179] |
| | | | | Existence of 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 | | | 87.4 |
| | | | | Antenatal care coverage, at least four visits | | | 83.5 |

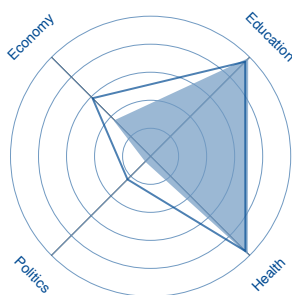
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Iran, Islamic Rep.

rank **139**
out of 144 countries

score **0.587**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Iran, Islamic Rep. score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 79,109.27 |
| Population growth rate (%) | 1.06 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 64.16 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 140 | 0.357 |
| Educational attainment | 94 | 0.975 |
| Health and survival | 98 | 0.971 |
| Political empowerment | 136 | 0.047 |
| rank out of | 144 | 115 |

| | 2016 | | 2006 | |
|------------|--------------|------------|--------------|--|
| rank | score | rank | score | |
| 139 | 0.587 | 108 | 0.580 | |
| 140 | 0.357 | 113 | 0.359 | |
| 94 | 0.975 | 80 | 0.954 | |
| 98 | 0.971 | 52 | 0.978 | |
| 136 | 0.047 | 109 | 0.031 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 142 | 0.224 | 0.665 | 17 | 76 | 0.22 |
| Wage equality for similar work (survey) | 101 | 0.579 | 0.622 | — | — | 0.58 |
| Estimated earned income (US\$, PPP) | 141 | 0.168 | 0.502 | 4,963 | 29,468 | 0.17 |
| Legislators, senior officials, and managers | 100 | 0.223 | 0.358 | 18 | 82 | 0.22 |
| Professional and technical workers | 111 | 0.514 | 0.862 | 34 | 66 | 0.51 |

Educational attainment

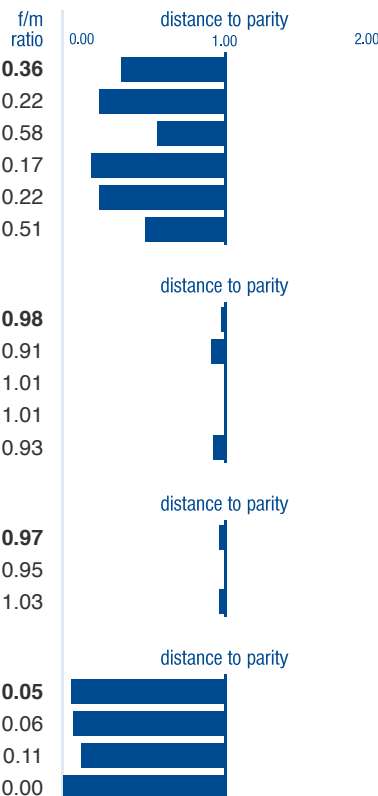
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 109 | 0.913 | 0.897 | 83 | 91 | 0.91 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 100 | 99 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 81 | 80 | 1.01 |
| Enrolment in tertiary education | 101 | 0.933 | 0.930 | 64 | 68 | 0.93 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 107 | 1.032 | 1.043 | 65 | 63 | 1.03 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 133 | 0.063 | 0.269 | 6 | 94 | 0.06 |
| Women in ministerial positions | 112 | 0.111 | 0.238 | 10 | 90 | 0.11 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.587 / 139

IRN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|-----------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 27 | 0.88 |
| Youth not in employment or education | 48 | 22 | 2.17 | Proportion married by age 25 | 53 | 22 | 2.37 |
| Unemployed adults | 15 | 9 | 1.71 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 14 |
| Workers employed part-time | 42 | 16 | 2.69 | Total dependency ratio | | | 40 |
| Contributing family workers | 20 | 2 | 8.39 | Parity of parental rights in marriage | | | *0.00 |
| Own-account workers | 22 | 38 | 0.59 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 270 / 14 | | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 67 / 100 | | |
| Ability of women to rise to positions of leadership | | | *0.50 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / gov | | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 30 | 70 | 0.43 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 0 | 1 | 0.22 |
| Individuals with an account at a financial institution | 87 | 97 | 0.90 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 23 | 23 | 1.00 |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | 46 | 47 | 0.99 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 16 | 16 | 0.98 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | 0 | 0 | 0.53 |
| | | | | STEM graduates | 33 | 58 | 0.57 |
| | | | | Skill diversity | 0.207 | 0.364 | *0.57 |
| Access to technology | | | | | | | |
| Individuals using the internet | 26 | 34 | 0.76 | Health | | | |
| Individuals using a mobile phone | 56 | 78 | 0.73 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| Political leadership | | | | Chronic respiratory disease | — | — | #_ |
| Year women received right to vote | | | 1963 | HIV/AIDS | 2 | 10 | #0.17 |
| Years since any women received voting rights | | | 53 | Suicide | — | — | #_ |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

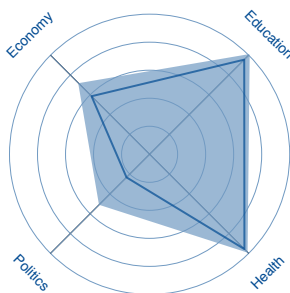
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Ireland

rank **6**
out of 144 countries

score **0.797**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Ireland score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 238.02 |
| GDP per capita (constant '11 intl. \$, PPP) | 51,899 |
| Total population (thousands) | 4,688.47 |
| Population growth rate (%) | 0.78 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 80.79 |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 49 |
| Educational attainment | 1 |
| Health and survival | 54 |
| Political empowerment | 5 |
| rank out of | 144 |

| | 2016 | 2006 | |
|----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 6 | 0.797 | 10 | 0.733 |
| 49 | 0.709 | 47 | 0.640 |
| 1 | 1.000 | 1 | 1.000 |
| 54 | 0.979 | 81 | 0.970 |
| 5 | 0.502 | 9 | 0.323 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 70 | 0.808 | 0.665 |
| Wage equality for similar work (survey) | 41 | 0.706 | 0.622 |
| Estimated earned income (US\$, PPP) | 77 | 0.590 | 0.502 |
| Legislators, senior officials, and managers | 49 | 0.522 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | | | |
|----------------------------------|---|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

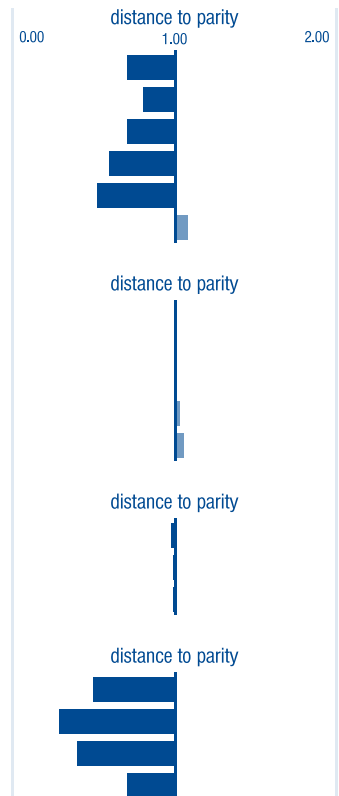
Health and survival

| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 65 | 1.058 | 1.043 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 65 | 0.285 | 0.269 |
| Women in ministerial positions | 30 | 0.400 | 0.238 |
| Years with female head of state (last 50) | 3 | 0.712 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 49 | 0.709 | 0.586 | | | 0.71 |
| 70 | 0.808 | 0.665 | 63 | 78 | 0.81 |
| 41 | 0.706 | 0.622 | — | — | 0.71 |
| 77 | 0.590 | 0.502 | 36,687 | 62,144 | 0.59 |
| 49 | 0.522 | 0.358 | 34 | 66 | 0.52 |
| 1 | 1.000 | 0.862 | 52 | 48 | 1.09 |
| 1 | 1.000 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.980 | 95 | 95 | 1.00 |
| 1 | 1.000 | 0.970 | 49 | 51 | 1.03 |
| 1 | 1.000 | 0.930 | 75 | 71 | 1.06 |
| 54 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 65 | 1.058 | 1.043 | 73 | 69 | 1.06 |
| 5 | 0.502 | 0.233 | | | 0.50 |
| 65 | 0.285 | 0.269 | 22 | 78 | 0.29 |
| 30 | 0.400 | 0.238 | 29 | 71 | 0.40 |
| 3 | 0.712 | 0.204 | 21 | 29 | 0.71 |



0.00 0.40

distribution of countries by score

1.00



0.797 / 6

IRL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 29 | 30 | 0.96 |
| Youth not in employment or education | 16 | 16 | 0.96 | Proportion married by age 25 | 15 | 8 | 1.86 |
| Unemployed adults | 8 | 11 | 0.71 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 76 | 85 | 0.90 | Potential support ratio | | | 5 |
| Workers employed part-time | 46 | 21 | 2.22 | Total dependency ratio | | | 54 |
| Contributing family workers | 1 | 1 | 1.46 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 17 | 0.29 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 493 | 473 | 1.04 | | | | |
| Proportion of unpaid work per day | 60 | 27 | 2.20 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | 0 |
| Law mandates equal pay | | | yes | Length of maternity / paternity leave (days) | 182 / | — | |
| Ability of women to rise to positions of leadership | | | *0.71 | Wages paid during maternity / paternity leave | 35 / | — | |
| Boards of publicly traded companies | 13 | 87 | 0.15 | Provider of parental leave benefits | | | — |
| Firms whose ownership includes women | | | 41.60 | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | 28 | 72 | 0.38 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 95 | 95 | 1.00 | Out-of-school children of primary school age | 0 | 1 | 0.35 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 1 | 1 | 0.70 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 69 | 64 | 1.08 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 29 | 24 | 1.19 |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 12 | 37 | 0.33 |
| | | | | Skill diversity | 0.202 | 0.186 | *1.08 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 81 | 79 | 1.03 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 94 | 148 | #0.63 |
| | | | | Cancer | 107 | 149 | #0.72 |
| | | | | Diabetes | 5 | 9 | #0.53 |
| | | | | Chronic respiratory disease | 20 | 33 | #0.61 |
| | | | | HIV/AIDS | 0 | 0 | #0.67 |
| | | | | Suicide | 5 | 17 | #0.31 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †8 [6-11] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 15 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

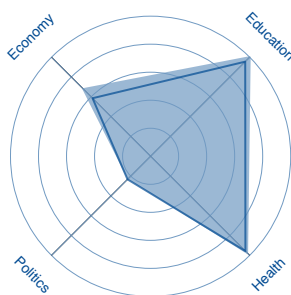
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Israel

rank
out of 144 countries **49**

score
0.00 = imparity
1.00 = parity **0.719**

SCORE AT A GLANCE



Israel score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 296.08 |
| GDP per capita (constant '11 intl. \$, PPP) | 31,671 |
| Total population (thousands) | 8,064.04 |
| Population growth rate (%) | 1.56 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 78.99 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 62 | 0.678 | 46 | 0.641 |
| Educational attainment | 1 | 1.000 | 36 | 0.995 |
| Health and survival | 67 | 0.974 | 83 | 0.969 |
| Political empowerment | 48 | 0.224 | 36 | 0.150 |
| rank out of | 144 | | 115 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 49 | 0.719 | 35 | 0.689 |
| 62 | 0.678 | 46 | 0.641 |
| 1 | 1.000 | 36 | 0.995 |
| 67 | 0.974 | 83 | 0.969 |
| 48 | 0.224 | 36 | 0.150 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 31 | 0.898 | 0.665 |
| Wage equality for similar work (survey) | 111 | 0.564 | 0.622 |
| Estimated earned income (US\$, PPP) | 75 | 0.592 | 0.502 |
| Legislators, senior officials, and managers | 58 | 0.489 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 62 | 0.678 | 0.586 | | | 0.68 |
| 31 | 0.898 | 0.665 | 69 | 76 | 0.90 |
| 111 | 0.564 | 0.622 | — | — | 0.56 |
| 75 | 0.592 | 0.502 | 25,131 | 42,419 | 0.59 |
| 58 | 0.489 | 0.358 | 33 | 67 | 0.49 |
| 1 | 1.000 | 0.862 | 57 | 43 | 1.30 |

Educational attainment

| | | | |
|----------------------------------|---|-------|-------|
| Literacy rate | — | — | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 1.000 | 0.955 | | | 1.00 |
| — | — | 0.897 | — | — | — |
| 1 | 1.000 | 0.980 | 97 | 96 | 1.01 |
| 1 | 1.000 | 0.970 | 49 | 51 | 1.02 |
| 1 | 1.000 | 0.930 | 76 | 57 | 1.34 |

Health and survival

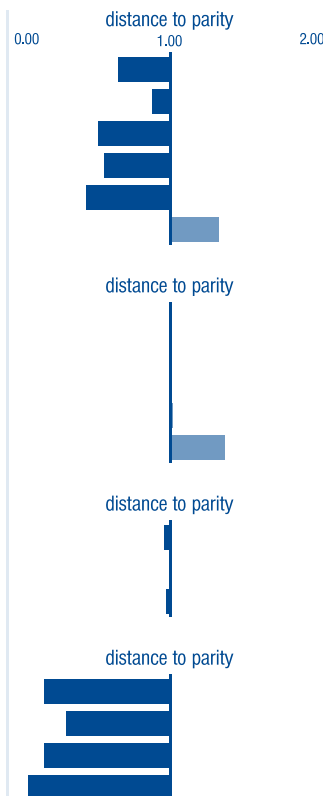
| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 87 | 1.042 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 67 | 0.974 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 87 | 1.042 | 1.043 | 74 | 71 | 1.04 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 50 | 0.364 | 0.269 |
| Women in ministerial positions | 72 | 0.222 | 0.238 |
| Years with female head of state (last 50) | 22 | 0.128 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 48 | 0.224 | 0.233 | | | 0.22 |
| 50 | 0.364 | 0.269 | 27 | 73 | 0.36 |
| 72 | 0.222 | 0.238 | 18 | 82 | 0.22 |
| 22 | 0.128 | 0.204 | 6 | 44 | 0.13 |



0.00 0.40

distribution of countries by score

1.00



0.719 / 49

ISR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.90 |
| Youth not in employment or education | 17 | 15 | 1.15 | Proportion married by age 25 | 28 | 11 | 2.48 |
| Unemployed adults | 5 | 4 | 1.04 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 51 | 46 | 1.11 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 75 | 83 | 0.90 | Potential support ratio | | | 5 |
| Workers employed part-time | 39 | 20 | 1.94 | Total dependency ratio | | | 64 |
| Contributing family workers | 0 | 0 | 2.65 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 7 | 9 | 0.75 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.65 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 27.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 10.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | 21 | 79 | 0.26 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 3 | 0.82 |
| Individuals with an account at a financial institution | 90 | 90 | 1.00 | Primary education attainment in adults | 94 | 97 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 0 | 4 | 0.04 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 81 | 81 | 1.00 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 35 | 30 | 1.15 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 2 | 0.63 |
| | | | | STEM graduates | 16 | 48 | 0.33 |
| | | | | Skill diversity | 0.227 | 0.283 | *0.80 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 73 | 77 | 0.95 | Health | female | male | value |
| Individuals using a mobile phone | 89 | 94 | 0.94 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 70 | 105 | #0.67 |
| | | | | Cancer | 96 | 129 | #0.74 |
| | | | | Diabetes | 18 | 23 | #0.76 |
| | | | | Chronic respiratory disease | 14 | 24 | #0.60 |
| | | | | HIV/AIDS | 0 | 1 | #0.33 |
| | | | | Suicide | 2 | 10 | #0.24 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †5 [4-6] |
| | | | | Existence of 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 coverage, at least four visits | | | — |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1948 | | | | |
| Years since any women received voting rights | | | 68 | | | | |
| Number of female heads of state to date | | | 2 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

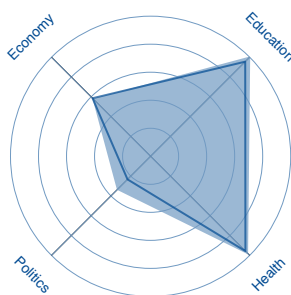
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Italy

rank **50**
out of 144 countries

score **0.719**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Italy score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 1,814.76 |
| GDP per capita (constant '11 intl. \$, PPP) | 33,587 |
| Total population (thousands) | 59,797.69 |
| Population growth rate (%) | -0.02 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 75.85 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 117 | score 0.574 |
| Educational attainment | rank 56 | score 0.995 |
| Health and survival | rank 72 | score 0.974 |
| Political empowerment | rank 25 | score 0.331 |
| rank out of | 144 | 115 |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 50 | 0.719 | 77 | 0.646 |
| 117 | 0.574 | 87 | 0.527 |
| 56 | 0.995 | 27 | 0.997 |
| 72 | 0.974 | 77 | 0.972 |
| 25 | 0.331 | 72 | 0.087 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 89 | 0.736 | 0.665 |
| Wage equality for similar work (survey) | 127 | 0.511 | 0.622 |
| Estimated earned income (US\$, PPP) | 98 | 0.517 | 0.502 |
| Legislators, senior officials, and managers | 79 | 0.362 | 0.358 |
| Professional and technical workers | 87 | 0.837 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 62 | 0.995 | 0.897 |
| Enrolment in primary education | 82 | 0.992 | 0.980 |
| Enrolment in secondary education | 92 | 0.999 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

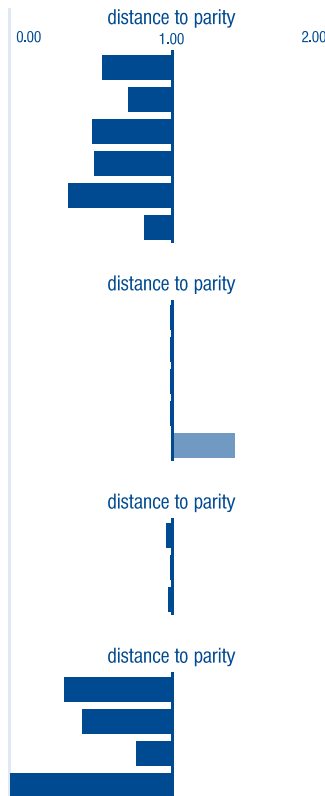
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 87 | 1.042 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 39 | 0.448 | 0.269 |
| Women in ministerial positions | 10 | 0.778 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 117 | 0.574 | 0.586 | | | 0.57 |
| Labour force participation | 89 | 0.736 | 0.665 | 54 | 74 | 0.74 |
| Wage equality for similar work (survey) | 127 | 0.511 | 0.622 | — | — | 0.51 |
| Estimated earned income (US\$, PPP) | 98 | 0.517 | 0.502 | 24,374 | 47,185 | 0.52 |
| Legislators, senior officials, and managers | 79 | 0.362 | 0.358 | 27 | 73 | 0.36 |
| Professional and technical workers | 87 | 0.837 | 0.862 | 46 | 54 | 0.84 |
| Educational attainment | 56 | 0.995 | 0.955 | | | 1.00 |
| Literacy rate | 62 | 0.995 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 82 | 0.992 | 0.980 | 97 | 98 | 0.99 |
| Enrolment in secondary education | 92 | 0.999 | 0.970 | 95 | 95 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 74 | 53 | 1.40 |
| Health and survival | 72 | 0.974 | 0.957 | | | 0.97 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 87 | 1.042 | 1.043 | 74 | 71 | 1.04 |
| Political empowerment | 25 | 0.331 | 0.233 | | | 0.33 |
| Women in parliament | 39 | 0.448 | 0.269 | 31 | 69 | 0.45 |
| Women in ministerial positions | 10 | 0.778 | 0.238 | 44 | 56 | 0.78 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.719 / 50

ITA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 31 | 35 | 0.91 |
| Youth not in employment or education | 21 | 23 | 0.94 | Proportion married by age 25 | 7 | 1 | 4.65 |
| Unemployed adults | 11 | 9 | 1.15 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | 73 | 76 | 0.95 | Potential support ratio | | | 3 |
| Workers employed part-time | 41 | 18 | 2.32 | Total dependency ratio | | | 57 |
| Contributing family workers | 2 | 1 | 1.85 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 12 | 19 | 0.64 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 513 | 453 | 1.13 | | | | |
| Proportion of unpaid work per day | 61 | 23 | 2.68 | Care | | | |
| | | | | Length of parental leave (days) | | | female male value |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 150 / | 1 | 300 |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 80 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.48 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 26 | 74 | 0.35 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 35 | 65 | 0.53 | | | | |
| | | | | Education and skills | | | |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 0 | 2.51 |
| Individuals with an account at a financial institution | 83 | 92 | 0.91 | Primary education attainment in adults | 93 | 96 | 0.96 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 7 | 7 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 46 | 48 | 0.96 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 15 | 29 | 0.50 |
| | | | | Skill diversity | 0.180 | 0.201 | ^0.90 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 62 | 70 | 0.89 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 85 | 130 | #0.66 |
| Political leadership | female | male | value | Cancer | 90 | 151 | #0.60 |
| Year women received right to vote | | | 1945 | Diabetes | 10 | 13 | #0.73 |
| Years since any women received voting rights | | | 71 | Chronic respiratory disease | 10 | 24 | #0.43 |
| Number of female heads of state to date | | | — | HIV/AIDS | 1 | 2 | #0.29 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 2 | 8 | #0.25 |
| Quota for women on candidate lists in local elections | | | 33 | Maternal mortality ratio (per 100,000 births) | | | †4 [3-5] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 29 | 71 | 0.41 | Prevalence of gender violence in lifetime | | | 19 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 86.5 |

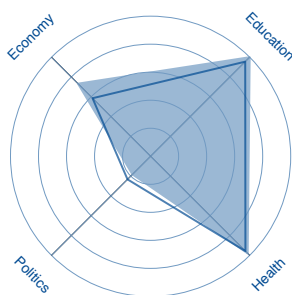
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^ Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Jamaica

rank out of 144 countries **42**

score **0.724**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Jamaica score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 14.01 |
| GDP per capita (constant '11 intl. \$, PPP) | 8,529 |
| Total population (thousands) | 2,793.34 |
| Population growth rate (%) | 0.33 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 68.62 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 35 | 0.733 | 7 | 0.738 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 1 | 0.980 | 82 | 0.970 |
| Political empowerment | 63 | 0.183 | 65 | 0.098 |
| rank out of | 144 | | 115 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 42 | 0.724 | 25 | 0.701 |
| 35 | 0.733 | 7 | 0.738 |
| 1 | 1.000 | 1 | 1.000 |
| 1 | 0.980 | 82 | 0.970 |
| 63 | 0.183 | 65 | 0.098 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|--------|------|
| Labour force participation | 60 | 0.833 | 0.665 | 63 | 76 | 0.83 |
| Wage equality for similar work (survey) | 82 | 0.628 | 0.622 | — | — | 0.63 |
| Estimated earned income (US\$, PPP) | 65 | 0.609 | 0.502 | 6,729 | 11,044 | 0.61 |
| Legislators, senior officials, and managers | 1 | 1.000 | 0.358 | 59 | 41 | 1.46 |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

| | | | | | | |
|----------------------------------|---|-------|-------|----|----|------|
| Literacy rate | 1 | 1.000 | 0.897 | 93 | 84 | 1.11 |
| Enrolment in primary education | — | — | 0.980 | — | — | — |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 70 | 64 | 1.09 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 39 | 17 | 2.28 |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 61 | 1.08 |

Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 87 | 0.212 | 0.269 | 17 | 83 | 0.21 |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 23 | 0.126 | 0.204 | 6 | 44 | 0.13 |



0.00 0.40

distribution of countries by score

1.00



0.724 / 42

JAM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 33 | 35 | 0.96 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | — | — | — |
| Unemployed adults | 10 | 5 | 2.02 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 7 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 49 |
| Contributing family workers | 2 | 0 | 5.17 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 29 | 40 | 0.72 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 56 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.70 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 38.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 24.10 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 7 | 0.86 |
| Individuals with an account at a financial institution | 78 | 79 | 0.98 | Primary education attainment in adults | 99 | 99 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 33 | 38 | 0.87 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 8 | 5 | 1.61 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 44 | 37 | 1.21 | Health | female | male | value |
| Individuals using a mobile phone | 90 | 88 | 1.02 | Malnutrition of children under age 5 | 3 | 3 | 0.97 |
| | | | | Cardiovascular disease | 204 | 266 | #0.77 |
| | | | | Cancer | 96 | 157 | #0.61 |
| | | | | Diabetes | 80 | 60 | #1.32 |
| | | | | Chronic respiratory disease | 9 | 26 | #0.35 |
| | | | | HIV/AIDS | 34 | 65 | #0.52 |
| | | | | Suicide | 1 | 2 | #0.39 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †89 [70-115] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 35 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.6 |
| | | | | Antenatal care coverage, at least four visits | | | 85.6 |

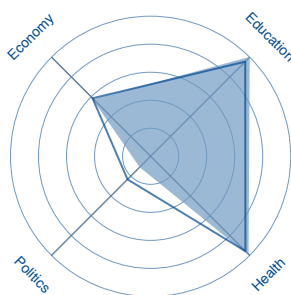
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Japan

rank **111**
out of 144 countries

score **0.660**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Japan score
sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 4,123.26 |
| GDP per capita (constant '11 intl. \$, PPP) | 35,804 |
| Total population (thousands) | 126,573.48 |
| Population growth rate (%) | -0.24 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 83.44 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 118 | 0.569 |
| Educational attainment | 76 | 0.990 |
| Health and survival | 40 | 0.979 |
| Political empowerment | 103 | 0.103 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 111 | 0.660 | 80 | 0.645 |
| 118 | 0.569 | 83 | 0.545 |
| 76 | 0.990 | 60 | 0.986 |
| 40 | 0.979 | 1 | 0.980 |
| 103 | 0.103 | 83 | 0.067 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 79 | 0.778 | 0.665 |
| Wage equality for similar work (survey) | 58 | 0.662 | 0.622 |
| Estimated earned income (US\$, PPP) | 100 | 0.514 | 0.502 |
| Legislators, senior officials, and managers | 113 | 0.128 | 0.358 |
| Professional and technical workers | 101 | 0.629 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|--------|-------------|
| 118 | 0.569 | 0.586 | | | 0.57 |
| 79 | 0.778 | 0.665 | 66 | 85 | 0.78 |
| 58 | 0.662 | 0.622 | — | — | 0.66 |
| 100 | 0.514 | 0.502 | 25,091 | 48,796 | 0.51 |
| 113 | 0.128 | 0.358 | 11 | 89 | 0.13 |
| 101 | 0.629 | 0.862 | 39 | 61 | 0.63 |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 103 | 0.913 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 76 | 0.990 | 0.955 | | | 0.99 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.980 | 100 | 100 | 1.00 |
| 1 | 1.000 | 0.970 | 100 | 99 | 1.01 |
| 103 | 0.913 | 0.930 | 60 | 65 | 0.91 |

Health and survival

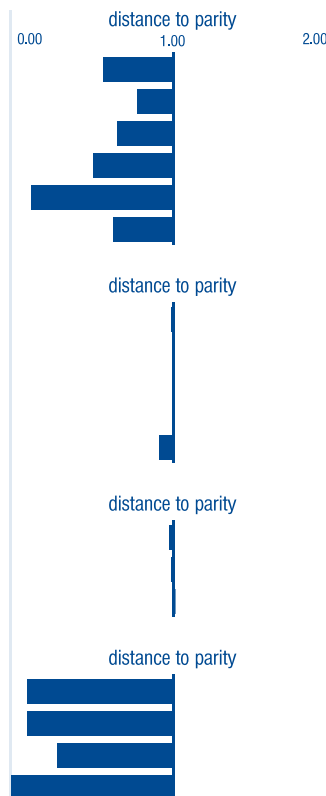
| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 78 | 72 | 1.08 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 122 | 0.105 | 0.269 |
| Women in ministerial positions | 50 | 0.286 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 103 | 0.103 | 0.233 | | | 0.10 |
| 122 | 0.105 | 0.269 | 9 | 91 | 0.11 |
| 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.660 / 111

JPN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 31 | 0.95 |
| Youth not in employment or education | 5 | 2 | 2.10 | Proportion married by age 25 | 10 | 6 | 1.73 |
| Unemployed adults | 3 | 3 | 0.85 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 69 | 86 | 0.80 | Potential support ratio | | | 2 |
| Workers employed part-time | 39 | 13 | 2.88 | Total dependency ratio | | | 64 |
| Contributing family workers | 5 | 1 | 5.79 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 4 | 8 | 0.50 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 506 | 533 | 0.95 | | | | |
| Proportion of unpaid work per day | 59 | 12 | 5.10 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | 309 |
| Law mandates equal pay | | | no | Length of maternity / paternity leave (days) | 98 / | — | |
| Ability of women to rise to positions of leadership | | | *0.54 | Wages paid during maternity / paternity leave | 67 / | — | |
| Boards of publicly traded companies | 3 | 97 | 0.03 | Provider of parental leave benefits | | | gov |
| Firms whose ownership includes women | | | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 97 | 96 | 1.01 | Out-of-school children of primary school age | 0 | 0 | 1.00 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 2 | 4 | 0.58 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 79 | 82 | 0.97 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 6 | 33 | 0.18 |
| | | | | Skill diversity | 0.148 | 0.208 | *0.71 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 86 | 92 | 0.94 | Health | female | male | value |
| Individuals using a mobile phone | 70 | 73 | 0.95 | Malnutrition of children under age 5 | 2 | 3 | 0.59 |
| | | | | Cardiovascular disease | 59 | 108 | #0.55 |
| | | | | Cancer | 73 | 145 | #0.51 |
| | | | | Diabetes | 3 | 5 | #0.46 |
| Political leadership | female | male | value | Chronic respiratory disease | 9 | 26 | #0.34 |
| Year women received right to vote | | 1945, 1947 | | HIV/AIDS | 0 | 0 | #0.00 |
| Years since any women received voting rights | | | 71 | Suicide | 10 | 27 | #0.38 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †5 [4-7] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 15 |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Seats held in upper house | 18 | 82 | 0.22 | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

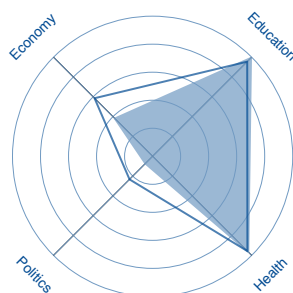
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Jordan

rank **134**
out of 144 countries

score **0.603**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Jordan score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 37.52 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,240 |
| Total population (thousands) | 7,594.55 |
| Population growth rate (%) | 1.45 |
| Population sex ratio (female/male) | 0.95 |
| Human capital optimization (%) | 64.70 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 138 | 0.381 | 105 | 0.442 |
| Educational attainment | 64 | 0.993 | 70 | 0.979 |
| Health and survival | 131 | 0.966 | 62 | 0.975 |
| Political empowerment | 123 | 0.073 | 100 | 0.048 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 143 | 0.222 | 0.665 |
| Wage equality for similar work (survey) | 78 | 0.636 | 0.622 |
| Estimated earned income (US\$, PPP) | 142 | 0.167 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

Educational attainment

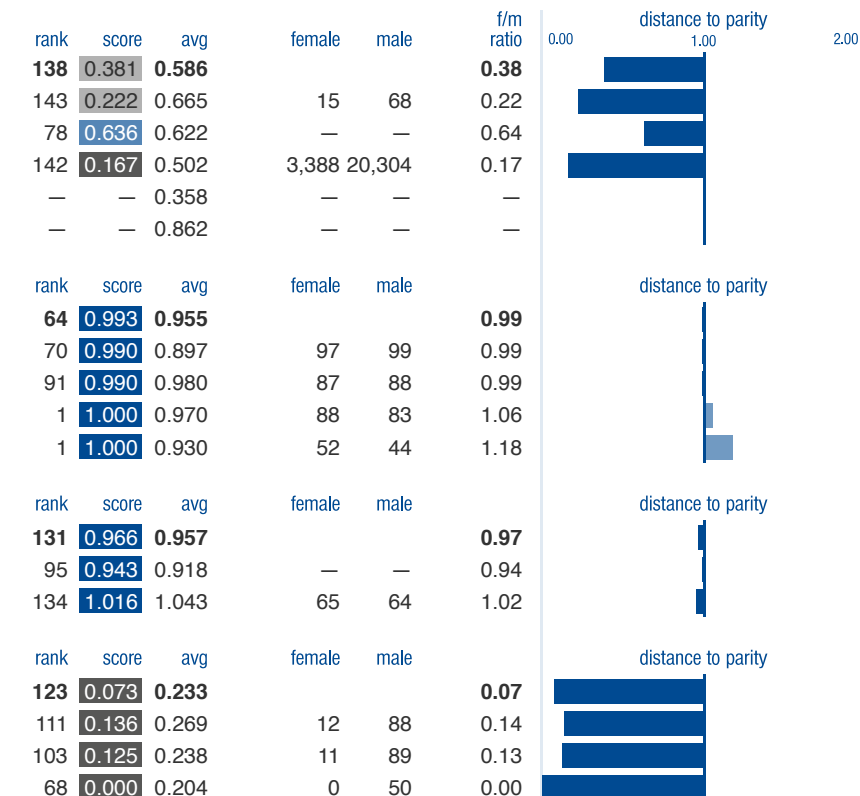
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 70 | 0.990 | 0.897 |
| Enrolment in primary education | 91 | 0.990 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 134 | 1.016 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 111 | 0.136 | 0.269 |
| Women in ministerial positions | 103 | 0.125 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.603 / 134

JOR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 30 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 34 | 7 | 4.55 |
| Unemployed adults | 33 | 11 | 3.05 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 16 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 65 |
| Contributing family workers | 1 | 1 | 0.75 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 1 | 10 | 0.14 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 70 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | 0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 15.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 2.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 13 | 12 | 1.08 |
| Individuals with an account at a financial institution | 16 | 33 | 0.47 | Primary education attainment in adults | 80 | 90 | 0.88 |
| Women's access to financial services | | | 0.50 | Out-of-school youth of upper secondary school age | 16 | 26 | 0.60 |
| Inheritance rights for daughters | | | 0.00 | Secondary education attainment in adults | 40 | 43 | 0.94 |
| Women's access to land use, control and ownership | | | 0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | 0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 15 | 17 | 0.88 |
| | | | | Skill diversity | 0.208 | 0.191 | 1.09 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 2 | 1.00 |
| | | | | Cardiovascular disease | 294 | 359 | 0.82 |
| | | | | Cancer | 94 | 133 | 0.71 |
| | | | | Diabetes | 60 | 61 | 0.99 |
| | | | | Chronic respiratory disease | 21 | 44 | 0.47 |
| | | | | HIV/AIDS | 0 | 0 | 0.00 |
| | | | | Suicide | 2 | 2 | 0.86 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 58 [44-75] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 23 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.6 |
| | | | | Antenatal care coverage, at least four visits | | | 94.5 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1974 | | | | |
| Years since any women received voting rights | | | 42 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | 12 | 88 | 0.14 | | | | |

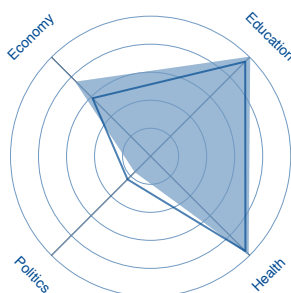
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Kazakhstan

rank **51**
out of 144 countries

score **0.718**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Kazakhstan score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 184.36 |
| GDP per capita (constant '11 intl. \$, PPP) | 24,353 |
| Total population (thousands) | 17,625.23 |
| Population growth rate (%) | 1.09 |
| Population sex ratio (female/male) | 1.07 |
| Human capital optimization (%) | 77.57 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 31 | score 0.745 |
| Educational attainment | rank 58 | score 0.995 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 77 | score 0.153 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 51 | 0.718 | 32 | 0.693 |
| Economic participation and opportunity | 31 | 0.745 | 16 | 0.713 |
| Educational attainment | 58 | 0.995 | 53 | 0.990 |
| Health and survival | 1 | 0.980 | 36 | 0.979 |
| Political empowerment | 77 | 0.153 | 69 | 0.089 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 28 | score 0.902 | avg 0.665 |
| Wage equality for similar work (survey) | rank 31 | score 0.725 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 85 | score 0.573 | avg 0.502 |
| Legislators, senior officials, and managers | rank 28 | score 0.621 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|--------|-----------|
| 31 | 0.745 | 0.586 | | | 0.75 |
| 28 | 0.902 | 0.665 | 74 | 82 | 0.90 |
| 31 | 0.725 | 0.622 | — | — | 0.73 |
| 85 | 0.573 | 0.502 | 17,810 | 31,099 | 0.57 |
| 28 | 0.621 | 0.358 | 38 | 62 | 0.62 |
| 1 | 1.000 | 0.862 | 62 | 38 | 1.64 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 47 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 93 | score 0.988 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 58 | 0.995 | 0.955 | | | 1.00 |
| 47 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| 93 | 0.988 | 0.980 | 86 | 87 | 0.99 |
| 1 | 1.000 | 0.970 | 94 | 92 | 1.02 |
| 1 | 1.000 | 0.930 | 52 | 40 | 1.28 |

Health and survival

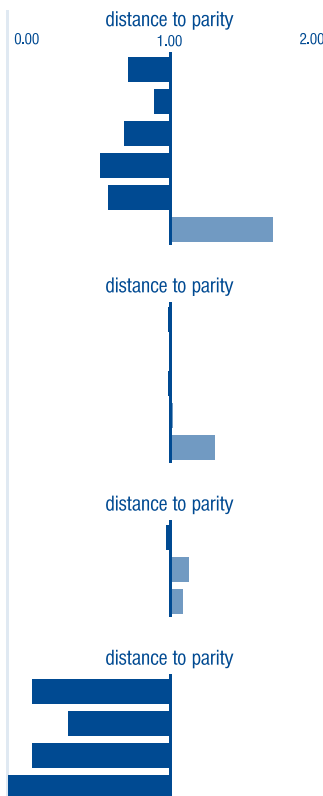
| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 1.06 |
| 1 | 1.060 | 1.043 | 64 | 56 | 1.14 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 48 | score 0.372 | avg 0.269 |
| Women in ministerial positions | rank 91 | score 0.154 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 77 | 0.153 | 0.233 | | | 0.15 |
| 48 | 0.372 | 0.269 | 27 | 73 | 0.37 |
| 91 | 0.154 | 0.238 | 13 | 87 | 0.15 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.718 / 51

KAZ

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 26 | 0.88 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 51 | 26 | 1.94 |
| Unemployed adults | 6 | 5 | 1.29 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 67 | 33 | 2.01 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 10 |
| Workers employed part-time | 11 | 6 | 2.01 | Total dependency ratio | | | 50 |
| Contributing family workers | 0 | 0 | 0.89 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 25 | 26 | 0.94 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.70 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 28.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 18.90 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 0 | 0.49 |
| Individuals with an account at a financial institution | 56 | 52 | 1.07 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 0 | 5 | 0.09 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 96 | 96 | 1.00 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 16 | 40 | 0.40 |
| | | | | Skill diversity | 0.253 | 0.295 | *0.86 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 73 | 73 | 1.00 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 4 | 0.84 |
| | | | | Cardiovascular disease | 515 | 808 | #0.64 |
| | | | | Cancer | 123 | 217 | #0.56 |
| | | | | Diabetes | 10 | 11 | #0.95 |
| Political leadership | female | male | value | Chronic respiratory disease | 25 | 71 | #0.35 |
| Year women received right to vote | | 1924, 1993 | | HIV/AIDS | 1 | 3 | #0.37 |
| Years since any women received voting rights | | | 92 | Suicide | 9 | 41 | #0.23 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †12 [10-15] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 99.5 |
| | | | | Antenatal care coverage, at least four visits | | | 87 |

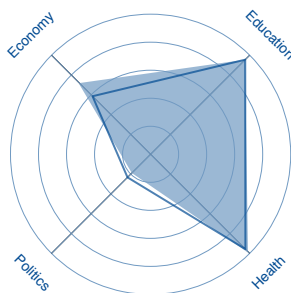
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Kenya

rank
out of 144 countries **63**

score
0.00 = imparity
1.00 = parity **0.702**

SCORE AT A GLANCE



— Kenya score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 63.40 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,901 |
| Total population (thousands) | 46,050.30 |
| Population growth rate (%) | 2.50 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 57.90 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 48 | 0.710 | 40 | 0.657 |
| Educational attainment | 116 | 0.943 | 88 | 0.918 |
| Health and survival | 83 | 0.973 | 96 | 0.966 |
| Political empowerment | 64 | 0.182 | 93 | 0.053 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 63 | 0.702 | 73 | 0.649 | |
| 48 | 0.710 | 40 | 0.657 | |
| 116 | 0.943 | 88 | 0.918 | |
| 83 | 0.973 | 96 | 0.966 | |
| 64 | 0.182 | 93 | 0.053 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|-------|------|
| Labour force participation | 52 | 0.864 | 0.665 | 63 | 72 | 0.86 |
| Wage equality for similar work (survey) | 67 | 0.651 | 0.622 | — | — | 0.65 |
| Estimated earned income (US\$, PPP) | 46 | 0.653 | 0.502 | 2,334 | 3,574 | 0.65 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 48 | 0.710 | 0.586 | | | 0.71 |
| 52 | 0.864 | 0.665 | 63 | 72 | 0.86 |
| 67 | 0.651 | 0.622 | — | — | 0.65 |
| 46 | 0.653 | 0.502 | 2,334 | 3,574 | 0.65 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 106 | 0.924 | 0.897 | 75 | 81 | 0.92 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 87 | 83 | 1.04 |
| Enrolment in secondary education | 113 | 0.969 | 0.970 | 56 | 57 | 0.97 |
| Enrolment in tertiary education | 119 | 0.703 | 0.930 | 3 | 5 | 0.70 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 116 | 0.943 | 0.955 | | | 0.94 |
| 106 | 0.924 | 0.897 | 75 | 81 | 0.92 |
| 1 | 1.000 | 0.980 | 87 | 83 | 1.04 |
| 113 | 0.969 | 0.970 | 56 | 57 | 0.97 |
| 119 | 0.703 | 0.930 | 3 | 5 | 0.70 |

Health and survival

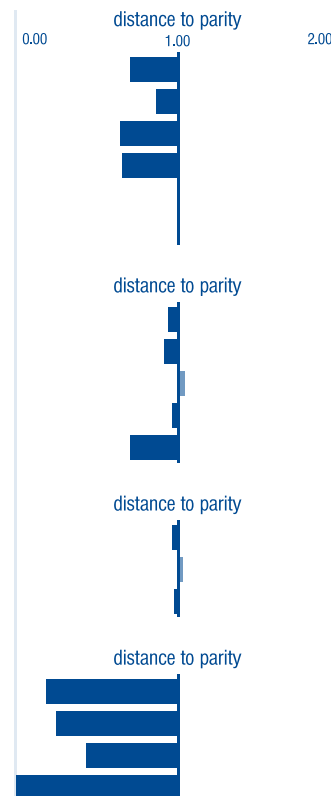
| | | | | | | |
|-------------------------|----|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.98 |
| Healthy life expectancy | 94 | 1.038 | 1.043 | 54 | 52 | 1.04 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 83 | 0.973 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.98 |
| 94 | 1.038 | 1.043 | 54 | 52 | 1.04 |

Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 79 | 0.246 | 0.269 | 20 | 80 | 0.25 |
| Women in ministerial positions | 27 | 0.429 | 0.238 | 30 | 70 | 0.43 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 64 | 0.182 | 0.233 | | | 0.18 |
| 79 | 0.246 | 0.269 | 20 | 80 | 0.25 |
| 27 | 0.429 | 0.238 | 30 | 70 | 0.43 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.702 / 63

KEN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|-------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 27 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 58 | 20 | 2.88 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 26 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 20 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 81 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 14 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.59 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 48.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 13.40 | Government provides child allowance to parents | | | no |
| R&D personnel | 39 | 61 | 0.64 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 12 | 16 | 0.77 |
| Individuals with an account at a financial institution | 52 | 59 | 0.88 | Primary education attainment in adults | 47 | 55 | 0.87 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 24 | 15 | 1.54 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 18 | 26 | 0.70 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 15 | 39 | 0.40 |
| | | | | Skill diversity | 0.216 | 0.170 | *1.27 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 6 | 8 | 0.71 |
| | | | | Cardiovascular disease | 191 | 220 | #0.87 |
| | | | | Cancer | 137 | 148 | #0.92 |
| | | | | Diabetes | 28 | 43 | #0.66 |
| | | | | Chronic respiratory disease | 18 | 22 | #0.80 |
| | | | | HIV/AIDS | 146 | 129 | #1.13 |
| | | | | Suicide | 8 | 24 | #0.34 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †510 [344-754] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 41 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 61.8 |
| | | | | Antenatal care coverage, at least four visits | | | 57.6 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | 1919, | 1963 | | | | |
| Years since any women received voting rights | | | 97 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | 26 | 74 | 0.36 | | | | |

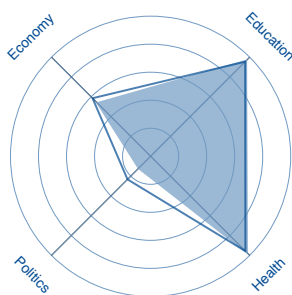
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Korea, Rep.

rank **116**
out of 144 countries

score **0.649**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Korea, Rep. score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 1,377.87 |
| GDP per capita (constant '11 intl. \$, PPP) | 34,387 |
| Total population (thousands) | 50,293.44 |
| Population growth rate (%) | 0.38 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 76.89 |

Global Gender Gap Index

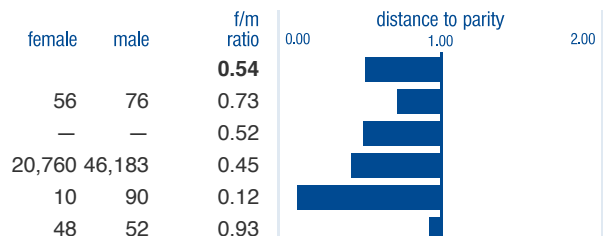
| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 123 | score 0.537 |
| Educational attainment | rank 102 | score 0.964 |
| Health and survival | rank 76 | score 0.973 |
| Political empowerment | rank 92 | score 0.120 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 116 | 0.649 | 92 | 0.616 |
| 123 | 0.537 | 96 | 0.481 |
| 102 | 0.964 | 82 | 0.948 |
| 76 | 0.973 | 94 | 0.967 |
| 92 | 0.120 | 84 | 0.067 |
| 144 | | 115 | |

COUNTRY SCORE CARD

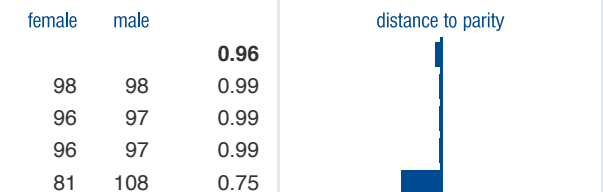
Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 91 | 0.731 | 0.665 |
| Wage equality for similar work (survey) | 125 | 0.524 | 0.622 |
| Estimated earned income (US\$, PPP) | 120 | 0.450 | 0.502 |
| Legislators, senior officials, and managers | 114 | 0.117 | 0.358 |
| Professional and technical workers | 78 | 0.928 | 0.862 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 66 | 0.993 | 0.897 |
| Enrolment in primary education | 79 | 0.994 | 0.980 |
| Enrolment in secondary education | 99 | 0.991 | 0.970 |
| Enrolment in tertiary education | 112 | 0.754 | 0.930 |



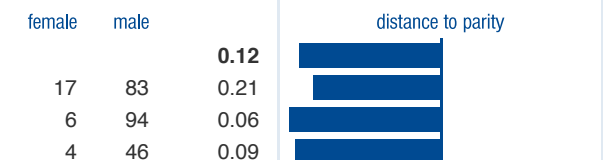
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 90 | 0.205 | 0.269 |
| Women in ministerial positions | 128 | 0.063 | 0.238 |
| Years with female head of state (last 50) | 29 | 0.094 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.649 / 116

KOR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 29 | 32 | 0.90 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 6 | 2 | 3.45 |
| Unemployed adults | 3 | 3 | 0.88 | Mean age of women at birth of their first child | | | 33 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 65 | 89 | 0.74 | Potential support ratio | | | 6 |
| Workers employed part-time | 18 | 8 | 2.26 | Total dependency ratio | | | 37 |
| Contributing family workers | 9 | 1 | 9.14 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 11 | 19 | 0.60 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 501 | 467 | 1.07 | | | | |
| Proportion of unpaid work per day | 45 | 10 | 4.71 | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.48 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 19.10 | gov | | | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | 4 | 96 | 0.04 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 93 | 95 | 0.98 | Out-of-school children of primary school age | 4 | 3 | 1.19 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 91 | 98 | 0.94 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 6 | 5 | 1.19 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 66 | 80 | 0.83 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 20 | 29 | 0.67 |
| | | | | PhD graduates | 0 | 1 | 0.28 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | 94 | 96 | 0.98 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | female | male | value | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | | 1948 | HIV/AIDS | 0 | 0 | #0.00 |
| Years since any women received voting rights | | | 68 | Suicide | — | — | #— |
| Number of female heads of state to date | | | 3 | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | 50 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | 50 | Prevalence of gender violence in lifetime | | | — |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

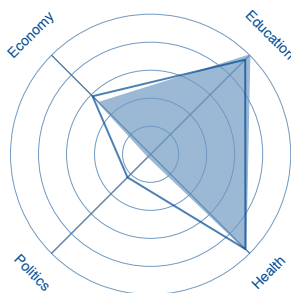
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Kuwait

rank **128**
out of 144 countries

score **0.624**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Kuwait score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 112.81 |
| GDP per capita (constant '11 intl. \$, PPP) | 67,113 |
| Total population (thousands) | 3,892.12 |
| Population growth rate (%) | 2.07 |
| Population sex ratio (female/male) | 0.78 |
| Human capital optimization (%) | 60.27 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 125 | score 0.520 |
| Educational attainment | rank 47 | score 0.997 |
| Health and survival | rank 136 | score 0.957 |
| Political empowerment | rank 140 | score 0.022 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 128 | 0.624 | 86 | 0.634 |
| 125 | 0.520 | 72 | 0.577 |
| 47 | 0.997 | 41 | 0.993 |
| 136 | 0.957 | 105 | 0.961 |
| 140 | 0.022 | 114 | 0.005 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 121 | 0.576 | 0.665 |
| Wage equality for similar work (survey) | 72 | 0.647 | 0.622 |
| Estimated earned income (US\$, PPP) | 93 | 0.535 | 0.502 |
| Legislators, senior officials, and managers | 108 | 0.161 | 0.358 |
| Professional and technical workers | 110 | 0.517 | 0.862 |

Educational attainment

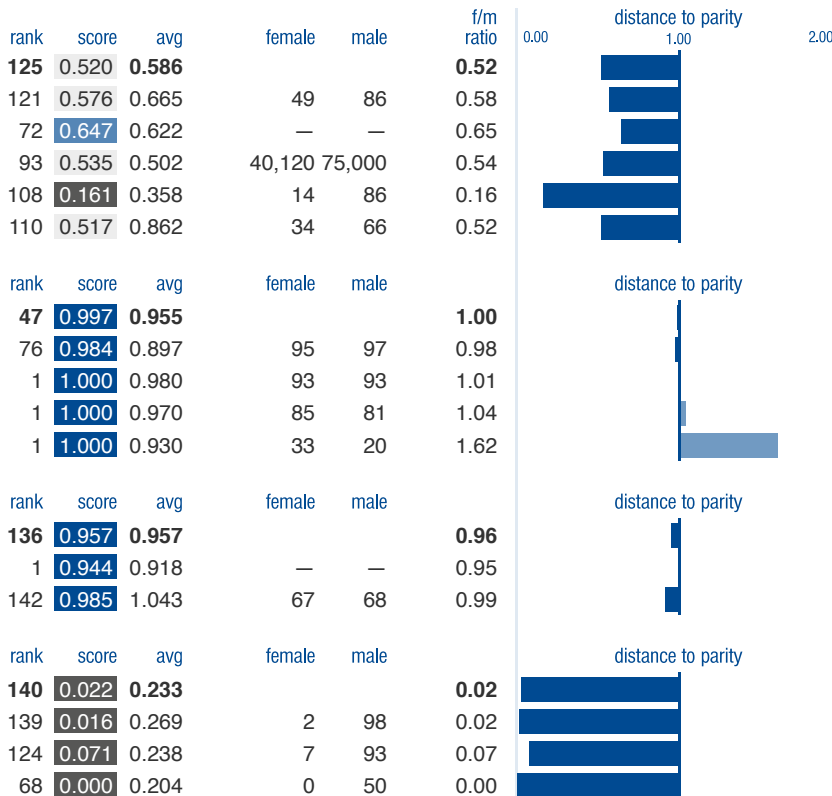
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 76 | 0.984 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 142 | 0.985 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 139 | 0.016 | 0.269 |
| Women in ministerial positions | 124 | 0.071 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.624 / 128

KWT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|---------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 28 | 29 | 0.95 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 32 | 17 | 1.84 |
| Unemployed adults | 1 | 1 | 0.79 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 38 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 32 |
| Contributing family workers | 0 | 0 | 1.49 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 0 | 3 | 0.10 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 70 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | 0.60 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 40 | 60 | 0.67 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 2 | 0.35 |
| Individuals with an account at a financial institution | 64 | 79 | 0.81 | Primary education attainment in adults | 62 | 56 | 1.11 |
| Women's access to financial services | | | 1.00 | Out-of-school youth of upper secondary school age | 28 | 26 | 1.06 |
| Inheritance rights for daughters | | | 0.00 | Secondary education attainment in adults | 34 | 25 | 1.36 |
| Women's access to land use, control and ownership | | | 1.00 | Tertiary education attainment in adults | 11 | 7 | 1.56 |
| Women's access to non-land assets use, control and ownership | | | 1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 46 | 0.28 |
| | | | | Skill diversity | 0.311 | 0.309 | 1.01 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 3 | 0.71 |
| | | | | Cardiovascular disease | 234 | 244 | 0.96 |
| Political leadership | female | male | value | Cancer | 78 | 73 | 1.07 |
| Year women received right to vote | | | 2005 | Diabetes | 34 | 21 | 1.58 |
| Years since any women received voting rights | | | 11 | Chronic respiratory disease | 17 | 10 | 1.70 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | 1.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 1 | 1 | 0.80 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | 4 [3-6] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | — |

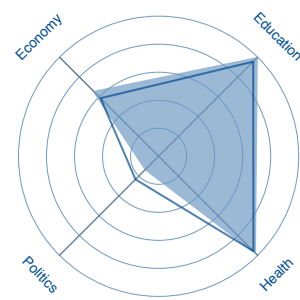
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Kyrgyz Republic

rank 81
out of 144 countries

score 0.687
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Kyrgyz Republic score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 6.57 |
| GDP per capita (constant '11 intl. \$, PPP) | 3,225 |
| Total population (thousands) | 5,939.96 |
| Population growth rate (%) | 1.44 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 72.35 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 81 | score 0.687 |
| Educational attainment | rank 72 | score 0.991 |
| Health and survival | rank 76 | score 0.973 |
| Political empowerment | rank 87 | score 0.132 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 81 | 0.687 | 52 | 0.674 |
| Economic participation and opportunity | 83 | 0.651 | 26 | 0.687 |
| Educational attainment | 72 | 0.991 | 33 | 0.995 |
| Health and survival | 76 | 0.973 | 1 | 0.980 |
| Political empowerment | 87 | 0.132 | 107 | 0.035 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 101 | 0.658 | 0.665 |
| Wage equality for similar work (survey) | 40 | 0.710 | 0.622 |
| Estimated earned income (US\$, PPP) | 114 | 0.470 | 0.502 |
| Legislators, senior officials, and managers | 56 | 0.502 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 58 | 0.997 | 0.897 |
| Enrolment in primary education | 107 | 0.981 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

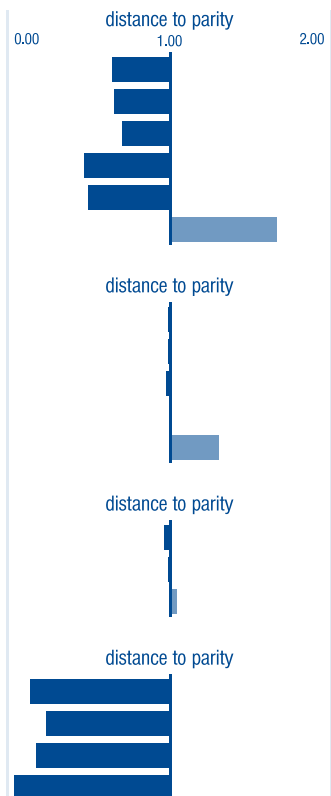
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 83 | 0.237 | 0.269 |
| Women in ministerial positions | 83 | 0.176 | 0.238 |
| Years with female head of state (last 50) | 43 | 0.034 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 83 | 0.651 | 0.586 | | | 0.65 |
| Labour force participation | 101 | 0.658 | 0.665 | 53 | 80 | 0.66 |
| Wage equality for similar work (survey) | 40 | 0.710 | 0.622 | — | — | 0.71 |
| Estimated earned income (US\$, PPP) | 114 | 0.470 | 0.502 | 2,131 | 4,537 | 0.47 |
| Legislators, senior officials, and managers | 56 | 0.502 | 0.358 | 33 | 67 | 0.50 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 62 | 38 | 1.66 |
| Educational attainment | 72 | 0.991 | 0.955 | | | 0.99 |
| Literacy rate | 58 | 0.997 | 0.897 | 99 | 100 | 1.00 |
| Enrolment in primary education | 107 | 0.981 | 0.980 | 89 | 91 | 0.98 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 80 | 80 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 52 | 40 | 1.30 |
| Health and survival | 76 | 0.973 | 0.957 | | | 0.97 |
| Sex ratio at birth | 125 | 0.935 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 64 | 58 | 1.10 |
| Political empowerment | 87 | 0.132 | 0.233 | | | 0.13 |
| Women in parliament | 83 | 0.237 | 0.269 | 19 | 81 | 0.24 |
| Women in ministerial positions | 83 | 0.176 | 0.238 | 15 | 85 | 0.18 |
| Years with female head of state (last 50) | 43 | 0.034 | 0.204 | 2 | 48 | 0.03 |



0.00 0.40

distribution of countries by score

1.00



0.687 / 81

KGZ

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 25 | 0.87 |
| Youth not in employment or education | 30 | 13 | 2.24 | Proportion married by age 25 | 63 | 26 | 2.41 |
| Unemployed adults | 8 | 6 | 1.34 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 45 | 55 | 0.84 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 18 |
| Labour force participation among those with advanced degrees | 68 | 86 | 0.79 | Potential support ratio | | | 15 |
| Workers employed part-time | 32 | 18 | 1.77 | Total dependency ratio | | | 55 |
| Contributing family workers | 17 | 5 | 3.63 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 16 | 35 | 0.45 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 0 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 19 / | — | |
| Ability of women to rise to positions of leadership | | | *0.63 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 49.40 | gov | | | |
| Firms whose top management includes women | | | 28.80 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 19 | 18 | 1.06 | Out-of-school children of primary school age | 2 | 2 | 1.56 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | 97 | 99 | 0.99 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 44 | 42 | 1.03 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 87 | 90 | 0.97 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 17 | 15 | 1.17 |
| | | | | PhD graduates | 0 | 0 | 0.67 |
| | | | | STEM graduates | 10 | 31 | 0.33 |
| | | | | Skill diversity | 0.228 | 0.265 | *0.86 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | female | male | value | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | | 1918 | HIV/AIDS | 0 | 3 | #0.11 |
| Years since any women received voting rights | | | 98 | Suicide | — | — | #— |
| Number of female heads of state to date | | | 1 | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | 30 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

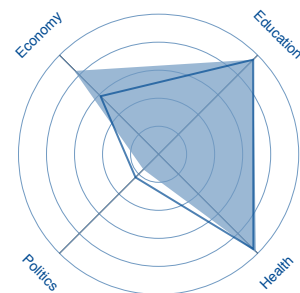
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Lao PDR

rank
out of 144 countries 43

score
0.00 = imparity
1.00 = parity 0.724

SCORE AT A GLANCE



■ Lao PDR score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 12.33 |
| GDP per capita (constant '11 intl. \$, PPP) | 5,341 |
| Total population (thousands) | 6,802.02 |
| Population growth rate (%) | 1.68 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 57.67 |

Global Gender Gap Index

| | |
|--|----------|
| Economic participation and opportunity | rank 2 |
| Educational attainment | rank 115 |
| Health and survival | rank 90 |
| Political empowerment | rank 79 |
| rank out of | 144 |

| 2016 | | 2013 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 43 | 0.724 | 60 | 0.699 |
| 2 | 0.832 | 8 | 0.800 |
| 115 | 0.944 | 113 | 0.895 |
| 90 | 0.972 | 106 | 0.967 |
| 79 | 0.146 | 73 | 0.135 |
| 144 | | 136 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|--------------------|-----------|
| Labour force participation | rank 1 | score 1.000 | avg 0.665 |
| Wage equality for similar work (survey) | rank 18 | score 0.767 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 14 | score 0.773 | avg 0.502 |
| Legislators, senior officials, and managers | rank — | score — | avg 0.358 |
| Professional and technical workers | rank — | score — | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|-------|-------------|
| 2 | 0.832 | 0.586 | | | 0.83 |
| 1 | 1.000 | 0.665 | 81 | 78 | 1.03 |
| 18 | 0.767 | 0.622 | — | — | 0.77 |
| 14 | 0.773 | 0.502 | 4,641 | 6,007 | 0.77 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|----------|--------------------|-----------|
| Literacy rate | rank 119 | score 0.835 | avg 0.897 |
| Enrolment in primary education | rank 103 | score 0.984 | avg 0.980 |
| Enrolment in secondary education | rank 116 | score 0.962 | avg 0.970 |
| Enrolment in tertiary education | rank 102 | score 0.933 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 115 | 0.944 | 0.955 | | | 0.94 |
| 119 | 0.835 | 0.897 | 73 | 87 | 0.84 |
| 103 | 0.984 | 0.980 | 94 | 96 | 0.98 |
| 116 | 0.962 | 0.970 | 50 | 52 | 0.96 |
| 102 | 0.933 | 0.930 | 17 | 18 | 0.93 |

Health and survival

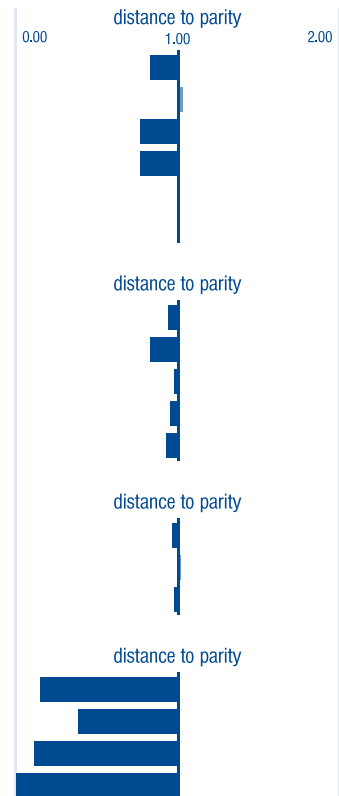
| | | | |
|-------------------------|----------|--------------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 101 | score 1.036 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 90 | 0.972 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.96 |
| 101 | 1.036 | 1.043 | 58 | 56 | 1.04 |

Political empowerment

| | | | |
|---|----------|--------------------|-----------|
| Women in parliament | rank 45 | score 0.380 | avg 0.269 |
| Women in ministerial positions | rank 111 | score 0.115 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 79 | 0.146 | 0.233 | | | 0.15 |
| 45 | 0.380 | 0.269 | 28 | 72 | 0.38 |
| 111 | 0.115 | 0.238 | 10 | 90 | 0.12 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.724 / 43

LAO

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 23 | 0.88 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 72 | 49 | 1.49 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 65 | 35 | 1.84 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 27 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 16 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 63 |
| Contributing family workers | 45 | 24 | 1.85 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 44 | 54 | 0.80 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 105 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 43.10 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 45.30 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 4 | 1.38 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 54 | 47 | 1.15 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 9 | 25 | 0.36 |
| | | | | Skill diversity | 0.297 | 0.223 | *1.33 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| | | | | Chronic respiratory disease | — | — | #_ |
| Political leadership | female | male | value | HIV/AIDS | 5 | 8 | #0.67 |
| Year women received right to vote | | | 1958 | Suicide | — | — | #_ |
| Years since any women received voting rights | | | 58 | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Number of female heads of state to date | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Voluntary political party quotas | | | — | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

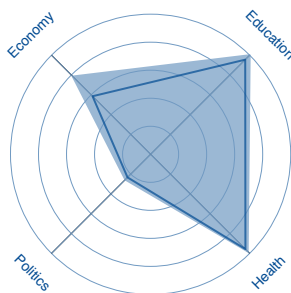
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Latvia

rank **18**
out of 144 countries

score **0.755**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Latvia score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 27.04 |
| GDP per capita (constant '11 intl. \$, PPP) | 22,628 |
| Total population (thousands) | 1,970.50 |
| Population growth rate (%) | -0.53 |
| Population sex ratio (female/male) | 1.18 |
| Human capital optimization (%) | 78.13 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 18 | score 0.785 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 38 | score 0.255 |
| rank out of | 144 | 115 |

| 2016 | | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 18 | 0.755 | 19 | 0.709 |
| 18 | 0.785 | 20 | 0.705 |
| 1 | 1.000 | 85 | 0.931 |
| 1 | 0.980 | 1 | 0.980 |
| 38 | 0.255 | 21 | 0.221 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 22 | 0.924 | 0.665 | 72 | 78 | 0.92 |
| Wage equality for similar work (survey) | 56 | 0.667 | 0.622 | — | — | 0.67 |
| Estimated earned income (US\$, PPP) | 30 | 0.699 | 0.502 | 19,658 | 28,137 | 0.70 |
| Legislators, senior officials, and managers | 8 | 0.796 | 0.358 | 44 | 56 | 0.80 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 66 | 34 | 1.93 |

Educational attainment

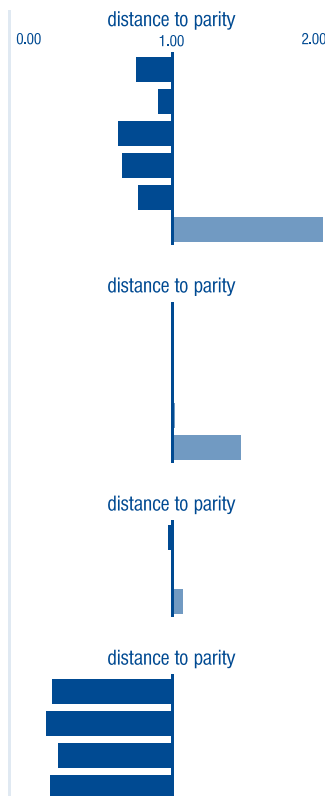
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 97 | 96 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 95 | 93 | 1.02 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 79 | 55 | 1.43 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 69 | 61 | 1.13 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 86 | 0.220 | 0.269 | 18 | 82 | 0.22 |
| Women in ministerial positions | 45 | 0.300 | 0.238 | 23 | 77 | 0.30 |
| Years with female head of state (last 50) | 13 | 0.254 | 0.204 | 10 | 40 | 0.25 |



0.00 0.40

distribution of countries by score

1.00



0.755 / 18

LVA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 30 | 33 | 0.92 |
| Youth not in employment or education | 13 | 13 | 1.06 | Proportion married by age 25 | 11 | 4 | 2.64 |
| Unemployed adults | 9 | 11 | 0.82 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 17 |
| Labour force participation among those with advanced degrees | 82 | 87 | 0.94 | Potential support ratio | | | 3 |
| Workers employed part-time | 21 | 11 | 1.83 | Total dependency ratio | | | 52 |
| Contributing family workers | 1 | 1 | 0.60 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 9 | 0.73 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 548 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 112 / | 10 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 80 / | 80 | |
| Ability of women to rise to positions of leadership | | | *0.77 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 32 | 68 | 0.47 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 36.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 31.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | 49 | 51 | 0.97 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 3 | 0.81 |
| Individuals with an account at a financial institution | 90 | 90 | 1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 11 | 11 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 90 | 85 | 1.06 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 32 | 20 | 1.56 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.72 |
| | | | | STEM graduates | 8 | 40 | 0.20 |
| | | | | Skill diversity | 0.257 | 0.243 | *1.06 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 78 | 80 | 0.98 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 267 | 512 | #0.52 |
| Political leadership | female | male | value | Cancer | 116 | 238 | #0.49 |
| Year women received right to vote | | | 1918 | Diabetes | 19 | 25 | #0.78 |
| Years since any women received voting rights | | | 98 | Chronic respiratory disease | 4 | 18 | #0.21 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 2 | 6 | #0.28 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 4 | 31 | #0.14 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †18 [13-26] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 32 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.1 |
| | | | | Antenatal care coverage, at least four visits | | | — |

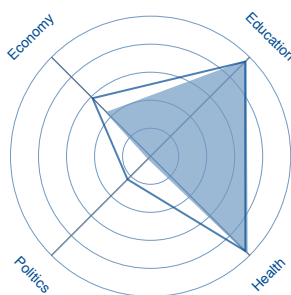
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Lebanon

rank **135**
out of 144 countries

score **0.598**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Lebanon score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 47.10 |
| GDP per capita (constant '11 intl. \$, PPP) | 13,117 |
| Total population (thousands) | 5,850.74 |
| Population growth rate (%) | 0.14 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | — |

Global Gender Gap Index

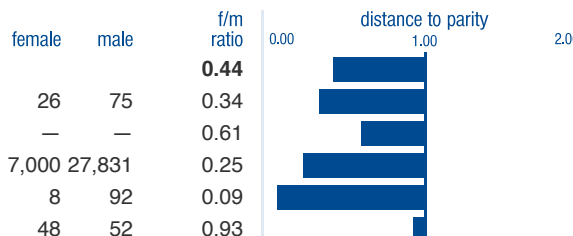
| | | |
|--|-----|-------|
| Economic participation and opportunity | 133 | 0.440 |
| Educational attainment | 108 | 0.959 |
| Health and survival | 102 | 0.970 |
| Political empowerment | 143 | 0.021 |
| rank out of | 144 | 134 |

| 2016 | | 2010 | |
|------------|--------------|------------|--------------|
| rank | score | rank | score |
| 135 | 0.598 | 116 | 0.608 |
| 133 | 0.440 | 124 | 0.448 |
| 108 | 0.959 | 91 | 0.977 |
| 102 | 0.970 | 1 | 0.980 |
| 143 | 0.021 | 127 | 0.028 |
| 144 | | 134 | |

COUNTRY SCORE CARD

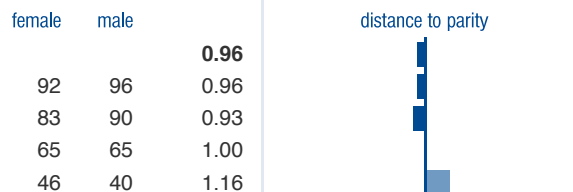
Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 136 | 0.343 | 0.665 |
| Wage equality for similar work (survey) | 88 | 0.611 | 0.622 |
| Estimated earned income (US\$, PPP) | 135 | 0.252 | 0.502 |
| Legislators, senior officials, and managers | 118 | 0.092 | 0.358 |
| Professional and technical workers | 76 | 0.933 | 0.862 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 96 | 0.958 | 0.897 |
| Enrolment in primary education | 121 | 0.929 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |



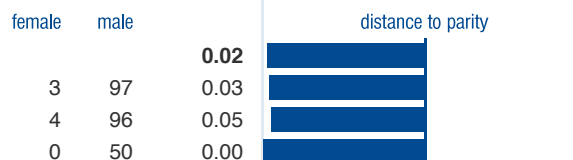
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 113 | 1.029 | 1.043 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 137 | 0.032 | 0.269 |
| Women in ministerial positions | 135 | 0.045 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.598 / 135

LBN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 28 | 32 | 0.88 |
| Youth not in employment or education | 27 | 16 | 1.71 | Proportion married by age 25 | 19 | 3 | 6.64 |
| Unemployed adults | 7 | 6 | 1.28 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 36 | 64 | 0.56 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 8 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 47 |
| Contributing family workers | 6 | 4 | 1.49 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 10 | 28 | 0.36 | Parity of parental rights after divorce | | | *0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 70 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 43.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 4.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 14 | 8 | 1.74 |
| Individuals with an account at a financial institution | 33 | 62 | 0.53 | Primary education attainment in adults | 75 | 83 | 0.91 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 34 | 34 | 0.99 |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | 33 | 33 | 0.97 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 18 | 30 | 0.59 |
| | | | | Skill diversity | 0.252 | 0.330 | *0.76 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 8 | 0.69 |
| | | | | Cardiovascular disease | 160 | 268 | #0.60 |
| | | | | Cancer | 92 | 106 | #0.87 |
| | | | | Diabetes | 9 | 25 | #0.37 |
| Political leadership | female | male | value | Chronic respiratory disease | 14 | 24 | #0.61 |
| Year women received right to vote | | | 1952 | HIV/AIDS | 2 | 4 | #0.43 |
| Years since any women received voting rights | | | 64 | Suicide | 1 | 1 | #0.50 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †15 [10-22] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 35 |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | no |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 98.2 |
| | | | | Antenatal care coverage, at least four visits | | | — |

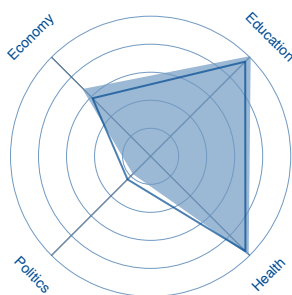
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Lesotho

rank out of 144 countries **57**

score **0.706**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Lesotho score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 2,135.02 |
| Population growth rate (%) | 1.12 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 51.62 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 57 | 0.706 | 43 | 0.681 |
| Economic participation and opportunity | 66 | 0.672 | 61 | 0.607 |
| Educational attainment | 1 | 1.000 | 1 | 1.000 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 70 | 0.172 | 41 | 0.136 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 66 | 0.672 | 0.586 | | | 0.67 |
| Labour force participation | 71 | 0.807 | 0.665 | 60 | 75 | 0.81 |
| Wage equality for similar work (survey) | 117 | 0.553 | 0.622 | — | — | 0.55 |
| Estimated earned income (US\$, PPP) | 64 | 0.610 | 0.502 | 2,005 | 3,285 | 0.61 |
| Legislators, senior officials, and managers | 38 | 0.565 | 0.358 | 36 | 64 | 0.57 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 62 | 38 | 1.63 |

Educational attainment

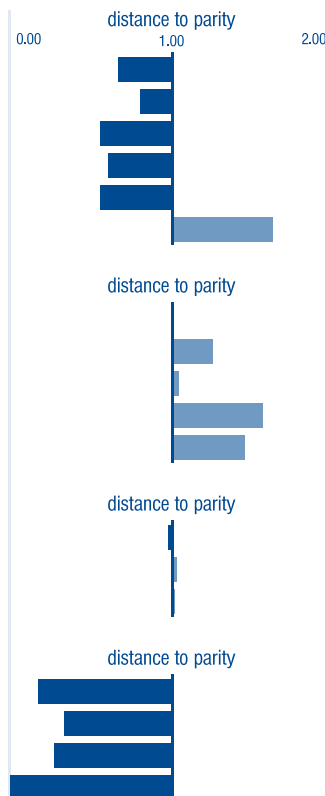
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|----------|--------------|--------------|--------|------|-------------|
| Educational attainment | 1 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 1 | 1.000 | 0.897 | 88 | 70 | 1.26 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 82 | 79 | 1.04 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 42 | 27 | 1.57 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 12 | 8 | 1.45 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|----------------------------|----------|--------------|--------------|--------|------|-------------|
| Health and survival | 1 | 0.980 | 0.957 | | | 0.98 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 44 | 41 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|------|-------------|
| Political empowerment | 70 | 0.172 | 0.233 | | | 0.17 |
| Women in parliament | 58 | 0.333 | 0.269 | 25 | 75 | 0.33 |
| Women in ministerial positions | 56 | 0.278 | 0.238 | 22 | 78 | 0.28 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.706 / 57

LSO

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 29 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 51 | 19 | 2.77 |
| Unemployed adults | 34 | 29 | 1.19 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | 36 | 34 | 1.06 | Women with unmet demand for family planning | | | 23 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 14 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 67 |
| Contributing family workers | 8 | 9 | 0.86 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 29 | 30 | 0.95 | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 84 | / | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 | / | — |
| Ability of women to rise to positions of leadership | | | †0.52 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl | / | — |
| Firms whose ownership includes women | | | 18.40 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 21.60 | Government provides child allowance to parents | | | no |
| R&D personnel | 34 | 66 | 0.51 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 18 | 21 | 0.83 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 47 | 34 | 1.39 |
| Women's access to financial services | | | †1.00 | Out-of-school youth of upper secondary school age | 40 | 48 | 0.84 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | 14 | 13 | 1.06 |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 5 | 19 | 0.27 |
| | | | | Skill diversity | 0.314 | 0.232 | ×1.35 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 4 | 0.83 |
| | | | | Cardiovascular disease | 310 | 302 | #1.03 |
| Political leadership | | | | Cancer | 64 | 88 | #0.72 |
| Year women received right to vote | | | 1965 | Diabetes | 87 | 54 | #1.63 |
| Years since any women received voting rights | | | 51 | Chronic respiratory disease | 65 | 133 | #0.49 |
| Number of female heads of state to date | | | — | HIV/AIDS | 759 | 819 | #0.93 |
| Quota for women on candidate lists in national elections | | | 50 | Suicide | 3 | 9 | #0.37 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †487 [310-871] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 77.9 |
| | | | | Antenatal care coverage, at least four visits | | | 74.4 |

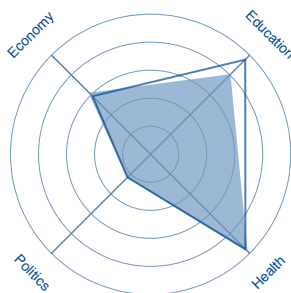
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Liberia

rank **114**
out of 144 countries

score **0.652**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Liberia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 2.05 |
| GDP per capita (constant '11 intl. \$, PPP) | 787 |
| Total population (thousands) | 4,503.44 |
| Population growth rate (%) | 2.45 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | 2016 | | 2014 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 103 | 0.612 | 94 | 0.637 |
| Educational attainment | 137 | 0.797 | 135 | 0.774 |
| Health and survival | 118 | 0.967 | 112 | 0.967 |
| Political empowerment | 46 | 0.230 | 46 | 0.206 |
| rank out of | 144 | | 142 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 20 | 0.925 | 0.665 |
| Wage equality for similar work (survey) | 119 | 0.546 | 0.622 |
| Estimated earned income (US\$, PPP) | 32 | 0.691 | 0.502 |
| Legislators, senior officials, and managers | 97 | 0.273 | 0.358 |
| Professional and technical workers | 108 | 0.544 | 0.862 |

Educational attainment

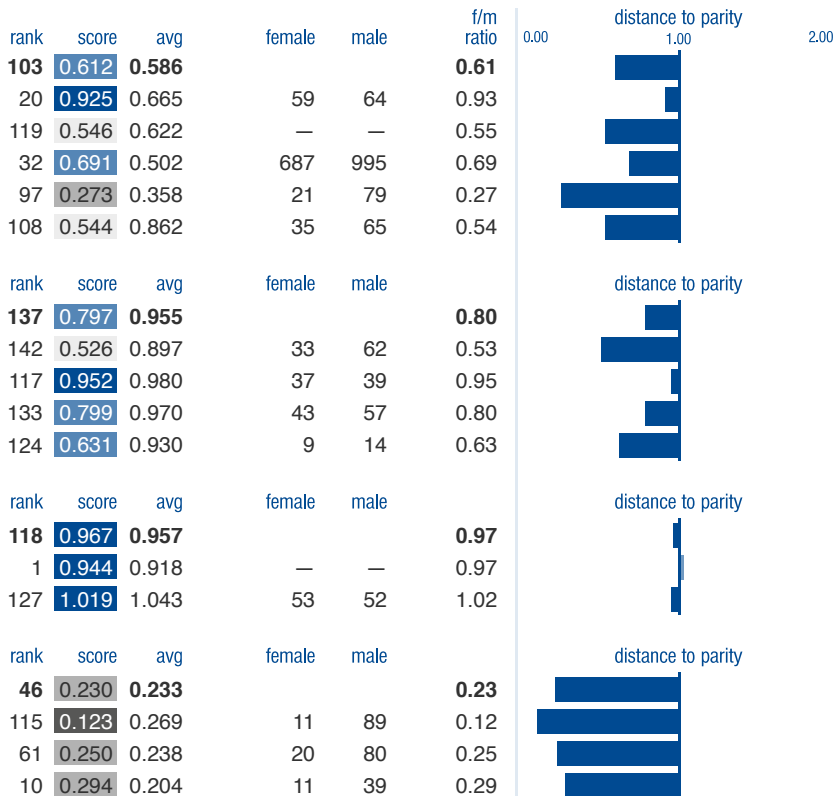
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 142 | 0.526 | 0.897 |
| Enrolment in primary education | 117 | 0.952 | 0.980 |
| Enrolment in secondary education | 133 | 0.799 | 0.970 |
| Enrolment in tertiary education | 124 | 0.631 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 127 | 1.019 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 115 | 0.123 | 0.269 |
| Women in ministerial positions | 61 | 0.250 | 0.238 |
| Years with female head of state (last 50) | 10 | 0.294 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.652 / 1.14

LBR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------------------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 27 | 0.87 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 58 | 22 | 2.58 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | 72 | 47 | 1.53 | Women with unmet demand for family planning | | | 36 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 18 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 83 |
| Contributing family workers | 19 | 13 | 1.51 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 68 | 56 | 1.22 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.52 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 53.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 29.90 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 63 | 61 | 1.03 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 7 | 8 | 0.88 |
| | | | | Skill diversity | 0.293 | 0.409 | *0.72 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 6 | 0.92 |
| | | | | Cardiovascular disease | 256 | 237 | #1.08 |
| | | | | Cancer | 83 | 104 | #0.80 |
| | | | | Diabetes | 39 | 34 | #1.14 |
| | | | | Chronic respiratory disease | 112 | 142 | #0.79 |
| | | | | HIV/AIDS | 67 | 55 | #1.20 |
| | | | | Suicide | 2 | 7 | #0.29 |
| | | | | Maternal mortality ratio (per 100,000 births) | †725 [527 - 1 030] | | |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 39 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 61.1 |
| | | | | Antenatal care coverage, at least four visits | | | 78.1 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1946 | | | | |
| Years since any women received voting rights | | | 70 | | | | |
| Number of female heads of state to date | | | 2 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

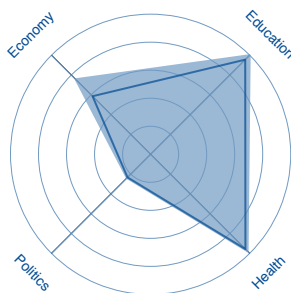
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Lithuania

rank out of 144 countries **25**

score **0.744**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Lithuania score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 41.24 |
| GDP per capita (constant '11 intl. \$, PPP) | 26,397 |
| Total population (thousands) | 2,878.41 |
| Population growth rate (%) | -0.59 |
| Population sex ratio (female/male) | 1.17 |
| Human capital optimization (%) | 79.35 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 25 | score 0.757 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 43 | score 0.239 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 25 | 0.744 | 21 | 0.708 |
| 25 | 0.757 | 15 | 0.713 |
| 1 | 1.000 | 24 | 0.998 |
| 40 | 0.979 | 36 | 0.979 |
| 43 | 0.239 | 39 | 0.140 |
| | 144 | | 115 |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 15 | score 0.942 | avg 0.665 |
| Wage equality for similar work (survey) | rank 87 | score 0.616 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 21 | score 0.724 | avg 0.502 |
| Legislators, senior officials, and managers | rank 22 | score 0.656 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|--------|-----------|
| 25 | 0.757 | 0.586 | | | 0.76 |
| 15 | 0.942 | 0.665 | 72 | 76 | 0.94 |
| 87 | 0.616 | 0.622 | — | — | 0.62 |
| 21 | 0.724 | 0.502 | 23,559 | 32,522 | 0.72 |
| 22 | 0.656 | 0.358 | 40 | 60 | 0.66 |
| 1 | 1.000 | 0.862 | 67 | 33 | 2.00 |

Educational attainment

| | | | |
|----------------------------------|--------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 1 | 1.000 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| 1 | 1.000 | 0.980 | 98 | 98 | 1.00 |
| 1 | 1.000 | 0.970 | 96 | 96 | 1.00 |
| 1 | 1.000 | 0.930 | 82 | 56 | 1.47 |

Health and survival

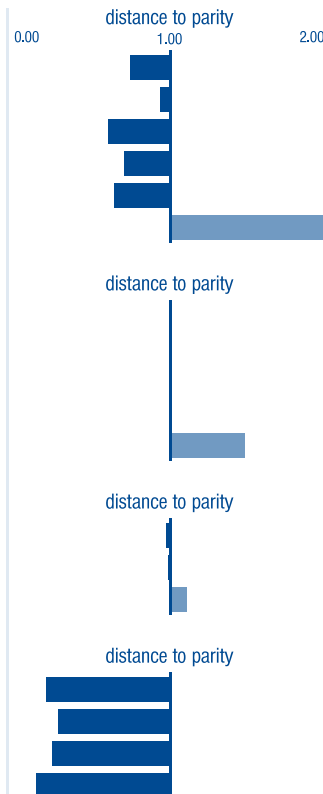
| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 70 | 60 | 1.17 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 63 | score 0.306 | avg 0.269 |
| Women in ministerial positions | rank 58 | score 0.273 | avg 0.238 |
| Years with female head of state (last 50) | rank 16 | score 0.175 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 43 | 0.239 | 0.233 | | | 0.24 |
| 63 | 0.306 | 0.269 | 23 | 77 | 0.31 |
| 58 | 0.273 | 0.238 | 21 | 79 | 0.27 |
| 16 | 0.175 | 0.204 | 7 | 43 | 0.18 |



0.00 0.40

distribution of countries by score

1.00



0.744 / 25

LTU

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 30 | 33 | 0.92 |
| Youth not in employment or education | 11 | 12 | 0.91 | Proportion married by age 25 | 4 | 1 | 4.45 |
| Unemployed adults | 8 | 11 | 0.75 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 18 |
| Labour force participation among those with advanced degrees | 82 | 85 | 0.96 | Potential support ratio | | | 4 |
| Workers employed part-time | 21 | 10 | 2.10 | Total dependency ratio | | | 50 |
| Contributing family workers | 1 | 1 | 1.66 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 7 | 10 | 0.70 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 309 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 30 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 16 | 84 | 0.19 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 35.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 21.00 | Government provides child allowance to parents | | | yes |
| R&D personnel | 50 | 50 | 0.98 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 1 | 0.14 |
| Individuals with an account at a financial institution | 78 | 78 | 1.00 | Primary education attainment in adults | 98 | 99 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 8 | 10 | 0.78 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 81 | 86 | 0.95 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 34 | 28 | 1.25 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.88 |
| | | | | STEM graduates | 9 | 44 | 0.21 |
| | | | | Skill diversity | 0.293 | 0.256 | *1.14 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 72 | 71 | 1.01 | Health | female | male | value |
| Individuals using a mobile phone | 94 | 94 | 1.00 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 242 | 448 | #0.54 |
| Political leadership | female | male | value | Cancer | 101 | 221 | #0.46 |
| Year women received right to vote | | | 1919 | Diabetes | 4 | 6 | #0.69 |
| Years since any women received voting rights | | | 97 | Chronic respiratory disease | 5 | 26 | #0.18 |
| Number of female heads of state to date | | | 3 | HIV/AIDS | 0 | 2 | #0.13 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 8 | 51 | #0.17 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †10 [7-14] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 24 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 100 |
| | | | | Antenatal care coverage, at least four visits | | | — |

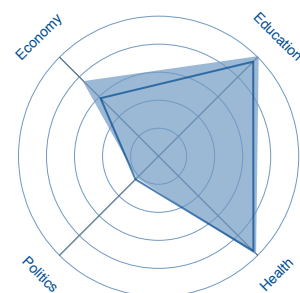
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Luxembourg

rank **34**
out of 144 countries

score **0.734**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Luxembourg score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 57.79 |
| GDP per capita (constant '11 intl. \$, PPP) | 93,553 |
| Total population (thousands) | 567.11 |
| Population growth rate (%) | 1.30 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 79.28 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 27 | score 0.750 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 69 | score 0.974 |
| Political empowerment | rank 55 | score 0.212 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 34 | 0.734 | 56 | 0.667 |
| 27 | 0.750 | 76 | 0.560 |
| 1 | 1.000 | 1 | 1.000 |
| 69 | 0.974 | 71 | 0.973 |
| 55 | 0.212 | 44 | 0.135 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----------|--------------------|-----------|
| Labour force participation | rank 59 | score 0.833 | avg 0.665 |
| Wage equality for similar work (survey) | rank 39 | score 0.710 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 1 | score 0.999 | avg 0.502 |
| Legislators, senior officials, and managers | rank 102 | score 0.209 | avg 0.358 |
| Professional and technical workers | rank 77 | score 0.930 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 27 | 0.750 | 0.586 | | | 0.75 |
| 59 | 0.833 | 0.665 | 64 | 76 | 0.83 |
| 39 | 0.710 | 0.622 | — | — | 0.71 |
| 1 | 0.999 | 0.502 | 74,888 | 75,000 | 1.00 |
| 102 | 0.209 | 0.358 | 17 | 83 | 0.21 |
| 77 | 0.930 | 0.862 | 48 | 52 | 0.93 |

Educational attainment

| | | | |
|----------------------------------|--------|--------------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 1.000 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.980 | 93 | 92 | 1.01 |
| 1 | 1.000 | 0.970 | 87 | 84 | 1.03 |
| 1 | 1.000 | 0.930 | 21 | 18 | 1.14 |

Health and survival

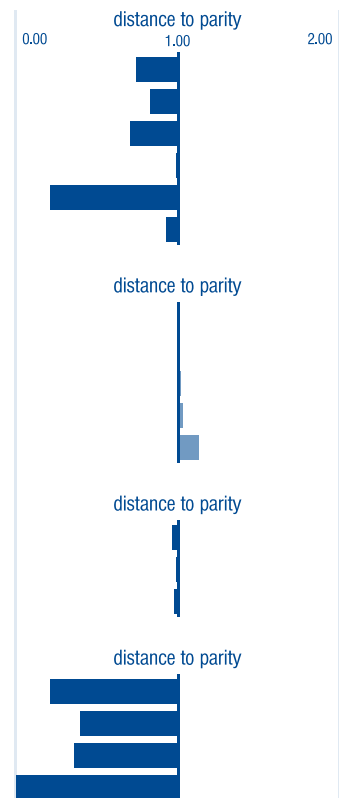
| | | | |
|-------------------------|---------|--------------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 84 | score 1.043 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 69 | 0.974 | 0.957 | | | 0.97 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 84 | 1.043 | 1.043 | 73 | 70 | 1.04 |

Political empowerment

| | | | |
|---|---------|--------------------|-----------|
| Women in parliament | rank 44 | score 0.395 | avg 0.269 |
| Women in ministerial positions | rank 38 | score 0.364 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 55 | 0.212 | 0.233 | | | 0.21 |
| 44 | 0.395 | 0.269 | 28 | 72 | 0.40 |
| 38 | 0.364 | 0.238 | 27 | 73 | 0.36 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.734 / 34

LUX

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 28 | 30 | 0.92 |
| Youth not in employment or education | 4 | 6 | 0.68 | Proportion married by age 25 | 17 | 8 | 2.19 |
| Unemployed adults | 5 | 5 | 1.09 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | 94 | 6 | 15.90 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 76 | 81 | 0.93 | Potential support ratio | | | 5 |
| Workers employed part-time | 37 | 16 | 2.29 | Total dependency ratio | | | 44 |
| Contributing family workers | 1 | 1 | 1.63 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 5 | 0.99 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 180 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 112 / | 2 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.76 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 11 | 89 | 0.12 | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 24 | 76 | 0.32 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 4 | 6 | 0.69 |
| Individuals with an account at a financial institution | 97 | 96 | 1.01 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 15 | 18 | 0.84 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 76 | 83 | 0.92 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 10 | 24 | 0.40 |
| | | | | Skill diversity | 0.322 | 0.307 | *1.05 |
| Access to technology | | | | | | | |
| Individuals using the internet | 96 | 99 | 0.97 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 88 | 132 | #0.67 |
| Political leadership | | | | Cancer | 103 | 154 | #0.67 |
| Year women received right to vote | | | 1919 | Diabetes | 6 | 7 | #0.87 |
| Years since any women received voting rights | | | 97 | Chronic respiratory disease | 18 | 25 | #0.71 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #1.33 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 4 | 13 | #0.34 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †10 [7-16] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 22 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | 97.3 |

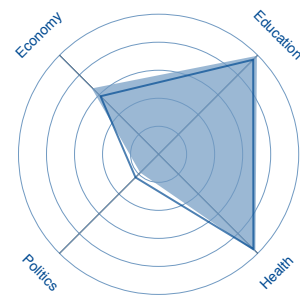
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Macedonia, FYR

rank **73**
out of 144 countries

score **0.696**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Macedonia, FYR score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 10.09 |
| GDP per capita (constant '11 intl. \$, PPP) | 12,725 |
| Total population (thousands) | 2,078.45 |
| Population growth rate (%) | 0.10 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 70.01 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 79 | score 0.658 |
| Educational attainment | rank 91 | score 0.982 |
| Health and survival | rank 119 | score 0.967 |
| Political empowerment | rank 67 | score 0.178 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 73 | 0.696 | 28 | 0.698 |
| 79 | 0.658 | 31 | 0.671 |
| 91 | 0.982 | 64 | 0.985 |
| 119 | 0.967 | 101 | 0.964 |
| 67 | 0.178 | 28 | 0.173 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 100 | 0.672 | 0.665 |
| Wage equality for similar work (survey) | 32 | 0.723 | 0.622 |
| Estimated earned income (US\$, PPP) | 72 | 0.596 | 0.502 |
| Legislators, senior officials, and managers | 88 | 0.317 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

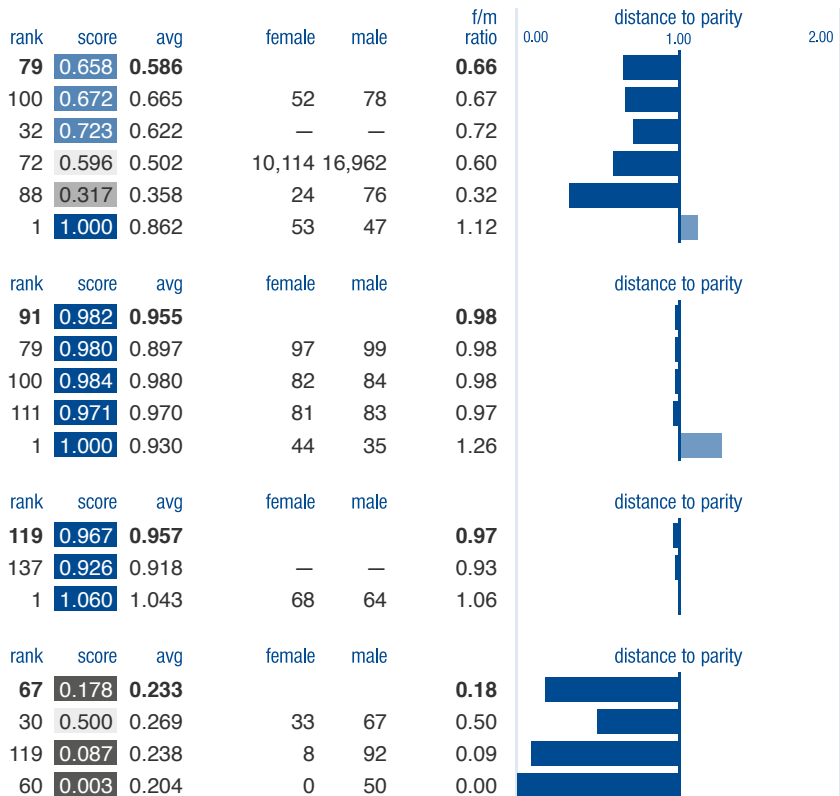
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 79 | 0.980 | 0.897 |
| Enrolment in primary education | 100 | 0.984 | 0.980 |
| Enrolment in secondary education | 111 | 0.971 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 137 | 0.926 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 30 | 0.500 | 0.269 |
| Women in ministerial positions | 119 | 0.087 | 0.238 |
| Years with female head of state (last 50) | 60 | 0.003 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.696 / 73

MKD

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 27 | 0.86 |
| Youth not in employment or education | 25 | 23 | 1.09 | Proportion married by age 25 | — | — | — |
| Unemployed adults | 23 | 24 | 0.96 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 50 | 50 | 1.00 | Average number of children per woman | | | 2 |
| Workers in informal employment | 8 | 15 | 0.51 | Women with unmet demand for family planning | | | 34 |
| Labour force participation among those with advanced degrees | 82 | 77 | 1.06 | Potential support ratio | | | 6 |
| Workers employed part-time | 8 | 6 | 1.34 | Total dependency ratio | | | 41 |
| Contributing family workers | 12 | 5 | 2.42 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 19 | 0.34 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 270 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.72 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 30.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 25.70 | Government provides child allowance to parents | | | yes |
| R&D personnel | 52 | 48 | 1.07 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 12 | 11 | 1.13 |
| Individuals with an account at a financial institution | 64 | 80 | 0.80 | Primary education attainment in adults | 72 | 85 | 0.84 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 30 | 27 | 1.14 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 30 | 0.48 |
| | | | | Skill diversity | 0.265 | 0.212 | *1.25 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| | | | | Chronic respiratory disease | — | — | #_ |
| Political leadership | | | | HIV/AIDS | 0 | 0 | #_ |
| Year women received right to vote | | | 1946 | Suicide | — | — | #_ |
| Years since any women received voting rights | | | 70 | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Number of female heads of state to date | | | 1 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in national elections | | | 33 | Prevalence of gender violence in lifetime | | | 18 |
| Quota for women on candidate lists in local elections | | | 33 | Law permits abortion to preserve a woman's physical health | | | yes |
| Voluntary political party quotas | | | no | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

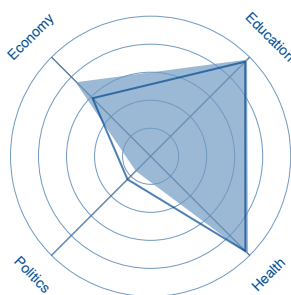
Madagascar

rank out of 144 countries **60**

score
0.00 = imparity
1.00 = parity

0.704

SCORE AT A GLANCE



— Madagascar score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 9.98 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,373 |
| Total population (thousands) | 24,235.39 |
| Population growth rate (%) | 2.74 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 56.17 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 32 | score 0.739 |
| Educational attainment | rank 101 | score 0.964 |
| Health and survival | rank 88 | score 0.973 |
| Political empowerment | rank 81 | score 0.142 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 60 | 0.704 | 84 | 0.639 |
| 32 | 0.739 | 71 | 0.578 |
| 101 | 0.964 | 76 | 0.960 |
| 88 | 0.973 | 49 | 0.978 |
| 81 | 0.142 | 104 | 0.038 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 11 | 0.951 | 0.665 | 86 | 90 | 0.95 |
| Wage equality for similar work (survey) | 80 | 0.631 | 0.622 | — | — | 0.63 |
| Estimated earned income (US\$, PPP) | 27 | 0.708 | 0.502 | 1,194 | 1,687 | 0.71 |
| Legislators, senior officials, and managers | 34 | 0.577 | 0.358 | 37 | 63 | 0.58 |
| Professional and technical workers | 80 | 0.917 | 0.862 | 48 | 52 | 0.92 |

Educational attainment

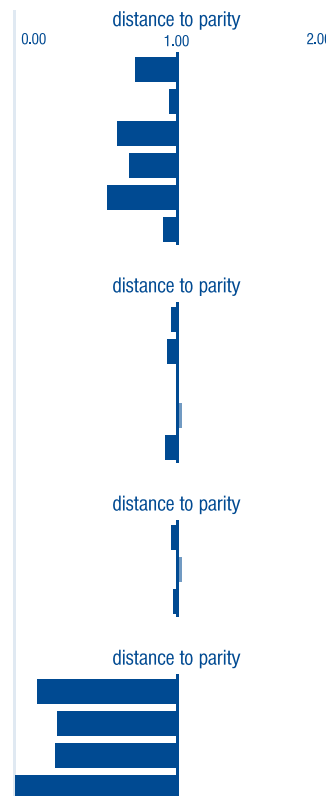
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 104 | 0.938 | 0.897 | 63 | 67 | 0.94 |
| Enrolment in primary education | — | — | 0.980 | — | — | — |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 32 | 31 | 1.04 |
| Enrolment in tertiary education | 98 | 0.937 | 0.930 | 4 | 4 | 0.94 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 99 | 1.037 | 1.043 | 56 | 54 | 1.04 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 71 | 0.258 | 0.269 | 21 | 79 | 0.26 |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 64 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.704 / 60

MDG

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 24 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 76 | 45 | 1.69 |
| Unemployed adults | 1 | 1 | 1.65 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 27 | 73 | 0.37 | Average number of children per woman | | | 4 |
| Workers in informal employment | 93 | 86 | 1.08 | Women with unmet demand for family planning | | | 19 |
| Labour force participation among those with advanced degrees | 66 | 76 | 0.86 | Potential support ratio | | | 20 |
| Workers employed part-time | 45 | 33 | 1.35 | Total dependency ratio | | | 80 |
| Contributing family workers | 60 | 30 | 2.02 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 30 | 52 | 0.57 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.58 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 41.60 | gov | | | |
| Firms whose top management includes women | | | 28.20 | Government supports or provides childcare | | | no |
| R&D personnel | 36 | 64 | 0.56 | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 6 | 6 | 0.92 | Out-of-school children of primary school age | 22 | 23 | 0.99 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 78 | 73 | 1.07 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 12 | 28 | 0.43 |
| Individuals using the internet | — | — | — | Skill diversity | 0.391 | 0.346 | *1.13 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 13 | 18 | 0.69 |
| Year women received right to vote | | | 1959 | Cardiovascular disease | 355 | 349 | #1.02 |
| Years since any women received voting rights | | | 57 | Cancer | 106 | 151 | #0.70 |
| Number of female heads of state to date | | | 1 | Diabetes | 20 | 25 | #0.82 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 39 | 48 | #0.80 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 29 | 38 | #0.76 |
| Voluntary political party quotas | | | — | Suicide | 7 | 15 | #0.45 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †353 [256-484] |
| | | | | Existence of 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 | | | 44.3 |
| | | | | Antenatal care coverage, at least four visits | | | 51.1 |

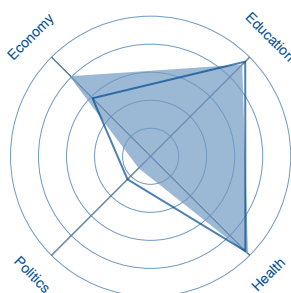
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Malawi

rank **67**
out of 144 countries

score **0.700**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Malawi score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 6.57 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,113 |
| Total population (thousands) | 17,215.23 |
| Population growth rate (%) | 3.02 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 54.64 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 12 | 0.799 | 36 | 0.665 |
| Educational attainment | 125 | 0.915 | 96 | 0.860 |
| Health and survival | 75 | 0.973 | 106 | 0.960 |
| Political empowerment | 94 | 0.113 | 68 | 0.090 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 67 | 0.700 | 81 | 0.644 | |
| 12 | 0.799 | 36 | 0.665 | |
| 125 | 0.915 | 96 | 0.860 | |
| 75 | 0.973 | 106 | 0.960 | |
| 94 | 0.113 | 68 | 0.090 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-----|-----|------|
| Labour force participation | 1 | 1.000 | 0.665 | 81 | 80 | 1.01 |
| Wage equality for similar work (survey) | 45 | 0.695 | 0.622 | — | — | 0.70 |
| Estimated earned income (US\$, PPP) | 15 | 0.763 | 0.502 | 712 | 932 | 0.76 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

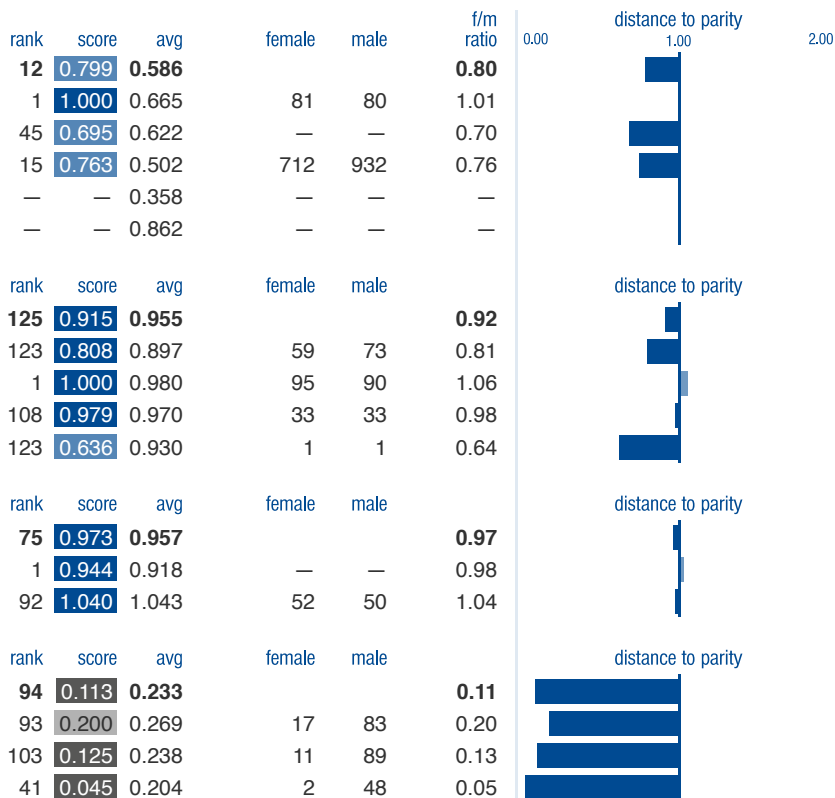
| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 123 | 0.808 | 0.897 | 59 | 73 | 0.81 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 95 | 90 | 1.06 |
| Enrolment in secondary education | 108 | 0.979 | 0.970 | 33 | 33 | 0.98 |
| Enrolment in tertiary education | 123 | 0.636 | 0.930 | 1 | 1 | 0.64 |

Health and survival

| | | | | | | |
|-------------------------|----|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.98 |
| Healthy life expectancy | 92 | 1.040 | 1.043 | 52 | 50 | 1.04 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 93 | 0.200 | 0.269 | 17 | 83 | 0.20 |
| Women in ministerial positions | 103 | 0.125 | 0.238 | 11 | 89 | 0.13 |
| Years with female head of state (last 50) | 41 | 0.045 | 0.204 | 2 | 48 | 0.05 |



0.00 0.40

distribution of countries by score

1.00



0.700 / 67

MWI

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|---------------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 25 | 0.81 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 81 | 40 | 2.02 |
| Unemployed adults | 6 | 5 | 1.23 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 26 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 15 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 95 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 56 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.58 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 28.10 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 14.20 | Government provides child allowance to parents | | | no |
| R&D personnel | 18 | 82 | 0.22 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 10 | 0.43 |
| Individuals with an account at a financial institution | 13 | 19 | 0.67 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 62 | 56 | 1.11 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 20 | 38 | 0.53 |
| | | | | Skill diversity | 0.292 | 0.334 | *0.87 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 4 | 0.86 |
| | | | | Cardiovascular disease | 367 | 296 | #1.24 |
| Political leadership | female | male | value | Cancer | 116 | 91 | #1.27 |
| Year women received right to vote | | | 1961 | Diabetes | 24 | 38 | #0.63 |
| Years since any women received voting rights | | | 55 | Chronic respiratory disease | 29 | 54 | #0.52 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 324 | 371 | #0.87 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 9 | 24 | #0.37 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | †634 | [422 - 1 080] | |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 31 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 87.4 |
| | | | | Antenatal care coverage, at least four visits | | | 44.7 |

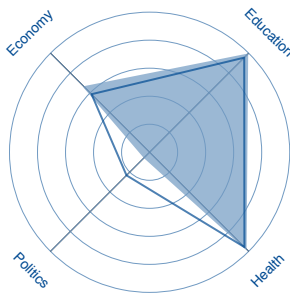
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Malaysia

rank **106**
out of 144 countries

score **0.666**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Malaysia score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 296.22 |
| GDP per capita (constant '11 intl. \$, PPP) | 25,308 |
| Total population (thousands) | 30,331.01 |
| Population growth rate (%) | 1.30 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 74.26 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 80 | score 0.658 |
| Educational attainment | rank 89 | score 0.985 |
| Health and survival | rank 109 | score 0.969 |
| Political empowerment | rank 134 | score 0.051 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 106 | 0.666 | 72 | 0.651 |
| 80 | 0.658 | 68 | 0.592 |
| 89 | 0.985 | 63 | 0.985 |
| 109 | 0.969 | 80 | 0.970 |
| 134 | 0.051 | 90 | 0.056 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 80 | 0.658 | 0.586 |
| Labour force participation | 104 | 0.650 | 0.665 |
| Wage equality for similar work (survey) | 10 | 0.791 | 0.622 |
| Estimated earned income (US\$, PPP) | 48 | 0.652 | 0.502 |
| Legislators, senior officials, and managers | 95 | 0.285 | 0.358 |
| Professional and technical workers | 90 | 0.797 | 0.862 |

Educational attainment

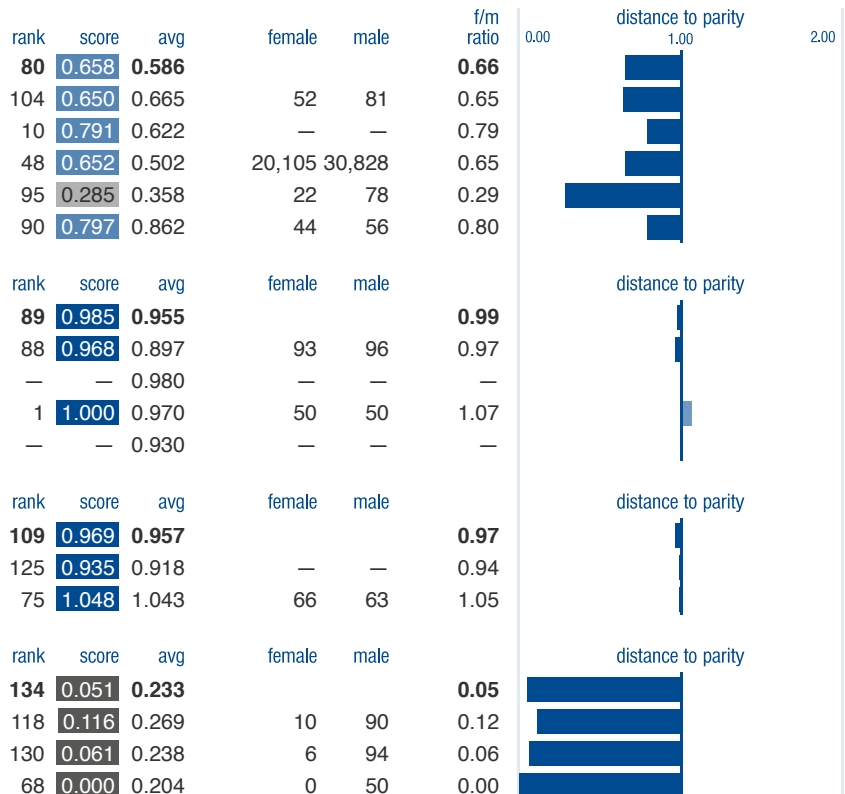
| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 89 | 0.985 | 0.955 |
| Literacy rate | 88 | 0.968 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | — | — | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|------------|--------------|--------------|
| Health and survival | 109 | 0.969 | 0.957 |
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 75 | 1.048 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------------|--------------|--------------|
| Political empowerment | 134 | 0.051 | 0.233 |
| Women in parliament | 118 | 0.116 | 0.269 |
| Women in ministerial positions | 130 | 0.061 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.666 / 106

MYS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 28 | 0.92 |
| Youth not in employment or education | 1 | 1 | 1.56 | Proportion married by age 25 | 33 | 24 | 1.36 |
| Unemployed adults | 2 | 2 | 0.97 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 45 | 55 | 0.81 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 9 |
| Labour force participation among those with advanced degrees | 65 | 73 | 0.90 | Potential support ratio | | | 12 |
| Workers employed part-time | 8 | 4 | 2.11 | Total dependency ratio | | | 44 |
| Contributing family workers | 8 | 2 | 3.80 | Parity of parental rights in marriage | | | 0.50 |
| Own-account workers | 17 | 18 | 0.96 | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 60 | / | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 | / | — |
| Ability of women to rise to positions of leadership | | | 0.78 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl | / | — |
| Firms whose ownership includes women | | | 25.40 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 26.30 | Government provides child allowance to parents | | | no |
| R&D personnel | 38 | 62 | 0.62 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | 78 | 83 | 0.94 | Primary education attainment in adults | 88 | 94 | 0.93 |
| Women's access to financial services | | | 1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | 0.00 | Secondary education attainment in adults | 50 | 52 | 0.96 |
| Women's access to land use, control and ownership | | | 0.50 | Tertiary education attainment in adults | 7 | 10 | 0.73 |
| Women's access to non-land assets use, control and ownership | | | 0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 25 | 45 | 0.56 |
| | | | | Skill diversity | 0.179 | 0.203 | 0.88 |
| Access to technology | | | | | | | |
| Individuals using the internet | 69 | 73 | 0.95 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 269 | 325 | 0.83 |
| Political leadership | | | | Cancer | 93 | 104 | 0.90 |
| Year women received right to vote | | | 1957 | Diabetes | 27 | 23 | 1.15 |
| Years since any women received voting rights | | | 59 | Chronic respiratory disease | 36 | 72 | 0.50 |
| Number of female heads of state to date | | | — | HIV/AIDS | 2 | 34 | 0.06 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 2 | 5 | 0.32 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | 40 [32-53] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99 |
| | | | | Antenatal care coverage, at least four visits | | | — |

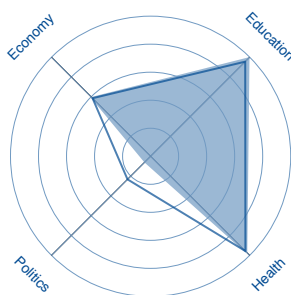
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Maldives

rank **115**
out of 144 countries

score **0.650**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Maldives score
sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 3.14 |
| GDP per capita (constant '11 intl. \$, PPP) | 11,892 |
| Total population (thousands) | 363.66 |
| Population growth rate (%) | 1.56 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | 2016 | | 2007 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 112 | 0.590 | 106 | 0.514 |
| Educational attainment | 81 | 0.988 | 1 | 1.000 |
| Health and survival | 129 | 0.966 | 120 | 0.951 |
| Political empowerment | 133 | 0.055 | 87 | 0.075 |
| rank out of | 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 90 | 0.735 | 0.665 | 59 | 80 | 0.74 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 94 | 0.528 | 0.502 | 8,650 | 16,387 | 0.53 |
| Legislators, senior officials, and managers | 109 | 0.154 | 0.358 | 13 | 87 | 0.15 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.09 |

Educational attainment

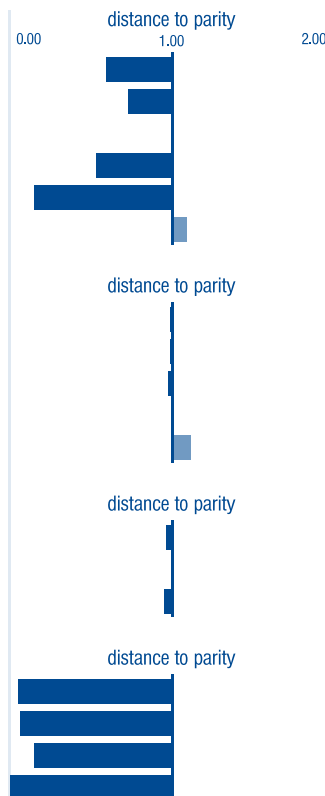
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 69 | 0.991 | 0.897 | 99 | 100 | 0.99 |
| Enrolment in primary education | 104 | 0.984 | 0.980 | 95 | 97 | 0.98 |
| Enrolment in secondary education | — | — | 0.970 | — | — | — |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 13 | 12 | 1.12 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 136 | 1.015 | 1.043 | 68 | 67 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 133 | 0.063 | 0.269 | 6 | 94 | 0.06 |
| Women in ministerial positions | 93 | 0.143 | 0.238 | 13 | 88 | 0.14 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.650 / 115

MDV

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 22 | 26 | 0.85 |
| Youth not in employment or education | 77 | 33 | 2.35 | Proportion married by age 25 | — | — | — |
| Unemployed adults | 10 | 5 | 2.09 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 78 | 22 | 3.59 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 79 | 90 | 0.87 | Potential support ratio | | | 14 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 47 |
| Contributing family workers | 2 | 1 | 1.41 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 26 | 12 | 2.15 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 60 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 3 | 1.55 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 35 | 43 | 0.82 |
| Women's access to financial services | | | *— | Out-of-school youth of upper secondary school age | 31 | 34 | 0.92 |
| Inheritance rights for daughters | | | *— | Secondary education attainment in adults | 4 | 6 | 0.63 |
| Women's access to land use, control and ownership | | | *— | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *— | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 10 | 14 | 0.76 |
| | | | | Cardiovascular disease | 208 | 279 | #0.75 |
| | | | | Cancer | 60 | 80 | #0.75 |
| | | | | Diabetes | 14 | 12 | #1.18 |
| | | | | Chronic respiratory disease | 70 | 53 | #1.32 |
| | | | | HIV/AIDS | 1 | 1 | #0.46 |
| | | | | Suicide | 5 | 8 | #0.63 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †68 [45-108] |
| | | | | Existence of 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 | | | 95.5 |
| | | | | Antenatal care coverage, at least four visits | | | 85.1 |

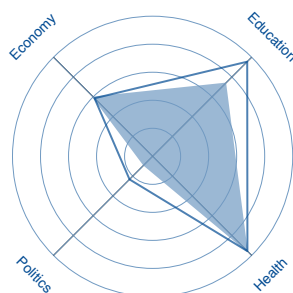
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Mali

rank **138**
out of 144 countries

score **0.591**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mali score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 13.10 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,285 |
| Total population (thousands) | 17,599.69 |
| Population growth rate (%) | 3.01 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | 49.37 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 110 | 0.594 |
| Educational attainment | 140 | 0.733 |
| Health and survival | 140 | 0.949 |
| Political empowerment | 117 | 0.086 |
| rank out of | 144 | 115 |

| | 2016 | | 2006 | |
|------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 138 | 0.591 | 99 | 0.600 | |
| 110 | 0.594 | 35 | 0.665 | |
| 140 | 0.733 | 111 | 0.674 | |
| 140 | 0.949 | 91 | 0.968 | |
| 117 | 0.086 | 67 | 0.091 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 117 | 0.615 | 0.665 | 51 | 83 | 0.62 |
| Wage equality for similar work (survey) | 55 | 0.672 | 0.622 | — | — | 0.67 |
| Estimated earned income (US\$, PPP) | 116 | 0.466 | 0.502 | 1,013 | 2,175 | 0.47 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

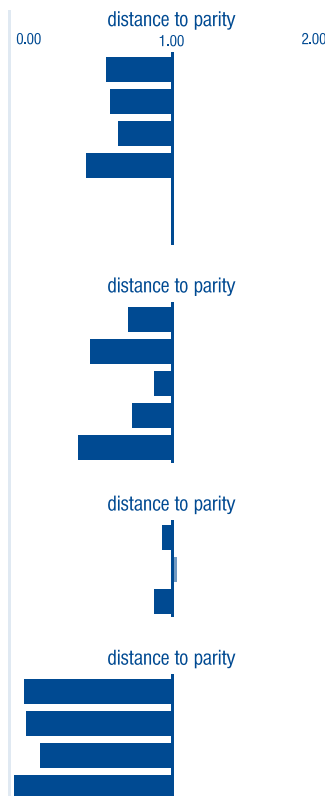
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 143 | 0.493 | 0.897 | 22 | 45 | 0.49 |
| Enrolment in primary education | 122 | 0.899 | 0.980 | 56 | 62 | 0.90 |
| Enrolment in secondary education | 136 | 0.760 | 0.970 | 30 | 39 | 0.76 |
| Enrolment in tertiary education | 134 | 0.426 | 0.930 | 4 | 10 | 0.43 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 144 | 0.960 | 1.043 | 48 | 50 | 0.96 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 126 | 0.097 | 0.269 | 9 | 91 | 0.10 |
| Women in ministerial positions | 79 | 0.192 | 0.238 | 16 | 84 | 0.19 |
| Years with female head of state (last 50) | 50 | 0.020 | 0.204 | 1 | 49 | 0.02 |



0.00 0.40

distribution of countries by score

1.00



0.591 / 138

MLI

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|---------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 19 | 26 | 0.72 |
| Youth not in employment or education | 16 | 11 | 1.47 | Proportion married by age 25 | 83 | 19 | 4.32 |
| Unemployed adults | 10 | 5 | 1.80 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 6 |
| Workers in informal employment | 89 | 74 | 1.20 | Women with unmet demand for family planning | | | 28 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 20 |
| Workers employed part-time | 96 | 95 | 1.01 | Total dependency ratio | | | 100 |
| Contributing family workers | 34 | 18 | 1.84 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | 0.56 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 58.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 21.00 | Government provides child allowance to parents | | | yes |
| R&D personnel | 16 | 84 | 0.20 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 40 | 33 | 1.21 |
| Individuals with an account at a financial institution | 11 | 16 | 0.66 | Primary education attainment in adults | 16 | 29 | 0.56 |
| Women's access to financial services | | | 1.00 | Out-of-school youth of upper secondary school age | 75 | 65 | 1.16 |
| Inheritance rights for daughters | | | 0.50 | Secondary education attainment in adults | 3 | 9 | 0.39 |
| Women's access to land use, control and ownership | | | 0.50 | Tertiary education attainment in adults | 1 | 3 | 0.24 |
| Women's access to non-land assets use, control and ownership | | | 0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 1 | 5 | 0.24 |
| | | | | Skill diversity | 0.496 | 0.445 | 1.12 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 14 | 16 | 0.88 |
| | | | | Cardiovascular disease | 448 | 335 | 1.34 |
| | | | | Cancer | 114 | 79 | 1.45 |
| | | | | Diabetes | 58 | 50 | 1.16 |
| | | | | Chronic respiratory disease | 66 | 146 | 0.45 |
| | | | | HIV/AIDS | 38 | 50 | 0.75 |
| | | | | Suicide | 3 | 7 | 0.38 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 587 [448-823] |
| | | | | Existence of 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 | | | 57.1 |
| | | | | Antenatal care coverage, at least four visits | | | 41.2 |
| Political leadership | | | | | | | |
| Year women received right to vote | | | 1956 | | | | |
| Years since any women received voting rights | | | 60 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

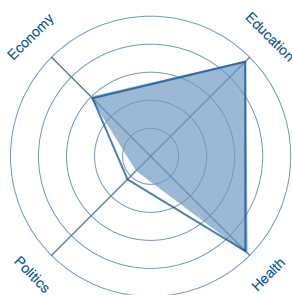
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Malta

rank **108**
out of 144 countries

score **0.664**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Malta score
— sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 418.67 |
| Population growth rate (%) | 0.20 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 75.66 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 108 | 0.595 | 91 | 0.510 |
| Educational attainment | 111 | 0.953 | 26 | 0.998 |
| Health and survival | 107 | 0.970 | 65 | 0.974 |
| Political empowerment | 82 | 0.140 | 48 | 0.126 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 115 | 0.627 | 0.665 |
| Wage equality for similar work (survey) | 49 | 0.682 | 0.622 |
| Estimated earned income (US\$, PPP) | 117 | 0.454 | 0.502 |
| Legislators, senior officials, and managers | 77 | 0.372 | 0.358 |
| Professional and technical workers | 85 | 0.851 | 0.862 |

Educational attainment

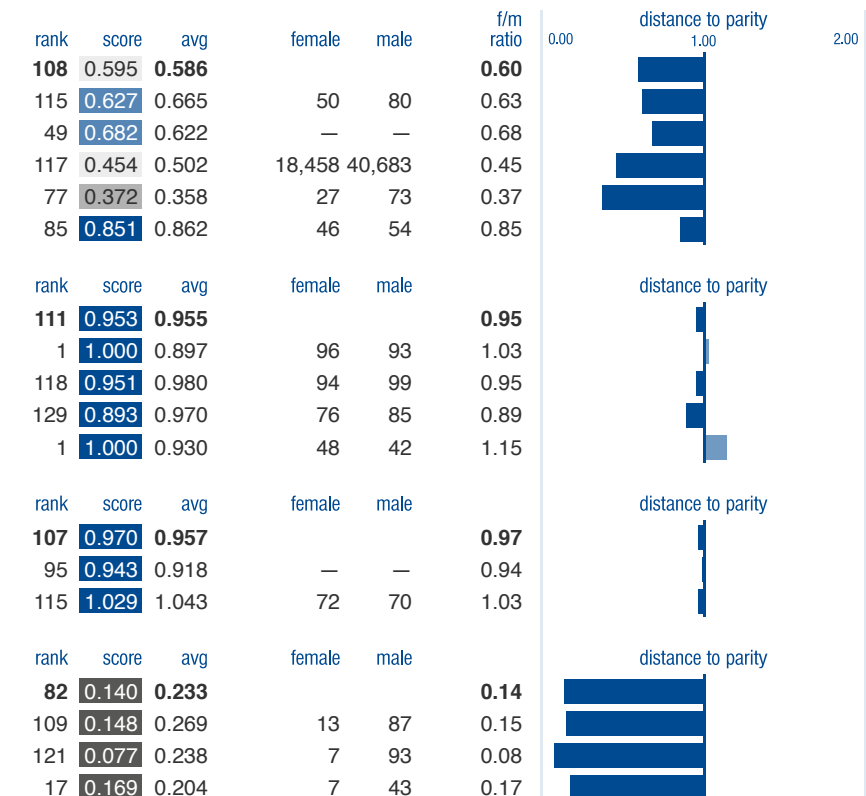
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 118 | 0.951 | 0.980 |
| Enrolment in secondary education | 129 | 0.893 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 115 | 1.029 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 109 | 0.148 | 0.269 |
| Women in ministerial positions | 121 | 0.077 | 0.238 |
| Years with female head of state (last 50) | 17 | 0.169 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.664 / 108

MLT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 28 | 30 | 0.92 |
| Youth not in employment or education | 10 | 10 | 1.02 | Proportion married by age 25 | 10 | 4 | 2.82 |
| Unemployed adults | 4 | 5 | 0.88 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 100 | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 79 | 86 | 0.92 | Potential support ratio | | | 3 |
| Workers employed part-time | 34 | 13 | 2.67 | Total dependency ratio | | | 51 |
| Contributing family workers | 0 | 0 | 1.46 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 5 | 12 | 0.42 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 1 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 82 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.65 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | — | gov | | | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | 25 | 75 | 0.34 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 96 | 97 | 0.99 | Out-of-school children of primary school age | 6 | 1 | 6.08 |
| Women's access to financial services | | | *— | Primary education attainment in adults | 98 | 99 | 0.99 |
| Inheritance rights for daughters | | | *— | Out-of-school youth of upper secondary school age | 25 | 16 | 1.53 |
| Women's access to land use, control and ownership | | | *— | Secondary education attainment in adults | 34 | 37 | 0.91 |
| Women's access to non-land assets use, control and ownership | | | *— | Tertiary education attainment in adults | 13 | 14 | 0.89 |
| | | | | PhD graduates | 0 | 0 | 0.27 |
| | | | | STEM graduates | 8 | 34 | 0.25 |
| | | | | Skill diversity | 0.255 | 0.209 | *1.22 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 75 | 78 | 0.97 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 125 | 184 | #0.68 |
| Political leadership | female | male | value | Cancer | 104 | 142 | #0.73 |
| Year women received right to vote | | | 1947 | Diabetes | 8 | 11 | #0.67 |
| Years since any women received voting rights | | | 69 | Chronic respiratory disease | 9 | 24 | #0.40 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 1 | 11 | #0.06 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †g [6-15] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 99.9 |
| | | | | Antenatal care coverage, at least four visits | | | — |

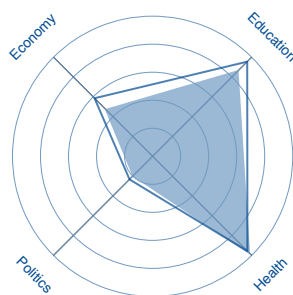
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Mauritania

rank **129**
out of 144 countries

score **0.624**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mauritania score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 4,067.56 |
| Population growth rate (%) | 2.34 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 42.33 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 128 | 0.469 | 93 | 0.499 |
| Educational attainment | 131 | 0.858 | 103 | 0.818 |
| Health and survival | 85 | 0.973 | 1 | 0.980 |
| Political empowerment | 59 | 0.195 | 106 | 0.037 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 128 | 0.469 | 0.586 | | | 0.47 |
| Labour force participation | 129 | 0.457 | 0.665 | 30 | 66 | 0.46 |
| Wage equality for similar work (survey) | 108 | 0.570 | 0.622 | — | — | 0.57 |
| Estimated earned income (US\$, PPP) | 127 | 0.339 | 0.502 | 1,973 | 5,826 | 0.34 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

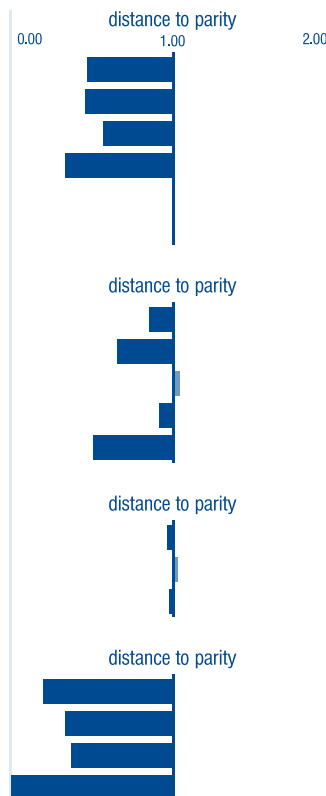
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------------|--------------|--------------|--------|------|-------------|
| Educational attainment | 131 | 0.858 | 0.955 | | | 0.86 |
| Literacy rate | 132 | 0.664 | 0.897 | 42 | 63 | 0.66 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 76 | 73 | 1.05 |
| Enrolment in secondary education | 124 | 0.921 | 0.970 | 22 | 24 | 0.92 |
| Enrolment in tertiary education | 129 | 0.503 | 0.930 | 4 | 7 | 0.50 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|----------------------------|-----------|--------------|--------------|--------|------|-------------|
| Health and survival | 85 | 0.973 | 0.957 | | | 0.97 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 96 | 1.038 | 1.043 | 55 | 53 | 1.04 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|------|-------------|
| Political empowerment | 59 | 0.195 | 0.233 | | | 0.20 |
| Women in parliament | 57 | 0.336 | 0.269 | 25 | 75 | 0.34 |
| Women in ministerial positions | 37 | 0.368 | 0.238 | 27 | 73 | 0.37 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.624 / 129

MRT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 22 | 29 | 0.74 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | — | — | — |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 32 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 18 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 76 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | †0.40 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 15.00 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 4.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 23 | 27 | 0.87 |
| Individuals with an account at a financial institution | 19 | 22 | 0.85 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | †0.50 | Out-of-school youth of upper secondary school age | 75 | 72 | 1.03 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 7 | 11 | 0.58 |
| | | | | Skill diversity | 0.466 | 0.406 | ×1.15 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 10 | 13 | 0.77 |
| | | | | Cardiovascular disease | 268 | 252 | #1.06 |
| | | | | Cancer | 68 | 67 | #1.01 |
| | | | | Diabetes | 45 | 33 | #1.35 |
| | | | | Chronic respiratory disease | 26 | 40 | #0.66 |
| | | | | HIV/AIDS | 26 | 18 | #1.46 |
| | | | | Suicide | 2 | 5 | #0.33 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †602 [399-984] |
| | | | | Existence of 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 | | | 65.1 |
| | | | | Antenatal care coverage, at least four visits | | | 48.4 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1961 | | | | |
| Years since any women received voting rights | | | 55 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | 50 | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | 14 | 86 | 0.17 | | | | |

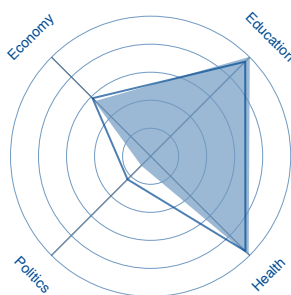
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Mauritius

rank **113**
out of 144 countries

score **0.652**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mauritius score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 11.51 |
| GDP per capita (constant '11 intl. \$, PPP) | 18,333 |
| Total population (thousands) | 1,273.21 |
| Population growth rate (%) | 0.28 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 66.53 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 121 | 0.550 |
| Educational attainment | 71 | 0.991 |
| Health and survival | 1 | 0.980 |
| Political empowerment | 116 | 0.087 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 113 | 0.652 | 88 | 0.633 |
| 121 | 0.550 | 95 | 0.483 |
| 71 | 0.991 | 65 | 0.983 |
| 1 | 0.980 | 1 | 0.980 |
| 116 | 0.087 | 73 | 0.085 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 111 | 0.636 | 0.665 |
| Wage equality for similar work (survey) | 84 | 0.625 | 0.622 |
| Estimated earned income (US\$, PPP) | 122 | 0.431 | 0.502 |
| Legislators, senior officials, and managers | 90 | 0.306 | 0.358 |
| Professional and technical workers | 94 | 0.738 | 0.862 |

Educational attainment

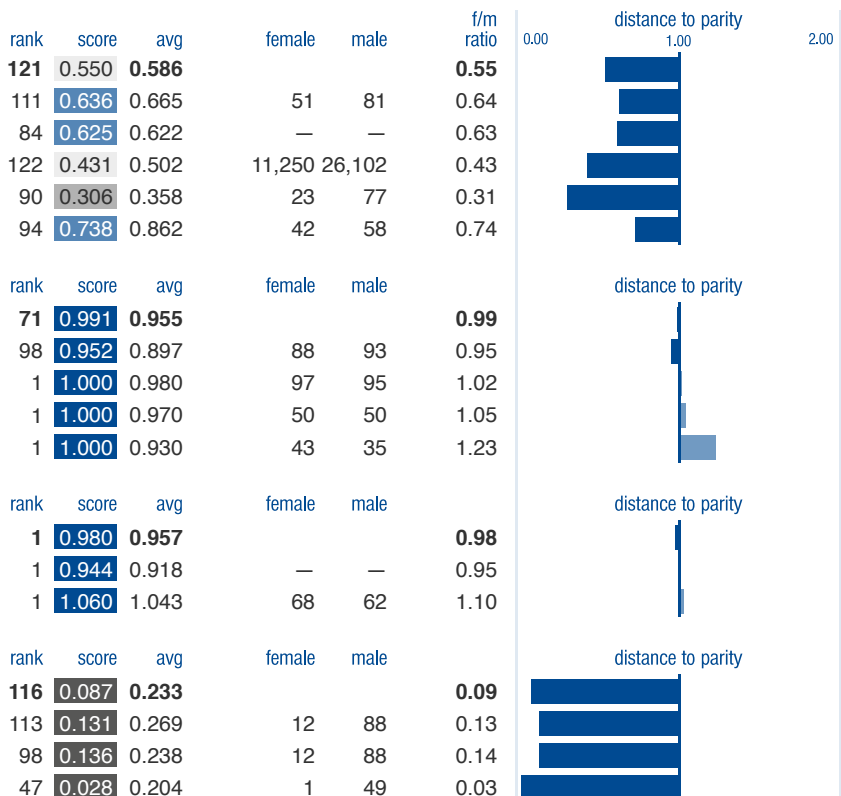
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 98 | 0.952 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 113 | 0.131 | 0.269 |
| Women in ministerial positions | 98 | 0.136 | 0.238 |
| Years with female head of state (last 50) | 47 | 0.028 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.652 / 113

MUS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 24 | 29 | 0.82 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 38 | 12 | 3.33 |
| Unemployed adults | 9 | 3 | 2.87 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 24 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 7 |
| Workers employed part-time | 32 | 23 | 1.40 | Total dependency ratio | | | 41 |
| Contributing family workers | 5 | 1 | 4.52 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 10 | 17 | 0.55 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 84 / | 5 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.62 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 16.90 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 30 | 70 | 0.42 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 2 | 4 | 0.53 |
| Individuals with an account at a financial institution | 80 | 85 | 0.95 | Primary education attainment in adults | 63 | 71 | 0.89 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 21 | 18 | 1.18 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 40 | 48 | 0.84 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 16 | 33 | 0.48 |
| | | | | Skill diversity | 0.293 | 0.215 | *1.36 |
| Access to technology | | | | | | | |
| Individuals using the internet | 46 | 55 | 0.84 | Health | | | |
| Individuals using a mobile phone | 77 | 83 | 0.92 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 157 | 269 | #0.58 |
| Political leadership | | | | Cancer | 72 | 99 | #0.73 |
| Year women received right to vote | | | 1956 | Diabetes | 144 | 202 | #0.71 |
| Years since any women received voting rights | | | 60 | Chronic respiratory disease | 23 | 57 | #0.41 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 1 | 9 | #0.10 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 3 | 13 | #0.22 |
| Quota for women on candidate lists in local elections | | | 33 | Maternal mortality ratio (per 100,000 births) | | | †53 [38-77] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

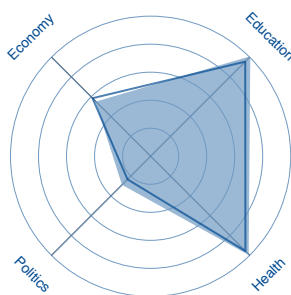
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Mexico

rank **66**
out of 144 countries

score **0.700**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mexico score
— sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 1,144.33 |
| GDP per capita (constant '11 intl. \$, PPP) | 16,502 |
| Total population (thousands) | 127,017.22 |
| Population growth rate (%) | 1.20 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 69.25 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 122 | score 0.544 |
| Educational attainment | rank 51 | score 0.996 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 34 | score 0.281 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 66 | 0.700 | 75 | 0.646 |
| 122 | 0.544 | 98 | 0.480 |
| 51 | 0.996 | 45 | 0.992 |
| 1 | 0.980 | 1 | 0.980 |
| 34 | 0.281 | 45 | 0.133 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 122 | 0.544 | 0.586 | | | 0.54 |
| Labour force participation | 120 | 0.585 | 0.665 | 48 | 83 | 0.59 |
| Wage equality for similar work (survey) | 128 | 0.507 | 0.622 | — | — | 0.51 |
| Estimated earned income (US\$, PPP) | 109 | 0.482 | 0.502 | 11,277 | 23,415 | 0.48 |
| Legislators, senior officials, and managers | 40 | 0.560 | 0.358 | 36 | 64 | 0.56 |
| Professional and technical workers | 98 | 0.663 | 0.862 | 40 | 60 | 0.66 |

Educational attainment

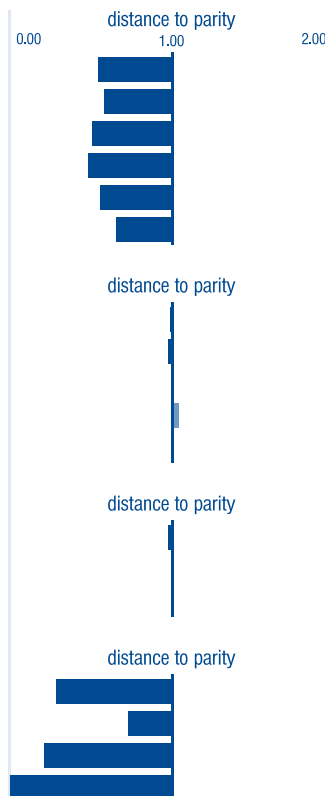
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|-----------|--------------|--------------|--------|------|-------------|
| Educational attainment | 51 | 0.996 | 0.955 | | | 1.00 |
| Literacy rate | 83 | 0.978 | 0.897 | 94 | 96 | 0.98 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 95 | 95 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 69 | 66 | 1.04 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 30 | 30 | 1.01 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|----------------------------|----------|--------------|--------------|--------|------|-------------|
| Health and survival | 1 | 0.980 | 0.957 | | | 0.98 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 69 | 65 | 1.06 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|------|-------------|
| Political empowerment | 34 | 0.281 | 0.233 | | | 0.28 |
| Women in parliament | 6 | 0.736 | 0.269 | 42 | 58 | 0.74 |
| Women in ministerial positions | 73 | 0.214 | 0.238 | 18 | 82 | 0.21 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.700 / 66

MEX

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 26 | 0.90 |
| Youth not in employment or education | 31 | 9 | 3.31 | Proportion married by age 25 | 50 | 36 | 1.40 |
| Unemployed adults | 3 | 3 | 0.98 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 77 | 23 | 3.35 | Average number of children per woman | | | 2 |
| Workers in informal employment | 59 | 50 | 1.16 | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | 74 | 89 | 0.84 | Potential support ratio | | | 10 |
| Workers employed part-time | 32 | 16 | 1.91 | Total dependency ratio | | | 52 |
| Contributing family workers | 8 | 4 | 2.03 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 23 | 22 | 1.01 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 607 | 580 | 1.05 | | | | |
| Proportion of unpaid work per day | 62 | 19 | 3.17 | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.49 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 25.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 14.60 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 3 | 0.63 |
| Individuals with an account at a financial institution | 39 | 39 | 1.01 | Primary education attainment in adults | 78 | 80 | 0.97 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 41 | 43 | 0.95 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 31 | 33 | 0.95 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 13 | 15 | 0.84 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.34 |
| | | | | STEM graduates | 16 | 39 | 0.41 |
| | | | | Skill diversity | 0.304 | 0.278 | *1.09 |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 55 | 61 | 0.90 | Malnutrition of children under age 5 | 1 | 2 | 0.78 |
| Individuals using a mobile phone | 61 | 63 | 0.97 | Cardiovascular disease | 130 | 170 | #0.77 |
| | | | | Cancer | 69 | 78 | #0.88 |
| | | | | Diabetes | 86 | 96 | #0.90 |
| Political leadership | female | male | value | Chronic respiratory disease | 28 | 43 | #0.65 |
| Year women received right to vote | | | 1947 | HIV/AIDS | 2 | 7 | #0.23 |
| Years since any women received voting rights | | | 69 | Suicide | 2 | 7 | #0.24 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †38 [34-42] |
| Quota for women on candidate lists in national elections | | | 50 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | 50 | Prevalence of gender violence in lifetime | | | 47 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | 33 | 67 | 0.49 | Births attended by skilled health personnel | | | 98.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |

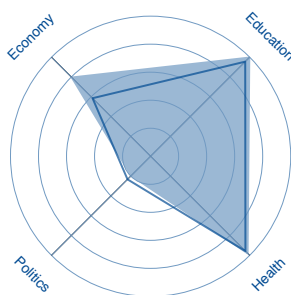
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Moldova

rank out of 144 countries **26**

score **0.741**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Moldova score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 6.55 |
| GDP per capita (constant '11 intl. \$, PPP) | 4,742 |
| Total population (thousands) | 4,068.90 |
| Population growth rate (%) | -0.24 |
| Population sex ratio (female/male) | 1.08 |
| Human capital optimization (%) | 69.67 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 15 | 0.795 | 2 | 0.760 |
| Educational attainment | 52 | 0.996 | 37 | 0.994 |
| Health and survival | 40 | 0.979 | 1 | 0.980 |
| Political empowerment | 58 | 0.196 | 50 | 0.117 |
| rank out of | 144 | | 115 | |

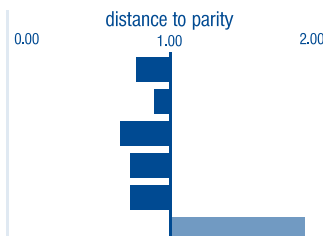
| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 26 | 0.741 | 17 | 0.713 |
| Economic participation and opportunity | 15 | 0.795 | 2 | 0.760 |
| Educational attainment | 52 | 0.996 | 37 | 0.994 |
| Health and survival | 40 | 0.979 | 1 | 0.980 |
| Political empowerment | 58 | 0.196 | 50 | 0.117 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|-------|------|
| Labour force participation | 30 | 0.901 | 0.665 | 44 | 49 | 0.90 |
| Wage equality for similar work (survey) | 46 | 0.691 | 0.622 | — | — | 0.69 |
| Estimated earned income (US\$, PPP) | 17 | 0.760 | 0.502 | 4,327 | 5,691 | 0.76 |
| Legislators, senior officials, and managers | 13 | 0.754 | 0.358 | 43 | 57 | 0.75 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 65 | 35 | 1.84 |

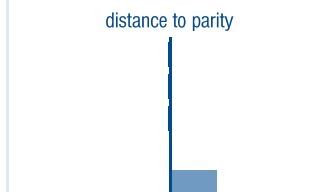
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 15 | 0.795 | 0.586 | | | 0.80 |



Educational attainment

| | | | | | | |
|----------------------------------|----|-------|-------|----|----|------|
| Literacy rate | 59 | 0.997 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 81 | 0.992 | 0.980 | 87 | 88 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 77 | 77 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 47 | 36 | 1.29 |

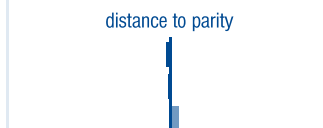
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 52 | 0.996 | 0.955 | | | 1.00 |



Health and survival

| | | | | | | |
|-------------------------|----|-------|-------|----|----|------|
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 59 | 1.12 |

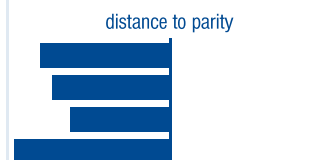
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |



Political empowerment

| | | | | | | |
|---|----|-------|-------|----|----|------|
| Women in parliament | 67 | 0.278 | 0.269 | 22 | 78 | 0.28 |
| Women in ministerial positions | 34 | 0.385 | 0.238 | 28 | 72 | 0.39 |
| Years with female head of state (last 50) | 44 | 0.032 | 0.204 | 2 | 48 | 0.03 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 58 | 0.196 | 0.233 | | | 0.20 |



0.00 0.40

distribution of countries by score

1.00



0.741 / 26

MDA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 22 | 26 | 0.85 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 62 | 28 | 2.22 |
| Unemployed adults | 3 | 5 | 0.64 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 48 | 52 | 0.93 | Average number of children per woman | | | 1 |
| Workers in informal employment | 8 | 20 | 0.40 | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | 58 | 69 | 0.84 | Potential support ratio | | | 7 |
| Workers employed part-time | 26 | 19 | 1.33 | Total dependency ratio | | | 35 |
| Contributing family workers | 5 | 2 | 2.43 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 23 | 37 | 0.63 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,039 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.63 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 47.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 25.70 | Government provides child allowance to parents | | | yes |
| R&D personnel | 52 | 48 | 1.06 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 10 | 10 | 1.01 |
| Individuals with an account at a financial institution | 19 | 16 | 1.16 | Primary education attainment in adults | 99 | 99 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 38 | 40 | 0.94 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 73 | 77 | 0.95 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 22 | 18 | 1.21 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.80 |
| | | | | STEM graduates | 15 | 42 | 0.35 |
| | | | | Skill diversity | 0.265 | 0.262 | *1.01 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | ... | ... | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| | | | | Chronic respiratory disease | — | — | #_ |
| Political leadership | female | male | value | HIV/AIDS | 1 | 2 | #0.59 |
| Year women received right to vote | | 1924, 1993 | | Suicide | — | — | #_ |
| Years since any women received voting rights | | | 92 | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Number of female heads of state to date | | | 2 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | 25 |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Voluntary political party quotas | | | no | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

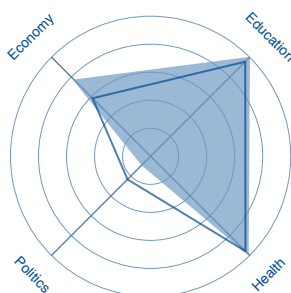
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Mongolia

rank **58**
out of 144 countries

score **0.705**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mongolia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 11.76 |
| GDP per capita (constant '11 intl. \$, PPP) | 11,471 |
| Total population (thousands) | 2,959.13 |
| Population growth rate (%) | 1.43 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 70.71 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 23 | score 0.766 |
| Educational attainment | rank 66 | score 0.993 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 119 | score 0.084 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 58 | 0.705 | 42 | 0.682 |
| 23 | 0.766 | 21 | 0.704 |
| 66 | 0.993 | 20 | 0.999 |
| 1 | 0.980 | 1 | 0.980 |
| 119 | 0.084 | 101 | 0.046 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 58 | score 0.835 | avg 0.665 |
| Wage equality for similar work (survey) | rank 28 | score 0.741 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 25 | score 0.713 | avg 0.502 |
| Legislators, senior officials, and managers | rank 31 | score 0.614 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 23 | 0.766 | 0.586 | | | 0.77 |
| 58 | 0.835 | 0.665 | 59 | 71 | 0.84 |
| 28 | 0.741 | 0.622 | — | — | 0.74 |
| 25 | 0.713 | 0.502 | 9,960 | 13,972 | 0.71 |
| 31 | 0.614 | 0.358 | 38 | 62 | 0.61 |
| 1 | 1.000 | 0.862 | 63 | 37 | 1.70 |

Educational attainment

| | | | |
|----------------------------------|----------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 102 | score 0.984 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 66 | 0.993 | 0.955 | | | 0.99 |
| 1 | 1.000 | 0.897 | 99 | 98 | 1.00 |
| 102 | 0.984 | 0.980 | 94 | 96 | 0.98 |
| 1 | 1.000 | 0.970 | 88 | 85 | 1.03 |
| 1 | 1.000 | 0.930 | 76 | 53 | 1.44 |

Health and survival

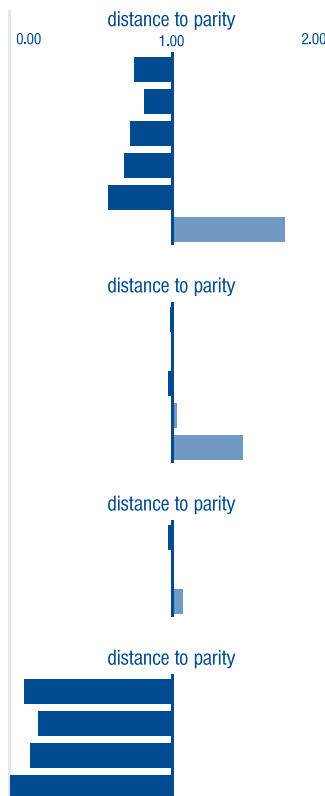
| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 1 | 1.060 | 1.043 | 64 | 57 | 1.12 |

Political empowerment

| | | | |
|---|----------|-------------|-----------|
| Women in parliament | rank 102 | score 0.169 | avg 0.269 |
| Women in ministerial positions | rank 103 | score 0.125 | avg 0.238 |
| Years with female head of state (last 50) | rank 63 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 119 | 0.084 | 0.233 | | | 0.08 |
| 102 | 0.169 | 0.269 | 14 | 86 | 0.17 |
| 103 | 0.125 | 0.238 | 11 | 89 | 0.13 |
| 63 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.705 / 58

MNG

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 25 | 0.95 |
| Youth not in employment or education | 1 | 2 | 0.90 | Proportion married by age 25 | 49 | 34 | 1.41 |
| Unemployed adults | 7 | 6 | 1.07 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | 21 | 28 | 0.74 | Women with unmet demand for family planning | | | 22 |
| Labour force participation among those with advanced degrees | 71 | 81 | 0.89 | Potential support ratio | | | 17 |
| Workers employed part-time | 16 | 11 | 1.44 | Total dependency ratio | | | 48 |
| Contributing family workers | 3 | 1 | 3.80 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 19 | 23 | 0.81 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 120 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.72 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 37.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 35.60 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 5 | 4 | 1.33 |
| Individuals with an account at a financial institution | 93 | 90 | 1.03 | Primary education attainment in adults | 96 | 95 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 7 | 16 | 0.44 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 71 | 64 | 1.12 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 27 | 20 | 1.31 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.66 |
| | | | | STEM graduates | 12 | 32 | 0.38 |
| | | | | Skill diversity | 0.244 | 0.216 | *1.13 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 2 | 1.33 |
| | | | | Cardiovascular disease | 483 | 723 | #0.67 |
| | | | | Cancer | 155 | 244 | #0.63 |
| | | | | Diabetes | 5 | 9 | #0.56 |
| | | | | Chronic respiratory disease | 32 | 60 | #0.53 |
| | | | | HIV/AIDS | 1 | 1 | #1.00 |
| | | | | Suicide | 4 | 16 | #0.23 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †44 [35-55] |
| | | | | Existence of 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 | | | 98.9 |
| | | | | Antenatal care coverage, at least four visits | | | 89.6 |

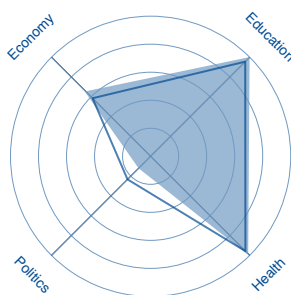
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Montenegro

rank **89**
out of 144 countries

score **0.681**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Montenegro score
sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 3.99 |
| GDP per capita (constant '11 intl. \$, PPP) | 15,010 |
| Total population (thousands) | 625.78 |
| Population growth rate (%) | 0.00 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 88 | score 0.647 |
| Educational attainment | rank 79 | score 0.989 |
| Health and survival | rank 60 | score 0.975 |
| Political empowerment | rank 93 | score 0.114 |
| rank out of | 144 | |

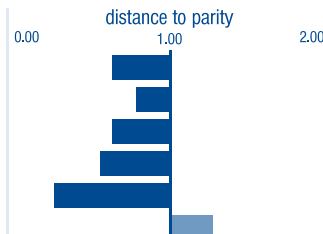
| | 2016 | 2014 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 89 | 0.681 | 74 | 0.693 |
| 88 | 0.647 | 49 | 0.711 |
| 79 | 0.989 | 55 | 0.995 |
| 60 | 0.975 | 129 | 0.964 |
| 93 | 0.114 | 104 | 0.103 |
| 144 | | 142 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 88 | 0.647 | 0.586 |
| Labour force participation | 75 | 0.792 | 0.665 |
| Wage equality for similar work (survey) | 74 | 0.642 | 0.622 |
| Estimated earned income (US\$, PPP) | 86 | 0.573 | 0.502 |
| Legislators, senior officials, and managers | 96 | 0.284 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

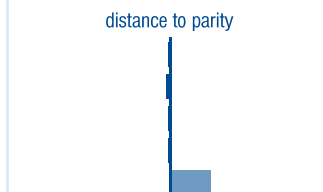
| | female | male | f/m ratio |
|---|--------|--------|-------------|
| Economic participation and opportunity | | | 0.65 |
| Labour force participation | 51 | 65 | 0.79 |
| Wage equality for similar work (survey) | — | — | 0.64 |
| Estimated earned income (US\$, PPP) | 10,998 | 19,208 | 0.57 |
| Legislators, senior officials, and managers | 22 | 78 | 0.28 |
| Professional and technical workers | 56 | 44 | 1.26 |



Educational attainment

| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 79 | 0.989 | 0.955 |
| Literacy rate | 75 | 0.986 | 0.897 |
| Enrolment in primary education | 94 | 0.988 | 0.980 |
| Enrolment in secondary education | 102 | 0.988 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

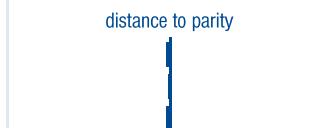
| | female | male | f/m ratio |
|----------------------------------|--------|------|-------------|
| Educational attainment | | | 0.99 |
| Literacy rate | 98 | 99 | 0.99 |
| Enrolment in primary education | 92 | 93 | 0.99 |
| Enrolment in secondary education | 48 | 52 | 0.99 |
| Enrolment in tertiary education | 62 | 49 | 1.26 |



Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 60 | 0.975 | 0.957 |
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 76 | 1.047 | 1.043 |

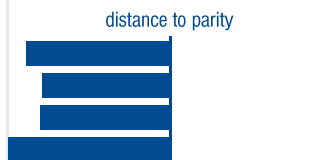
| | female | male | f/m ratio |
|----------------------------|--------|------|-------------|
| Health and survival | | | 0.98 |
| Sex ratio at birth | — | — | 0.94 |
| Healthy life expectancy | 67 | 64 | 1.05 |



Political empowerment

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Political empowerment | 93 | 0.114 | 0.233 |
| Women in parliament | 88 | 0.209 | 0.269 |
| Women in ministerial positions | 76 | 0.200 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | female | male | f/m ratio |
|---|--------|------|-------------|
| Political empowerment | | | 0.11 |
| Women in parliament | 17 | 83 | 0.21 |
| Women in ministerial positions | 17 | 83 | 0.20 |
| Years with female head of state (last 50) | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.681 / 89

MNE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 30 | 0.89 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 23 | 6 | 4.11 |
| Unemployed adults | 19 | 18 | 1.03 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 76 | 1.04 | Potential support ratio | | | 5 |
| Workers employed part-time | 12 | 6 | 1.98 | Total dependency ratio | | | 48 |
| Contributing family workers | 3 | 2 | 1.80 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 6 | 12 | 0.51 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 365 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 45 / | — | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.60 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 23.90 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 19.30 | Government provides child allowance to parents | | | yes |
| R&D personnel | 55 | 45 | 1.24 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 7 | 6 | 1.18 |
| Individuals with an account at a financial institution | 58 | 62 | 0.94 | Primary education attainment in adults | 96 | 99 | 0.97 |
| Women's access to financial services | | | *— | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *— | Secondary education attainment in adults | 65 | 80 | 0.81 |
| Women's access to land use, control and ownership | | | *— | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *— | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | x— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 3 | 0.77 |
| | | | | Cardiovascular disease | 330 | 406 | #0.81 |
| Political leadership | female | male | value | Cancer | 117 | 191 | #0.62 |
| Year women received right to vote | | | 1946 | Diabetes | 12 | 12 | #1.04 |
| Years since any women received voting rights | | | 70 | Chronic respiratory disease | 2 | 6 | #0.33 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #— |
| Quota for women on candidate lists in national elections | | | 30 | Suicide | 6 | 25 | #0.26 |
| Quota for women on candidate lists in local elections | | | 30 | Maternal mortality ratio (per 100,000 births) | | | †7 [4-12] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99 |
| | | | | Antenatal care coverage, at least four visits | | | 86.6 |

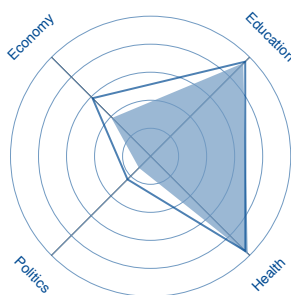
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Morocco

rank **137**
out of 144 countries

score **0.597**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Morocco score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 100.36 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,361 |
| Total population (thousands) | 34,377.51 |
| Population growth rate (%) | 1.17 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 59.65 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 139 | 0.380 |
| Educational attainment | 122 | 0.925 |
| Health and survival | 93 | 0.971 |
| Political empowerment | 98 | 0.110 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|------------|--------------|
| rank | score | rank | score |
| 137 | 0.597 | 107 | 0.583 |
| 139 | 0.380 | 102 | 0.461 |
| 122 | 0.925 | 99 | 0.848 |
| 93 | 0.971 | 90 | 0.968 |
| 98 | 0.110 | 92 | 0.053 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 137 | 0.339 | 0.665 |
| Wage equality for similar work (survey) | 123 | 0.535 | 0.622 |
| Estimated earned income (US\$, PPP) | 134 | 0.263 | 0.502 |
| Legislators, senior officials, and managers | 111 | 0.147 | 0.358 |
| Professional and technical workers | 106 | 0.554 | 0.862 |

Educational attainment

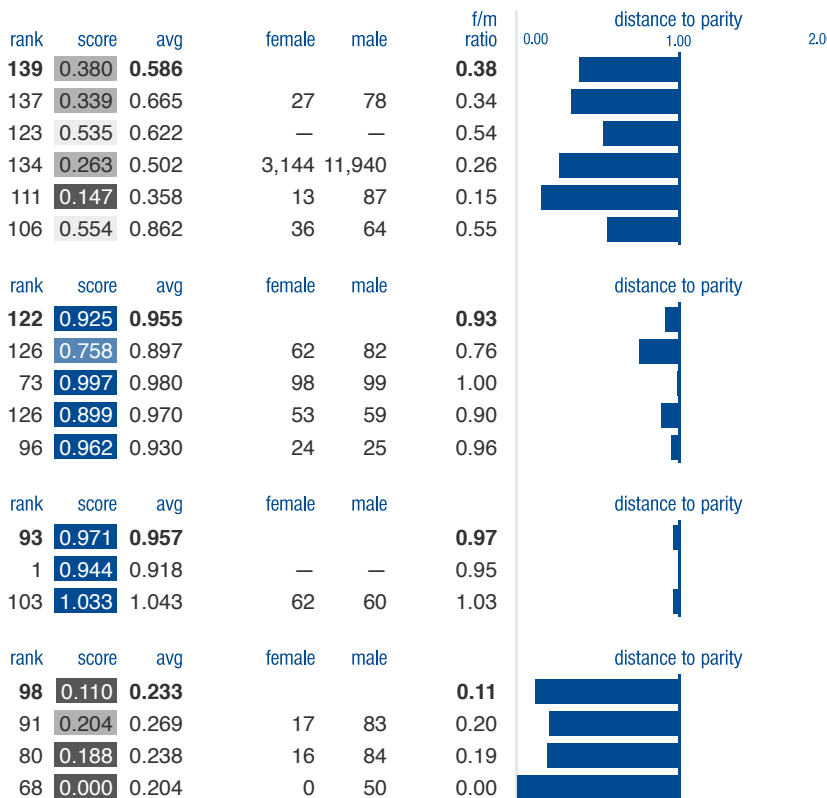
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 126 | 0.758 | 0.897 |
| Enrolment in primary education | 73 | 0.997 | 0.980 |
| Enrolment in secondary education | 126 | 0.899 | 0.970 |
| Enrolment in tertiary education | 96 | 0.962 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 103 | 1.033 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 91 | 0.204 | 0.269 |
| Women in ministerial positions | 80 | 0.188 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.597 / 137

MAR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|---------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 31 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 41 | 7 | 6.31 |
| Unemployed adults | 8 | 6 | 1.24 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 11 |
| Workers employed part-time | 38 | 8 | 4.81 | Total dependency ratio | | | 50 |
| Contributing family workers | 47 | 12 | 3.80 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 16 | 34 | 0.49 | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 3 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 67 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.53 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 31.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 4.30 | Government provides child allowance to parents | | | yes |
| R&D personnel | 31 | 69 | 0.45 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 1 | 1.24 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 48 | 36 | 1.33 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 28 | 41 | 0.70 |
| | | | | Skill diversity | 0.237 | 0.185 | *1.28 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 51 | 63 | 0.82 | Health | female | male | value |
| Individuals using a mobile phone | 76 | 86 | 0.88 | Malnutrition of children under age 5 | 2 | 3 | 0.64 |
| | | | | Cardiovascular disease | 314 | 347 | #0.90 |
| | | | | Cancer | 78 | 123 | #0.63 |
| | | | | Diabetes | 122 | 106 | #1.15 |
| | | | | Chronic respiratory disease | 30 | 62 | #0.48 |
| | | | | HIV/AIDS | 2 | 5 | #0.49 |
| | | | | Suicide | 1 | 10 | #0.12 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †121 [93-142] |
| | | | | Existence of 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 | | | 73.6 |
| | | | | Antenatal care coverage, at least four visits | | | 55.3 |

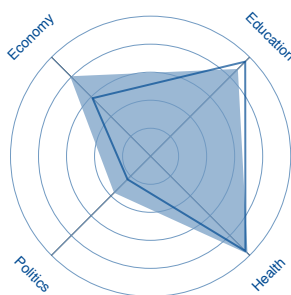
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Mozambique

rank out of 144 countries **21**

score **0.750**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Mozambique score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 14.69 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,116 |
| Total population (thousands) | 27,977.86 |
| Population growth rate (%) | 2.68 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 53.64 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 13 | 0.798 |
| Educational attainment | 129 | 0.871 |
| Health and survival | 113 | 0.968 |
| Political empowerment | 21 | 0.361 |
| rank out of | 144 | |

| | 2016 | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 21 | 0.750 | 43 | 0.688 |
| 13 | 0.798 | 1 | 0.797 |
| 129 | 0.871 | 120 | 0.752 |
| 113 | 0.968 | 57 | 0.978 |
| 21 | 0.361 | 22 | 0.226 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 1 | 1.000 | 0.665 |
| Wage equality for similar work (survey) | 81 | 0.629 | 0.622 |
| Estimated earned income (US\$, PPP) | 5 | 0.853 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 13 | 0.798 | 0.586 | | | 0.80 |
| 1 | 1.000 | 0.665 | 84 | 75 | 1.11 |
| 81 | 0.629 | 0.622 | — | — | 0.63 |
| 5 | 0.853 | 0.502 | 1,042 | 1,221 | 0.85 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 136 | 0.620 | 0.897 |
| Enrolment in primary education | 116 | 0.953 | 0.980 |
| Enrolment in secondary education | 94 | 0.997 | 0.970 |
| Enrolment in tertiary education | 118 | 0.712 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 129 | 0.871 | 0.955 | | | 0.87 |
| 136 | 0.620 | 0.897 | 46 | 73 | 0.62 |
| 116 | 0.953 | 0.980 | 85 | 90 | 0.95 |
| 94 | 0.997 | 0.970 | 18 | 18 | 1.00 |
| 118 | 0.712 | 0.930 | 5 | 7 | 0.71 |

Health and survival

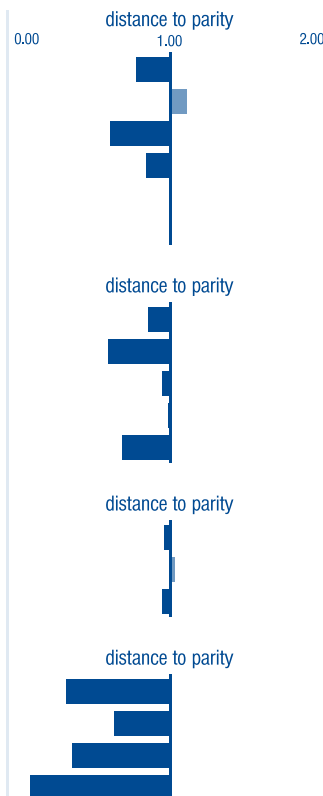
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 122 | 1.022 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 113 | 0.968 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.98 |
| 122 | 1.022 | 1.043 | 47 | 46 | 1.02 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 15 | 0.656 | 0.269 |
| Women in ministerial positions | 30 | 0.400 | 0.238 |
| Years with female head of state (last 50) | 21 | 0.134 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 21 | 0.361 | 0.233 | | | 0.36 |
| 15 | 0.656 | 0.269 | 40 | 60 | 0.66 |
| 30 | 0.400 | 0.238 | 29 | 71 | 0.40 |
| 21 | 0.134 | 0.204 | 6 | 44 | 0.13 |



0.00 0.40

distribution of countries by score

1.00



0.750 / 21

MOZ

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 19 | 24 | 0.82 |
| Youth not in employment or education | 12 | 7 | 1.69 | Proportion married by age 25 | 85 | 51 | 1.66 |
| Unemployed adults | 18 | 11 | 1.62 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 29 |
| Labour force participation among those with advanced degrees | 76 | 72 | 1.06 | Potential support ratio | | | 15 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 95 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 60 / | 1 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.60 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 24.40 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | 34 | 66 | 0.51 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 15 | 10 | 1.41 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 17 | 28 | 0.60 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 75 | 68 | 1.11 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 4 | 7 | 0.60 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 5 | 11 | 0.47 |
| | | | | Skill diversity | 0.373 | 0.277 | *1.35 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 6 | 7 | 0.82 |
| | | | | Cardiovascular disease | 204 | 225 | #0.91 |
| | | | | Cancer | 108 | 85 | #1.27 |
| | | | | Diabetes | 28 | 40 | #0.71 |
| | | | | Chronic respiratory disease | 43 | 46 | #0.94 |
| | | | | HIV/AIDS | 505 | 426 | #1.19 |
| | | | | Suicide | 21 | 34 | #0.62 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †489 [360-686] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 32 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 54.3 |
| | | | | Antenatal care coverage, at least four visits | | | 50.6 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1975 | | | | |
| Years since any women received voting rights | | | 41 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

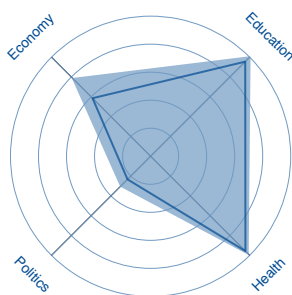
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Namibia

rank **14**
out of 144 countries

score **0.765**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Namibia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 11.55 |
| GDP per capita (constant '11 intl. \$, PPP) | 9,801 |
| Total population (thousands) | 2,458.83 |
| Population growth rate (%) | 2.10 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 57.90 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 20 | score 0.781 |
| Educational attainment | rank 35 | score 0.999 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 31 | score 0.299 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 14 | 0.765 | 38 | 0.686 |
| 20 | 0.781 | 57 | 0.614 |
| 35 | 0.999 | 43 | 0.993 |
| 1 | 0.980 | 93 | 0.967 |
| 31 | 0.299 | 29 | 0.172 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 36 | 0.892 | 0.665 | 57 | 64 | 0.89 |
| Wage equality for similar work (survey) | 64 | 0.653 | 0.622 | — | — | 0.65 |
| Estimated earned income (US\$, PPP) | 16 | 0.761 | 0.502 | 8,638 | 11,345 | 0.76 |
| Legislators, senior officials, and managers | 14 | 0.747 | 0.358 | 43 | 57 | 0.75 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 56 | 44 | 1.28 |

Educational attainment

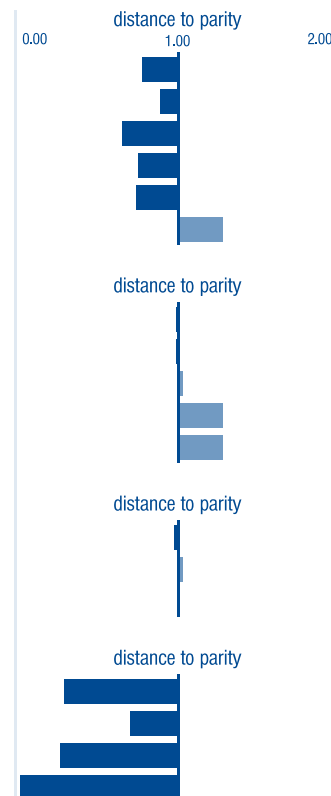
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 61 | 0.996 | 0.897 | 91 | 91 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 91 | 88 | 1.03 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 57 | 45 | 1.28 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 10 | 8 | 1.28 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 60 | 56 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 10 | 0.705 | 0.269 | 41 | 59 | 0.71 |
| Women in ministerial positions | 56 | 0.278 | 0.238 | 22 | 78 | 0.28 |
| Years with female head of state (last 50) | 48 | 0.026 | 0.204 | 1 | 49 | 0.03 |



0.00 0.40

distribution of countries by score

1.00



0.765 / 14

NAM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 33 | 0.90 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 19 | 7 | 2.80 |
| Unemployed adults | 26 | 20 | 1.31 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | 47 | 41 | 1.14 | Women with unmet demand for family planning | | | 21 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 17 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 67 |
| Contributing family workers | 5 | 4 | 1.45 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 2 | 4 | 0.56 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 84 / | — | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.63 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 41.00 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 27.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 8 | 11 | 0.72 |
| Individuals with an account at a financial institution | 56 | 60 | 0.93 | Primary education attainment in adults | 49 | 51 | 0.98 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 41 | 37 | 1.12 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 16 | 19 | 0.86 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 2 | 4 | 0.44 |
| | | | | Skill diversity | 0.353 | 0.373 | *0.95 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 9 | 0.58 |
| | | | | Cardiovascular disease | 318 | 280 | #1.14 |
| | | | | Cancer | 50 | 81 | #0.62 |
| | | | | Diabetes | 67 | 45 | #1.49 |
| | | | | Chronic respiratory disease | 49 | 84 | #0.59 |
| | | | | HIV/AIDS | 138 | 251 | #0.55 |
| | | | | Suicide | 1 | 4 | #0.32 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †265 [172-423] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 36 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 88.2 |
| | | | | Antenatal care coverage, at least four visits | | | 62.5 |
| | | | | | | | |

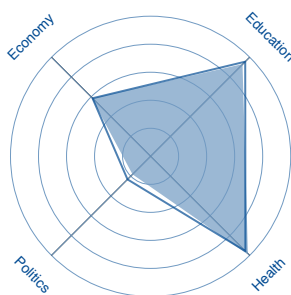
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Nepal

rank **110**
out of 144 countries

score **0.661**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



■ Nepal score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 20.88 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,313 |
| Total population (thousands) | 28,513.70 |
| Population growth rate (%) | 1.14 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 57.35 |

Global Gender Gap Index

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 115 | 0.578 | 100 | 0.465 |
| Educational attainment | 123 | 0.918 | 109 | 0.734 |
| Health and survival | 92 | 0.972 | 111 | 0.953 |
| Political empowerment | 68 | 0.175 | 102 | 0.039 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 16 | 0.938 | 0.665 | 83 | 89 | 0.94 |
| Wage equality for similar work (survey) | 96 | 0.591 | 0.622 | — | — | 0.59 |
| Estimated earned income (US\$, PPP) | 90 | 0.555 | 0.502 | 1,710 | 3,080 | 0.56 |
| Legislators, senior officials, and managers | 99 | 0.224 | 0.358 | 18 | 82 | 0.22 |
| Professional and technical workers | 114 | 0.429 | 0.862 | 30 | 70 | 0.43 |

Educational attainment

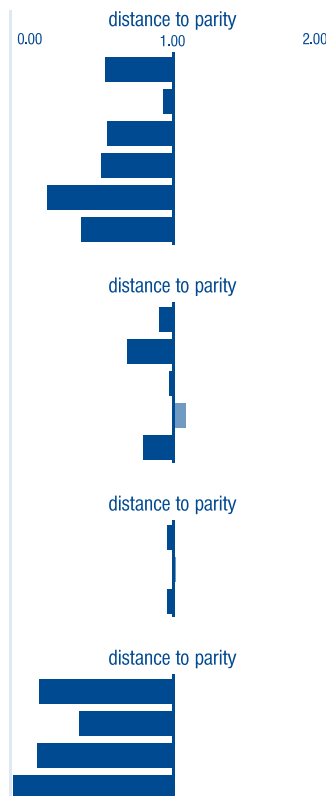
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 129 | 0.722 | 0.897 | 55 | 76 | 0.72 |
| Enrolment in primary education | 101 | 0.984 | 0.980 | 96 | 98 | 0.98 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 63 | 58 | 1.08 |
| Enrolment in tertiary education | 108 | 0.821 | 0.930 | 15 | 19 | 0.82 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.96 |
| Healthy life expectancy | 102 | 1.034 | 1.043 | 60 | 58 | 1.03 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 42 | 0.420 | 0.269 | 30 | 70 | 0.42 |
| Women in ministerial positions | 89 | 0.158 | 0.238 | 14 | 86 | 0.16 |
| Years with female head of state (last 50) | 53 | 0.014 | 0.204 | 1 | 49 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.661 / 110

NPL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 23 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 77 | 45 | 1.73 |
| Unemployed adults | 2 | 2 | 0.98 | Mean age of women at birth of their first child | | | 25 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 28 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 11 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 62 |
| Contributing family workers | 13 | 6 | 2.25 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 71 | 57 | 1.25 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 52 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.53 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 21.80 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 17.20 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 2 | 1.70 |
| Individuals with an account at a financial institution | 31 | 37 | 0.85 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 42 | 48 | 0.86 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 10 | 12 | 0.81 |
| | | | | Cardiovascular disease | 252 | 289 | #0.88 |
| | | | | Cancer | 75 | 78 | #0.97 |
| | | | | Diabetes | 31 | 35 | #0.87 |
| | | | | Chronic respiratory disease | 136 | 172 | #0.79 |
| | | | | HIV/AIDS | 10 | 27 | #0.37 |
| | | | | Suicide | 20 | 30 | #0.66 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †258 [176-425] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 28 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 48.2 |
| | | | | Antenatal care coverage, at least four visits | | | 59.5 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1951 | | | | |
| Years since any women received voting rights | | | 65 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | 33 | | | | |
| Quota for women on candidate lists in local elections | | | 40 | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

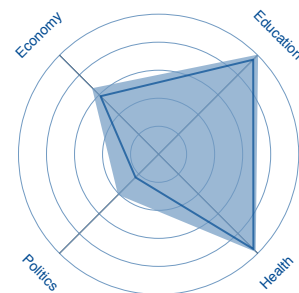
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Netherlands

rank 16 out of 144 countries

score 0.756
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Netherlands score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 752.55 |
| GDP per capita (constant '11 intl. \$, PPP) | 46,374 |
| Total population (thousands) | 16,924.93 |
| Population growth rate (%) | 0.31 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 82.18 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 76 | score 0.659 |
| Educational attainment | rank 60 | score 0.994 |
| Health and survival | rank 103 | score 0.970 |
| Political empowerment | rank 14 | score 0.401 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 16 | 0.756 | 12 | 0.725 |
| 76 | 0.659 | 51 | 0.635 |
| 60 | 0.994 | 73 | 0.972 |
| 103 | 0.970 | 67 | 0.974 |
| 14 | 0.401 | 10 | 0.319 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 46 | 0.874 | 0.665 |
| Wage equality for similar work (survey) | 48 | 0.683 | 0.622 |
| Estimated earned income (US\$, PPP) | 111 | 0.478 | 0.502 |
| Legislators, senior officials, and managers | 81 | 0.352 | 0.358 |
| Professional and technical workers | 74 | 0.950 | 0.862 |

Educational attainment

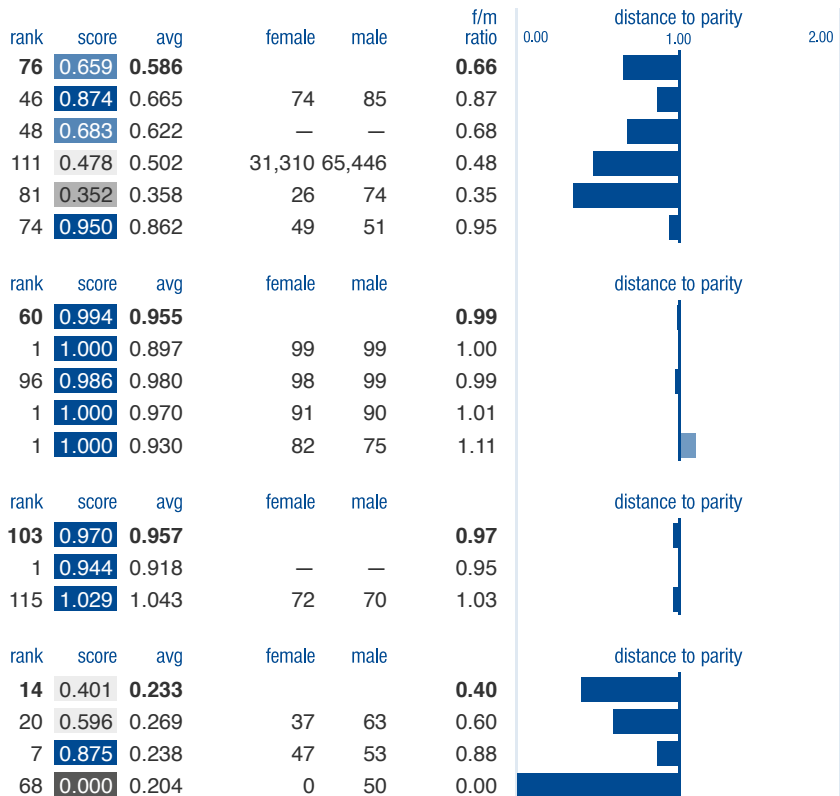
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 96 | 0.986 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 115 | 1.029 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 20 | 0.596 | 0.269 |
| Women in ministerial positions | 7 | 0.875 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.756 / 16

NLD

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.91 |
| Youth not in employment or education | 5 | 5 | 1.09 | Proportion married by age 25 | 27 | 13 | 2.13 |
| Unemployed adults | 6 | 7 | 0.88 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 82 | 80 | 1.01 | Potential support ratio | | | 4 |
| Workers employed part-time | 64 | 30 | 2.13 | Total dependency ratio | | | 53 |
| Contributing family workers | 1 | 0 | 2.85 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 10 | 14 | 0.73 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 460 | 487 | 0.94 | | | | |
| Proportion of unpaid work per day | 55 | 27 | 2.03 | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 112 / | 2 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.75 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 24 | 76 | 0.32 | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 28 | 72 | 0.40 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 1 | 3.50 |
| Individuals with an account at a financial institution | 99 | 99 | 1.00 | Primary education attainment in adults | 98 | 99 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 3 | 3 | 1.07 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 65 | 74 | 0.89 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 26 | 31 | 0.84 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.36 |
| | | | | STEM graduates | 6 | 26 | 0.23 |
| | | | | Skill diversity | 0.239 | 0.238 | *1.00 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 94 | 93 | 1.01 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 3 | 0.66 |
| | | | | Cardiovascular disease | 85 | 129 | #0.66 |
| | | | | Cancer | 124 | 178 | #0.70 |
| | | | | Diabetes | 7 | 9 | #0.73 |
| | | | | Chronic respiratory disease | 18 | 30 | #0.60 |
| | | | | HIV/AIDS | 0 | 1 | #0.20 |
| | | | | Suicide | 5 | 12 | #0.41 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †7 [5-9] |
| | | | | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 25 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

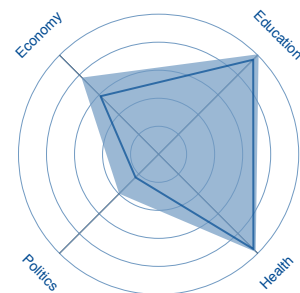
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

New Zealand

rank **9**
out of 144 countries

score **0.781**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— New Zealand score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 173.75 |
| GDP per capita (constant '11 intl. \$, PPP) | 34,762 |
| Total population (thousands) | 4,528.53 |
| Population growth rate (%) | 0.87 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 82.79 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 24 | score 0.765 |
| Educational attainment | rank 40 | score 0.999 |
| Health and survival | rank 104 | score 0.970 |
| Political empowerment | rank 16 | score 0.390 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 9 | 0.781 | 7 | 0.751 |
| 24 | 0.765 | 14 | 0.714 |
| 40 | 0.999 | 17 | 0.999 |
| 104 | 0.970 | 69 | 0.973 |
| 16 | 0.390 | 11 | 0.317 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 40 | score 0.885 | avg 0.665 |
| Wage equality for similar work (survey) | rank 23 | score 0.754 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 66 | score 0.609 | avg 0.502 |
| Legislators, senior officials, and managers | rank 21 | score 0.665 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 24 | 0.765 | 0.586 | | | 0.77 |
| 40 | 0.885 | 0.665 | 74 | 83 | 0.89 |
| 23 | 0.754 | 0.622 | — | — | 0.75 |
| 66 | 0.609 | 0.502 | 28,674 | 47,100 | 0.61 |
| 21 | 0.665 | 0.358 | 40 | 60 | 0.67 |
| 1 | 1.000 | 0.862 | 55 | 45 | 1.25 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 71 | score 0.997 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.999 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 71 | 0.997 | 0.980 | 98 | 99 | 1.00 |
| 1 | 1.000 | 0.970 | 97 | 96 | 1.02 |
| 1 | 1.000 | 0.930 | 94 | 68 | 1.38 |

Health and survival

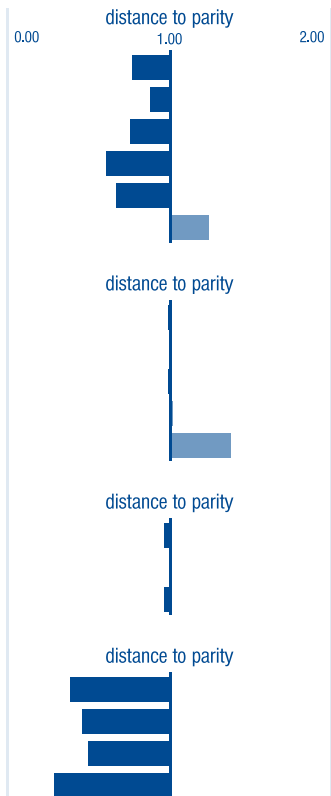
| | | | |
|-------------------------|----------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 117 | score 1.028 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 104 | 0.970 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 117 | 1.028 | 1.043 | 73 | 71 | 1.03 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 36 | score 0.458 | avg 0.269 |
| Women in ministerial positions | rank 20 | score 0.500 | avg 0.238 |
| Years with female head of state (last 50) | rank 12 | score 0.281 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 16 | 0.390 | 0.233 | | | 0.39 |
| 36 | 0.458 | 0.269 | 31 | 69 | 0.46 |
| 20 | 0.500 | 0.238 | 33 | 67 | 0.50 |
| 12 | 0.281 | 0.204 | 11 | 39 | 0.28 |



0.00 0.40

distribution of countries by score

1.00



0.781 / 9

NZL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 31 | 32 | 0.95 |
| Youth not in employment or education | 15 | 9 | 1.68 | Proportion married by age 25 | 10 | 5 | 1.97 |
| Unemployed adults | 5 | 3 | 1.39 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 76 | 74 | 1.02 | Potential support ratio | | | 4 |
| Workers employed part-time | 42 | 20 | 2.06 | Total dependency ratio | | | 54 |
| Contributing family workers | 1 | 1 | 1.48 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 8 | 12 | 0.64 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 469 | 479 | 0.98 | | | | |
| Proportion of unpaid work per day | 56 | 29 | 1.91 | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 112 / | 0 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 47 / | — | |
| Ability of women to rise to positions of leadership | | | *0.79 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 2 | 1 | 1.20 |
| Individuals with an account at a financial institution | 99 | 100 | 0.99 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 2 | 5 | 0.46 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 67 | 72 | 0.93 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 27 | 25 | 1.10 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.28 |
| | | | | STEM graduates | 11 | 30 | 0.37 |
| | | | | Skill diversity | 0.193 | 0.194 | *0.99 |
| Access to technology | | | | | | | |
| Individuals using the internet | 82 | 81 | 1.01 | Health | | | |
| Individuals using a mobile phone | 86 | 84 | 1.01 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 86 | 122 | #0.71 |
| Political leadership | | | | Cancer | 101 | 128 | #0.79 |
| Year women received right to vote | | | 1893 | Diabetes | 8 | 13 | #0.62 |
| Years since any women received voting rights | | | 123 | Chronic respiratory disease | 21 | 28 | #0.77 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 0 | 0 | #0.50 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 14 | #0.35 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †11 [9-14] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 33 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 96.6 |
| | | | | Antenatal care coverage, at least four visits | | | — |

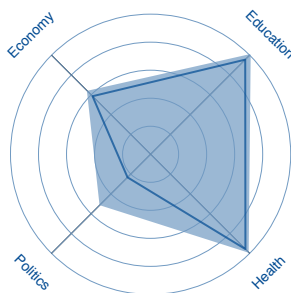
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Nicaragua

rank **10**
out of 144 countries

score **0.780**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Nicaragua score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 12.69 |
| GDP per capita (constant '11 intl. \$, PPP) | 4,884 |
| Total population (thousands) | 6,082.03 |
| Population growth rate (%) | 1.08 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 60.60 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 92 | 0.632 | 101 | 0.463 |
| Educational attainment | 1 | 1.000 | 40 | 0.994 |
| Health and survival | 1 | 0.980 | 50 | 0.978 |
| Political empowerment | 4 | 0.506 | 25 | 0.192 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 10 | 0.780 | 62 | 0.657 | |
| 92 | 0.632 | 101 | 0.463 | |
| 1 | 1.000 | 40 | 0.994 | |
| 1 | 0.980 | 50 | 0.978 | |
| 4 | 0.506 | 25 | 0.192 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 116 | 0.626 | 0.665 | 52 | 83 | 0.63 |
| Wage equality for similar work (survey) | 104 | 0.573 | 0.622 | — | — | 0.57 |
| Estimated earned income (US\$, PPP) | 112 | 0.476 | 0.502 | 3,189 | 6,697 | 0.48 |
| Legislators, senior officials, and managers | 17 | 0.695 | 0.358 | 41 | 59 | 0.70 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 51 | 49 | 1.05 |

Educational attainment

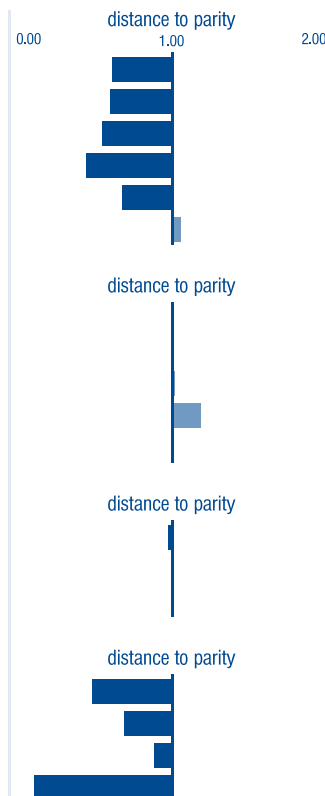
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 83 | 82 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 96 | 1.02 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 53 | 45 | 1.18 |
| Enrolment in tertiary education | — | — | 0.930 | — | — | — |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 66 | 62 | 1.07 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 11 | 0.704 | 0.269 | 41 | 59 | 0.70 |
| Women in ministerial positions | 5 | 0.889 | 0.238 | 47 | 53 | 0.89 |
| Years with female head of state (last 50) | 18 | 0.155 | 0.204 | 7 | 43 | 0.16 |



0.00 0.40

distribution of countries by score

1.00



0.780 / 10

NIC

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 24 | 0.84 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 64 | 42 | 1.51 |
| Unemployed adults | 4 | 4 | 0.81 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 78 | 72 | 1.08 | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 13 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 54 |
| Contributing family workers | 9 | 12 | 0.75 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 36 | 32 | 1.12 | Parity of parental rights after divorce | | | †1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | †0.56 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / empl | |
| Firms whose ownership includes women | | | 61.90 | gov | | | |
| Firms whose top management includes women | | | 32.30 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 14 | 24 | 0.59 | Out-of-school children of primary school age | 0 | 3 | 0.10 |
| Women's access to financial services | | | †0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | †0.50 | Out-of-school youth of upper secondary school age | 32 | 37 | 0.86 |
| Women's access to land use, control and ownership | | | †0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 1 | 2 | 0.93 |
| | | | | Cardiovascular disease | 198 | 262 | #0.76 |
| | | | | Cancer | 90 | 98 | #0.92 |
| Political leadership | female | male | value | Diabetes | 48 | 41 | #1.15 |
| Year women received right to vote | | | 1950 | Chronic respiratory disease | 29 | 41 | #0.70 |
| Years since any women received voting rights | | | 66 | HIV/AIDS | 1 | 5 | #0.30 |
| Number of female heads of state to date | | | 1 | Suicide | 5 | 15 | #0.32 |
| Quota for women on candidate lists in national elections | | | 50 | Maternal mortality ratio (per 100,000 births) | | | †150 [115-196] |
| Quota for women on candidate lists in local elections | | | 50 | Existence of legislation on domestic violence | | | yes |
| Voluntary political party quotas | | | yes | Prevalence of gender violence in lifetime | | | 29 |
| Seats held in upper house | — | — | — | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 88 |
| | | | | Antenatal care coverage, at least four visits | | | 87.8 |

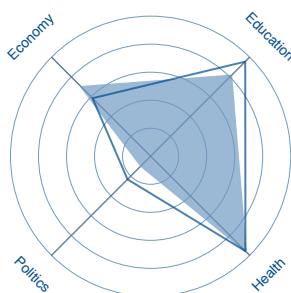
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Nigeria

rank **118**
out of 144 countries

score **0.643**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Nigeria score
— sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 481.07 |
| GDP per capita (constant '11 intl. \$, PPP) | 5,639 |
| Total population (thousands) | 182,201.96 |
| Population growth rate (%) | 2.54 |
| Population sex ratio (female/male) | 0.96 |
| Human capital optimization (%) | 48.86 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 52 | 0.700 |
| Educational attainment | 134 | 0.814 |
| Health and survival | 135 | 0.961 |
| Political empowerment | 109 | 0.097 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 118 | 0.643 | 94 | 0.610 | |
| 52 | 0.700 | 59 | 0.612 | |
| 134 | 0.814 | 104 | 0.816 | |
| 135 | 0.961 | 99 | 0.966 | |
| 109 | 0.097 | 99 | 0.049 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 84 | 0.761 | 0.665 |
| Wage equality for similar work (survey) | 25 | 0.752 | 0.622 |
| Estimated earned income (US\$, PPP) | 87 | 0.572 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 52 | 0.700 | 0.586 | | | 0.70 |
| 84 | 0.761 | 0.665 | 49 | 64 | 0.76 |
| 25 | 0.752 | 0.622 | — | — | 0.75 |
| 87 | 0.572 | 0.502 | 4,280 | 7,483 | 0.57 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 130 | 0.718 | 0.897 |
| Enrolment in primary education | 129 | 0.837 | 0.980 |
| Enrolment in secondary education | 128 | 0.897 | 0.970 |
| Enrolment in tertiary education | 117 | 0.718 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 134 | 0.814 | 0.955 | | | 0.81 |
| 130 | 0.718 | 0.897 | 50 | 69 | 0.72 |
| 129 | 0.837 | 0.980 | 58 | 69 | 0.84 |
| 128 | 0.897 | 0.970 | 46 | 54 | 0.90 |
| 117 | 0.718 | 0.930 | 9 | 12 | 0.72 |

Health and survival

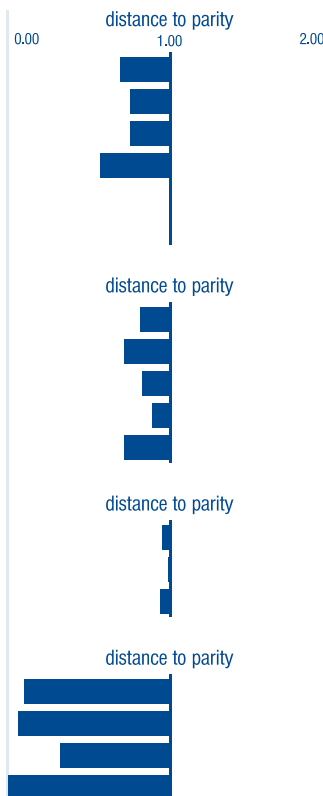
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 138 | 1.000 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 135 | 0.961 | 0.957 | | | 0.96 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 138 | 1.000 | 1.043 | 47 | 47 | 1.00 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 136 | 0.059 | 0.269 |
| Women in ministerial positions | 42 | 0.318 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 109 | 0.097 | 0.233 | | | 0.10 |
| 136 | 0.059 | 0.269 | 6 | 94 | 0.06 |
| 42 | 0.318 | 0.238 | 24 | 76 | 0.32 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.643 / 118

NGA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|---------------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 21 | 29 | 0.75 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 66 | 16 | 4.18 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 19 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 19 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 88 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 50 / | — | — |
| Ability of women to rise to positions of leadership | | | †0.62 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 16.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 13.90 | Government provides child allowance to parents | | | no |
| R&D personnel | 27 | 73 | 0.36 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 40 | 29 | 1.39 |
| Individuals with an account at a financial institution | 34 | 54 | 0.62 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | †0.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 7 | 9 | 0.82 |
| | | | | Cardiovascular disease | 272 | 259 | #1.05 |
| | | | | Cancer | 97 | 121 | #0.80 |
| | | | | Diabetes | 51 | 42 | #1.23 |
| | | | | Chronic respiratory disease | 34 | 40 | #0.85 |
| | | | | HIV/AIDS | 183 | 157 | #1.17 |
| | | | | Suicide | 3 | 10 | #0.28 |
| | | | | Maternal mortality ratio (per 100,000 births) | †814 | [596 - 1 180] | |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 18 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 35.2 |
| | | | | Antenatal care coverage, at least four visits | | | 51.1 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1958 | | | | |
| Years since any women received voting rights | | | 58 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | 4 | 96 | 0.04 | | | | |

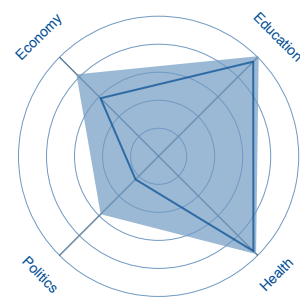
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Norway

rank **3**
out of 144 countries

score **0.842**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Norway score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 388.31 |
| GDP per capita (constant '11 intl. \$, PPP) | 64,451 |
| Total population (thousands) | 5,210.97 |
| Population growth rate (%) | 1.06 |
| Population sex ratio (female/male) | 0.99 |
| Human capital optimization (%) | 84.64 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 7 | score 0.818 |
| Educational attainment | rank 28 | score 1.000 |
| Health and survival | rank 68 | score 0.974 |
| Political empowerment | rank 3 | score 0.576 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 3 | 0.842 | 2 | 0.799 |
| 7 | 0.818 | 11 | 0.729 |
| 28 | 1.000 | 15 | 1.000 |
| 68 | 0.974 | 61 | 0.975 |
| 3 | 0.576 | 2 | 0.494 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 13 | score 0.948 | avg 0.665 |
| Wage equality for similar work (survey) | rank 5 | score 0.806 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 10 | score 0.790 | avg 0.502 |
| Legislators, senior officials, and managers | rank 39 | score 0.563 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

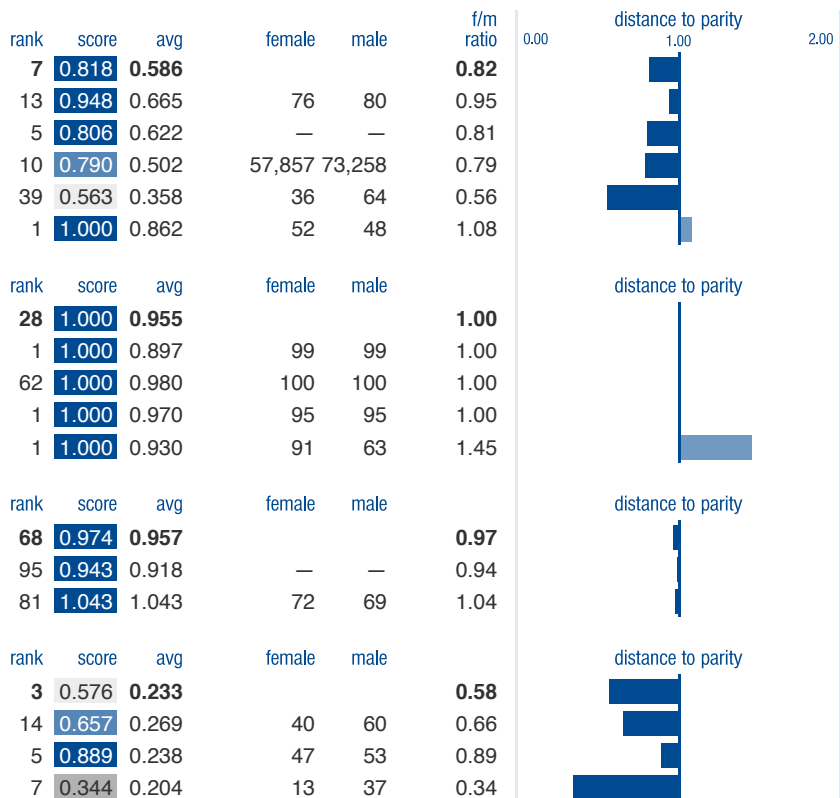
| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 62 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 81 | score 1.043 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 14 | score 0.657 | avg 0.269 |
| Women in ministerial positions | rank 5 | score 0.889 | avg 0.238 |
| Years with female head of state (last 50) | rank 7 | score 0.344 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.842 / 3

NOR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 32 | 34 | 0.94 |
| Youth not in employment or education | 5 | 6 | 0.94 | Proportion married by age 25 | 6 | 2 | 2.93 |
| Unemployed adults | 3 | 3 | 0.91 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 84 | 86 | 0.98 | Potential support ratio | | | 4 |
| Workers employed part-time | 48 | 32 | 1.48 | Total dependency ratio | | | 52 |
| Contributing family workers | 0 | 0 | 0.94 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 4 | 6 | 0.56 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 440 | 454 | 0.97 | | | | |
| Proportion of unpaid work per day | 48 | 36 | 1.34 | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 343 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | — | / | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | — | / | — |
| Ability of women to rise to positions of leadership | | | *0.86 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 36 | 64 | 0.56 | Provider of maternity / paternity leave benefits | — | / | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 0 | 1.48 |
| Individuals with an account at a financial institution | 100 | 100 | 1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 9 | 9 | 0.95 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 76 | 78 | 0.98 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 30 | 22 | 1.37 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.61 |
| | | | | STEM graduates | 9 | 36 | 0.24 |
| | | | | Skill diversity | 0.213 | 0.172 | *1.24 |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 97 | 97 | 1.00 | Malnutrition of children under age 5 | — | — | — |
| Individuals using a mobile phone | — | — | — | Cardiovascular disease | 87 | 139 | #0.63 |
| | | | | Cancer | 105 | 146 | #0.72 |
| Political leadership | female | male | value | Diabetes | 5 | 9 | #0.59 |
| Year women received right to vote | | | 1913 | Chronic respiratory disease | 22 | 30 | #0.72 |
| Years since any women received voting rights | | | 103 | HIV/AIDS | 0 | 0 | #0.33 |
| Number of female heads of state to date | | | 3 | Suicide | 5 | 13 | #0.40 |
| Quota for women on candidate lists in national elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †5 [4-6] |
| Quota for women on candidate lists in local elections | | | 40 | Existence of legislation on domestic violence | | | yes |
| Voluntary political party quotas | | | yes | Prevalence of gender violence in lifetime | | | 27 |
| Seats held in upper house | — | — | — | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.1 |
| | | | | Antenatal care coverage, at least four visits | | | — |

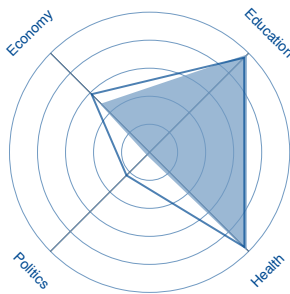
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Oman

rank **133**
out of 144 countries

score **0.612**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Oman score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 70.25 |
| GDP per capita (constant '11 intl. \$, PPP) | 35,983 |
| Total population (thousands) | 4,490.54 |
| Population growth rate (%) | 1.40 |
| Population sex ratio (female/male) | 0.51 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 126 | 0.483 |
| Educational attainment | 97 | 0.973 |
| Health and survival | 99 | 0.971 |
| Political empowerment | 142 | 0.021 |
| rank out of | 144 | 128 |

| | 2016 | | 2007 | |
|--|------------|--------------|------------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 133 | 0.612 | 119 | 0.590 |
| Economic participation and opportunity | 126 | 0.483 | 125 | 0.384 |
| Educational attainment | 97 | 0.973 | 83 | 0.971 |
| Health and survival | 99 | 0.971 | 89 | 0.971 |
| Political empowerment | 142 | 0.021 | 119 | 0.035 |
| rank out of | 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 133 | 0.359 | 0.665 |
| Wage equality for similar work (survey) | 24 | 0.753 | 0.622 |
| Estimated earned income (US\$, PPP) | 139 | 0.218 | 0.502 |
| Legislators, senior officials, and managers | — | — | 0.358 |
| Professional and technical workers | — | — | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|--------|-------------|
| 126 | 0.483 | 0.586 | | | 0.48 |
| 133 | 0.359 | 0.665 | 31 | 86 | 0.36 |
| 24 | 0.753 | 0.622 | — | — | 0.75 |
| 139 | 0.218 | 0.502 | 11,420 | 52,443 | 0.22 |
| — | — | 0.358 | — | — | — |
| — | — | 0.862 | — | — | — |

Educational attainment

| | | | |
|----------------------------------|-----|-------|-------|
| Literacy rate | 105 | 0.936 | 0.897 |
| Enrolment in primary education | 75 | 0.997 | 0.980 |
| Enrolment in secondary education | 122 | 0.944 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 97 | 0.973 | 0.955 | | | 0.97 |
| 105 | 0.936 | 0.897 | 90 | 96 | 0.94 |
| 75 | 0.997 | 0.980 | 91 | 91 | 1.00 |
| 122 | 0.944 | 0.970 | 89 | 94 | 0.94 |
| 1 | 1.000 | 0.930 | 34 | 25 | 1.37 |

Health and survival

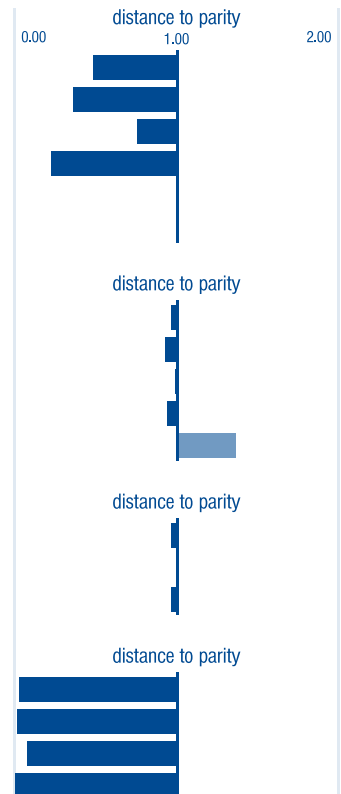
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 109 | 1.031 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 99 | 0.971 | 0.957 | | | 0.97 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 109 | 1.031 | 1.043 | 67 | 65 | 1.03 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 140 | 0.012 | 0.269 |
| Women in ministerial positions | 124 | 0.071 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 142 | 0.021 | 0.233 | | | 0.02 |
| 140 | 0.012 | 0.269 | 1 | 99 | 0.01 |
| 124 | 0.071 | 0.238 | 7 | 93 | 0.07 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.612 / 1.33

OMN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 28 | 0.92 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 34 | 16 | 2.10 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 30 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 30 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 3 | 2 | 1.62 | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 50 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | †0.71 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | 23 | 77 | 0.29 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 3 | 1.00 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 59 | 68 | 0.88 |
| Women's access to financial services | | | †0.50 | Out-of-school youth of upper secondary school age | 18 | 13 | 1.40 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | 43 | 40 | 1.06 |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | 13 | 12 | 1.14 |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | 0 | 0 | 0.61 |
| | | | | STEM graduates | 41 | 58 | 0.71 |
| | | | | Skill diversity | 0.201 | 0.319 | †0.63 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 60 | 71 | 0.84 | Health | female | male | value |
| Individuals using a mobile phone | 81 | 86 | 0.94 | Malnutrition of children under age 5 | 6 | 8 | 0.74 |
| | | | | Cardiovascular disease | 210 | 276 | #0.76 |
| | | | | Cancer | 57 | 72 | #0.78 |
| | | | | Diabetes | 68 | 90 | #0.75 |
| | | | | Chronic respiratory disease | 10 | 16 | #0.65 |
| | | | | HIV/AIDS | 3 | 10 | #0.26 |
| | | | | Suicide | 1 | 1 | #0.50 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †17 [13-24] |
| | | | | Existence of 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 | | | 99.1 |
| | | | | Antenatal care coverage, at least four visits | | | 93.8 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | 1994, 2003 | | | | | |
| Years since any women received voting rights | | | 22 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | 16 | 84 | 0.20 | | | | |

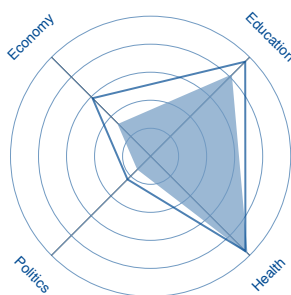
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Pakistan

rank **143**
out of 144 countries

score **0.556**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Pakistan score
— sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 269.97 |
| GDP per capita (constant '11 intl. \$, PPP) | 4,745 |
| Total population (thousands) | 188,924.87 |
| Population growth rate (%) | 1.97 |
| Population sex ratio (female/male) | 0.95 |
| Human capital optimization (%) | 53.10 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 143 | score 0.320 |
| Educational attainment | rank 135 | score 0.811 |
| Health and survival | rank 124 | score 0.967 |
| Political empowerment | rank 90 | score 0.127 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Global Gender Gap Index | 143 | 0.556 | 112 | 0.543 |
| Economic participation and opportunity | 143 | 0.320 | 112 | 0.369 |
| Educational attainment | 135 | 0.811 | 110 | 0.706 |
| Health and survival | 124 | 0.967 | 112 | 0.951 |
| Political empowerment | 90 | 0.127 | 37 | 0.148 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 139 | 0.294 | 0.665 | 25 | 85 | 0.29 |
| Wage equality for similar work (survey) | 114 | 0.555 | 0.622 | — | — | 0.56 |
| Estimated earned income (US\$, PPP) | 138 | 0.226 | 0.502 | 1,745 | 7,714 | 0.23 |
| Legislators, senior officials, and managers | 122 | 0.031 | 0.358 | 3 | 97 | 0.03 |
| Professional and technical workers | 119 | 0.284 | 0.862 | 22 | 78 | 0.28 |

Educational attainment

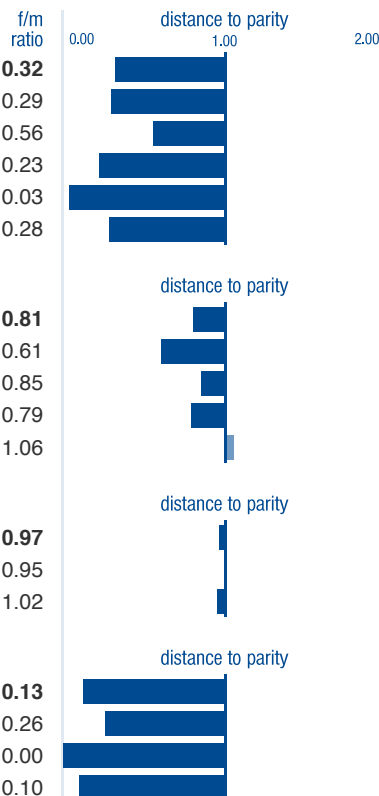
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 138 | 0.614 | 0.897 | 43 | 70 | 0.61 |
| Enrolment in primary education | 127 | 0.852 | 0.980 | 67 | 79 | 0.85 |
| Enrolment in secondary education | 134 | 0.792 | 0.970 | 36 | 46 | 0.79 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 11 | 10 | 1.06 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 130 | 1.018 | 1.043 | 57 | 56 | 1.02 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 70 | 0.259 | 0.269 | 21 | 79 | 0.26 |
| Women in ministerial positions | 139 | 0.000 | 0.238 | 0 | 100 | 0.00 |
| Years with female head of state (last 50) | 28 | 0.104 | 0.204 | 5 | 45 | 0.10 |



0.00 0.40

distribution of countries by score

1.00



0.556 / 143

PAK

SELECTED CONTEXTUAL DATA

Workforce participation

| | female | male | value |
|--|--------|------|-------|
| Law mandates non-discrimination in hiring women | | | no |
| Youth not in employment or education | — | — | — |
| Unemployed adults | 8 | 3 | 2.80 |
| Discouraged job seekers | — | — | — |
| Workers in informal employment | 76 | 79 | 0.96 |
| Labour force participation among those with advanced degrees | — | — | — |
| Workers employed part-time | — | — | — |
| Contributing family workers | 65 | 20 | 3.30 |
| Own-account workers | 13 | 40 | 0.32 |
| Work, minutes per day | — | — | — |
| Proportion of unpaid work per day | — | — | — |

Economic leadership

| | female | male | value |
|---|--------|------|-------|
| Law mandates equal pay | | | no |
| Ability of women to rise to positions of leadership | | | *0.49 |
| Boards of publicly traded companies | — | — | — |
| Firms whose ownership includes women | | | 11.80 |
| Firms whose top management includes women | | | 6.00 |
| R&D personnel | 16 | 84 | 0.19 |

Access to assets

| | female | male | value |
|--|--------|------|-------|
| Individuals with an account at a financial institution | 3 | 14 | 0.21 |
| Women's access to financial services | | | *1.00 |
| Inheritance rights for daughters | | | *0.00 |
| Women's access to land use, control and ownership | | | *0.50 |
| Women's access to non-land assets use, control and ownership | | | *0.50 |

Access to technology

| | female | male | value |
|----------------------------------|--------|------|-------|
| Individuals using the internet | — | — | — |
| Individuals using a mobile phone | — | — | — |

Political leadership

| | female | male | value |
|--|--------|------|-------|
| Year women received right to vote | | | 1956 |
| Years since any women received voting rights | | | 60 |
| Number of female heads of state to date | | | 1 |
| Quota for women on candidate lists in national elections | | | — |
| Quota for women on candidate lists in local elections | | | — |
| Voluntary political party quotas | | | no |
| Seats held in upper house | 16 | 84 | 0.20 |

Family

| | female | male | value |
|---|--------|------|-------|
| Average length of single life (years) | 23 | 26 | 0.86 |
| Proportion married by age 25 | 53 | 21 | 2.45 |
| Mean age of women at birth of their first child | | | 28 |
| Average number of children per woman | | | 3 |
| Women with unmet demand for family planning | | | 20 |
| Potential support ratio | | | 13 |
| Total dependency ratio | | | 65 |
| Parity of parental rights in marriage | | | *0.00 |
| Parity of parental rights after divorce | | | *0.00 |

Care

| | female | male | value |
|--|--------|------|-------|
| Length of parental leave (days) | | | — |
| Length of maternity / paternity leave (days) | 84 / | — | — |
| Wages paid during maternity / paternity leave | 100 / | — | — |
| Provider of parental leave benefits | | | — |
| Provider of maternity / paternity leave benefits | gov / | — | — |
| Government supports or provides childcare | | | yes |
| Government provides child allowance to parents | | | no |

Education and skills

| | female | male | value |
|---|--------|------|-------|
| Out-of-school children of primary school age | 33 | 21 | 1.54 |
| Primary education attainment in adults | 35 | 62 | 0.57 |
| Out-of-school youth of upper secondary school age | 72 | 63 | 1.15 |
| Secondary education attainment in adults | 19 | 33 | 0.59 |
| Tertiary education attainment in adults | — | — | — |
| PhD graduates | 0 | 1 | 0.05 |
| STEM graduates | — | — | — |
| Skill diversity | — | — | ×— |

Health

| | female | male | value |
|--|--------|------|----------------|
| Malnutrition of children under age 5 | 10 | 11 | 0.88 |
| Cardiovascular disease | 294 | 256 | #1.15 |
| Cancer | 92 | 85 | #1.09 |
| Diabetes | 50 | 36 | #1.40 |
| Chronic respiratory disease | 41 | 138 | #0.30 |
| HIV/AIDS | 1 | 4 | #0.34 |
| Suicide | 10 | 9 | #1.06 |
| Maternal mortality ratio (per 100,000 births) | | | †178 [111-283] |
| Existence of legislation on domestic violence | | | yes |
| Prevalence of gender violence in lifetime | | | 39 |
| Law permits abortion to preserve a woman's physical health | | | yes |
| Births attended by skilled health personnel | | | 52.1 |
| Antenatal care coverage, at least four visits | | | 36.6 |

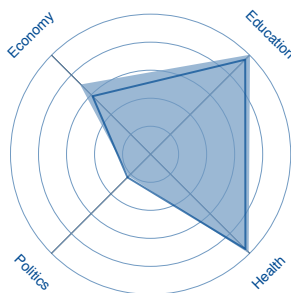
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Panama

rank out of 144 countries **47**

score **0.721**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Panama score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 52.13 |
| GDP per capita (constant '11 intl. \$, PPP) | 20,885 |
| Total population (thousands) | 3,929.14 |
| Population growth rate (%) | 1.48 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 71.18 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 55 | 0.696 | 44 | 0.647 |
| Educational attainment | 62 | 0.993 | 35 | 0.995 |
| Health and survival | 1 | 0.980 | 47 | 0.979 |
| Political empowerment | 54 | 0.214 | 35 | 0.153 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 47 | 0.721 | 31 | 0.693 | |
| 55 | 0.696 | 44 | 0.647 | |
| 62 | 0.993 | 35 | 0.995 | |
| 1 | 0.980 | 47 | 0.979 | |
| 54 | 0.214 | 35 | 0.153 | |
| rank out of | 144 | rank | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 105 | 0.650 | 0.665 | 55 | 85 | 0.65 |
| Wage equality for similar work (survey) | 75 | 0.637 | 0.622 | — | — | 0.64 |
| Estimated earned income (US\$, PPP) | 58 | 0.623 | 0.502 | 16,032 | 25,732 | 0.62 |
| Legislators, senior officials, and managers | 15 | 0.741 | 0.358 | 43 | 57 | 0.74 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 55 | 45 | 1.21 |

Educational attainment

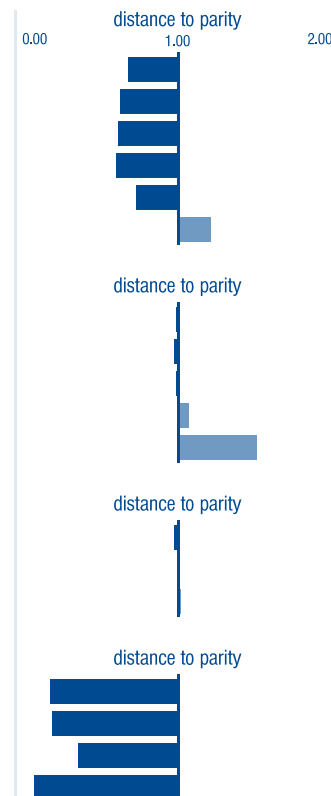
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 74 | 0.987 | 0.897 | 94 | 96 | 0.99 |
| Enrolment in primary education | 85 | 0.991 | 0.980 | 95 | 96 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 81 | 75 | 1.07 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 47 | 31 | 1.49 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 70 | 65 | 1.08 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 85 | 0.224 | 0.269 | 18 | 82 | 0.22 |
| Women in ministerial positions | 34 | 0.385 | 0.238 | 28 | 72 | 0.39 |
| Years with female head of state (last 50) | 27 | 0.111 | 0.204 | 5 | 45 | 0.11 |



0.00 0.40

distribution of countries by score

1.00



0.721 / 47

PAN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|-------|-------|--|--------|-------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 25 | 0.85 |
| Youth not in employment or education | 26 | 9 | 2.96 | Proportion married by age 25 | 59 | 34 | 1.73 |
| Unemployed adults | 4 | 2 | 1.80 | Mean age of women at birth of their first child | | | 26 |
| Discouraged job seekers | 79 | 21 | 3.82 | Average number of children per woman | | | 2 |
| Workers in informal employment | 41 | 40 | 1.02 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 71 | 85 | 0.83 | Potential support ratio | | | 9 |
| Workers employed part-time | 25 | 18 | 1.38 | Total dependency ratio | | | 53 |
| Contributing family workers | 6 | 3 | 2.00 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 21 | 28 | 0.76 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.66 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / | — |
| Firms whose ownership includes women | | | 24.70 | gov | | | |
| Firms whose top management includes women | | | 23.50 | Government supports or provides childcare | | | yes |
| R&D personnel | 40 | 60 | 0.68 | Government provides child allowance to parents | | | no |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 40 | 47 | 0.86 | Out-of-school children of primary school age | 4 | 3 | 1.27 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 82 | 83 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 12 | 17 | 0.68 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 46 | 40 | 1.14 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 19 | 13 | 1.39 |
| | | | | PhD graduates | 0 | 0 | 0.64 |
| | | | | STEM graduates | 10 | 26 | 0.39 |
| | | | | Skill diversity | 0.235 | 0.186 | *1.26 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 53 | 50 | 1.05 | Health | female | male | value |
| Individuals using a mobile phone | 77 | 75 | 1.03 | Malnutrition of children under age 5 | 1 | 1 | 1.27 |
| | | | | Cardiovascular disease | 125 | 179 | #0.70 |
| Political leadership | female | male | value | Cancer | 82 | 105 | #0.78 |
| Year women received right to vote | | 1941, | 1946 | Diabetes | 28 | 27 | #1.06 |
| Years since any women received voting rights | | | 75 | Chronic respiratory disease | 20 | 27 | #0.72 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 7 | 21 | #0.32 |
| Quota for women on candidate lists in national elections | | | 50 | Suicide | 1 | 8 | #0.16 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †94 [77-121] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 91.4 |
| | | | | Antenatal care coverage, at least four visits | | | 87.9 |

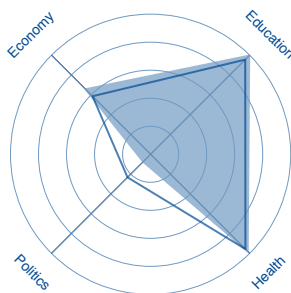
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Paraguay

rank **96**
out of 144 countries

score **0.676**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Paraguay score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 27.62 |
| GDP per capita (constant '11 intl. \$, PPP) | 8,644 |
| Total population (thousands) | 6,639.12 |
| Population growth rate (%) | 1.25 |
| Population sex ratio (female/male) | 0.97 |
| Human capital optimization (%) | 64.62 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 82 | score 0.656 |
| Educational attainment | rank 59 | score 0.995 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 122 | score 0.075 |
| rank out of | 144 | 115 |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 96 | 0.676 | 64 | 0.656 |
| Economic participation and opportunity | 82 | 0.656 | 80 | 0.554 |
| Educational attainment | 59 | 0.995 | 83 | 0.944 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 122 | 0.075 | 38 | 0.144 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 93 | 0.697 | 0.665 | 61 | 88 | 0.70 |
| Wage equality for similar work (survey) | 115 | 0.554 | 0.622 | — | — | 0.55 |
| Estimated earned income (US\$, PPP) | 78 | 0.590 | 0.502 | 6,586 | 11,168 | 0.59 |
| Legislators, senior officials, and managers | 25 | 0.632 | 0.358 | 39 | 61 | 0.63 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 53 | 47 | 1.14 |

Educational attainment

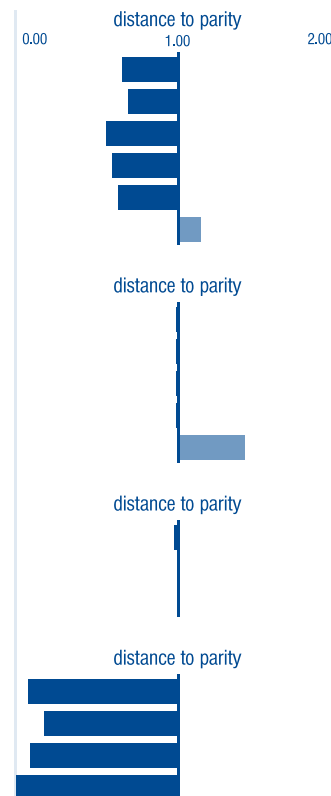
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 71 | 0.988 | 0.897 | 95 | 96 | 0.99 |
| Enrolment in primary education | 76 | 0.995 | 0.980 | 88 | 89 | 1.00 |
| Enrolment in secondary education | 96 | 0.996 | 0.970 | 66 | 67 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 41 | 29 | 1.42 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 67 | 63 | 1.06 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 98 | 0.176 | 0.269 | 15 | 85 | 0.18 |
| Women in ministerial positions | 120 | 0.083 | 0.238 | 8 | 92 | 0.08 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.676 / 96

PRY

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 27 | 0.85 |
| Youth not in employment or education | 20 | 5 | 4.48 | Proportion married by age 25 | 45 | 22 | 2.01 |
| Unemployed adults | 4 | 3 | 1.15 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 75 | 25 | 2.94 | Average number of children per woman | | | 2 |
| Workers in informal employment | 68 | 62 | 1.10 | Women with unmet demand for family planning | | | 5 |
| Labour force participation among those with advanced degrees | 78 | 88 | 0.89 | Potential support ratio | | | 11 |
| Workers employed part-time | 27 | 12 | 2.21 | Total dependency ratio | | | 57 |
| Contributing family workers | 12 | 6 | 1.84 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 30 | 31 | 0.97 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| | | | | Length of maternity / paternity leave (days) | 63 / | 2 | |
| Economic leadership | female | male | value | Wages paid during maternity / paternity leave | 50 / | 100 | |
| Law mandates equal pay | | | yes | Provider of parental leave benefits | | | — |
| Ability of women to rise to positions of leadership | | | *0.51 | Provider of maternity / paternity leave benefits | gov / | empl | |
| Boards of publicly traded companies | — | — | — | Government supports or provides childcare | | | yes |
| Firms whose ownership includes women | | | 51.60 | Government provides child allowance to parents | | | no |
| Firms whose top management includes women | | | 22.80 | | | | |
| R&D personnel | — | — | — | Education and skills | female | male | value |
| | | | | Out-of-school children of primary school age | 11 | 11 | 1.03 |
| | | | | Primary education attainment in adults | 72 | 75 | 0.97 |
| | | | | Out-of-school youth of upper secondary school age | 29 | 32 | 0.91 |
| | | | | Secondary education attainment in adults | 37 | 36 | 1.01 |
| | | | | Tertiary education attainment in adults | 14 | 10 | 1.42 |
| | | | | PhD graduates | 0 | 0 | 0.90 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | *— |
| | | | | | | | |
| Access to assets | female | male | value | Health | female | male | value |
| Individuals with an account at a financial institution | — | — | — | Malnutrition of children under age 5 | 3 | 2 | 1.26 |
| Women's access to financial services | | | *1.00 | Cardiovascular disease | 180 | 262 | #0.69 |
| Inheritance rights for daughters | | | *0.50 | Cancer | 96 | 122 | #0.79 |
| Women's access to land use, control and ownership | | | *0.50 | Diabetes | 49 | 43 | #1.16 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Chronic respiratory disease | 16 | 35 | #0.44 |
| | | | | HIV/AIDS | 4 | 5 | #0.93 |
| | | | | Suicide | 3 | 9 | #0.35 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †132 [107-163] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 18 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 95.7 |
| | | | | Antenatal care coverage, at least four visits | | | 76.7 |
| | | | | | | | |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 43 | 43 | 1.00 | | | | |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | | | | |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1961 | | | | |
| Years since any women received voting rights | | | 55 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | 20 | 80 | 0.25 | | | | |

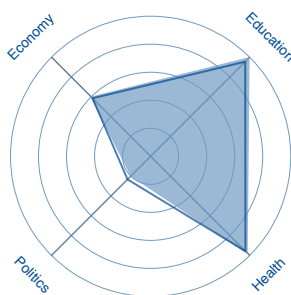
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Peru

rank out of 144 countries **80**

score **0.687**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Peru score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 192.08 |
| GDP per capita (constant '11 intl. \$, PPP) | 11,672 |
| Total population (thousands) | 31,376.67 |
| Population growth rate (%) | 1.20 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 66.31 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 111 | score 0.594 |
| Educational attainment | rank 80 | score 0.989 |
| Health and survival | rank 100 | score 0.970 |
| Political empowerment | rank 60 | score 0.194 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 80 | 0.687 | 60 | 0.662 |
| 111 | 0.594 | 86 | 0.531 |
| 80 | 0.989 | 71 | 0.976 |
| 100 | 0.970 | 58 | 0.976 |
| 60 | 0.194 | 31 | 0.165 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 67 | 0.810 | 0.665 | 69 | 85 | 0.81 |
| Wage equality for similar work (survey) | 131 | 0.490 | 0.622 | — | — | 0.49 |
| Estimated earned income (US\$, PPP) | 88 | 0.565 | 0.502 | 8,661 | 15,323 | 0.57 |
| Legislators, senior officials, and managers | 71 | 0.423 | 0.358 | 30 | 70 | 0.42 |
| Professional and technical workers | 93 | 0.763 | 0.862 | 43 | 57 | 0.76 |

Educational attainment

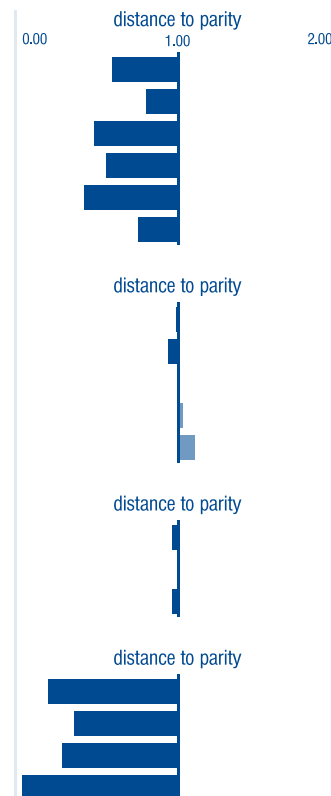
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 102 | 0.941 | 0.897 | 92 | 97 | 0.94 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 93 | 93 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 79 | 77 | 1.03 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 43 | 39 | 1.10 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 111 | 1.030 | 1.043 | 68 | 66 | 1.03 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 53 | 0.354 | 0.269 | 26 | 74 | 0.35 |
| Women in ministerial positions | 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| Years with female head of state (last 50) | 45 | 0.031 | 0.204 | 2 | 48 | 0.03 |



0.00 0.40

distribution of countries by score

1.00



0.687 / 80

PER

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 28 | 0.87 |
| Youth not in employment or education | 19 | 11 | 1.68 | Proportion married by age 25 | 48 | 24 | 2.02 |
| Unemployed adults | 3 | 2 | 1.67 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 66 | 34 | 1.91 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 9 |
| Labour force participation among those with advanced degrees | 71 | 84 | 0.84 | Potential support ratio | | | 10 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 53 |
| Contributing family workers | 18 | 6 | 3.04 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 35 | 35 | 0.99 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | 4 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.51 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 28.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 14.10 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 5 | 0.85 |
| Individuals with an account at a financial institution | 22 | 36 | 0.63 | Primary education attainment in adults | 74 | 85 | 0.87 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 18 | 19 | 0.96 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 51 | 60 | 0.84 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 39 | 43 | 0.89 | Malnutrition of children under age 5 | 1 | 1 | 0.71 |
| Individuals using a mobile phone | — | — | — | Cardiovascular disease | 105 | 143 | #0.74 |
| | | | | Cancer | 109 | 114 | #0.95 |
| | | | | Diabetes | 12 | 14 | #0.86 |
| Political leadership | female | male | value | Chronic respiratory disease | 23 | 28 | #0.79 |
| Year women received right to vote | | | 1955 | HIV/AIDS | 4 | 8 | #0.43 |
| Years since any women received voting rights | | | 61 | Suicide | 2 | 4 | #0.48 |
| Number of female heads of state to date | | | 3 | Maternal mortality ratio (per 100,000 births) | | | †68 [54-80] |
| Quota for women on candidate lists in national elections | | | 30 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | 30 | Prevalence of gender violence in lifetime | | | 36 |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 89.9 |
| | | | | Antenatal care coverage, at least four visits | | | 94.7 |

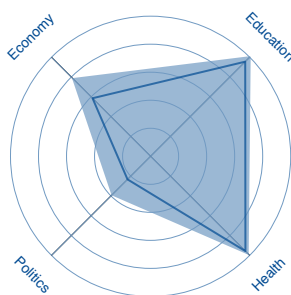
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Philippines

rank **7**
out of 144 countries

score **0.786**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Philippines score
sample average

KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 291.97 |
| GDP per capita (constant '11 intl. \$, PPP) | 6,926 |
| Total population (thousands) | 100,699.40 |
| Population growth rate (%) | 1.48 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | 71.75 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 21 | score 0.780 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 17 | score 0.386 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 7 | 0.786 | 6 | 0.752 |
| 21 | 0.780 | 4 | 0.757 |
| 1 | 1.000 | 1 | 1.000 |
| 1 | 0.980 | 1 | 0.980 |
| 17 | 0.386 | 16 | 0.269 |
| | 144 | | 115 |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 107 | 0.648 | 0.665 | 52 | 81 | 0.65 |
| Wage equality for similar work (survey) | 7 | 0.798 | 0.622 | — | — | 0.80 |
| Estimated earned income (US\$, PPP) | 31 | 0.692 | 0.502 | 5,691 | 8,223 | 0.69 |
| Legislators, senior officials, and managers | 5 | 0.871 | 0.358 | 47 | 53 | 0.87 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 61 | 39 | 1.60 |

Educational attainment

| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 97 | 96 | 1.01 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 94 | 1.04 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 74 | 62 | 1.19 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 40 | 31 | 1.28 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 63 | 57 | 1.11 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | — | — | 0.269 | — | — | — |
| Women in ministerial positions | 61 | 0.250 | 0.238 | 20 | 80 | 0.25 |
| Years with female head of state (last 50) | 5 | 0.462 | 0.204 | 16 | 34 | 0.46 |



0.00 0.40

distribution of countries by score

1.00



0.786 / 7

PHL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|------------|-------|--------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 27 | 0.90 |
| Youth not in employment or education | 32 | 18 | 1.81 | Proportion married by age 25 | 42 | 25 | 1.71 |
| Unemployed adults | 4 | 5 | 0.73 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 29 | 71 | 0.41 | Average number of children per woman | | | 3 |
| Workers in informal employment | 70 | 70 | 1.00 | Women with unmet demand for family planning | | | 22 |
| Labour force participation among those with advanced degrees | 57 | 71 | 0.80 | Potential support ratio | | | 14 |
| Workers employed part-time | 29 | 25 | 1.19 | Total dependency ratio | | | 58 |
| Contributing family workers | 14 | 7 | 1.97 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 27 | 28 | 0.97 | Parity of parental rights after divorce | | | 0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 60 / 7 | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / 100 | | |
| Ability of women to rise to positions of leadership | | | 0.80 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / empl | | |
| Firms whose ownership includes women | | | 69.20 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 29.90 | Government provides child allowance to parents | | | no |
| R&D personnel | 45 | 55 | 0.83 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 5 | 0.23 |
| Individuals with an account at a financial institution | 34 | 22 | 1.54 | Primary education attainment in adults | 86 | 82 | 1.04 |
| Women's access to financial services | | | 0.50 | Out-of-school youth of upper secondary school age | 15 | 23 | 0.65 |
| Inheritance rights for daughters | | | 0.50 | Secondary education attainment in adults | 60 | 57 | 1.06 |
| Women's access to land use, control and ownership | | | 0.50 | Tertiary education attainment in adults | 19 | 15 | 1.31 |
| Women's access to non-land assets use, control and ownership | | | 0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 19 | 35 | 0.54 |
| | | | | Skill diversity | 0.237 | 0.166 | 1.43 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 8 | 8 | 0.92 |
| | | | | Cardiovascular disease | 305 | 464 | 0.66 |
| | | | | Cancer | 85 | 114 | 0.75 |
| | | | | Diabetes | 61 | 66 | 0.92 |
| | | | | Chronic respiratory disease | 35 | 97 | 0.36 |
| | | | | HIV/AIDS | 0 | 0 | 1.00 |
| | | | | Suicide | 1 | 5 | 0.25 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 114 [87-175] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 18 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 72.8 |
| | | | | Antenatal care coverage, at least four visits | | | 84.3 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1937 | | | | |
| Years since any women received voting rights | | | 79 | | | | |
| Number of female heads of state to date | | | 2 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | 25 | 75 | 0.33 | | | | |

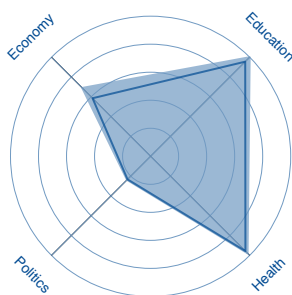
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Poland

rank **38**
out of 144 countries

score **0.727**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Poland score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 474.78 |
| GDP per capita (constant '11 intl. \$, PPP) | 24,836 |
| Total population (thousands) | 38,611.79 |
| Population growth rate (%) | -0.11 |
| Population sex ratio (female/male) | 1.07 |
| Human capital optimization (%) | 77.34 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 58 | 0.690 | 50 | 0.635 |
| Educational attainment | 31 | 1.000 | 13 | 1.000 |
| Health and survival | 40 | 0.979 | 36 | 0.979 |
| Political empowerment | 44 | 0.238 | 58 | 0.107 |
| rank out of | 144 | | 115 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 38 | 0.727 | 44 | 0.680 |
| 58 | 0.690 | 50 | 0.635 |
| 31 | 1.000 | 13 | 1.000 |
| 40 | 0.979 | 36 | 0.979 |
| 44 | 0.238 | 58 | 0.107 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 63 | 0.819 | 0.665 |
| Wage equality for similar work (survey) | 124 | 0.531 | 0.622 |
| Estimated earned income (US\$, PPP) | 53 | 0.639 | 0.502 |
| Legislators, senior officials, and managers | 20 | 0.671 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 58 | 0.690 | 0.586 | | | 0.69 |
| 63 | 0.819 | 0.665 | 61 | 75 | 0.82 |
| 124 | 0.531 | 0.622 | — | — | 0.53 |
| 53 | 0.639 | 0.502 | 19,841 | 31,049 | 0.64 |
| 20 | 0.671 | 0.358 | 40 | 60 | 0.67 |
| 1 | 1.000 | 0.862 | 58 | 42 | 1.38 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 56 | 0.998 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 31 | 1.000 | 0.955 | | | 1.00 |
| 56 | 0.998 | 0.897 | 100 | 100 | 1.00 |
| 1 | 1.000 | 0.980 | 97 | 97 | 1.00 |
| 1 | 1.000 | 0.970 | 93 | 91 | 1.01 |
| 1 | 1.000 | 0.930 | 87 | 56 | 1.55 |

Health and survival

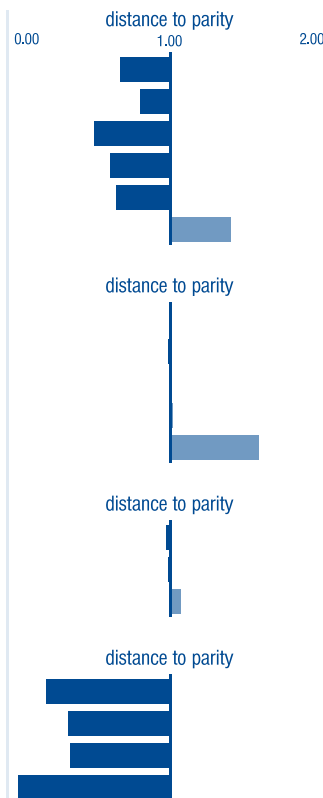
| | | | |
|-------------------------|----|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 71 | 63 | 1.13 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 46 | 0.377 | 0.269 |
| Women in ministerial positions | 34 | 0.385 | 0.238 |
| Years with female head of state (last 50) | 37 | 0.059 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 44 | 0.238 | 0.233 | | | 0.24 |
| 46 | 0.377 | 0.269 | 27 | 73 | 0.38 |
| 34 | 0.385 | 0.238 | 28 | 72 | 0.39 |
| 37 | 0.059 | 0.204 | 3 | 47 | 0.06 |



0.00 0.40

distribution of countries by score

1.00



0.727 / 38

POL

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 29 | 0.93 |
| Youth not in employment or education | 12 | 12 | 1.02 | Proportion married by age 25 | 22 | 8 | 2.64 |
| Unemployed adults | 8 | 7 | 1.17 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 78 | 83 | 0.93 | Potential support ratio | | | 4 |
| Workers employed part-time | 21 | 10 | 2.12 | Total dependency ratio | | | 44 |
| Contributing family workers | 4 | 2 | 2.16 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 11 | 17 | 0.63 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 493 | 460 | 1.07 | | | | |
| Proportion of unpaid work per day | 60 | 34 | 1.76 | Care | | | |
| | | | | Length of parental leave (days) | | | 182 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 182 / | 14 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.60 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 18 | 82 | 0.22 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 40.40 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 20.60 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 3 | 0.96 |
| Individuals with an account at a financial institution | 73 | 83 | 0.88 | Primary education attainment in adults | 98 | 99 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 8 | 9 | 0.89 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 81 | 86 | 0.94 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 26 | 21 | 1.23 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.69 |
| | | | | STEM graduates | 11 | 30 | 0.35 |
| | | | | Skill diversity | 0.233 | 0.201 | *1.16 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 67 | 69 | 0.97 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 192 | 334 | #0.58 |
| | | | | Cancer | 114 | 204 | #0.56 |
| | | | | Diabetes | 8 | 11 | #0.69 |
| | | | | Chronic respiratory disease | 11 | 36 | #0.32 |
| | | | | HIV/AIDS | 0 | 1 | #0.17 |
| | | | | Suicide | 4 | 31 | #0.13 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †3 [2-4] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

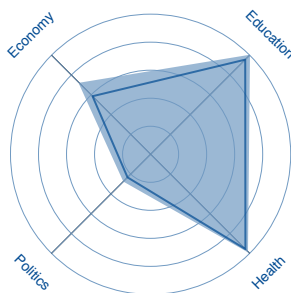
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Portugal

rank **31**
out of 144 countries

score **0.737**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Portugal score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 198.93 |
| GDP per capita (constant '11 intl. \$, PPP) | 26,690 |
| Total population (thousands) | 10,349.80 |
| Population growth rate (%) | -0.37 |
| Population sex ratio (female/male) | 1.11 |
| Human capital optimization (%) | 74.39 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 46 | score 0.713 |
| Educational attainment | rank 63 | score 0.993 |
| Health and survival | rank 76 | score 0.973 |
| Political empowerment | rank 36 | score 0.268 |
| rank out of | 144 | 115 |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 31 | 0.737 | 33 | 0.692 |
| 46 | 0.713 | 33 | 0.669 |
| 63 | 0.993 | 57 | 0.989 |
| 76 | 0.973 | 71 | 0.973 |
| 36 | 0.268 | 40 | 0.138 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 26 | score 0.910 | avg 0.665 |
| Wage equality for similar work (survey) | rank 97 | score 0.590 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 28 | score 0.706 | avg 0.502 |
| Legislators, senior officials, and managers | rank 59 | score 0.484 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 46 | 0.713 | 0.586 | | | 0.71 |
| 26 | 0.910 | 0.665 | 70 | 77 | 0.91 |
| 97 | 0.590 | 0.622 | — | — | 0.59 |
| 28 | 0.706 | 0.502 | 24,025 | 34,025 | 0.71 |
| 59 | 0.484 | 0.358 | 33 | 67 | 0.48 |
| 1 | 1.000 | 0.862 | 54 | 46 | 1.19 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 86 | score 0.971 | avg 0.897 |
| Enrolment in primary education | rank 72 | score 0.997 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 63 | 0.993 | 0.955 | | | 0.99 |
| 86 | 0.971 | 0.897 | 94 | 97 | 0.97 |
| 72 | 0.997 | 0.980 | 98 | 99 | 1.00 |
| 1 | 1.000 | 0.970 | 87 | 79 | 1.10 |
| 1 | 1.000 | 0.930 | 70 | 61 | 1.16 |

Health and survival

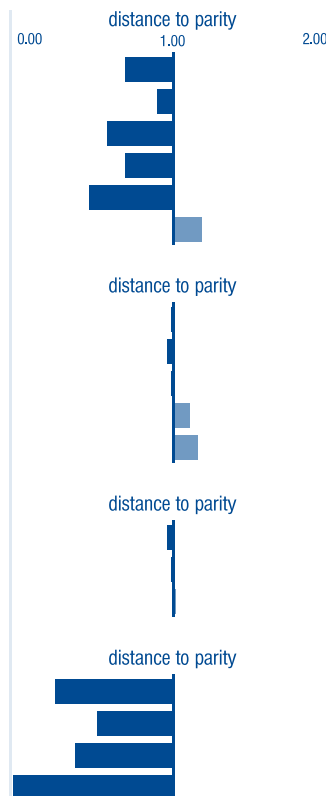
| | | | |
|-------------------------|----------|-------------|-----------|
| Sex ratio at birth | rank 125 | score 0.935 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 76 | 0.973 | 0.957 | | | 0.97 |
| 125 | 0.935 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 73 | 68 | 1.07 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 27 | score 0.533 | avg 0.269 |
| Women in ministerial positions | rank 30 | score 0.400 | avg 0.238 |
| Years with female head of state (last 50) | rank 56 | score 0.009 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 36 | 0.268 | 0.233 | | | 0.27 |
| 27 | 0.533 | 0.269 | 35 | 65 | 0.53 |
| 30 | 0.400 | 0.238 | 29 | 71 | 0.40 |
| 56 | 0.009 | 0.204 | 0 | 50 | 0.01 |



0.00 0.40

distribution of countries by score

1.00



0.737 / 31

PRT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 32 | 0.94 |
| Youth not in employment or education | 14 | 14 | 0.98 | Proportion married by age 25 | 9 | 4 | 2.44 |
| Unemployed adults | 13 | 12 | 1.07 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 81 | 81 | 1.01 | Potential support ratio | | | 3 |
| Workers employed part-time | 24 | 18 | 1.35 | Total dependency ratio | | | 53 |
| Contributing family workers | 1 | 0 | 1.33 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 11 | 16 | 0.67 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 559 | 469 | 1.19 | | | | |
| Proportion of unpaid work per day | 59 | 21 | 2.86 | Care | | | |
| | | | | Length of parental leave (days) | | | 120 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | — / — | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | — / — | | |
| Ability of women to rise to positions of leadership | | | *0.61 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 11 | 89 | 0.12 | Provider of maternity / paternity leave benefits | — / — | | |
| Firms whose ownership includes women | | | 50.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 43 | 57 | 0.76 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 1 | 1 | 1.24 |
| Individuals with an account at a financial institution | 86 | 89 | 0.97 | Primary education attainment in adults | 87 | 94 | 0.92 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 3 | 2 | 1.74 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 36 | 32 | 1.12 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 20 | 15 | 1.36 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 0.88 |
| | | | | STEM graduates | 17 | 39 | 0.44 |
| | | | | Skill diversity | 0.196 | 0.210 | ~0.93 |
| Access to technology | | | | | | | |
| Individuals using the internet | 66 | 72 | 0.92 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 92 | 140 | #0.65 |
| Political leadership | | | | Cancer | 88 | 184 | #0.48 |
| Year women received right to vote | | 1931, 1976 | | Diabetes | 15 | 20 | #0.75 |
| Years since any women received voting rights | | | 85 | Chronic respiratory disease | 15 | 33 | #0.44 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 2 | 9 | #0.26 |
| Quota for women on candidate lists in national elections | | | 33 | Suicide | 4 | 14 | #0.26 |
| Quota for women on candidate lists in local elections | | | 33 | Maternal mortality ratio (per 100,000 births) | | | †10 [9-13] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 19 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.9 |
| | | | | Antenatal care coverage, at least four visits | | | — |

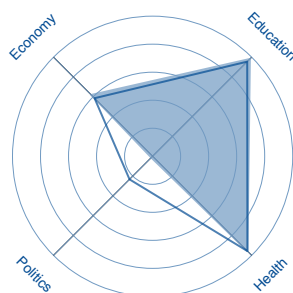
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Qatar

rank **119**
out of 144 countries

score **0.643**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Qatar score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 166.91 |
| GDP per capita (constant '11 intl. \$, PPP) | 135,322 |
| Total population (thousands) | 2,235.36 |
| Population growth rate (%) | 1.85 |
| Population sex ratio (female/male) | 0.38 |
| Human capital optimization (%) | 68.64 |

Global Gender Gap Index

| | |
|--|-----|
| Economic participation and opportunity | 97 |
| Educational attainment | 92 |
| Health and survival | 136 |
| Political empowerment | 144 |
| rank out of | 144 |

| 2016 | | 2007 | |
|------------|--------------|------------|--------------|
| rank | score | rank | score |
| 119 | 0.643 | 109 | 0.604 |
| 97 | 0.619 | 115 | 0.456 |
| 92 | 0.982 | 45 | 0.993 |
| 136 | 0.957 | 123 | 0.947 |
| 144 | 0.013 | 124 | 0.021 |
| | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 122 | 0.569 | 0.665 |
| Wage equality for similar work (survey) | 9 | 0.794 | 0.622 |
| Estimated earned income (US\$, PPP) | 2 | 0.913 | 0.502 |
| Legislators, senior officials, and managers | 112 | 0.139 | 0.358 |
| Professional and technical workers | 118 | 0.306 | 0.862 |

Educational attainment

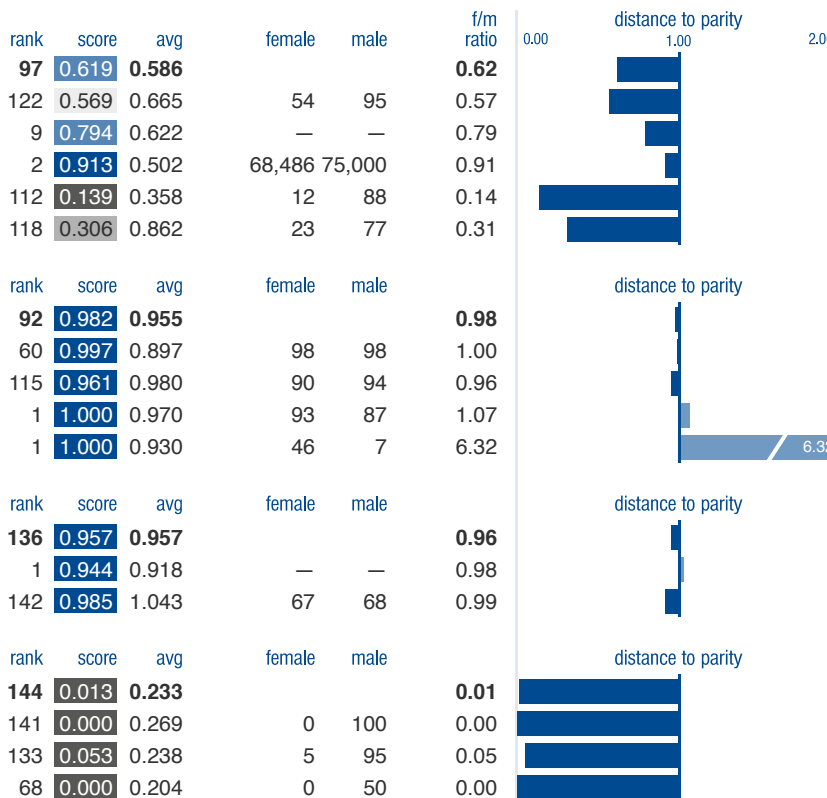
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 60 | 0.997 | 0.897 |
| Enrolment in primary education | 115 | 0.961 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 142 | 0.985 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 141 | 0.000 | 0.269 |
| Women in ministerial positions | 133 | 0.053 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.643 / 119

QAT

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 26 | 28 | 0.94 |
| Youth not in employment or education | 31 | 3 | 10.74 | Proportion married by age 25 | 38 | 25 | 1.49 |
| Unemployed adults | 1 | 0 | 21.75 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 88 | 12 | 7.12 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 61 | 97 | 0.63 | Potential support ratio | | | 70 |
| Workers employed part-time | 0 | 0 | 7.50 | Total dependency ratio | | | 20 |
| Contributing family workers | — | 0 | — | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | — | 0 | — | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 50 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.76 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | 27 | 73 | 0.37 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 5 | 1 | 4.81 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 86 | 84 | 1.02 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 2 | 19 | 0.08 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | 58 | 41 | 1.43 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 36 | 17 | 2.17 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 17 | 46 | 0.37 |
| | | | | Skill diversity | 0.269 | 0.270 | *1.00 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 92 | 94 | 0.97 | Health | female | male | value |
| Individuals using a mobile phone | 99 | 100 | 0.99 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 160 | 151 | #1.06 |
| Political leadership | female | male | value | Cancer | 76 | 97 | #0.78 |
| Year women received right to vote | | | 2003 | Diabetes | 79 | 56 | #1.41 |
| Years since any women received voting rights | | | 13 | Chronic respiratory disease | 13 | 11 | #1.18 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #1.50 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 1 | 6 | #0.21 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †13 [9-19] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 100 |
| | | | | Antenatal care coverage, at least four visits | | | 84.5 |

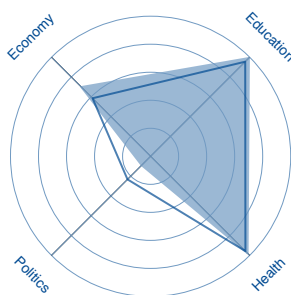
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Romania

rank **76**
out of 144 countries

score **0.690**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Romania score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 177.95 |
| GDP per capita (constant '11 intl. \$, PPP) | 19,926 |
| Total population (thousands) | 19,511.32 |
| Population growth rate (%) | -0.69 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 74.99 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 54 | score 0.699 |
| Educational attainment | rank 68 | score 0.992 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 112 | score 0.090 |
| rank out of | 144 | 115 |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 76 | 0.690 | 46 | 0.680 |
| 54 | 0.699 | 30 | 0.673 |
| 68 | 0.992 | 44 | 0.993 |
| 40 | 0.979 | 36 | 0.979 |
| 112 | 0.090 | 79 | 0.074 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 81 | 0.770 | 0.665 | 57 | 74 | 0.77 |
| Wage equality for similar work (survey) | 61 | 0.656 | 0.622 | — | — | 0.66 |
| Estimated earned income (US\$, PPP) | 33 | 0.691 | 0.502 | 16,721 | 24,209 | 0.69 |
| Legislators, senior officials, and managers | 63 | 0.459 | 0.358 | 31 | 69 | 0.46 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 56 | 44 | 1.26 |

Educational attainment

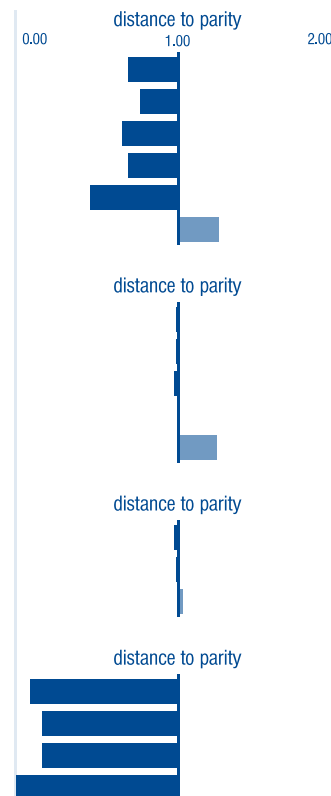
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 64 | 0.994 | 0.897 | 98 | 99 | 0.99 |
| Enrolment in primary education | 97 | 0.986 | 0.980 | 86 | 88 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 86 | 86 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 59 | 48 | 1.24 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 69 | 63 | 1.10 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 105 | 0.159 | 0.269 | 14 | 86 | 0.16 |
| Women in ministerial positions | 86 | 0.167 | 0.238 | 14 | 86 | 0.17 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.690 / 76

ROU

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 26 | 29 | 0.88 |
| Youth not in employment or education | 19 | 15 | 1.22 | Proportion married by age 25 | 59 | 19 | 3.11 |
| Unemployed adults | 5 | 6 | 0.80 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | 79 | 82 | 0.97 | Potential support ratio | | | 4 |
| Workers employed part-time | 14 | 9 | 1.63 | Total dependency ratio | | | 49 |
| Contributing family workers | 15 | 5 | 2.71 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 12 | 23 | 0.53 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 302 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 15 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 85 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.65 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 47.00 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 20.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | 48 | 52 | 0.91 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 9 | 8 | 1.08 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 98 | 99 | 0.99 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 58 | 69 | 0.84 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 13 | 13 | 0.96 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 1.10 |
| | | | | STEM graduates | 17 | 38 | 0.46 |
| | | | | Skill diversity | 0.288 | 0.248 | *1.16 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 53 | 58 | 0.91 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 4 | 0.94 |
| | | | | Cardiovascular disease | 300 | 444 | #0.68 |
| Political leadership | female | male | value | Cancer | 102 | 198 | #0.52 |
| Year women received right to vote | | 1929, 1946 | | Diabetes | 6 | 7 | #0.79 |
| Years since any women received voting rights | | | 87 | Chronic respiratory disease | 10 | 32 | #0.33 |
| Number of female heads of state to date | | | — | HIV/AIDS | 1 | 1 | #0.64 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 3 | 18 | #0.16 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †31 [22-44] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 7 | 93 | 0.08 | Prevalence of gender violence in lifetime | | | 24 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |

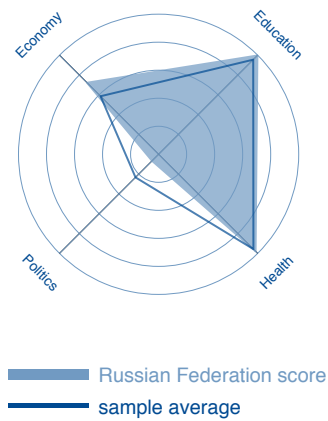
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Russian Federation

rank **75**
out of 144 countries

score **0.691**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 1,326.02 |
| GDP per capita (constant '11 intl. \$, PPP) | 23,895 |
| Total population (thousands) | 143,456.92 |
| Population growth rate (%) | -0.08 |
| Population sex ratio (female/male) | 1.15 |
| Human capital optimization (%) | 77.86 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 41 | score 0.722 |
| Educational attainment | rank 45 | score 0.997 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 129 | score 0.066 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 75 | 0.691 | 49 | 0.677 |
| 41 | 0.722 | 22 | 0.696 |
| 45 | 0.997 | 19 | 0.999 |
| 40 | 0.979 | 36 | 0.979 |
| 129 | 0.066 | 108 | 0.034 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 49 | score 0.866 | avg 0.665 |
| Wage equality for similar work (survey) | rank 65 | score 0.653 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 70 | score 0.597 | avg 0.502 |
| Legislators, senior officials, and managers | rank 26 | score 0.631 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 41 | 0.722 | 0.586 | | | 0.72 |
| 49 | 0.866 | 0.665 | 68 | 79 | 0.87 |
| 65 | 0.653 | 0.622 | — | — | 0.65 |
| 70 | 0.597 | 0.502 | 17,496 | 29,321 | 0.60 |
| 26 | 0.631 | 0.358 | 39 | 61 | 0.63 |
| 1 | 1.000 | 0.862 | 63 | 37 | 1.72 |

Educational attainment

| | | | |
|----------------------------------|----------|-------------|-----------|
| Literacy rate | rank 45 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 103 | score 0.987 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 45 | 0.997 | 0.955 | | | 1.00 |
| 45 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| 1 | 1.000 | 0.980 | 95 | 95 | 1.00 |
| 103 | 0.987 | 0.970 | 48 | 52 | 0.99 |
| 1 | 1.000 | 0.930 | 86 | 72 | 1.21 |

Health and survival

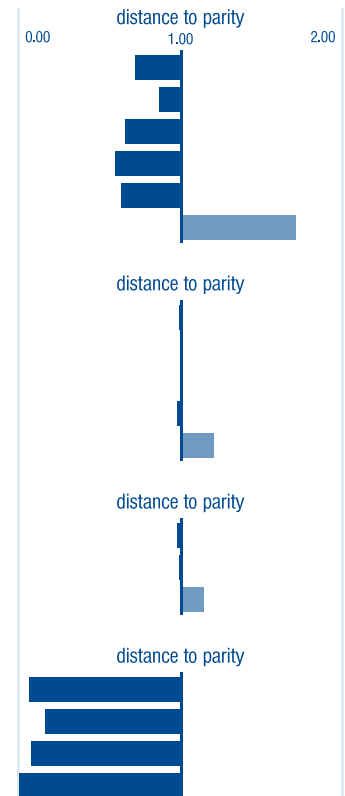
| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 40 | 0.979 | 0.957 | | | 0.98 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 66 | 55 | 1.20 |

Political empowerment

| | | | |
|---|----------|-------------|-----------|
| Women in parliament | rank 106 | score 0.157 | avg 0.269 |
| Women in ministerial positions | rank 127 | score 0.069 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 129 | 0.066 | 0.233 | | | 0.07 |
| 106 | 0.157 | 0.269 | 14 | 86 | 0.16 |
| 127 | 0.069 | 0.238 | 6 | 94 | 0.07 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.691 / 75

RUS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 27 | 0.90 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 43 | 23 | 1.90 |
| Unemployed adults | 4 | 5 | 0.87 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 67 | 33 | 2.06 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 15 |
| Labour force participation among those with advanced degrees | 76 | 88 | 0.86 | Potential support ratio | | | 5 |
| Workers employed part-time | 10 | 5 | 2.06 | Total dependency ratio | | | 43 |
| Contributing family workers | 0 | 0 | 1.03 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 6 | 0.83 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,025 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 140 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.66 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 28.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 20.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 4 | 0.69 |
| Individuals with an account at a financial institution | 70 | 64 | 1.10 | Primary education attainment in adults | 99 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 83 | 86 | 0.97 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 2 | 2 | 1.02 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 1 | 0.96 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 73 | 75 | 0.98 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 395 | 761 | #0.52 |
| Political leadership | female | male | value | Cancer | 106 | 223 | #0.47 |
| Year women received right to vote | | | 1918 | Diabetes | 5 | 4 | #1.21 |
| Years since any women received voting rights | | | 98 | Chronic respiratory disease | 7 | 37 | #0.19 |
| Number of female heads of state to date | | | — | HIV/AIDS | 18 | 58 | #0.30 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 6 | 35 | #0.18 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †25 [18-33] |
| Voluntary political party quotas | | | — | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | 8 | 92 | 0.09 | Prevalence of gender violence in lifetime | | | 21 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.6 |
| | | | | Antenatal care coverage, at least four visits | | | — |

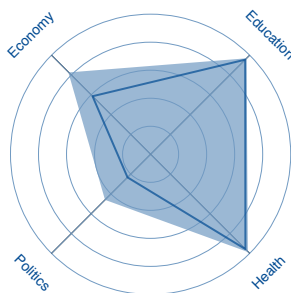
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Rwanda

rank **5**
out of 144 countries

score **0.800**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Rwanda score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 8.10 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,655 |
| Total population (thousands) | 11,609.67 |
| Population growth rate (%) | 2.26 |
| Population sex ratio (female/male) | 1.09 |
| Human capital optimization (%) | 56.27 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 8 | score 0.817 |
| Educational attainment | rank 110 | score 0.958 |
| Health and survival | rank 89 | score 0.972 |
| Political empowerment | rank 8 | score 0.452 |
| rank out of | 144 | |

| | 2016 | 2014 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 5 | 0.800 | 7 | 0.785 |
| 8 | 0.817 | 25 | 0.770 |
| 110 | 0.958 | 114 | 0.929 |
| 89 | 0.972 | 118 | 0.967 |
| 8 | 0.452 | 6 | 0.476 |
| 144 | | 142 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|----------|--------------|--------------|
| Economic participation and opportunity | 8 | 0.817 | 0.586 |
| Labour force participation | 1 | 1.000 | 0.665 |
| Wage equality for similar work (survey) | 1 | 0.877 | 0.622 |
| Estimated earned income (US\$, PPP) | 8 | 0.821 | 0.502 |
| Legislators, senior officials, and managers | 50 | 0.514 | 0.358 |
| Professional and technical workers | 95 | 0.726 | 0.862 |

Educational attainment

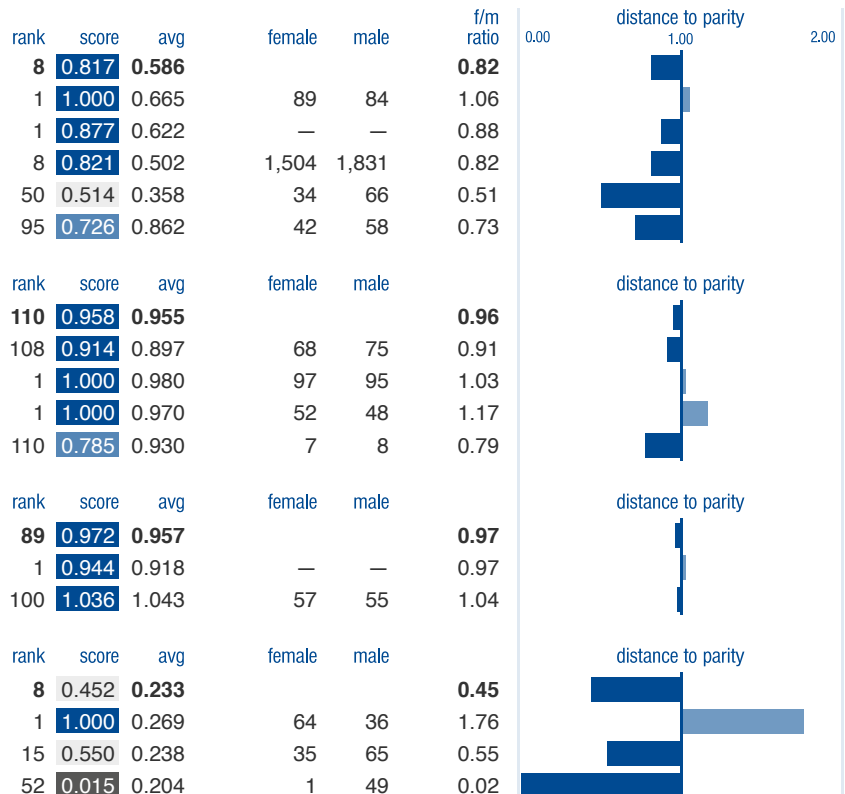
| | rank | score | avg |
|----------------------------------|------------|--------------|--------------|
| Educational attainment | 110 | 0.958 | 0.955 |
| Literacy rate | 108 | 0.914 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 110 | 0.785 | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|-----------|--------------|--------------|
| Health and survival | 89 | 0.972 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 100 | 1.036 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|----------|--------------|--------------|
| Political empowerment | 8 | 0.452 | 0.233 |
| Women in parliament | 1 | 1.000 | 0.269 |
| Women in ministerial positions | 15 | 0.550 | 0.238 |
| Years with female head of state (last 50) | 52 | 0.015 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.800 / 5

RWA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 27 | 0.92 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 41 | 20 | 2.10 |
| Unemployed adults | 4 | 3 | 1.46 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 21 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 20 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 78 |
| Contributing family workers | 12 | 6 | 2.12 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 72 | 65 | 1.11 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 4 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 60 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.86 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 42.70 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 19.70 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 3 | 5 | 0.51 |
| Individuals with an account at a financial institution | 31 | 46 | 0.66 | Primary education attainment in adults | 27 | 36 | 0.74 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 6 | 11 | 0.60 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 1 | 3 | 0.49 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | 0 | 0 | 0.18 |
| | | | | STEM graduates | 16 | 27 | 0.58 |
| | | | | Skill diversity | 0.367 | 0.238 | *1.54 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 2 | 4 | 0.69 |
| | | | | Cardiovascular disease | 252 | 272 | #0.93 |
| | | | | Cancer | 118 | 133 | #0.89 |
| | | | | Diabetes | 32 | 38 | #0.84 |
| | | | | Chronic respiratory disease | 22 | 31 | #0.70 |
| Political leadership | female | male | value | HIV/AIDS | 70 | 63 | #1.11 |
| Year women received right to vote | | | 1961 | Suicide | 7 | 17 | #0.42 |
| Years since any women received voting rights | | | 55 | Maternal mortality ratio (per 100,000 births) | | | †290 [208-389] |
| Number of female heads of state to date | | | 1 | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | 56 |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Voluntary political party quotas | | | no | Births attended by skilled health personnel | | | 90.7 |
| Seats held in upper house | 38 | 62 | 0.63 | Antenatal care coverage, at least four visits | | | 43.9 |

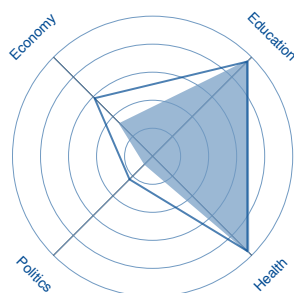
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Saudi Arabia

rank **141**
out of 144 countries

score **0.583**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Saudi Arabia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 646.00 |
| GDP per capita (constant '11 intl. \$, PPP) | 50,284 |
| Total population (thousands) | 31,540.37 |
| Population growth rate (%) | 1.72 |
| Population sex ratio (female/male) | 0.77 |
| Human capital optimization (%) | 63.69 |

Global Gender Gap Index

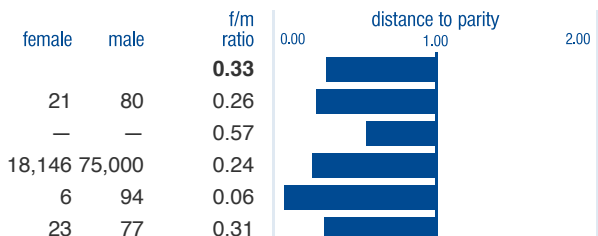
| | | |
|--|-----|-------|
| Economic participation and opportunity | 142 | 0.328 |
| Educational attainment | 105 | 0.961 |
| Health and survival | 128 | 0.966 |
| Political empowerment | 121 | 0.077 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 141 | 0.583 | 114 | 0.524 |
| 142 | 0.328 | 115 | 0.240 |
| 105 | 0.961 | 93 | 0.880 |
| 128 | 0.966 | 54 | 0.977 |
| 121 | 0.077 | 115 | 0.000 |
| 144 | | 115 | |

COUNTRY SCORE CARD

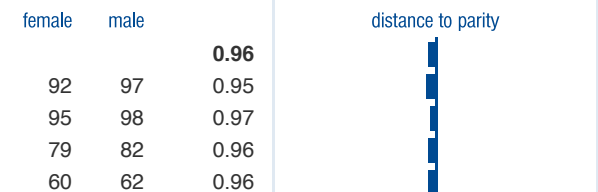
Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 140 | 0.261 | 0.665 |
| Wage equality for similar work (survey) | 109 | 0.569 | 0.622 |
| Estimated earned income (US\$, PPP) | 136 | 0.242 | 0.502 |
| Legislators, senior officials, and managers | 120 | 0.060 | 0.358 |
| Professional and technical workers | 117 | 0.306 | 0.862 |



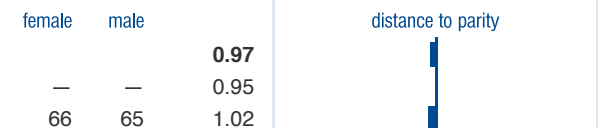
Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 100 | 0.947 | 0.897 |
| Enrolment in primary education | 114 | 0.970 | 0.980 |
| Enrolment in secondary education | 117 | 0.955 | 0.970 |
| Enrolment in tertiary education | 97 | 0.960 | 0.930 |



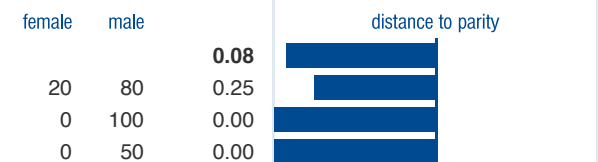
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 135 | 1.015 | 1.043 |



Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 78 | 0.248 | 0.269 |
| Women in ministerial positions | 139 | 0.000 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.583 / 141

SAU

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 28 | 0.89 |
| Youth not in employment or education | 29 | 8 | 3.82 | Proportion married by age 25 | 40 | 13 | 3.16 |
| Unemployed adults | 16 | 1 | 10.97 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 57 | 95 | 0.61 | Potential support ratio | | | 24 |
| Workers employed part-time | 2 | 2 | 1.07 | Total dependency ratio | | | 46 |
| Contributing family workers | 0 | 0 | 1.28 | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 1 | 3 | 0.29 | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 70 / | 1 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | †0.53 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 5 | 2 | 2.46 |
| Individuals with an account at a financial institution | 61 | 75 | 0.81 | Primary education attainment in adults | 74 | 86 | 0.87 |
| Women's access to financial services | | | †0.50 | Out-of-school youth of upper secondary school age | 11 | 10 | 1.06 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | 46 | 51 | 0.90 |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | 1 | 2 | 0.42 |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 21 | 33 | 0.65 |
| | | | | Skill diversity | 0.227 | 0.193 | ×1.18 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 60 | 77 | 0.78 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 11 | 13 | 0.85 |
| | | | | Cardiovascular disease | 288 | 382 | #0.75 |
| | | | | Cancer | 63 | 67 | #0.94 |
| | | | | Diabetes | 27 | 43 | #0.63 |
| | | | | Chronic respiratory disease | 21 | 29 | #0.72 |
| | | | | HIV/AIDS | 0 | 0 | #— |
| | | | | Suicide | 0 | 1 | #0.33 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †12 [7-20] |
| | | | | Existence of 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 |
| | | | | Antenatal care coverage, at least four visits | | | — |

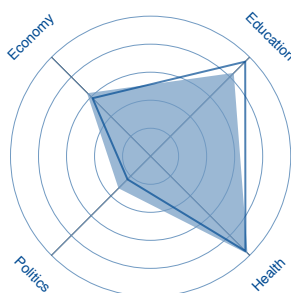
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Senegal

rank out of 144 countries **82**

score **0.685**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Senegal score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 13.78 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,288 |
| Total population (thousands) | 15,129.27 |
| Population growth rate (%) | 2.90 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 51.50 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 94 | score 0.628 |
| Educational attainment | rank 133 | score 0.830 |
| Health and survival | rank 123 | score 0.967 |
| Political empowerment | rank 27 | score 0.316 |
| rank out of | 144 | |

| | 2016 | 2009 | |
|-----------|--------------|------------|--------------|
| rank | score | rank | score |
| 82 | 0.685 | 102 | 0.643 |
| 94 | 0.628 | 74 | 0.638 |
| 133 | 0.830 | 124 | 0.817 |
| 123 | 0.967 | 76 | 0.974 |
| 27 | 0.316 | 59 | 0.141 |
| 144 | | 134 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----------|-------------|-----------|
| Labour force participation | rank 108 | score 0.647 | avg 0.665 |
| Wage equality for similar work (survey) | rank 42 | score 0.705 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 103 | score 0.504 | avg 0.502 |
| Legislators, senior officials, and managers | rank — | score — | avg 0.358 |
| Professional and technical workers | rank — | score — | avg 0.862 |

Educational attainment

| | | | |
|----------------------------------|----------|-------------|-----------|
| Literacy rate | rank 135 | score 0.640 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 135 | score 0.771 | avg 0.970 |
| Enrolment in tertiary education | rank 126 | score 0.590 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|----------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 129 | score 1.018 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 5 | score 0.744 | avg 0.269 |
| Women in ministerial positions | rank 61 | score 0.250 | avg 0.238 |
| Years with female head of state (last 50) | rank 40 | score 0.053 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.685 / 82

SEN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 22 | 31 | 0.73 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 56 | 8 | 6.93 |
| Unemployed adults | 12 | 8 | 1.51 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 30 |
| Labour force participation among those with advanced degrees | 47 | 61 | 0.77 | Potential support ratio | | | 18 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 88 |
| Contributing family workers | 30 | 18 | 1.66 | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 38 | 33 | 1.15 | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 1 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | †0.64 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 22.90 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 14.10 | Government provides child allowance to parents | | | yes |
| R&D personnel | 25 | 75 | 0.34 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 24 | 30 | 0.80 |
| Individuals with an account at a financial institution | 8 | 16 | 0.51 | Primary education attainment in adults | 22 | 33 | 0.65 |
| Women's access to financial services | | | †1.00 | Out-of-school youth of upper secondary school age | 84 | 78 | 1.07 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | 5 | 12 | 0.45 |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | 2 | 5 | 0.40 |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | 0 | 1 | 0.27 |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | 67 | 62 | 1.07 | Malnutrition of children under age 5 | 5 | 6 | 0.88 |
| | | | | Cardiovascular disease | 198 | 197 | #1.01 |
| Political leadership | female | male | value | Cancer | 73 | 76 | #0.97 |
| Year women received right to vote | | | 1945 | Diabetes | 58 | 54 | #1.07 |
| Years since any women received voting rights | | | 71 | Chronic respiratory disease | 33 | 61 | #0.54 |
| Number of female heads of state to date | | | 2 | HIV/AIDS | 24 | 7 | #3.64 |
| Quota for women on candidate lists in national elections | | | 50 | Suicide | 3 | 9 | #0.33 |
| Quota for women on candidate lists in local elections | | | 50 | Maternal mortality ratio (per 100,000 births) | | | †315 [214-468] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 40 | 60 | 0.67 | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 59.1 |
| | | | | Antenatal care coverage, at least four visits | | | 48.1 |

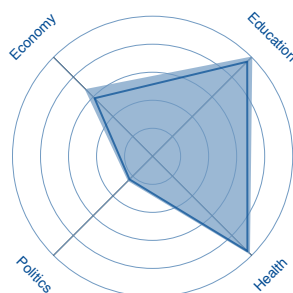
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Serbia

rank out of 144 countries **48**

score **0.720**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Serbia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 36.51 |
| GDP per capita (constant '11 intl. \$, PPP) | 12,863 |
| Total population (thousands) | 8,850.98 |
| Population growth rate (%) | -0.41 |
| Population sex ratio (female/male) | 1.05 |
| Human capital optimization (%) | 70.54 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 70 | 0.670 | 67 | 0.660 |
| Educational attainment | 49 | 0.996 | 61 | 0.993 |
| Health and survival | 76 | 0.973 | 91 | 0.970 |
| Political empowerment | 42 | 0.242 | 40 | 0.192 |
| rank out of | 144 | | 135 | |

| 2016 | | 2012 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 48 | 0.720 | 50 | 0.704 |
| 70 | 0.670 | 67 | 0.660 |
| 49 | 0.996 | 61 | 0.993 |
| 76 | 0.973 | 91 | 0.970 |
| 42 | 0.242 | 40 | 0.192 |
| 144 | | 135 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 82 | 0.770 | 0.665 |
| Wage equality for similar work (survey) | 90 | 0.609 | 0.622 |
| Estimated earned income (US\$, PPP) | 52 | 0.640 | 0.502 |
| Legislators, senior officials, and managers | 70 | 0.436 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 70 | 0.670 | 0.586 | | | 0.67 |
| 82 | 0.770 | 0.665 | 54 | 71 | 0.77 |
| 90 | 0.609 | 0.622 | — | — | 0.61 |
| 52 | 0.640 | 0.502 | 10,667 | 16,664 | 0.64 |
| 70 | 0.436 | 0.358 | 30 | 70 | 0.44 |
| 1 | 1.000 | 0.862 | 56 | 44 | 1.30 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 81 | 0.979 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 49 | 0.996 | 0.955 | | | 1.00 |
| 81 | 0.979 | 0.897 | 97 | 99 | 0.98 |
| 1 | 1.000 | 0.980 | 96 | 96 | 1.00 |
| 1 | 1.000 | 0.970 | 93 | 91 | 1.02 |
| 1 | 1.000 | 0.930 | 66 | 51 | 1.31 |

Health and survival

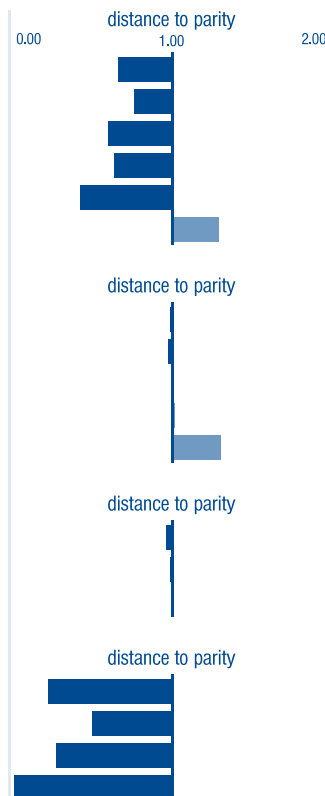
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 76 | 0.973 | 0.957 | | | 0.97 |
| 125 | 0.935 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 67 | 63 | 1.06 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 28 | 0.515 | 0.269 |
| Women in ministerial positions | 50 | 0.286 | 0.238 |
| Years with female head of state (last 50) | 49 | 0.026 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 42 | 0.242 | 0.233 | | | 0.24 |
| 28 | 0.515 | 0.269 | 34 | 66 | 0.52 |
| 50 | 0.286 | 0.238 | 22 | 78 | 0.29 |
| 49 | 0.026 | 0.204 | 1 | 49 | 0.03 |



0.00 0.40

distribution of countries by score

1.00



0.720 / 48

SRB

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 27 | 30 | 0.89 |
| Youth not in employment or education | 20 | 20 | 1.00 | Proportion married by age 25 | 24 | 8 | 2.96 |
| Unemployed adults | 21 | 19 | 1.15 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 53 | 47 | 1.11 | Average number of children per woman | | | 2 |
| Workers in informal employment | 7 | 10 | 0.72 | Women with unmet demand for family planning | | | 7 |
| Labour force participation among those with advanced degrees | 65 | 61 | 1.07 | Potential support ratio | | | 4 |
| Workers employed part-time | 21 | 16 | 1.27 | Total dependency ratio | | | 50 |
| Contributing family workers | 13 | 4 | 3.05 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 25 | 0.37 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 230 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 135 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.55 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 29.80 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 14.30 | Government provides child allowance to parents | | | yes |
| R&D personnel | 50 | 50 | 0.98 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 2 | 0.68 |
| Individuals with an account at a financial institution | 83 | 83 | 1.00 | Primary education attainment in adults | 91 | 97 | 0.94 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 11 | 14 | 0.76 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 62 | 75 | 0.83 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 13 | 13 | 0.99 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 1 | 0.43 |
| | | | | STEM graduates | 18 | 38 | 0.47 |
| | | | | Skill diversity | 0.201 | 0.213 | *0.94 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 3 | 1.56 |
| | | | | Cardiovascular disease | 319 | 401 | #0.80 |
| | | | | Cancer | 133 | 218 | #0.61 |
| | | | | Diabetes | 22 | 24 | #0.94 |
| | | | | Chronic respiratory disease | 19 | 39 | #0.48 |
| | | | | HIV/AIDS | 0 | 1 | #0.20 |
| | | | | Suicide | 6 | 20 | #0.29 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †17 [12-24] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 24 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 98.4 |
| | | | | Antenatal care coverage, at least four visits | | | 93.9 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1946 | | | | |
| Years since any women received voting rights | | | 70 | | | | |
| Number of female heads of state to date | | | 2 | | | | |
| Quota for women on candidate lists in national elections | | | 30 | | | | |
| Quota for women on candidate lists in local elections | | | 30 | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

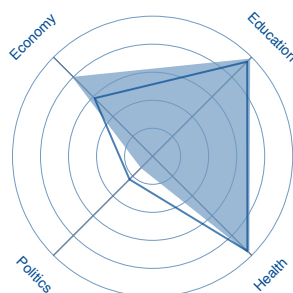
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Singapore

rank **55**
out of 144 countries

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

SCORE AT A GLANCE



— Singapore score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 292.74 |
| GDP per capita (constant '11 intl. \$, PPP) | 80,192 |
| Total population (thousands) | 5,603.74 |
| Population growth rate (%) | 1.39 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 80.94 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 17 | score 0.793 |
| Educational attainment | rank 95 | score 0.975 |
| Health and survival | rank 121 | score 0.967 |
| Political empowerment | rank 97 | score 0.111 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 55 | 0.712 | 65 | 0.655 |
| 17 | 0.793 | 45 | 0.646 |
| 95 | 0.975 | 86 | 0.931 |
| 121 | 0.967 | 107 | 0.960 |
| 97 | 0.111 | 75 | 0.083 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 17 | 0.793 | 0.586 |
| Labour force participation | 73 | 0.798 | 0.665 |
| Wage equality for similar work (survey) | 4 | 0.810 | 0.622 |
| Estimated earned income (US\$, PPP) | 3 | 0.894 | 0.502 |
| Legislators, senior officials, and managers | 53 | 0.512 | 0.358 |
| Professional and technical workers | 81 | 0.905 | 0.862 |

Educational attainment

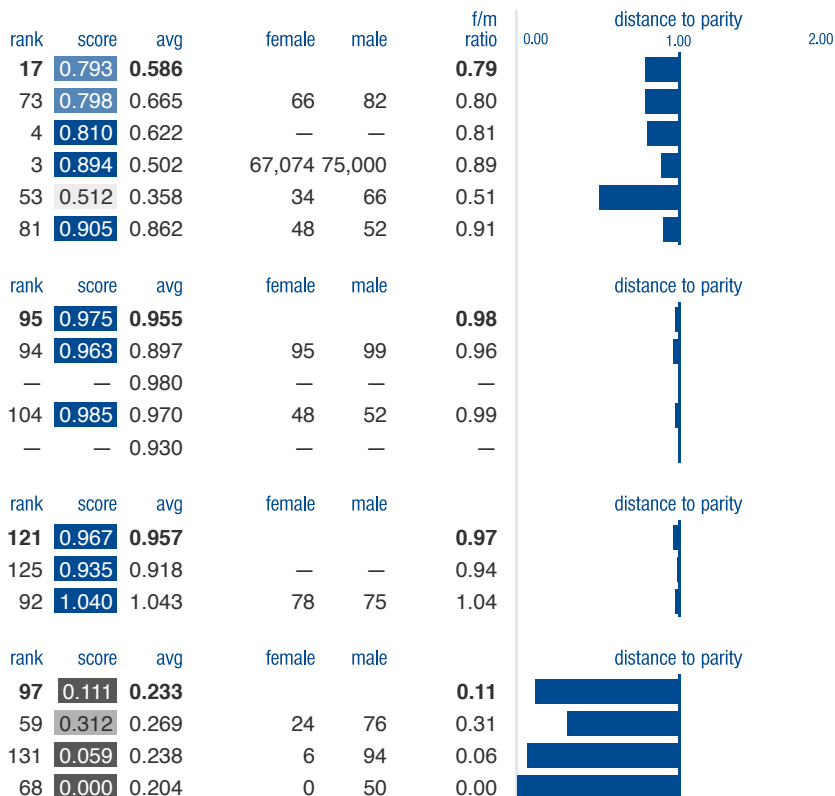
| | rank | score | avg |
|----------------------------------|-----------|--------------|--------------|
| Educational attainment | 95 | 0.975 | 0.955 |
| Literacy rate | 94 | 0.963 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | 104 | 0.985 | 0.970 |
| Enrolment in tertiary education | — | — | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|------------|--------------|--------------|
| Health and survival | 121 | 0.967 | 0.957 |
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 92 | 1.040 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Political empowerment | 97 | 0.111 | 0.233 |
| Women in parliament | 59 | 0.312 | 0.269 |
| Women in ministerial positions | 131 | 0.059 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.712 / 55

SGP

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 28 | 30 | 0.92 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 8 | 2 | 3.47 |
| Unemployed adults | 3 | 3 | 1.04 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | 38 | 63 | 0.60 | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 6 |
| Workers employed part-time | 11 | 5 | 2.07 | Total dependency ratio | | | 37 |
| Contributing family workers | 1 | 0 | 1.78 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 5 | 10 | 0.51 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 7 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 105 / | 7 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.83 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | 96 | 97 | 0.99 | Primary education attainment in adults | 82 | 88 | 0.93 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 67 | 72 | 0.93 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 25 | 30 | 0.84 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 27 | 52 | 0.52 |
| | | | | Skill diversity | 0.268 | 0.280 | *0.96 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 77 | 81 | 0.95 | Health | female | male | value |
| Individuals using a mobile phone | 85 | 89 | 0.95 | Malnutrition of children under age 5 | 3 | 4 | 0.87 |
| | | | | Cardiovascular disease | 82 | 137 | #0.60 |
| | | | | Cancer | 86 | 127 | #0.68 |
| | | | | Diabetes | 4 | 4 | #0.92 |
| | | | | Chronic respiratory disease | 6 | 20 | #0.30 |
| | | | | HIV/AIDS | 0 | 0 | #— |
| | | | | Suicide | 5 | 10 | #0.54 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †10 [6-17] |
| | | | | Existence of 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 | | | 99.7 |
| | | | | Antenatal care coverage, at least four visits | | | — |

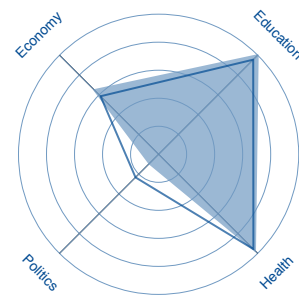
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Slovak Republic

rank **94**
out of 144 countries

score **0.679**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Slovak Republic score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 86.58 |
| GDP per capita (constant '11 intl. \$, PPP) | 27,394 |
| Total population (thousands) | 5,426.26 |
| Population growth rate (%) | 0.03 |
| Population sex ratio (female/male) | 1.06 |
| Human capital optimization (%) | 74.94 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 86 | score 0.648 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 76 | score 0.973 |
| Political empowerment | rank 110 | score 0.093 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 94 | 0.679 | 50 | 0.676 |
| 86 | 0.648 | 43 | 0.650 |
| 1 | 1.000 | 34 | 0.995 |
| 76 | 0.973 | 1 | 0.980 |
| 110 | 0.093 | 77 | 0.077 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----------|--------------------|-----------|
| Labour force participation | rank 66 | score 0.812 | avg 0.665 |
| Wage equality for similar work (survey) | rank 121 | score 0.536 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 71 | score 0.597 | avg 0.502 |
| Legislators, senior officials, and managers | rank 66 | score 0.455 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 86 | 0.648 | 0.586 | | | 0.65 |
| 66 | 0.812 | 0.665 | 63 | 78 | 0.81 |
| 121 | 0.536 | 0.622 | — | — | 0.54 |
| 71 | 0.597 | 0.502 | 21,334 | 35,760 | 0.60 |
| 66 | 0.455 | 0.358 | 31 | 69 | 0.46 |
| 1 | 1.000 | 0.862 | 54 | 46 | 1.18 |

Educational attainment

| | | | |
|----------------------------------|--------|--------------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank — | score — | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 1.000 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| — | — | 0.980 | — | — | — |
| 1 | 1.000 | 0.970 | 49 | 51 | 1.02 |
| 1 | 1.000 | 0.930 | 65 | 42 | 1.55 |

Health and survival

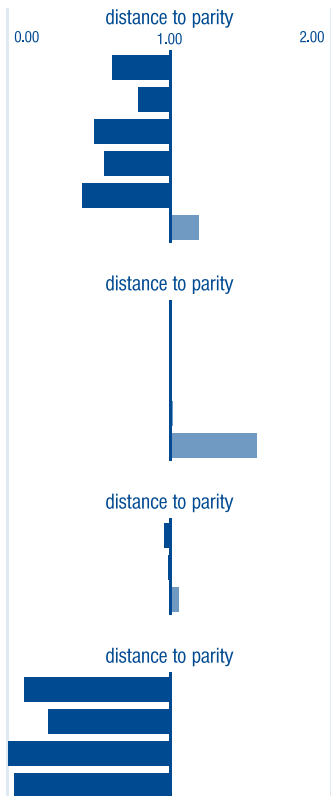
| | | | |
|-------------------------|----------|--------------------|-----------|
| Sex ratio at birth | rank 125 | score 0.935 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 76 | 0.973 | 0.957 | | | 0.97 |
| 125 | 0.935 | 0.918 | — | — | 0.94 |
| 1 | 1.060 | 1.043 | 70 | 63 | 1.11 |

Political empowerment

| | | | |
|---|----------|--------------------|-----------|
| Women in parliament | rank 74 | score 0.250 | avg 0.269 |
| Women in ministerial positions | rank 139 | score 0.000 | avg 0.238 |
| Years with female head of state (last 50) | rank 42 | score 0.036 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 110 | 0.093 | 0.233 | | | 0.09 |
| 74 | 0.250 | 0.269 | 20 | 80 | 0.25 |
| 139 | 0.000 | 0.238 | 0 | 100 | 0.00 |
| 42 | 0.036 | 0.204 | 2 | 48 | 0.04 |



0.00 0.40

distribution of countries by score

1.00



0.679 / 94

SVK

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 33 | 0.92 |
| Youth not in employment or education | 13 | 14 | 0.92 | Proportion married by age 25 | 10 | 4 | 2.32 |
| Unemployed adults | 12 | 11 | 1.11 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 71 | 79 | 0.90 | Potential support ratio | | | 5 |
| Workers employed part-time | 19 | 13 | 1.54 | Total dependency ratio | | | 41 |
| Contributing family workers | 0 | 0 | 3.69 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 8 | 15 | 0.55 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 899 |
| | | | | Length of maternity / paternity leave (days) | 238 / | — | |
| Economic leadership | female | male | value | Wages paid during maternity / paternity leave | 65 / | — | |
| Law mandates equal pay | | | yes | Provider of parental leave benefits | | | gov |
| Ability of women to rise to positions of leadership | | | *0.59 | Provider of maternity / paternity leave benefits | gov / | — | |
| Boards of publicly traded companies | 14 | 86 | 0.16 | Government supports or provides childcare | | | yes |
| Firms whose ownership includes women | | | 29.70 | Government provides child allowance to parents | | | yes |
| Firms whose top management includes women | | | 14.00 | | | | |
| R&D personnel | 42 | 58 | 0.73 | Education and skills | female | male | value |
| | | | | Out-of-school children of primary school age | — | — | — |
| | | | | Primary education attainment in adults | 100 | 100 | 1.00 |
| | | | | Out-of-school youth of upper secondary school age | — | — | — |
| | | | | Secondary education attainment in adults | 81 | 90 | 0.90 |
| | | | | Tertiary education attainment in adults | 19 | 18 | 1.06 |
| | | | | PhD graduates | 0 | 1 | 0.60 |
| | | | | STEM graduates | 12 | 36 | 0.33 |
| | | | | Skill diversity | 0.218 | 0.179 | *1.22 |
| | | | | | | | |
| Access to assets | female | male | value | Health | female | male | value |
| Individuals with an account at a financial institution | 80 | 74 | 1.08 | Malnutrition of children under age 5 | — | — | — |
| Women's access to financial services | | | *1.00 | Cardiovascular disease | — | — | #_ |
| Inheritance rights for daughters | | | *1.00 | Cancer | — | — | #_ |
| Women's access to land use, control and ownership | | | *1.00 | Diabetes | — | — | #_ |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Chronic respiratory disease | — | — | #_ |
| | | | | HIV/AIDS | 0 | 0 | #0.00 |
| | | | | Suicide | — | — | #_ |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †_ |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 23 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |
| | | | | | | | |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 77 | 78 | 0.98 | | | | |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | | | | |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1920 | | | | |
| Years since any women received voting rights | | | 96 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

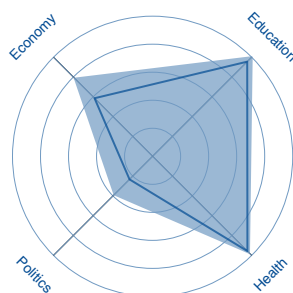
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Slovenia

rank **8**
out of 144 countries

score **0.786**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Slovenia score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 42.75 |
| GDP per capita (constant '11 intl. \$, PPP) | 28,942 |
| Total population (thousands) | 2,067.53 |
| Population growth rate (%) | 0.07 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 80.34 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 19 | score 0.784 |
| Educational attainment | rank 25 | score 1.000 |
| Health and survival | rank 76 | score 0.973 |
| Political empowerment | rank 18 | score 0.385 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 8 | 0.786 | 51 | 0.675 |
| 19 | 0.784 | 34 | 0.667 |
| 25 | 1.000 | 22 | 0.999 |
| 76 | 0.973 | 71 | 0.973 |
| 18 | 0.385 | 88 | 0.060 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 27 | score 0.905 | avg 0.665 |
| Wage equality for similar work (survey) | rank 44 | score 0.698 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 9 | score 0.803 | avg 0.502 |
| Legislators, senior officials, and managers | rank 32 | score 0.597 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 48 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

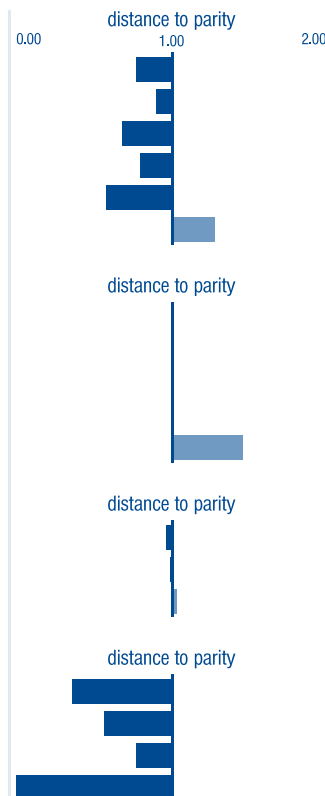
Health and survival

| | | | |
|-------------------------|----------|-------------|-----------|
| Sex ratio at birth | rank 125 | score 0.935 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 22 | score 0.579 | avg 0.269 |
| Women in ministerial positions | rank 10 | score 0.778 | avg 0.238 |
| Years with female head of state (last 50) | rank 46 | score 0.031 | avg 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|-----------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 19 | 0.784 | 0.586 | | | 0.78 |
| Labour force participation | 27 | 0.905 | 0.665 | 67 | 74 | 0.91 |
| Wage equality for similar work (survey) | 44 | 0.698 | 0.622 | — | — | 0.70 |
| Estimated earned income (US\$, PPP) | 9 | 0.803 | 0.502 | 27,109 | 33,754 | 0.80 |
| Legislators, senior officials, and managers | 32 | 0.597 | 0.358 | 37 | 63 | 0.60 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 56 | 44 | 1.26 |
| Educational attainment | 25 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 48 | 1.000 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 97 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 95 | 95 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 98 | 68 | 1.44 |
| Health and survival | 76 | 0.973 | 0.957 | | | 0.97 |
| Sex ratio at birth | 125 | 0.935 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 72 | 66 | 1.09 |
| Political empowerment | 18 | 0.385 | 0.233 | | | 0.39 |
| Women in parliament | 22 | 0.579 | 0.269 | 37 | 63 | 0.58 |
| Women in ministerial positions | 10 | 0.778 | 0.238 | 44 | 56 | 0.78 |
| Years with female head of state (last 50) | 46 | 0.031 | 0.204 | 2 | 49 | 0.03 |



0.00 0.40

distribution of countries by score

1.00



0.786 / 8

SVN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|-----------|-------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 34 | 36 | 0.95 |
| Youth not in employment or education | 9 | 10 | 0.87 | Proportion married by age 25 | 6 | 2 | 3.21 |
| Unemployed adults | 10 | 8 | 1.21 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 9 |
| Labour force participation among those with advanced degrees | 78 | 76 | 1.04 | Potential support ratio | | | 4 |
| Workers employed part-time | 29 | 19 | 1.55 | Total dependency ratio | | | 49 |
| Contributing family workers | 5 | 3 | 1.89 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 6 | 11 | 0.53 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 520 | 466 | 1.12 | | | | |
| Proportion of unpaid work per day | 55 | 36 | 1.54 | Care | | | |
| | | | | Length of parental leave (days) | | | 130 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 105 / 30 | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / 100 | | |
| Ability of women to rise to positions of leadership | | | *0.70 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 22 | 78 | 0.28 | Provider of maternity / paternity leave benefits | gov / gov | | |
| Firms whose ownership includes women | | | 34.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 18.80 | Government provides child allowance to parents | | | yes |
| R&D personnel | 36 | 64 | 0.56 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 2 | 3 | 0.61 |
| Individuals with an account at a financial institution | 97 | 98 | 0.99 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 4 | 5 | 0.88 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 75 | 85 | 0.89 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 20 | 17 | 1.23 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 2 | 2 | 0.96 |
| | | | | STEM graduates | 12 | 44 | 0.28 |
| | | | | Skill diversity | 0.269 | 0.220 | *1.22 |
| Access to technology | | | | | | | |
| Individuals using the internet | 71 | 75 | 0.94 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 114 | 174 | #0.65 |
| Political leadership | | | | Cancer | 110 | 208 | #0.53 |
| Year women received right to vote | | | 1946 | Diabetes | 3 | 4 | #0.74 |
| Years since any women received voting rights | | | 70 | Chronic respiratory disease | 7 | 18 | #0.38 |
| Number of female heads of state to date | | | 1 | HIV/AIDS | 0 | 0 | #0.00 |
| Quota for women on candidate lists in national elections | | | 35 | Suicide | 4 | 21 | #0.21 |
| Quota for women on candidate lists in local elections | | | 40 | Maternal mortality ratio (per 100,000 births) | | | †g [6-14] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.8 |
| | | | | Antenatal care coverage, at least four visits | | | — |

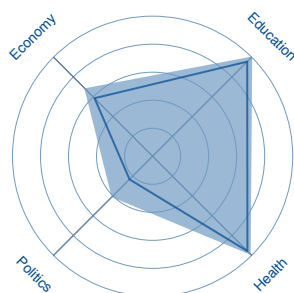
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

South Africa

rank **15**
out of 144 countries

score **0.764**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— South Africa score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 312.80 |
| GDP per capita (constant '11 intl. \$, PPP) | 12,390 |
| Total population (thousands) | 54,490.41 |
| Population growth rate (%) | 0.78 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 62.97 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 63 | 0.677 |
| Educational attainment | 55 | 0.995 |
| Health and survival | 1 | 0.980 |
| Political empowerment | 13 | 0.404 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 15 | 0.764 | 18 | 0.713 |
| 63 | 0.677 | 79 | 0.556 |
| 55 | 0.995 | 42 | 0.993 |
| 1 | 0.980 | 59 | 0.976 |
| 13 | 0.404 | 8 | 0.326 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 68 | 0.808 | 0.665 | 50 | 62 | 0.81 |
| Wage equality for similar work (survey) | 86 | 0.619 | 0.622 | — | — | 0.62 |
| Estimated earned income (US\$, PPP) | 62 | 0.614 | 0.502 | 9,972 | 16,230 | 0.61 |
| Legislators, senior officials, and managers | 67 | 0.451 | 0.358 | 31 | 69 | 0.45 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 52 | 48 | 1.08 |

Educational attainment

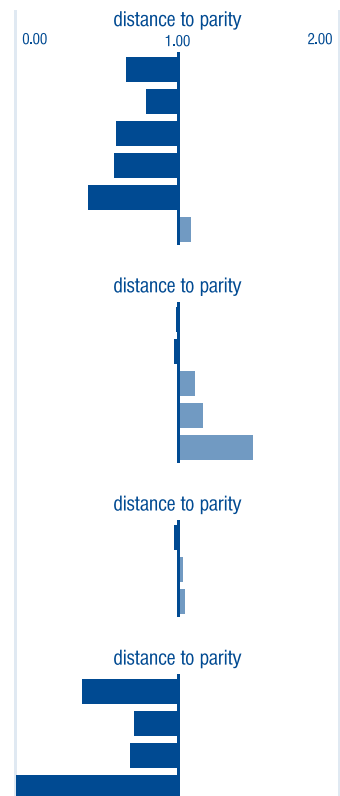
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 85 | 0.975 | 0.897 | 93 | 96 | 0.98 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 88 | 79 | 1.11 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 69 | 59 | 1.16 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 24 | 16 | 1.47 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.98 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 54 | 49 | 1.10 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 7 | 0.735 | 0.269 | 42 | 58 | 0.74 |
| Women in ministerial positions | 13 | 0.714 | 0.238 | 42 | 58 | 0.71 |
| Years with female head of state (last 50) | 67 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.764 / 15

ZAF

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 31 | 33 | 0.93 |
| Youth not in employment or education | 35 | 29 | 1.19 | Proportion married by age 25 | 15 | 5 | 2.91 |
| Unemployed adults | 22 | 19 | 1.15 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 58 | 42 | 1.38 | Average number of children per woman | | | 2 |
| Workers in informal employment | 37 | 30 | 1.25 | Women with unmet demand for family planning | | | 17 |
| Labour force participation among those with advanced degrees | 80 | 88 | 0.91 | Potential support ratio | | | 13 |
| Workers employed part-time | 13 | 6 | 2.36 | Total dependency ratio | | | 52 |
| Contributing family workers | 1 | 0 | 2.22 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 9 | 1.03 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 445 | 397 | 1.12 | | | | |
| Proportion of unpaid work per day | 56 | 26 | 2.17 | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 120 / | 3 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 38 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.64 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | empl | |
| Firms whose ownership includes women | | | 22.60 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 43 | 57 | 0.76 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 6 | 17 | 0.37 |
| Individuals with an account at a financial institution | 69 | 69 | 1.00 | Primary education attainment in adults | 81 | 83 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 26 | 30 | 0.85 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 63 | 66 | 0.95 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 7 | 8 | 0.89 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 28 | 0.46 |
| | | | | Skill diversity | 0.300 | 0.284 | *1.06 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 7 | 8 | 0.82 |
| | | | | Cardiovascular disease | 260 | 354 | #0.73 |
| | | | | Cancer | 90 | 143 | #0.63 |
| | | | | Diabetes | 91 | 99 | #0.92 |
| Political leadership | female | male | value | Chronic respiratory disease | 33 | 85 | #0.39 |
| Year women received right to vote | | 1930, 1994 | | HIV/AIDS | 396 | 434 | #0.91 |
| Years since any women received voting rights | | | 86 | Suicide | 1 | 6 | #0.20 |
| Number of female heads of state to date | | | 1 | Maternal mortality ratio (per 100,000 births) | | | †138 [124-154] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | 50 | Prevalence of gender violence in lifetime | | | 13 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | 94.3 |
| | | | | Antenatal care coverage, at least four visits | | | 87.1 |

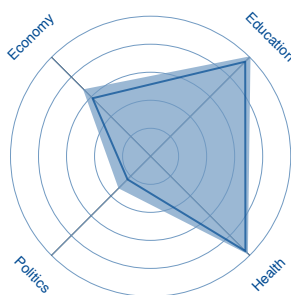
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Spain

rank out of 144 countries **29**

score **0.738**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Spain score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 1,199.06 |
| GDP per capita (constant '11 intl. \$, PPP) | 32,814 |
| Total population (thousands) | 46,121.70 |
| Population growth rate (%) | 0.03 |
| Population sex ratio (female/male) | 1.04 |
| Human capital optimization (%) | 72.79 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 72 | 0.668 | 85 | 0.539 |
| Educational attainment | 43 | 0.998 | 38 | 0.994 |
| Health and survival | 91 | 0.972 | 71 | 0.973 |
| Political empowerment | 26 | 0.316 | 5 | 0.421 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 29 | 0.738 | 11 | 0.732 | |
| 72 | 0.668 | 85 | 0.539 | |
| 43 | 0.998 | 38 | 0.994 | |
| 91 | 0.972 | 71 | 0.973 | |
| 26 | 0.316 | 5 | 0.421 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|-----|-------|-------|
| Labour force participation | 54 | 0.862 | 0.665 |
| Wage equality for similar work (survey) | 118 | 0.550 | 0.622 |
| Estimated earned income (US\$, PPP) | 55 | 0.633 | 0.502 |
| Legislators, senior officials, and managers | 64 | 0.457 | 0.358 |
| Professional and technical workers | 70 | 0.975 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 72 | 0.668 | 0.586 | | | 0.67 |
| 54 | 0.862 | 0.665 | 69 | 80 | 0.86 |
| 118 | 0.550 | 0.622 | — | — | 0.55 |
| 55 | 0.633 | 0.502 | 26,177 | 41,369 | 0.63 |
| 64 | 0.457 | 0.358 | 31 | 69 | 0.46 |
| 70 | 0.975 | 0.862 | 49 | 51 | 0.98 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 73 | 0.987 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 43 | 0.998 | 0.955 | | | 1.00 |
| 73 | 0.987 | 0.897 | 97 | 99 | 0.99 |
| 1 | 1.000 | 0.980 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.970 | 97 | 96 | 1.01 |
| 1 | 1.000 | 0.930 | 97 | 82 | 1.19 |

Health and survival

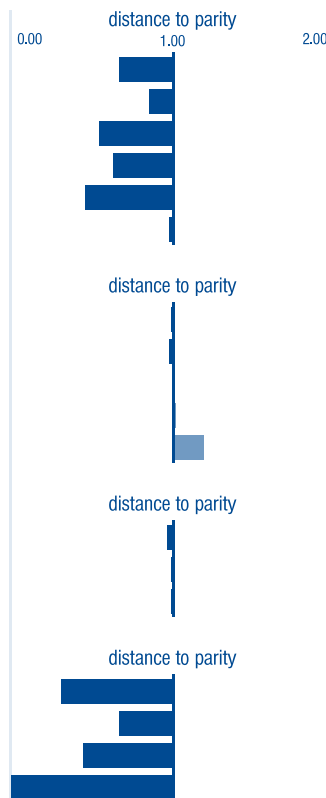
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 69 | 1.056 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 91 | 0.972 | 0.957 | | | 0.97 |
| 125 | 0.935 | 0.918 | — | — | 0.94 |
| 69 | 1.056 | 1.043 | 75 | 71 | 1.06 |

Political empowerment

| | | | |
|---|----|-------|-------|
| Women in parliament | 13 | 0.667 | 0.269 |
| Women in ministerial positions | 24 | 0.444 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 26 | 0.316 | 0.233 | | | 0.32 |
| 13 | 0.667 | 0.269 | 40 | 60 | 0.67 |
| 24 | 0.444 | 0.238 | 31 | 69 | 0.44 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.738 / 29

ESP

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 28 | 30 | 0.91 |
| Youth not in employment or education | 18 | 19 | 0.92 | Proportion married by age 25 | 17 | 8 | 2.17 |
| Unemployed adults | 23 | 21 | 1.09 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 1 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 12 |
| Labour force participation among those with advanced degrees | 82 | 82 | 1.00 | Potential support ratio | | | 4 |
| Workers employed part-time | 33 | 16 | 2.05 | Total dependency ratio | | | 51 |
| Contributing family workers | 1 | 0 | 1.61 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 14 | 0.62 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 504 | 488 | 1.03 | | | | |
| Proportion of unpaid work per day | 51 | 32 | 1.62 | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 112 / | 13 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 17 | 83 | 0.21 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 34.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | 41 | 59 | 0.69 | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 1 | 1 | 0.71 |
| Individuals with an account at a financial institution | 98 | 98 | 1.00 | Primary education attainment in adults | 88 | 92 | 0.96 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 3 | 3 | 0.85 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 47 | 48 | 0.97 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 12 | 35 | 0.35 |
| | | | | Skill diversity | 0.174 | 0.153 | *1.13 |
| Access to technology | | | | | | | |
| Individuals using the internet | 77 | 80 | 0.96 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 76 | 121 | #0.62 |
| Political leadership | | | | Cancer | 81 | 169 | #0.48 |
| Year women received right to vote | | | 1931 | Diabetes | 7 | 9 | #0.75 |
| Years since any women received voting rights | | | 85 | Chronic respiratory disease | 16 | 42 | #0.37 |
| Number of female heads of state to date | | | — | HIV/AIDS | 1 | 3 | #0.26 |
| Quota for women on candidate lists in national elections | | | 40 | Suicide | 2 | 8 | #0.27 |
| Quota for women on candidate lists in local elections | | | 40 | Maternal mortality ratio (per 100,000 births) | | | †5 [4-6] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 33 | 67 | 0.49 | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

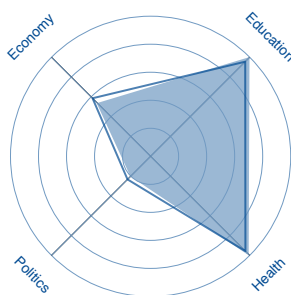
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Sri Lanka

rank **100**
out of 144 countries

score **0.673**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Sri Lanka score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 82.32 |
| GDP per capita (constant '11 intl. \$, PPP) | 11,048 |
| Total population (thousands) | 20,715.01 |
| Population growth rate (%) | 0.42 |
| Population sex ratio (female/male) | 1.08 |
| Human capital optimization (%) | 71.69 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 124 | 0.530 |
| Educational attainment | 82 | 0.988 |
| Health and survival | 1 | 0.980 |
| Political empowerment | 57 | 0.196 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 100 | 0.673 | 13 | 0.720 |
| 124 | 0.530 | 84 | 0.545 |
| 82 | 0.988 | 52 | 0.990 |
| 1 | 0.980 | 1 | 0.980 |
| 57 | 0.196 | 7 | 0.365 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 131 | 0.409 | 0.665 |
| Wage equality for similar work (survey) | 47 | 0.686 | 0.622 |
| Estimated earned income (US\$, PPP) | 128 | 0.311 | 0.502 |
| Legislators, senior officials, and managers | 86 | 0.330 | 0.358 |
| Professional and technical workers | 71 | 0.972 | 0.862 |

Educational attainment

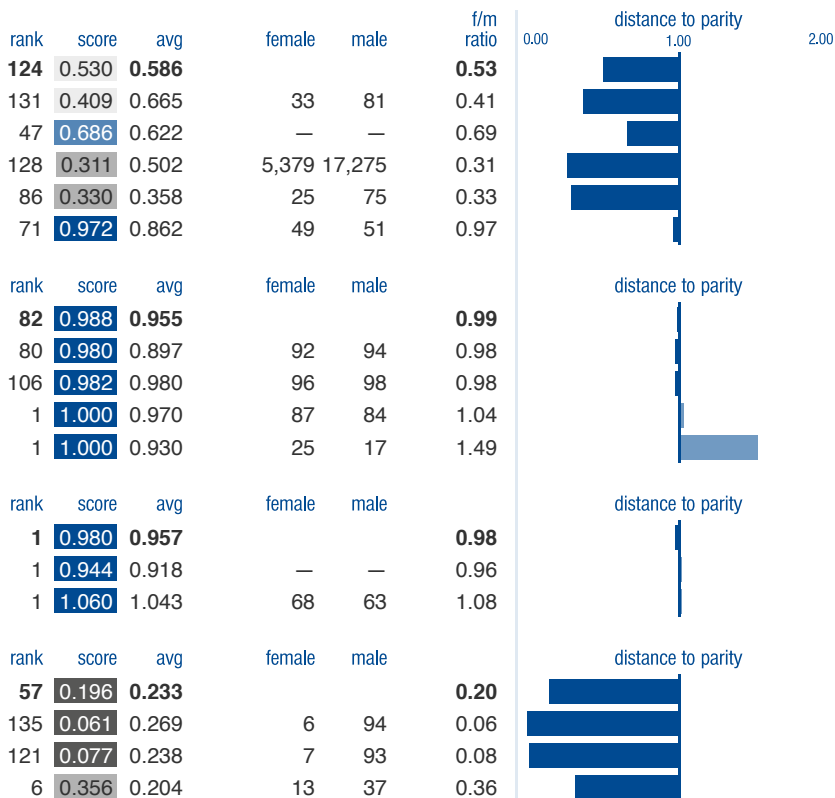
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 80 | 0.980 | 0.897 |
| Enrolment in primary education | 106 | 0.982 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 135 | 0.061 | 0.269 |
| Women in ministerial positions | 121 | 0.077 | 0.238 |
| Years with female head of state (last 50) | 6 | 0.356 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.673 / 100

LKA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 28 | 0.86 |
| Youth not in employment or education | 35 | 17 | 2.07 | Proportion married by age 25 | 42 | 18 | 2.37 |
| Unemployed adults | 3 | 2 | 2.17 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 62 | 38 | 1.63 | Average number of children per woman | | | 2 |
| Workers in informal employment | 56 | 65 | 0.85 | Women with unmet demand for family planning | | | 7 |
| Labour force participation among those with advanced degrees | 53 | 9 | 6.04 | Potential support ratio | | | 7 |
| Workers employed part-time | 24 | 16 | 1.55 | Total dependency ratio | | | 51 |
| Contributing family workers | 21 | 3 | 7.21 | Parity of parental rights in marriage | | | *0.00 |
| Own-account workers | 24 | 36 | 0.66 | Parity of parental rights after divorce | | | *0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 | / | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 | / | — |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl | / | — |
| Firms whose ownership includes women | | | 26.10 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 8.80 | Government provides child allowance to parents | | | no |
| R&D personnel | 33 | 67 | 0.48 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 2 | 1.98 |
| Individuals with an account at a financial institution | 83 | 82 | 1.01 | Primary education attainment in adults | 83 | 88 | 0.94 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 18 | 23 | 0.78 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 56 | 57 | 0.98 |
| Women's access to land use, control and ownership | | | *0.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 30 | 0.45 |
| | | | | Skill diversity | 0.347 | 0.203 | *1.71 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 21 | 22 | 0.92 |
| | | | | Cardiovascular disease | 209 | 345 | #0.61 |
| | | | | Cancer | 61 | 69 | #0.89 |
| | | | | Diabetes | 39 | 60 | #0.65 |
| | | | | Chronic respiratory disease | 38 | 74 | #0.51 |
| | | | | HIV/AIDS | 1 | 1 | #0.46 |
| | | | | Suicide | 13 | 46 | #0.28 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †30 [26-38] |
| | | | | Existence of 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 | | | 98.6 |
| | | | | Antenatal care coverage, at least four visits | | | 92.5 |

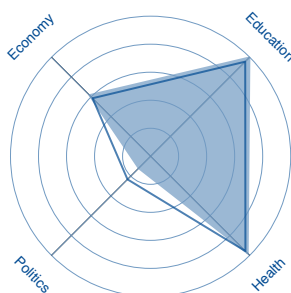
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Suriname

rank out of 144 countries **95**

score **0.679**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Suriname score
sample average

KEY INDICATORS

| | |
|---|--------|
| GDP (US\$ billions) | 4.88 |
| GDP per capita (constant '11 intl. \$, PPP) | 15,970 |
| Total population (thousands) | 542.98 |
| Population growth rate (%) | 0.79 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 100 | 0.617 | 73 | 0.617 |
| Educational attainment | 44 | 0.997 | 64 | 0.989 |
| Health and survival | 1 | 0.980 | 74 | 0.973 |
| Political empowerment | 91 | 0.120 | 46 | 0.139 |
| rank out of | 144 | | 128 | |

| 2016 | | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 95 | 0.679 | 56 | 0.679 |
| 100 | 0.617 | 73 | 0.617 |
| 44 | 0.997 | 64 | 0.989 |
| 1 | 0.980 | 74 | 0.973 |
| 91 | 0.120 | 46 | 0.139 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|-----|-------|-------|--------|--------|------|
| Labour force participation | 119 | 0.611 | 0.665 | 45 | 73 | 0.61 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 118 | 0.451 | 0.502 | 10,341 | 22,909 | 0.45 |
| Legislators, senior officials, and managers | 41 | 0.558 | 0.358 | 36 | 64 | 0.56 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 62 | 38 | 1.60 |

Educational attainment

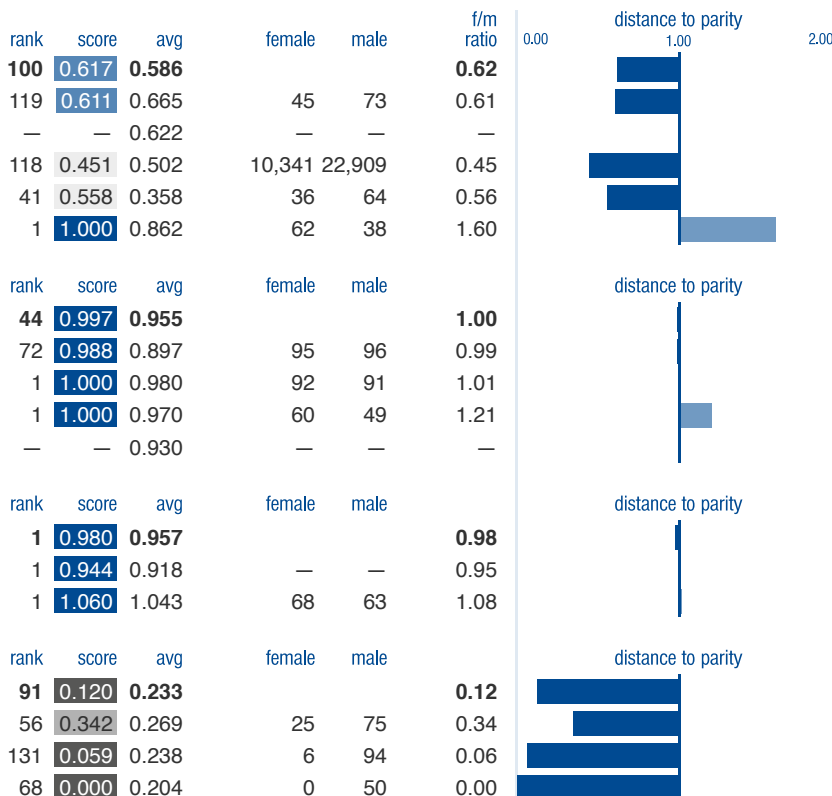
| | | | | | | |
|----------------------------------|----|-------|-------|----|----|------|
| Literacy rate | 72 | 0.988 | 0.897 | 95 | 96 | 0.99 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 92 | 91 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 60 | 49 | 1.21 |
| Enrolment in tertiary education | — | — | 0.930 | — | — | — |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 68 | 63 | 1.08 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 56 | 0.342 | 0.269 | 25 | 75 | 0.34 |
| Women in ministerial positions | 131 | 0.059 | 0.238 | 6 | 94 | 0.06 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.679 / 95

SUR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 29 | 33 | 0.89 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 15 | 5 | 2.91 |
| Unemployed adults | 6 | 1 | 4.60 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 40 | 60 | 0.66 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 61 | 86 | 0.72 | Potential support ratio | | | 10 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 51 |
| Contributing family workers | 2 | 1 | 2.49 | Parity of parental rights in marriage | | | *— |
| Own-account workers | 8 | 13 | 0.65 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | — / — | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | — / — | — | — |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | — / — | — | — |
| Firms whose ownership includes women | | | 18.30 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 15.00 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 8 | 9 | 0.91 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 88 | 93 | 0.95 |
| Women's access to financial services | | | *— | Out-of-school youth of upper secondary school age | 26 | 34 | 0.77 |
| Inheritance rights for daughters | | | *— | Secondary education attainment in adults | 26 | 23 | 1.14 |
| Women's access to land use, control and ownership | | | *— | Tertiary education attainment in adults | 10 | 8 | 1.23 |
| Women's access to non-land assets use, control and ownership | | | *— | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 25 | 0.57 |
| | | | | Skill diversity | 0.299 | 0.284 | *1.05 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 4 | 6 | 0.72 |
| | | | | Cardiovascular disease | 143 | 169 | #0.85 |
| | | | | Cancer | 65 | 109 | #0.60 |
| | | | | Diabetes | 33 | 48 | #0.69 |
| | | | | Chronic respiratory disease | 8 | 15 | #0.52 |
| | | | | HIV/AIDS | 17 | 16 | #1.04 |
| | | | | Suicide | 12 | 45 | #0.27 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †155 [110-220] |
| | | | | Existence of 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 |
| | | | | Antenatal care coverage, at least four visits | | | 66.8 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1948 | | | | |
| Years since any women received voting rights | | | 68 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | — | — | — | | | | |

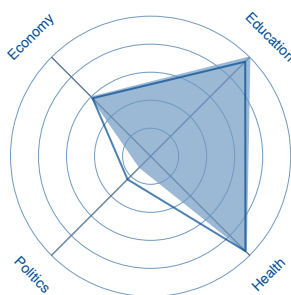
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Swaziland

rank **107**
out of 144 countries

score **0.665**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Swaziland score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 4.06 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,930 |
| Total population (thousands) | 1,286.97 |
| Population growth rate (%) | 1.20 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 109 | 0.595 |
| Educational attainment | 46 | 0.997 |
| Health and survival | 132 | 0.961 |
| Political empowerment | 100 | 0.109 |
| rank out of | 144 | |

| 2016 | | 2014 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 107 | 0.665 | 92 | 0.677 |
| 109 | 0.595 | 99 | 0.624 |
| 46 | 0.997 | 47 | 0.997 |
| 132 | 0.961 | 1 | 0.980 |
| 100 | 0.109 | 99 | 0.109 |
| 144 | | 142 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| rank | score | avg | female | male | f/m ratio | |
|---|--------------|--------------|--------|-------|-------------|------|
| 109 | 0.595 | 0.586 | | | 0.60 | |
| Labour force participation | 110 | 0.637 | 0.665 | 42 | 66 | 0.64 |
| Wage equality for similar work (survey) | 63 | 0.653 | 0.622 | — | — | 0.65 |
| Estimated earned income (US\$, PPP) | 113 | 0.476 | 0.502 | 5,369 | 11,280 | 0.48 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

| rank | score | avg | female | male | f/m ratio | |
|----------------------------------|--------------|--------------|--------|------|-------------|------|
| 46 | 0.997 | 0.955 | | | 1.00 | |
| Literacy rate | 1 | 1.000 | 0.897 | 87 | 87 | 1.00 |
| Enrolment in primary education | 78 | 0.994 | 0.980 | 78 | 79 | 0.99 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 38 | 31 | 1.24 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 5 | 5 | 1.06 |

Health and survival

| rank | score | avg | female | male | f/m ratio | |
|-------------------------|--------------|--------------|--------|------|-------------|------|
| 132 | 0.961 | 0.957 | | | 0.96 | |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 138 | 1.000 | 1.043 | 45 | 45 | 1.00 |

Political empowerment

| rank | score | avg | female | male | f/m ratio | |
|---|--------------|--------------|--------|------|-------------|------|
| 100 | 0.109 | 0.233 | | | 0.11 | |
| Women in parliament | 131 | 0.066 | 0.269 | 6 | 94 | 0.07 |
| Women in ministerial positions | 39 | 0.357 | 0.238 | 26 | 74 | 0.36 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.665 / 107

SWZ

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 27 | 31 | 0.87 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 33 | 8 | 4.22 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 13 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 16 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 69 |
| Contributing family workers | — | — | — | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 14 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 28.60 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 22 | 21 | 1.02 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 33 | 28 | 1.21 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 1 | 1 | 2.00 |
| | | | | Cardiovascular disease | 331 | 248 | #1.33 |
| Political leadership | female | male | value | Cancer | 76 | 101 | #0.75 |
| Year women received right to vote | | | 1968 | Diabetes | 98 | 43 | #2.27 |
| Years since any women received voting rights | | | 48 | Chronic respiratory disease | 83 | 101 | #0.83 |
| Number of female heads of state to date | | | — | HIV/AIDS | 431 | 645 | #0.67 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 4 | 9 | #0.48 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †389 [251-627] |
| Voluntary political party quotas | | | no | Existence of legislation on domestic violence | | | no |
| Seats held in upper house | 33 | 67 | 0.50 | Prevalence of gender violence in lifetime | | | — |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 88.3 |
| | | | | Antenatal care coverage, at least four visits | | | 76.1 |

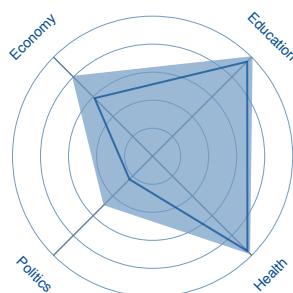
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Sweden

rank **4**
out of 144 countries

score **0.815**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Sweden score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 492.62 |
| GDP per capita (constant '11 intl. \$, PPP) | 45,296 |
| Total population (thousands) | 9,779.43 |
| Population growth rate (%) | 0.69 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 83.29 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 11 | score 0.802 |
| Educational attainment | rank 36 | score 0.999 |
| Health and survival | rank 69 | score 0.974 |
| Political empowerment | rank 6 | score 0.486 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|----------|--------------|----------|--------------|
| rank | score | rank | score |
| 4 | 0.815 | 1 | 0.813 |
| 11 | 0.802 | 9 | 0.731 |
| 36 | 0.999 | 23 | 0.999 |
| 69 | 0.974 | 70 | 0.973 |
| 6 | 0.486 | 1 | 0.550 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 12 | score 0.949 | avg 0.665 |
| Wage equality for similar work (survey) | rank 35 | score 0.715 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 11 | score 0.784 | avg 0.502 |
| Legislators, senior officials, and managers | rank 24 | score 0.654 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

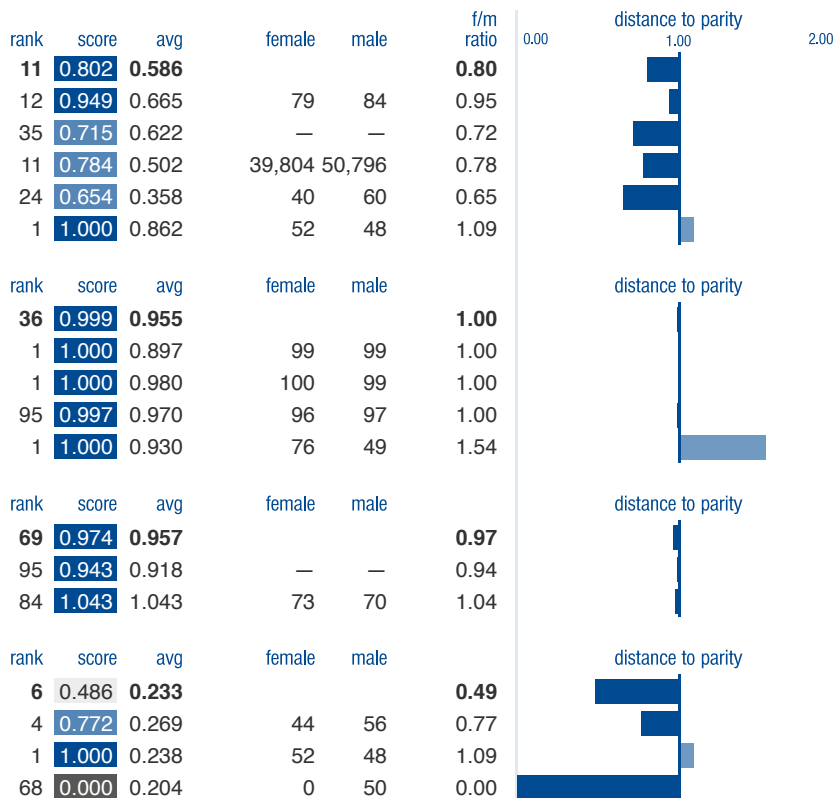
| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 95 | score 0.997 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 84 | score 1.043 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 4 | score 0.772 | avg 0.269 |
| Women in ministerial positions | rank 1 | score 1.000 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.815 / 4

SWE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 31 | 33 | 0.94 |
| Youth not in employment or education | 7 | 8 | 0.93 | Proportion married by age 25 | 6 | 2 | 2.93 |
| Unemployed adults | 6 | 6 | 0.95 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 82 | 85 | 0.96 | Potential support ratio | | | 3 |
| Workers employed part-time | 43 | 31 | 1.38 | Total dependency ratio | | | 59 |
| Contributing family workers | 0 | 0 | 1.02 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 4 | 8 | 0.51 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | 475 | 476 | 1.00 | | | | |
| Proportion of unpaid work per day | 43 | 32 | 1.34 | Care | female | male | value |
| | | | | Length of parental leave (days) | | | 480 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 0 / | 10 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | — / | 50 | |
| Ability of women to rise to positions of leadership | | | *0.83 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | 29 | 71 | 0.41 | Provider of maternity / paternity leave benefits | — / | gov | |
| Firms whose ownership includes women | | | 52.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 12.50 | Government provides child allowance to parents | | | yes |
| R&D personnel | 29 | 71 | 0.40 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 0 | 0 | 0.44 |
| Individuals with an account at a financial institution | 100 | 100 | 1.00 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 8 | 6 | 1.20 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 74 | 75 | 0.98 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 26 | 19 | 1.33 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 2 | 0.59 |
| | | | | STEM graduates | 13 | 46 | 0.29 |
| | | | | Skill diversity | 0.221 | 0.221 | *1.00 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 91 | 90 | 1.01 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 106 | 163 | #0.65 |
| Political leadership | female | male | value | Cancer | 101 | 125 | #0.81 |
| Year women received right to vote | | 1919, 1921 | | Diabetes | 6 | 11 | #0.58 |
| Years since any women received voting rights | | | 97 | Chronic respiratory disease | 14 | 17 | #0.80 |
| Number of female heads of state to date | | | — | HIV/AIDS | 0 | 0 | #0.50 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 6 | 16 | #0.38 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †4 [3-5] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 28 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

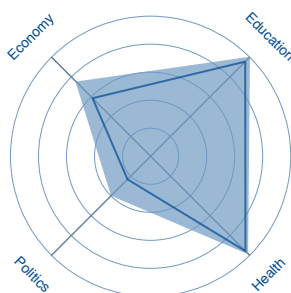
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Switzerland

rank **11**
out of 144 countries

score **0.776**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Switzerland score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 664.74 |
| GDP per capita (constant '11 intl. \$, PPP) | 55,112 |
| Total population (thousands) | 8,298.66 |
| Population growth rate (%) | 0.84 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 84.61 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 30 | score 0.745 |
| Educational attainment | rank 61 | score 0.993 |
| Health and survival | rank 72 | score 0.974 |
| Political empowerment | rank 15 | score 0.391 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 11 | 0.776 | 26 | 0.700 |
| 30 | 0.745 | 18 | 0.709 |
| 61 | 0.993 | 79 | 0.957 |
| 72 | 0.974 | 35 | 0.979 |
| 15 | 0.391 | 34 | 0.154 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 35 | score 0.893 | avg 0.665 |
| Wage equality for similar work (survey) | rank 43 | score 0.700 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 24 | score 0.715 | avg 0.502 |
| Legislators, senior officials, and managers | rank 45 | score 0.544 | avg 0.358 |
| Professional and technical workers | rank 79 | score 0.919 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 30 | 0.745 | 0.586 | | | 0.75 |
| 35 | 0.893 | 0.665 | 79 | 88 | 0.89 |
| 43 | 0.700 | 0.622 | — | — | 0.70 |
| 24 | 0.715 | 0.502 | 49,723 | 69,548 | 0.72 |
| 45 | 0.544 | 0.358 | 35 | 65 | 0.54 |
| 79 | 0.919 | 0.862 | 48 | 52 | 0.92 |

Educational attainment

| | | | |
|----------------------------------|----------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 70 | score 0.997 | avg 0.980 |
| Enrolment in secondary education | rank 109 | score 0.977 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 61 | 0.993 | 0.955 | | | 0.99 |
| 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| 70 | 0.997 | 0.980 | 94 | 94 | 1.00 |
| 109 | 0.977 | 0.970 | 83 | 85 | 0.98 |
| 1 | 1.000 | 0.930 | 58 | 57 | 1.02 |

Health and survival

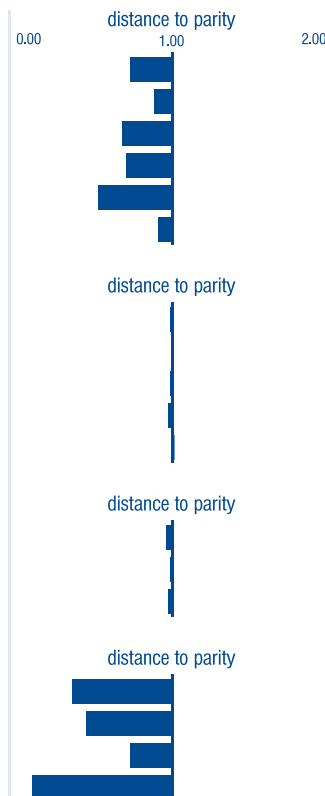
| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 95 | score 0.943 | avg 0.918 |
| Healthy life expectancy | rank 87 | score 1.042 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 72 | 0.974 | 0.957 | | | 0.97 |
| 95 | 0.943 | 0.918 | — | — | 0.94 |
| 87 | 1.042 | 1.043 | 74 | 71 | 1.04 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 33 | score 0.471 | avg 0.269 |
| Women in ministerial positions | rank 12 | score 0.750 | avg 0.238 |
| Years with female head of state (last 50) | rank 20 | score 0.136 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 15 | 0.391 | 0.233 | | | 0.39 |
| 33 | 0.471 | 0.269 | 32 | 68 | 0.47 |
| 12 | 0.750 | 0.238 | 43 | 57 | 0.75 |
| 20 | 0.136 | 0.204 | 6 | 44 | 0.14 |



0.00 0.40

distribution of countries by score

1.00



0.776 / 11

CHE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 30 | 33 | 0.93 |
| Youth not in employment or education | 6 | 8 | 0.79 | Proportion married by age 25 | 10 | 3 | 2.78 |
| Unemployed adults | 4 | 4 | 1.07 | Mean age of women at birth of their first child | | | 32 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 80 | 83 | 0.97 | Potential support ratio | | | 4 |
| Workers employed part-time | 51 | 24 | 2.12 | Total dependency ratio | | | 49 |
| Contributing family workers | 2 | 1 | 1.71 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 7 | 7 | 1.03 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 98 | / | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 59 | / | — |
| Ability of women to rise to positions of leadership | | | *0.74 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov | / | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 0 | 1 | 0.21 |
| Individuals with an account at a financial institution | 97 | 99 | 0.97 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 21 | 19 | 1.12 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 81 | 89 | 0.91 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 2 | 4 | 0.46 |
| | | | | STEM graduates | 9 | 34 | 0.28 |
| | | | | Skill diversity | 0.215 | 0.212 | *1.02 |
| Access to technology | | | | | | | |
| Individuals using the internet | — | — | — | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 78 | 122 | #0.64 |
| Political leadership | | | | Cancer | 84 | 131 | #0.64 |
| Year women received right to vote | | | 1971 | Diabetes | 5 | 8 | #0.62 |
| Years since any women received voting rights | | | 45 | Chronic respiratory disease | 9 | 18 | #0.51 |
| Number of female heads of state to date | | | 5 | HIV/AIDS | 0 | 1 | #0.60 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 5 | 14 | #0.38 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †5 [4-7] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | — | — | — | Prevalence of gender violence in lifetime | | | 10 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

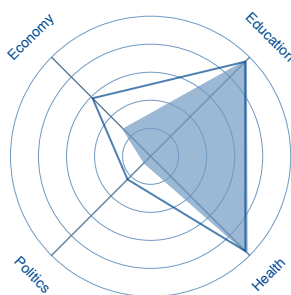
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Syria

rank **142**
out of 144 countries

score **0.567**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Syria score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 18,502.41 |
| Population growth rate (%) | 2.53 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | 2016 | | 2007 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 144 | 0.273 | 104 | 0.524 |
| Educational attainment | 103 | 0.963 | 99 | 0.927 |
| Health and survival | 101 | 0.970 | 63 | 0.976 |
| Political empowerment | 130 | 0.063 | 100 | 0.059 |
| rank out of | 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 144 | 0.175 | 0.665 |
| Wage equality for similar work (survey) | — | — | 0.622 |
| Estimated earned income (US\$, PPP) | — | — | 0.502 |
| Legislators, senior officials, and managers | 117 | 0.098 | 0.358 |
| Professional and technical workers | 99 | 0.650 | 0.862 |

Educational attainment

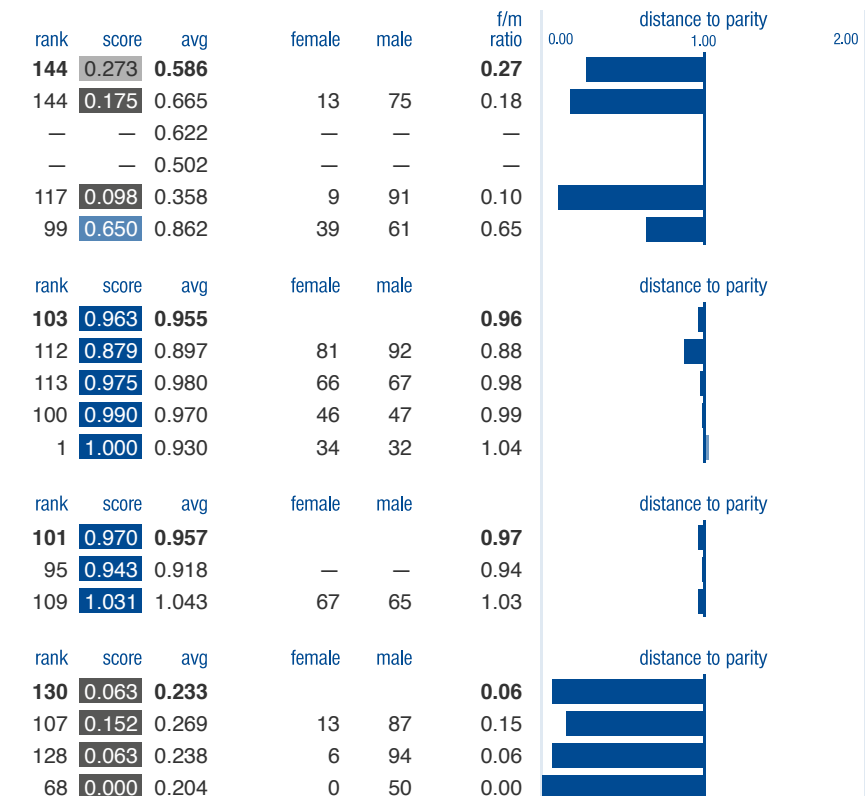
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 112 | 0.879 | 0.897 |
| Enrolment in primary education | 113 | 0.975 | 0.980 |
| Enrolment in secondary education | 100 | 0.990 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 109 | 1.031 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 107 | 0.152 | 0.269 |
| Women in ministerial positions | 128 | 0.063 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.567 / 142

SYR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 29 | 0.87 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 43 | 9 | 4.70 |
| Unemployed adults | 16 | 3 | 4.87 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 10 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 14 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 70 |
| Contributing family workers | 8 | 2 | 3.34 | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 83 | 60 | 1.39 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 120 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | * | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 14.40 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 22.80 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 30 | 28 | 1.05 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | 58 | 76 | 0.77 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 67 | 67 | 0.99 |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | 19 | 25 | 0.76 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 13 | 24 | 0.57 |
| | | | | Skill diversity | 0.172 | 0.168 | *1.02 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| | | | | Chronic respiratory disease | — | — | #_ |
| Political leadership | female | male | value | HIV/AIDS | 0 | 0 | #_ |
| Year women received right to vote | | 1949, 1953 | | Suicide | — | — | #_ |
| Years since any women received voting rights | | | 67 | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Number of female heads of state to date | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | 25 |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Voluntary political party quotas | | | — | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

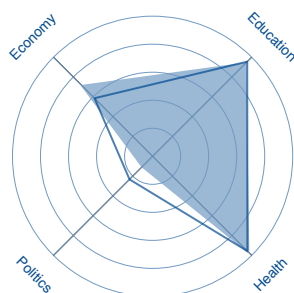
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Tajikistan

rank out of 144 countries **93**

score **0.679**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Tajikistan score
— sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 7.85 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,616 |
| Total population (thousands) | 8,481.86 |
| Population growth rate (%) | 2.10 |
| Population sex ratio (female/male) | 0.97 |
| Human capital optimization (%) | 70.53 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 47 | score 0.711 |
| Educational attainment | rank 118 | score 0.937 |
| Health and survival | rank 126 | score 0.966 |
| Political empowerment | rank 102 | score 0.104 |
| rank out of | 144 | |

| 2016 | | 2007 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 93 | 0.679 | 79 | 0.658 |
| 47 | 0.711 | 25 | 0.710 |
| 118 | 0.937 | 107 | 0.869 |
| 126 | 0.966 | 54 | 0.979 |
| 102 | 0.104 | 90 | 0.074 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|---------|-------------|-----------|-----------|---------|----------------|
| Labour force participation | rank 80 | score 0.773 | avg 0.665 | female 62 | male 80 | f/m ratio 0.77 |
| Wage equality for similar work (survey) | rank 21 | score 0.759 | avg 0.622 | — | — | 0.76 |
| Estimated earned income (US\$, PPP) | rank 80 | score 0.588 | avg 0.502 | 1,986 | 3,378 | 0.59 |
| Legislators, senior officials, and managers | — | — | 0.358 | — | — | — |
| Professional and technical workers | — | — | 0.862 | — | — | — |

Educational attainment

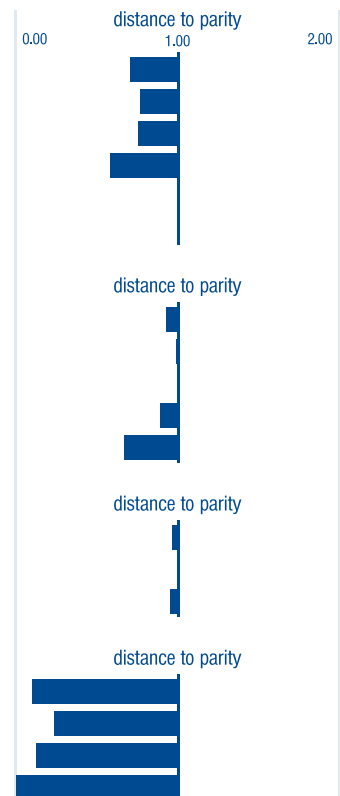
| | | | | | | |
|----------------------------------|----------|-------------|-----------|------------|----------|----------------|
| Literacy rate | rank 53 | score 0.999 | avg 0.897 | female 100 | male 100 | f/m ratio 1.00 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 | 98 | 97 | 1.00 |
| Enrolment in secondary education | rank 127 | score 0.898 | avg 0.970 | 79 | 88 | 0.90 |
| Enrolment in tertiary education | rank 121 | score 0.669 | avg 0.930 | 21 | 32 | 0.67 |

Health and survival

| | | | | | | |
|-------------------------|----------|-------------|-----------|----|----|----------------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 | — | — | f/m ratio 0.95 |
| Healthy life expectancy | rank 132 | score 1.017 | avg 1.043 | 61 | 60 | 1.02 |

Political empowerment

| | | | | | | |
|---|----------|-------------|-----------|-----------|---------|----------------|
| Women in parliament | rank 84 | score 0.235 | avg 0.269 | female 19 | male 81 | f/m ratio 0.24 |
| Women in ministerial positions | rank 103 | score 0.125 | avg 0.238 | 11 | 89 | 0.13 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.679 / 93

TJK

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 22 | 24 | 0.90 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 71 | 31 | 2.33 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 76 | 24 | 3.16 | Average number of children per woman | | | 3 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 23 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 21 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 61 |
| Contributing family workers | 0 | 1 | 0.51 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 41 | 51 | 0.80 | Parity of parental rights after divorce | | | *0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 478 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 140 / — | | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / — | | |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / — | | |
| Firms whose ownership includes women | | | 32.70 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 9.60 | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 2 | 0.80 |
| Individuals with an account at a financial institution | 9 | 14 | 0.65 | Primary education attainment in adults | 96 | 98 | 0.98 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 48 | 31 | 1.58 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 74 | 84 | 0.87 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 11 | 34 | 0.34 |
| | | | | Skill diversity | 0.210 | 0.168 | *1.25 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 10 | 10 | 1.00 |
| | | | | Cardiovascular disease | 523 | 491 | #1.07 |
| | | | | Cancer | 80 | 103 | #0.78 |
| | | | | Diabetes | 21 | 17 | #1.25 |
| Political leadership | female | male | value | Chronic respiratory disease | 46 | 45 | #1.02 |
| Year women received right to vote | | | 1924 | HIV/AIDS | 4 | 11 | #0.42 |
| Years since any women received voting rights | | | 92 | Suicide | 3 | 6 | #0.49 |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †32 [19-51] |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 21 |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | 15 | 85 | 0.17 | Births attended by skilled health personnel | | | 87.4 |
| | | | | Antenatal care coverage, at least four visits | | | 52.5 |

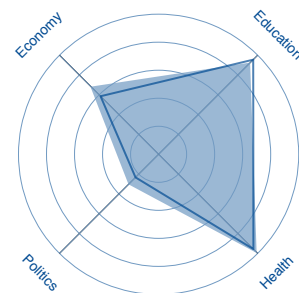
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Tanzania

rank **53**
out of 144 countries

score **0.716**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Tanzania score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 44.90 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,510 |
| Total population (thousands) | 53,470.42 |
| Population growth rate (%) | 3.05 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 53.56 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 65 | score 0.674 |
| Educational attainment | rank 126 | score 0.914 |
| Health and survival | rank 53 | score 0.979 |
| Political empowerment | rank 33 | score 0.296 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 53 | 0.716 | 24 | 0.704 |
| 65 | 0.674 | 1 | 0.809 |
| 126 | 0.914 | 97 | 0.859 |
| 53 | 0.979 | 95 | 0.967 |
| 33 | 0.296 | 26 | 0.180 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 32 | 0.896 | 0.665 |
| Wage equality for similar work (survey) | 62 | 0.655 | 0.622 |
| Estimated earned income (US\$, PPP) | 6 | 0.853 | 0.502 |
| Legislators, senior officials, and managers | 104 | 0.197 | 0.358 |
| Professional and technical workers | 104 | 0.614 | 0.862 |

Educational attainment

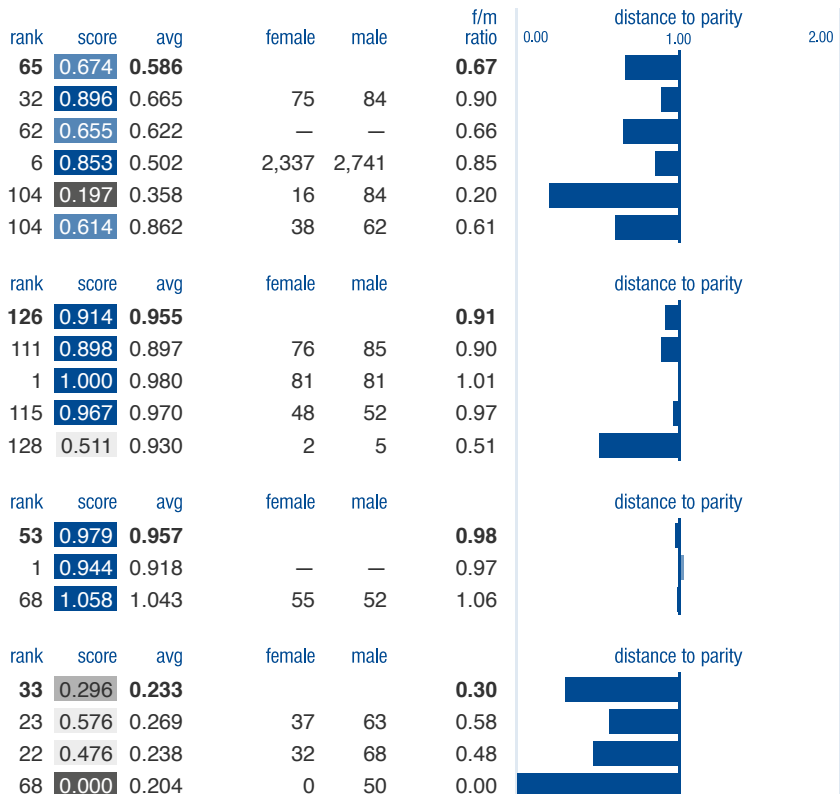
| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 111 | 0.898 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 115 | 0.967 | 0.970 |
| Enrolment in tertiary education | 128 | 0.511 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 68 | 1.058 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 23 | 0.576 | 0.269 |
| Women in ministerial positions | 22 | 0.476 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.716 / 53

TZA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 21 | 26 | 0.82 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 66 | 28 | 2.33 |
| Unemployed adults | 2 | 1 | 2.58 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 77 | 23 | 3.35 | Average number of children per woman | | | 5 |
| Workers in informal employment | 83 | 71 | 1.17 | Women with unmet demand for family planning | | | 25 |
| Labour force participation among those with advanced degrees | 63 | 67 | 0.93 | Potential support ratio | | | 16 |
| Workers employed part-time | 5 | 6 | 0.80 | Total dependency ratio | | | 94 |
| Contributing family workers | 52 | 22 | 2.40 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 16 | 15 | 1.06 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 3 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.63 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 24.70 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 14.00 | Government provides child allowance to parents | | | no |
| R&D personnel | 29 | 71 | 0.41 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 18 | 19 | 0.95 |
| Individuals with an account at a financial institution | 17 | 21 | 0.81 | Primary education attainment in adults | 59 | 71 | 0.83 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Secondary education attainment in adults | 2 | 5 | 0.49 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 5 | 10 | 0.52 |
| | | | | Skill diversity | 0.344 | 0.277 | *1.24 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #_ |
| | | | | Cancer | — | — | #_ |
| | | | | Diabetes | — | — | #_ |
| | | | | Chronic respiratory disease | — | — | #_ |
| Political leadership | female | male | value | HIV/AIDS | 172 | 210 | #0.82 |
| Year women received right to vote | | | 1959 | Suicide | — | — | #_ |
| Years since any women received voting rights | | | 57 | Maternal mortality ratio (per 100,000 births) | | | †_ |
| Number of female heads of state to date | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | 44 |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Voluntary political party quotas | | | yes | Births attended by skilled health personnel | | | — |
| Seats held in upper house | — | — | — | Antenatal care coverage, at least four visits | | | — |

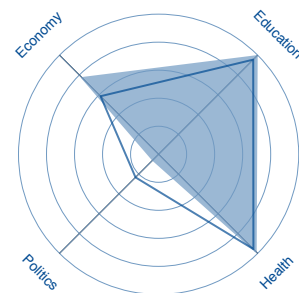
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Thailand

rank **71**
out of 144 countries

score **0.699**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Thailand score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 395.28 |
| GDP per capita (constant '11 intl. \$, PPP) | 15,345 |
| Total population (thousands) | 67,959.36 |
| Population growth rate (%) | 0.18 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 71.86 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 22 | score 0.770 |
| Educational attainment | rank 74 | score 0.990 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 131 | score 0.057 |
| rank out of | 144 | |

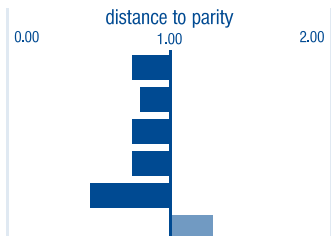
| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 71 | 0.699 | 40 | 0.683 |
| 22 | 0.770 | 13 | 0.722 |
| 74 | 0.990 | 72 | 0.973 |
| 1 | 0.980 | 1 | 0.980 |
| 131 | 0.057 | 89 | 0.058 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 65 | score 0.814 | avg 0.665 |
| Wage equality for similar work (survey) | rank 16 | score 0.771 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 13 | score 0.776 | avg 0.502 |
| Legislators, senior officials, and managers | rank 52 | score 0.512 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

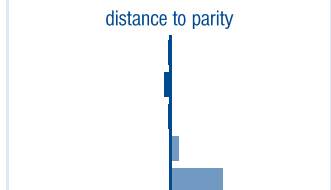
| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 22 | 0.770 | 0.586 | | | 0.77 |
| 65 | 0.814 | 0.665 | 70 | 86 | 0.81 |
| 16 | 0.771 | 0.622 | — | — | 0.77 |
| 13 | 0.776 | 0.502 | 13,778 | 17,749 | 0.78 |
| 52 | 0.512 | 0.358 | 34 | 66 | 0.51 |
| 1 | 1.000 | 0.862 | 56 | 44 | 1.27 |



Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 87 | score 0.970 | avg 0.897 |
| Enrolment in primary education | rank 88 | score 0.991 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 74 | 0.990 | 0.955 | | | 0.99 |
| 87 | 0.970 | 0.897 | 93 | 95 | 0.97 |
| 88 | 0.991 | 0.980 | 92 | 93 | 0.99 |
| 1 | 1.000 | 0.970 | 82 | 77 | 1.06 |
| 1 | 1.000 | 0.930 | 60 | 45 | 1.33 |



Health and survival

| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

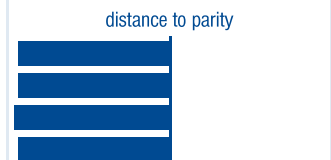
| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 1 | 1.060 | 1.043 | 69 | 63 | 1.10 |



Political empowerment

| | | | |
|---|----------|-------------|-----------|
| Women in parliament | rank 132 | score 0.065 | avg 0.269 |
| Women in ministerial positions | rank 136 | score 0.043 | avg 0.238 |
| Years with female head of state (last 50) | rank 38 | score 0.058 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 131 | 0.057 | 0.233 | | | 0.06 |
| 132 | 0.065 | 0.269 | 6 | 94 | 0.07 |
| 136 | 0.043 | 0.238 | 4 | 96 | 0.04 |
| 38 | 0.058 | 0.204 | 3 | 47 | 0.06 |



0.00 0.40

distribution of countries by score

1.00



0.699 / 71

THA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 29 | 0.87 |
| Youth not in employment or education | 19 | 9 | 2.02 | Proportion married by age 25 | 40 | 23 | 1.77 |
| Unemployed adults | 0 | 0 | 0.77 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 39 | 61 | 0.64 | Average number of children per woman | | | 1 |
| Workers in informal employment | 11 | 7 | 1.68 | Women with unmet demand for family planning | | | 3 |
| Labour force participation among those with advanced degrees | 86 | 89 | 0.96 | Potential support ratio | | | 7 |
| Workers employed part-time | 10 | 9 | 1.10 | Total dependency ratio | | | 39 |
| Contributing family workers | 27 | 13 | 2.11 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 26 | 37 | 0.71 | Parity of parental rights after divorce | | | *0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 90 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.71 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | / | — |
| Firms whose ownership includes women | | | 64.40 | gov | | | |
| Firms whose top management includes women | | | 64.80 | Government supports or provides childcare | | | yes |
| R&D personnel | 34 | 66 | 0.52 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 75 | 81 | 0.93 | Out-of-school children of primary school age | 8 | 7 | 1.12 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | 58 | 65 | 0.88 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 32 | 47 | 0.67 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 28 | 31 | 0.92 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 14 | 12 | 1.18 |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 12 | 26 | 0.47 |
| Individuals using the internet | 39 | 40 | 0.98 | Skill diversity | 0.347 | 0.306 | *1.14 |
| Individuals using a mobile phone | 73 | 73 | 1.00 | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 6 | 7 | 0.82 |
| Year women received right to vote | | | 1932 | Cardiovascular disease | 157 | 216 | #0.73 |
| Years since any women received voting rights | | | 84 | Cancer | 83 | 128 | #0.65 |
| Number of female heads of state to date | | | 1 | Diabetes | 28 | 24 | #1.19 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 29 | 88 | #0.33 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 16 | 37 | #0.42 |
| Voluntary political party quotas | | | yes | Suicide | 5 | 19 | #0.24 |
| Seats held in upper house | 16 | 84 | 0.19 | Maternal mortality ratio (per 100,000 births) | | | †20 [14-32] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 44 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99.6 |
| | | | | Antenatal care coverage, at least four visits | | | 93.4 |

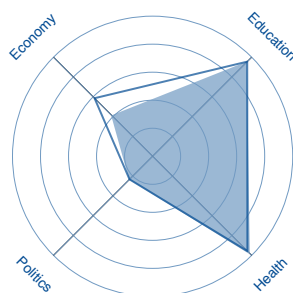
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Timor-Leste

rank **125**
out of 144 countries

score **0.637**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Timor-Leste score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 1.41 |
| GDP per capita (constant '11 intl. \$, PPP) | 2,126 |
| Total population (thousands) | 1,184.77 |
| Population growth rate (%) | 2.08 |
| Population sex ratio (female/male) | 0.97 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | 2016 | | 2012 | |
|--|------|-------|------|-------|
| | rank | score | rank | score |
| Economic participation and opportunity | 137 | 0.406 | 90 | 0.613 |
| Educational attainment | 117 | 0.941 | 109 | 0.928 |
| Health and survival | 96 | 0.971 | 47 | 0.979 |
| Political empowerment | 47 | 0.229 | 34 | 0.222 |
| rank out of | 144 | | 135 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|-------|-----------|
| Labour force participation | 126 | 0.486 | 0.665 | 28 | 57 | 0.49 |
| Wage equality for similar work (survey) | — | — | 0.622 | — | — | — |
| Estimated earned income (US\$, PPP) | 126 | 0.365 | 0.502 | 1,183 | 3,239 | 0.37 |
| Legislators, senior officials, and managers | 107 | 0.167 | 0.358 | 14 | 86 | 0.17 |
| Professional and technical workers | 100 | 0.640 | 0.862 | 39 | 61 | 0.64 |

Educational attainment

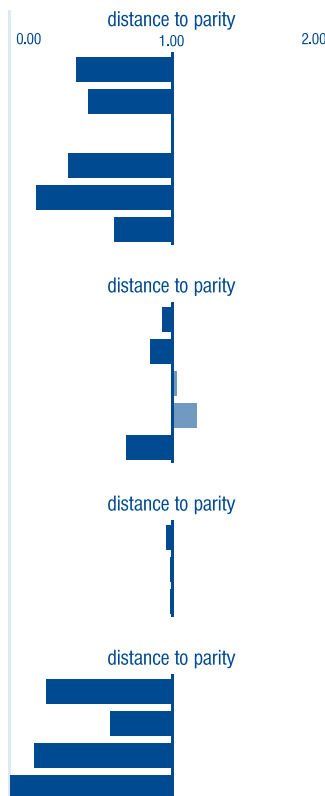
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 115 | 0.868 | 0.897 | 60 | 69 | 0.87 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 98 | 95 | 1.03 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 56 | 48 | 1.16 |
| Enrolment in tertiary education | 116 | 0.719 | 0.930 | 15 | 21 | 0.72 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 125 | 0.935 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 71 | 1.054 | 1.043 | 59 | 56 | 1.05 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 18 | 0.625 | 0.269 | 38 | 62 | 0.63 |
| Women in ministerial positions | 93 | 0.143 | 0.238 | 13 | 88 | 0.14 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.637 / 125

TLS

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 27 | 0.86 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 48 | 18 | 2.64 |
| Unemployed adults | 3 | 2 | 1.45 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 32 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 9 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 92 |
| Contributing family workers | 33 | 27 | 1.20 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 46 | 39 | 1.18 | Parity of parental rights after divorce | | | †0.50 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 5 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *— | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 64.40 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 27.00 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 4 | 0.15 |
| Individuals with an account at a financial institution | — | — | — | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 26 | 29 | 0.92 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 9 | 13 | 0.70 |
| | | | | Cardiovascular disease | 352 | 337 | #1.05 |
| | | | | Cancer | 122 | 185 | #0.66 |
| | | | | Diabetes | 34 | 22 | #1.52 |
| | | | | Chronic respiratory disease | 55 | 74 | #0.75 |
| | | | | HIV/AIDS | 0 | 0 | #— |
| | | | | Suicide | 6 | 10 | #0.57 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †215 [150-300] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 35 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 29.3 |
| | | | | Antenatal care coverage, at least four visits | | | 55.1 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | — | | | | |
| Years since any women received voting rights | | | — | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | 33 | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

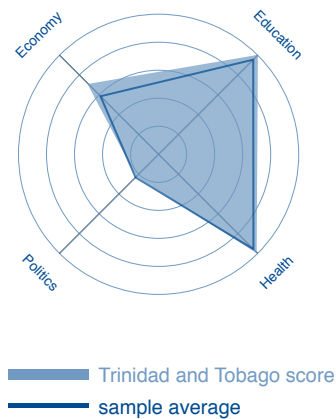
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Trinidad and Tobago

rank
out of 144 countries **44**

score
0.00 = imparity
1.00 = parity **0.723**

SCORE AT A GLANCE



KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 27.81 |
| GDP per capita (constant '11 intl. \$, PPP) | 30,677 |
| Total population (thousands) | 1,360.09 |
| Population growth rate (%) | 0.26 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 67.04 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 51 | score 0.702 |
| Educational attainment | rank 69 | score 0.992 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 50 | score 0.218 |
| rank out of | 144 | 115 |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 44 | 0.723 | 45 | 0.680 |
| Economic participation and opportunity | 51 | 0.702 | 56 | 0.614 |
| Educational attainment | 69 | 0.992 | 30 | 0.996 |
| Health and survival | 1 | 0.980 | 1 | 0.980 |
| Political empowerment | 50 | 0.218 | 46 | 0.130 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 88 | score 0.739 | avg 0.665 |
| Wage equality for similar work (survey) | rank 76 | score 0.636 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 91 | score 0.546 | avg 0.502 |
| Legislators, senior officials, and managers | rank 9 | score 0.781 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 51 | 0.702 | 0.586 | | | 0.70 |
| 88 | 0.739 | 0.665 | 60 | 81 | 0.74 |
| 76 | 0.636 | 0.622 | — | — | 0.64 |
| 91 | 0.546 | 0.502 | 22,656 | 41,527 | 0.55 |
| 9 | 0.781 | 0.358 | 44 | 56 | 0.78 |
| 1 | 1.000 | 0.862 | 56 | 44 | 1.25 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 63 | score 0.995 | avg 0.897 |
| Enrolment in primary education | rank 86 | score 0.991 | avg 0.980 |
| Enrolment in secondary education | rank — | score — | avg 0.970 |
| Enrolment in tertiary education | rank — | score — | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 69 | 0.992 | 0.955 | | | 0.99 |
| 63 | 0.995 | 0.897 | 99 | 99 | 1.00 |
| 86 | 0.991 | 0.980 | 95 | 96 | 0.99 |
| — | — | 0.970 | — | — | — |
| — | — | 0.930 | — | — | — |

Health and survival

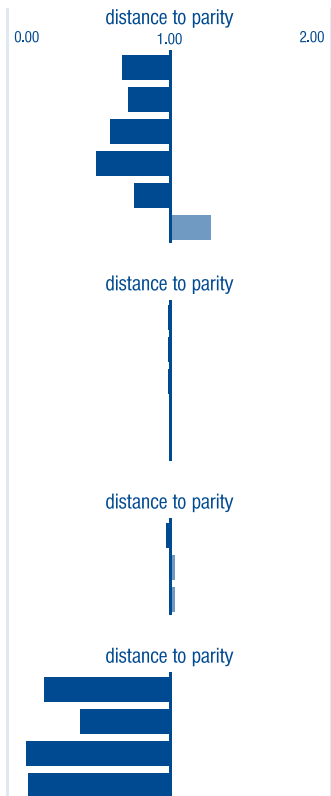
| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.97 |
| 1 | 1.060 | 1.043 | 63 | 58 | 1.09 |

Political empowerment

| | | | |
|---|----------|-------------|-----------|
| Women in parliament | rank 39 | score 0.448 | avg 0.269 |
| Women in ministerial positions | rank 115 | score 0.107 | avg 0.238 |
| Years with female head of state (last 50) | rank 26 | score 0.118 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 50 | 0.218 | 0.233 | | | 0.22 |
| 39 | 0.448 | 0.269 | 31 | 69 | 0.45 |
| 115 | 0.107 | 0.238 | 10 | 90 | 0.11 |
| 26 | 0.118 | 0.204 | 5 | 45 | 0.12 |



0.00 0.40

distribution of countries by score

1.00



0.723 / 44

TTO

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|---------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 29 | 32 | 0.92 |
| Youth not in employment or education | 59 | 46 | 1.29 | Proportion married by age 25 | 14 | 5 | 2.57 |
| Unemployed adults | 4 | 2 | 1.86 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 48 | 52 | 0.92 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 11 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 7 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 43 |
| Contributing family workers | 1 | 0 | 4.02 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 11 | 20 | 0.55 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 61 / | — | |
| Ability of women to rise to positions of leadership | | | *0.65 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, / | — | |
| Firms whose ownership includes women | | | 45.10 | gov | | | |
| Firms whose top management includes women | | | 20.80 | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | — | — | — | Out-of-school children of primary school age | 2 | 1 | 1.70 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 93 | 96 | 0.97 |
| Inheritance rights for daughters | | | *0.50 | Out-of-school youth of upper secondary school age | 25 | 30 | 0.82 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 57 | 57 | 1.00 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| Access to technology | female | male | value | STEM graduates | 19 | 48 | 0.40 |
| Individuals using the internet | — | — | — | Skill diversity | 0.213 | 0.222 | *0.96 |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Health | female | male | value |
| Political leadership | female | male | value | Malnutrition of children under age 5 | 5 | 6 | 0.79 |
| Year women received right to vote | | | 1946 | Cardiovascular disease | 221 | 347 | #0.64 |
| Years since any women received voting rights | | | 70 | Cancer | 115 | 173 | #0.67 |
| Number of female heads of state to date | | | 1 | Diabetes | 105 | 155 | #0.68 |
| Quota for women on candidate lists in national elections | | | — | Chronic respiratory disease | 18 | 43 | #0.43 |
| Quota for women on candidate lists in local elections | | | — | HIV/AIDS | 10 | 18 | #0.59 |
| Voluntary political party quotas | | | no | Suicide | 6 | 20 | #0.30 |
| Seats held in upper house | — | — | — | Maternal mortality ratio (per 100,000 births) | | | †63 [49-80] |
| | | | | Existence of 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 | | | 100 |
| | | | | Antenatal care coverage, at least four visits | | | 100 |

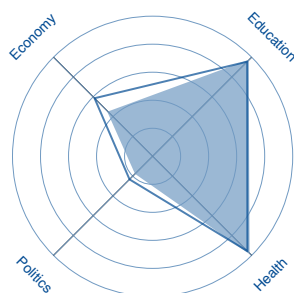
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Tunisia

rank **126**
out of 144 countries

score **0.636**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Tunisia score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 43.02 |
| GDP per capita (constant '11 intl. \$, PPP) | 10,726 |
| Total population (thousands) | 11,253.55 |
| Population growth rate (%) | 1.01 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 58.24 |

Global Gender Gap Index

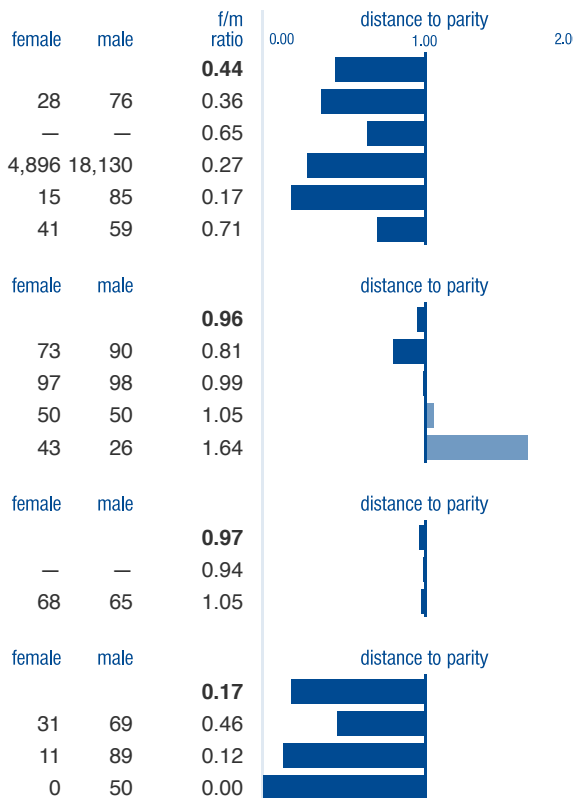
| | | |
|--|-----|-------|
| Economic participation and opportunity | 131 | 0.444 |
| Educational attainment | 106 | 0.960 |
| Health and survival | 110 | 0.969 |
| Political empowerment | 71 | 0.170 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|------------|--------------|-----------|--------------|
| rank | score | rank | score |
| 126 | 0.636 | 90 | 0.629 |
| 131 | 0.444 | 97 | 0.480 |
| 106 | 0.960 | 76 | 0.959 |
| 110 | 0.969 | 98 | 0.966 |
| 71 | 0.170 | 53 | 0.110 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 132 | 0.361 | 0.665 |
| Wage equality for similar work (survey) | 71 | 0.649 | 0.622 |
| Estimated earned income (US\$, PPP) | 132 | 0.270 | 0.502 |
| Legislators, senior officials, and managers | 106 | 0.173 | 0.358 |
| Professional and technical workers | 96 | 0.708 | 0.862 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 122 | 0.812 | 0.897 |
| Enrolment in primary education | 83 | 0.991 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 125 | 0.935 | 0.918 |
| Healthy life expectancy | 77 | 1.046 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 37 | 0.456 | 0.269 |
| Women in ministerial positions | 109 | 0.118 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

0.00 0.40

distribution of countries by score

1.00



0.636 / 126

TUN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 29 | 33 | 0.88 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 16 | 2 | 7.13 |
| Unemployed adults | 21 | 10 | 2.07 | Mean age of women at birth of their first child | | | 31 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 7 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 9 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 45 |
| Contributing family workers | 7 | 3 | 1.98 | Parity of parental rights in marriage | | | *0.50 |
| Own-account workers | 10 | 20 | 0.52 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | — |
| Law mandates equal pay | | | no | Length of maternity / paternity leave (days) | 30 / | 1 | |
| Ability of women to rise to positions of leadership | | | *0.61 | Wages paid during maternity / paternity leave | 67 / | 100 | |
| Boards of publicly traded companies | — | — | — | Provider of parental leave benefits | | | — |
| Firms whose ownership includes women | | | 49.50 | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose top management includes women | | | 8.50 | Government supports or provides childcare | | | yes |
| R&D personnel | 58 | 42 | 1.37 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 21 | 34 | 0.60 | Out-of-school children of primary school age | 2 | 1 | 1.68 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | — | — | — |
| Inheritance rights for daughters | | | *0.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 37 | 58 | 0.64 |
| | | | | Skill diversity | 0.207 | 0.224 | *0.92 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | | | | |
| | | | | Malnutrition of children under age 5 | 2 | 4 | 0.50 |
| Political leadership | female | male | value | Cardiovascular disease | 271 | 348 | #0.78 |
| Year women received right to vote | | | 1959 | Cancer | 53 | 97 | #0.55 |
| Years since any women received voting rights | | | 57 | Diabetes | 31 | 29 | #1.06 |
| Number of female heads of state to date | | | — | Chronic respiratory disease | 26 | 38 | #0.69 |
| Quota for women on candidate lists in national elections | | | 50 | HIV/AIDS | 1 | 1 | #1.00 |
| Quota for women on candidate lists in local elections | | | — | Suicide | 1 | 3 | #0.41 |
| Voluntary political party quotas | | | no | Maternal mortality ratio (per 100,000 births) | | | †62 [42-92] |
| Seats held in upper house | 15 | 85 | 0.18 | Existence of legislation on domestic violence | | | no |
| | | | | Prevalence of gender violence in lifetime | | | 20 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 73.6 |
| | | | | Antenatal care coverage, at least four visits | | | 85.1 |

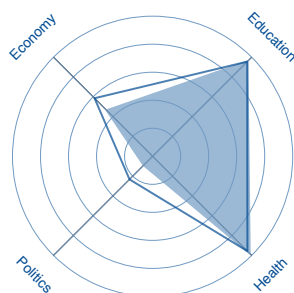
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Turkey

rank **130**
out of 144 countries

score **0.623**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Turkey score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 718.22 |
| GDP per capita (constant '11 intl. \$, PPP) | 18,959 |
| Total population (thousands) | 78,665.83 |
| Population growth rate (%) | 0.89 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 67.57 |

Global Gender Gap Index

| | | |
|--|-----|-------|
| Economic participation and opportunity | 129 | 0.464 |
| Educational attainment | 109 | 0.958 |
| Health and survival | 1 | 0.980 |
| Political empowerment | 113 | 0.090 |
| rank out of | 144 | |

| | 2016 | | 2006 | |
|--|------------|--------------|------------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 130 | 0.623 | 105 | 0.585 |
| Economic participation and opportunity | 129 | 0.464 | 106 | 0.434 |
| Educational attainment | 109 | 0.958 | 92 | 0.885 |
| Health and survival | 1 | 0.980 | 85 | 0.969 |
| Political empowerment | 113 | 0.090 | 96 | 0.052 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------------|--------------|--------------|
| Economic participation and opportunity | 129 | 0.464 | 0.586 |
| Labour force participation | 130 | 0.437 | 0.665 |
| Wage equality for similar work (survey) | 98 | 0.590 | 0.622 |
| Estimated earned income (US\$, PPP) | 121 | 0.440 | 0.502 |
| Legislators, senior officials, and managers | 110 | 0.152 | 0.358 |
| Professional and technical workers | 102 | 0.617 | 0.862 |

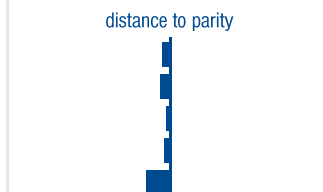
| | female | male | f/m ratio |
|---|--------|--------|-------------|
| Economic participation and opportunity | | | 0.46 |
| Labour force participation | 33 | 77 | 0.44 |
| Wage equality for similar work (survey) | — | — | 0.59 |
| Estimated earned income (US\$, PPP) | 12,162 | 27,673 | 0.44 |
| Legislators, senior officials, and managers | 13 | 87 | 0.15 |
| Professional and technical workers | 38 | 62 | 0.62 |



Educational attainment

| | rank | score | avg |
|----------------------------------|------------|--------------|--------------|
| Educational attainment | 109 | 0.958 | 0.955 |
| Literacy rate | 101 | 0.942 | 0.897 |
| Enrolment in primary education | 95 | 0.987 | 0.980 |
| Enrolment in secondary education | 114 | 0.967 | 0.970 |
| Enrolment in tertiary education | 105 | 0.859 | 0.930 |

| | female | male | f/m ratio |
|----------------------------------|--------|------|-------------|
| Educational attainment | | | 0.96 |
| Literacy rate | 93 | 99 | 0.94 |
| Enrolment in primary education | 92 | 93 | 0.99 |
| Enrolment in secondary education | 85 | 88 | 0.97 |
| Enrolment in tertiary education | 73 | 85 | 0.86 |



Health and survival

| | rank | score | avg |
|----------------------------|----------|--------------|--------------|
| Health and survival | 1 | 0.980 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

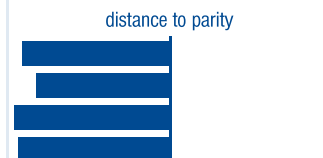
| | female | male | f/m ratio |
|----------------------------|--------|------|-------------|
| Health and survival | | | 0.98 |
| Sex ratio at birth | — | — | 0.95 |
| Healthy life expectancy | 67 | 63 | 1.06 |



Political empowerment

| | rank | score | avg |
|---|------------|--------------|--------------|
| Political empowerment | 113 | 0.090 | 0.233 |
| Women in parliament | 100 | 0.175 | 0.269 |
| Women in ministerial positions | 137 | 0.042 | 0.238 |
| Years with female head of state (last 50) | 39 | 0.057 | 0.204 |

| | female | male | f/m ratio |
|---|--------|------|-------------|
| Political empowerment | | | 0.09 |
| Women in parliament | 15 | 85 | 0.18 |
| Women in ministerial positions | 4 | 96 | 0.04 |
| Years with female head of state (last 50) | 3 | 47 | 0.06 |



0.00 0.40

distribution of countries by score

1.00



0.623 / 130

TUR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 24 | 28 | 0.86 |
| Youth not in employment or education | 36 | 15 | 2.39 | Proportion married by age 25 | 41 | 11 | 3.75 |
| Unemployed adults | 10 | 8 | 1.32 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 20 | 18 | 1.14 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 71 | 85 | 0.83 | Potential support ratio | | | 9 |
| Workers employed part-time | 27 | 13 | 2.14 | Total dependency ratio | | | 50 |
| Contributing family workers | 28 | 5 | 6.22 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 20 | 0.44 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 500 | 477 | 1.05 | | | | |
| Proportion of unpaid work per day | 75 | 24 | 3.08 | | | | |
| | | | | Care | female | male | value |
| Economic leadership | female | male | value | Length of parental leave (days) | | | — |
| Law mandates equal pay | | | yes | Length of maternity / paternity leave (days) | 112 / | — | |
| Ability of women to rise to positions of leadership | | | *0.50 | Wages paid during maternity / paternity leave | 67 / | — | |
| Boards of publicly traded companies | 10 | 90 | 0.11 | Provider of parental leave benefits | | | — |
| Firms whose ownership includes women | | | 25.40 | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose top management includes women | | | 5.40 | Government supports or provides childcare | | | yes |
| R&D personnel | 30 | 70 | 0.43 | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 44 | 69 | 0.64 | Out-of-school children of primary school age | 7 | 6 | 1.18 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 81 | 94 | 0.86 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 19 | 15 | 1.27 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 29 | 42 | 0.68 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | — | — | — |
| | | | | PhD graduates | 0 | 0 | 0.64 |
| | | | | STEM graduates | 15 | 26 | 0.59 |
| | | | | Skill diversity | 0.277 | 0.260 | *1.07 |
| | | | | | | | |
| Access to technology | female | male | value | Health | female | male | value |
| Individuals using the internet | 44 | 64 | 0.69 | Malnutrition of children under age 5 | 2 | 1 | 1.50 |
| Individuals using a mobile phone | — | — | — | Cardiovascular disease | 256 | 384 | #0.67 |
| | | | | Cancer | 87 | 199 | #0.44 |
| | | | | Diabetes | 13 | 13 | #1.05 |
| | | | | Chronic respiratory disease | 39 | 77 | #0.50 |
| | | | | HIV/AIDS | 0 | 0 | #0.00 |
| | | | | Suicide | 4 | 12 | #0.36 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †16 [12-21] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 42 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 97.4 |
| | | | | Antenatal care coverage, at least four visits | | | 88.9 |
| | | | | | | | |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1930 | | | | |
| Years since any women received voting rights | | | 86 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

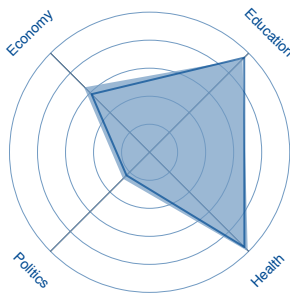
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: * Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Uganda

rank out of 144 countries **61**

score **0.704**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Uganda score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 26.37 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,718 |
| Total population (thousands) | 39,032.38 |
| Population growth rate (%) | 3.22 |
| Population sex ratio (female/male) | 1.00 |
| Human capital optimization (%) | 59.28 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 87 | score 0.647 |
| Educational attainment | rank 120 | score 0.928 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 37 | score 0.260 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 61 | 0.704 | 47 | 0.680 |
| 87 | 0.647 | 28 | 0.677 |
| 120 | 0.928 | 98 | 0.859 |
| 1 | 0.980 | 60 | 0.976 |
| 37 | 0.260 | 22 | 0.207 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Economic participation and opportunity | 87 | 0.647 | 0.586 |
| Labour force participation | 14 | 0.946 | 0.665 |
| Wage equality for similar work (survey) | 17 | 0.770 | 0.622 |
| Estimated earned income (US\$, PPP) | 125 | 0.397 | 0.502 |
| Legislators, senior officials, and managers | 85 | 0.339 | 0.358 |
| Professional and technical workers | 97 | 0.678 | 0.862 |

Educational attainment

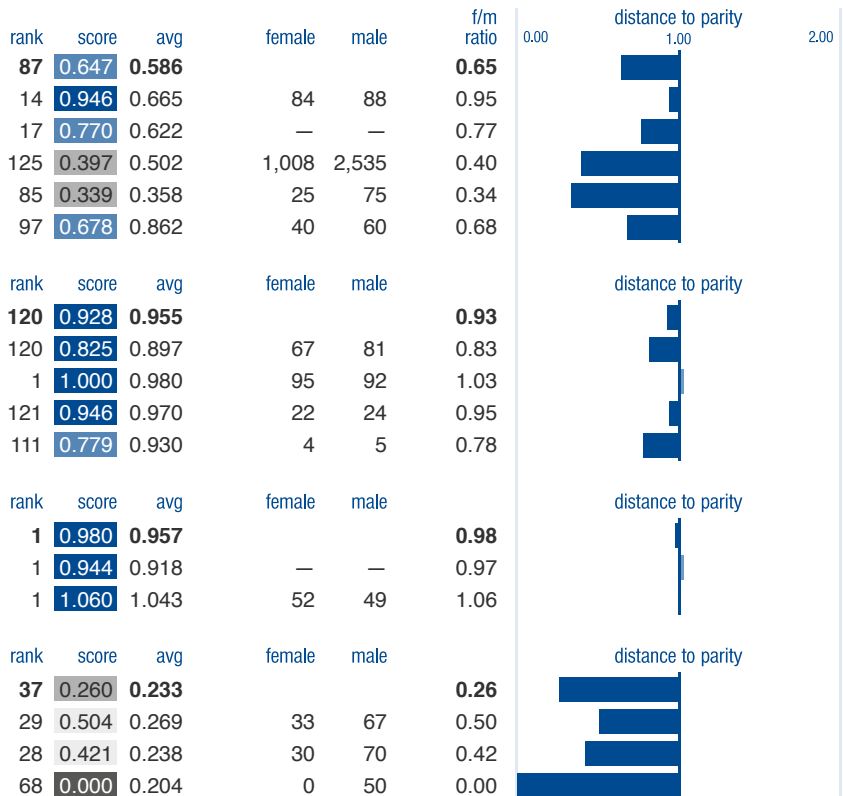
| | rank | score | avg |
|----------------------------------|------------|--------------|--------------|
| Educational attainment | 120 | 0.928 | 0.955 |
| Literacy rate | 120 | 0.825 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 121 | 0.946 | 0.970 |
| Enrolment in tertiary education | 111 | 0.779 | 0.930 |

Health and survival

| | rank | score | avg |
|----------------------------|----------|--------------|--------------|
| Health and survival | 1 | 0.980 | 0.957 |
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|-----------|--------------|--------------|
| Political empowerment | 37 | 0.260 | 0.233 |
| Women in parliament | 29 | 0.504 | 0.269 |
| Women in ministerial positions | 28 | 0.421 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.704 / 61

UGA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 20 | 24 | 0.84 |
| Youth not in employment or education | 8 | 3 | 2.53 | Proportion married by age 25 | 152 | 73 | 2.07 |
| Unemployed adults | 2 | 1 | 2.00 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | 82 | 18 | 4.61 | Average number of children per woman | | | 5 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 34 |
| Labour force participation among those with advanced degrees | 89 | 98 | 0.91 | Potential support ratio | | | 20 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 102 |
| Contributing family workers | 30 | 23 | 1.32 | Parity of parental rights in marriage | | | †0.50 |
| Own-account workers | 55 | 49 | 1.12 | Parity of parental rights after divorce | | | †1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 84 / | 4 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.69 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | empl | |
| Firms whose ownership includes women | | | 26.60 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 15.40 | Government provides child allowance to parents | | | no |
| R&D personnel | 28 | 72 | 0.38 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 5 | 8 | 0.62 |
| Individuals with an account at a financial institution | 23 | 32 | 0.71 | Primary education attainment in adults | 24 | 42 | 0.57 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 76 | 70 | 1.09 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 6 | 14 | 0.46 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | 1 | 2 | 0.49 |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 5 | 12 | 0.46 |
| | | | | Skill diversity | 0.291 | 0.269 | *1.08 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 5 | 5 | 1.00 |
| | | | | Cardiovascular disease | 251 | 277 | #0.91 |
| | | | | Cancer | 122 | 150 | #0.82 |
| | | | | Diabetes | 40 | 46 | #0.87 |
| | | | | Chronic respiratory disease | 34 | 42 | #0.81 |
| | | | | HIV/AIDS | 262 | 235 | #1.11 |
| | | | | Suicide | 12 | 27 | #0.46 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †343 [247-493] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 51 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 58 |
| | | | | Antenatal care coverage, at least four visits | | | 47.6 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1962 | | | | |
| Years since any women received voting rights | | | 54 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | no | | | | |
| Seats held in upper house | — | — | — | | | | |

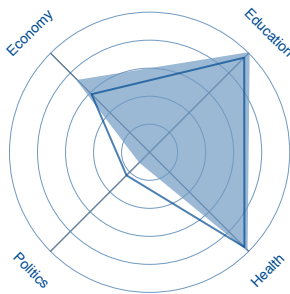
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Ukraine

rank **69**
out of 144 countries

score **0.700**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Ukraine score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 90.62 |
| GDP per capita (constant '11 intl. \$, PPP) | 7,450 |
| Total population (thousands) | 44,823.77 |
| Population growth rate (%) | -0.52 |
| Population sex ratio (female/male) | 1.16 |
| Human capital optimization (%) | 78.42 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 40 | score 0.722 |
| Educational attainment | rank 26 | score 1.000 |
| Health and survival | rank 40 | score 0.979 |
| Political empowerment | rank 107 | score 0.098 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 69 | 0.700 | 48 | 0.680 |
| 40 | 0.722 | 24 | 0.691 |
| 26 | 1.000 | 25 | 0.998 |
| 40 | 0.979 | 1 | 0.980 |
| 107 | 0.098 | 97 | 0.050 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 61 | 0.833 | 0.665 |
| Wage equality for similar work (survey) | 59 | 0.660 | 0.622 |
| Estimated earned income (US\$, PPP) | 68 | 0.602 | 0.502 |
| Legislators, senior officials, and managers | 23 | 0.655 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 50 | 0.999 | 0.897 |
| Enrolment in primary education | 1 | 1.000 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 95 | 0.943 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 110 | 0.137 | 0.269 |
| Women in ministerial positions | 109 | 0.118 | 0.238 |
| Years with female head of state (last 50) | 36 | 0.060 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|--------|-------------|
| Economic participation and opportunity | 40 | 0.722 | 0.586 | | | 0.72 |
| Labour force participation | 61 | 0.833 | 0.665 | 62 | 74 | 0.83 |
| Wage equality for similar work (survey) | 59 | 0.660 | 0.622 | — | — | 0.66 |
| Estimated earned income (US\$, PPP) | 68 | 0.602 | 0.502 | 6,632 | 11,022 | 0.60 |
| Legislators, senior officials, and managers | 23 | 0.655 | 0.358 | 40 | 60 | 0.66 |
| Professional and technical workers | 1 | 1.000 | 0.862 | 62 | 38 | 1.66 |
| Educational attainment | 26 | 1.000 | 0.955 | | | 1.00 |
| Literacy rate | 50 | 0.999 | 0.897 | 100 | 100 | 1.00 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 97 | 95 | 1.02 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 89 | 88 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 88 | 77 | 1.16 |
| Health and survival | 40 | 0.979 | 0.957 | | | 0.98 |
| Sex ratio at birth | 95 | 0.943 | 0.918 | — | — | 0.94 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 67 | 59 | 1.14 |
| Political empowerment | 107 | 0.098 | 0.233 | | | 0.10 |
| Women in parliament | 110 | 0.137 | 0.269 | 12 | 88 | 0.14 |
| Women in ministerial positions | 109 | 0.118 | 0.238 | 11 | 89 | 0.12 |
| Years with female head of state (last 50) | 36 | 0.060 | 0.204 | 3 | 47 | 0.06 |



0.00 0.40

distribution of countries by score

1.00



0.700 / 69

UKR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 26 | 0.87 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 53 | 23 | 0.35 |
| Unemployed adults | 5 | 7 | 0.77 | Mean age of women at birth of their first child | | | 29 |
| Discouraged job seekers | 46 | 54 | 0.87 | Average number of children per woman | | | 2 |
| Workers in informal employment | 13 | 22 | 0.62 | Women with unmet demand for family planning | | | 10 |
| Labour force participation among those with advanced degrees | 69 | 80 | 0.86 | Potential support ratio | | | 5 |
| Workers employed part-time | 14 | 6 | 2.32 | Total dependency ratio | | | 43 |
| Contributing family workers | 0 | 0 | 1.20 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 13 | 16 | 0.81 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | 1,039 |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 126 / | 0 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | *0.64 | Provider of parental leave benefits | | | gov |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | |
| Firms whose ownership includes women | | | 31.50 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 18.80 | Government provides child allowance to parents | | | yes |
| R&D personnel | 48 | 52 | 0.91 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 2 | 4 | 0.54 |
| Individuals with an account at a financial institution | 52 | 54 | 0.96 | Primary education attainment in adults | 96 | 99 | 0.97 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 5 | 8 | 0.61 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 71 | 78 | 0.91 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 16 | 18 | 0.91 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | — | — | — |
| | | | | STEM graduates | 14 | 39 | 0.35 |
| | | | | Skill diversity | 0.267 | 0.241 | *1.11 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 45 | 48 | 0.93 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 8 | 9 | 0.93 |
| | | | | Cardiovascular disease | 428 | 708 | #0.60 |
| | | | | Cancer | 86 | 173 | #0.50 |
| | | | | Diabetes | 3 | 3 | #0.97 |
| | | | | Chronic respiratory disease | 7 | 32 | #0.22 |
| | | | | HIV/AIDS | 28 | 52 | #0.53 |
| | | | | Suicide | 5 | 30 | #0.18 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †24 [19-32] |
| | | | | Existence of legislation on domestic violence | | | yes |
| | | | | Prevalence of gender violence in lifetime | | | 13 |
| | | | | Law permits abortion to preserve a woman's physical health | | | yes |
| | | | | Births attended by skilled health personnel | | | 99 |
| | | | | Antenatal care coverage, at least four visits | | | 87.2 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1919 | | | | |
| Years since any women received voting rights | | | 97 | | | | |
| Number of female heads of state to date | | | 1 | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | — | — | — | | | | |

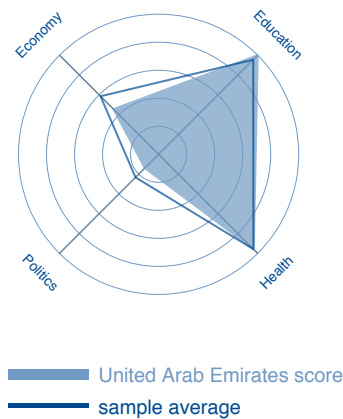
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United Arab Emirates

rank **124**
out of 144 countries

score **0.639**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 370.29 |
| GDP per capita (constant '11 intl. \$, PPP) | 66,102 |
| Total population (thousands) | 9,156.96 |
| Population growth rate (%) | 1.40 |
| Population sex ratio (female/male) | 0.37 |
| Human capital optimization (%) | 68.25 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 130 | 0.456 | 109 | 0.403 |
| Educational attainment | 32 | 1.000 | 61 | 0.986 |
| Health and survival | 132 | 0.961 | 100 | 0.964 |
| Political empowerment | 83 | 0.139 | 112 | 0.015 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-------------|--------------|------------|--------------|--|
| rank | score | rank | score | |
| 124 | 0.639 | 101 | 0.592 | |
| 130 | 0.456 | 109 | 0.403 | |
| 32 | 1.000 | 61 | 0.986 | |
| 132 | 0.961 | 100 | 0.964 | |
| 83 | 0.139 | 112 | 0.015 | |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 128 | 0.461 | 0.665 | 42 | 92 | 0.46 |
| Wage equality for similar work (survey) | 8 | 0.797 | 0.622 | — | — | 0.80 |
| Estimated earned income (US\$, PPP) | 129 | 0.304 | 0.502 | 22,835 | 75,000 | 0.30 |
| Legislators, senior officials, and managers | 115 | 0.110 | 0.358 | 10 | 90 | 0.11 |
| Professional and technical workers | 120 | 0.279 | 0.862 | 22 | 78 | 0.28 |

Educational attainment

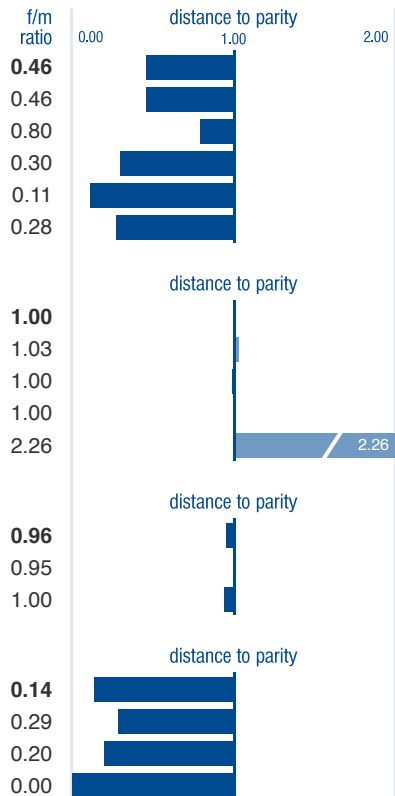
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 95 | 92 | 1.03 |
| Enrolment in primary education | 64 | 0.999 | 0.980 | 91 | 91 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 49 | 51 | 1.00 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 35 | 15 | 2.26 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 138 | 1.000 | 1.043 | 67 | 67 | 1.00 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 64 | 0.290 | 0.269 | 23 | 78 | 0.29 |
| Women in ministerial positions | 76 | 0.200 | 0.238 | 17 | 83 | 0.20 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.639 / 124

ARE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 25 | 27 | 0.94 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 37 | 26 | 1.40 |
| Unemployed adults | 10 | 1 | 8.00 | Mean age of women at birth of their first child | | | 26 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 75 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 18 |
| Contributing family workers | 0 | — | — | Parity of parental rights in marriage | | | 0.00 |
| Own-account workers | 0 | 1 | 0.21 | Parity of parental rights after divorce | | | 0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 45 / | — | — |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | 0.82 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 4 | 4 | 0.90 |
| Individuals with an account at a financial institution | 66 | 90 | 0.74 | Primary education attainment in adults | 78 | 73 | 1.07 |
| Women's access to financial services | | | 0.50 | Out-of-school youth of upper secondary school age | 26 | 36 | 0.71 |
| Inheritance rights for daughters | | | 0.00 | Secondary education attainment in adults | 60 | 43 | 1.39 |
| Women's access to land use, control and ownership | | | 0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | 0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 16 | 25 | 0.62 |
| | | | | Skill diversity | 0.247 | 0.376 | 0.66 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 83 | 86 | 0.97 | Health | female | male | value |
| Individuals using a mobile phone | 100 | 100 | 1.00 | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | 264 | 316 | 0.84 |
| | | | | Cancer | 94 | 104 | 0.91 |
| | | | | Diabetes | 39 | 35 | 1.12 |
| | | | | Chronic respiratory disease | 33 | 34 | 0.99 |
| | | | | HIV/AIDS | 0 | 0 | — |
| | | | | Suicide | 2 | 4 | 0.44 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | 6 [3-11] |
| | | | | Existence of 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 | | | 100 |
| | | | | Antenatal care coverage, at least four visits | | | — |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 2006 | | | | |
| Years since any women received voting rights | | | 10 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | — | | | | |
| Quota for women on candidate lists in local elections | | | — | | | | |
| Voluntary political party quotas | | | — | | | | |
| Seats held in upper house | — | — | — | | | | |

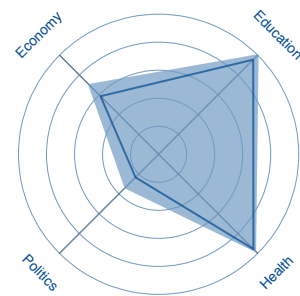
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: [†] Data on a 0-to-1 scale (0 = worst score, 1 = best score) ^{*} Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) [#] Age-standardized death rates per 100,000 population [†] Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

United Kingdom

rank **20**
out of 144 countries

score **0.752**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



United Kingdom score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 2,848.76 |
| GDP per capita (constant '11 intl. \$, PPP) | 38,658 |
| Total population (thousands) | 64,715.81 |
| Population growth rate (%) | 0.60 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | 80.04 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 53 | score 0.700 |
| Educational attainment | rank 34 | score 0.999 |
| Health and survival | rank 64 | score 0.974 |
| Political empowerment | rank 24 | score 0.335 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|----------|--------------|
| rank | score | rank | score |
| 20 | 0.752 | 9 | 0.736 |
| 53 | 0.700 | 37 | 0.664 |
| 34 | 0.999 | 1 | 1.000 |
| 64 | 0.974 | 63 | 0.974 |
| 24 | 0.335 | 12 | 0.307 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|--------|-----------|
| Labour force participation | 48 | 0.869 | 0.665 | 71 | 82 | 0.87 |
| Wage equality for similar work (survey) | 52 | 0.675 | 0.622 | — | — | 0.68 |
| Estimated earned income (US\$, PPP) | 92 | 0.537 | 0.502 | 28,237 | 52,575 | 0.54 |
| Legislators, senior officials, and managers | 44 | 0.547 | 0.358 | 35 | 65 | 0.55 |
| Professional and technical workers | 72 | 0.968 | 0.862 | 49 | 51 | 0.97 |

Educational attainment

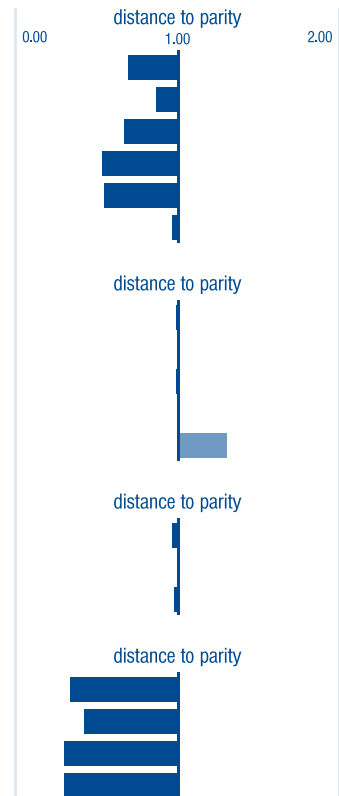
| | rank | score | avg | female | male | f/m ratio |
|----------------------------------|------|-------|-------|--------|------|-----------|
| Literacy rate | 1 | 1.000 | 0.897 | 99 | 99 | 1.00 |
| Enrolment in primary education | 67 | 0.999 | 0.980 | 100 | 100 | 1.00 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 99 | 98 | 1.01 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 | 64 | 49 | 1.31 |

Health and survival

| | rank | score | avg | female | male | f/m ratio |
|-------------------------|------|-------|-------|--------|------|-----------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 81 | 1.043 | 1.043 | 72 | 69 | 1.04 |

Political empowerment

| | rank | score | avg | female | male | f/m ratio |
|---|------|-------|-------|--------|------|-----------|
| Women in parliament | 43 | 0.416 | 0.269 | 29 | 71 | 0.42 |
| Women in ministerial positions | 49 | 0.294 | 0.238 | 23 | 77 | 0.29 |
| Years with female head of state (last 50) | 9 | 0.301 | 0.204 | 12 | 38 | 0.30 |



0.00 0.40

distribution of countries by score

1.00



0.752 / 20

GBR

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|--------|-----------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 27 | 29 | 0.94 |
| Youth not in employment or education | 14 | 12 | 1.18 | Proportion married by age 25 | 26 | 15 | 1.74 |
| Unemployed adults | 4 | 4 | 1.01 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 30 | 70 | 0.43 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | — |
| Labour force participation among those with advanced degrees | 81 | 88 | 0.92 | Potential support ratio | | | 4 |
| Workers employed part-time | 49 | 23 | 2.13 | Total dependency ratio | | | 55 |
| Contributing family workers | 0 | 0 | 1.39 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 9 | 15 | 0.57 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 454 | 438 | 1.04 | | | | |
| Proportion of unpaid work per day | 57 | 32 | 1.77 | Care | | | |
| | | | | Length of parental leave (days) | | | 259 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | 14 / | 14 | |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 90 / | 18 | |
| Ability of women to rise to positions of leadership | | | *0.72 | Provider of parental leave benefits | | | empl, gov |
| Boards of publicly traded companies | 26 | 74 | 0.35 | Provider of maternity / paternity leave benefits | empl, | /empl, | gov |
| Firms whose ownership includes women | | | — | | gov | gov | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | | | | Education and skills | | | |
| Individuals with an account at a financial institution | 99 | 99 | 0.99 | Out-of-school children of primary school age | 0 | 0 | 2.11 |
| Women's access to financial services | | | *0.50 | Primary education attainment in adults | 100 | 100 | 1.00 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 5 | 6 | 0.85 |
| Women's access to land use, control and ownership | | | *0.50 | Secondary education attainment in adults | 73 | 76 | 0.96 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 30 | 29 | 1.03 |
| | | | | PhD graduates | 1 | 1 | 0.60 |
| | | | | STEM graduates | 16 | 37 | 0.45 |
| | | | | Skill diversity | 0.190 | 0.205 | *0.93 |
| Access to technology | | | | | | | |
| Individuals using the internet | 90 | 94 | 0.97 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | | | | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | 1918, 1928 | | HIV/AIDS | 0 | 1 | #0.60 |
| Years since any women received voting rights | | | 98 | Suicide | — | — | #— |
| Number of female heads of state to date | | | 1 | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 29 |
| Voluntary political party quotas | | | yes | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

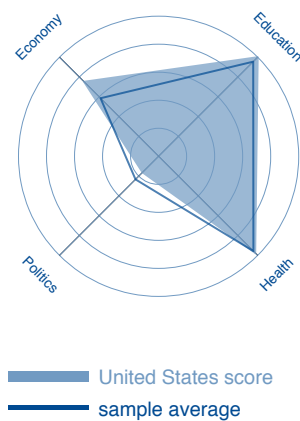
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United States

rank out of 144 countries **45**

score **0.722**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



KEY INDICATORS

| | |
|---|------------|
| GDP (US\$ billions) | 17,947.00 |
| GDP per capita (constant '11 intl. \$, PPP) | 52,549 |
| Total population (thousands) | 321,773.63 |
| Population growth rate (%) | 0.72 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 78.86 |

Global Gender Gap Index

| | | |
|--|---------|-------------|
| Economic participation and opportunity | rank 26 | score 0.752 |
| Educational attainment | rank 1 | score 1.000 |
| Health and survival | rank 62 | score 0.975 |
| Political empowerment | rank 73 | score 0.162 |
| rank out of | 144 | |

| 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 45 | 0.722 | 23 | 0.704 |
| 26 | 0.752 | 3 | 0.759 |
| 1 | 1.000 | 66 | 0.982 |
| 62 | 0.975 | 1 | 0.980 |
| 73 | 0.162 | 66 | 0.097 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|---------|-------------|-----------|
| Labour force participation | rank 56 | score 0.856 | avg 0.665 |
| Wage equality for similar work (survey) | rank 66 | score 0.653 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 50 | score 0.650 | avg 0.502 |
| Legislators, senior officials, and managers | rank 11 | score 0.767 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

Educational attainment

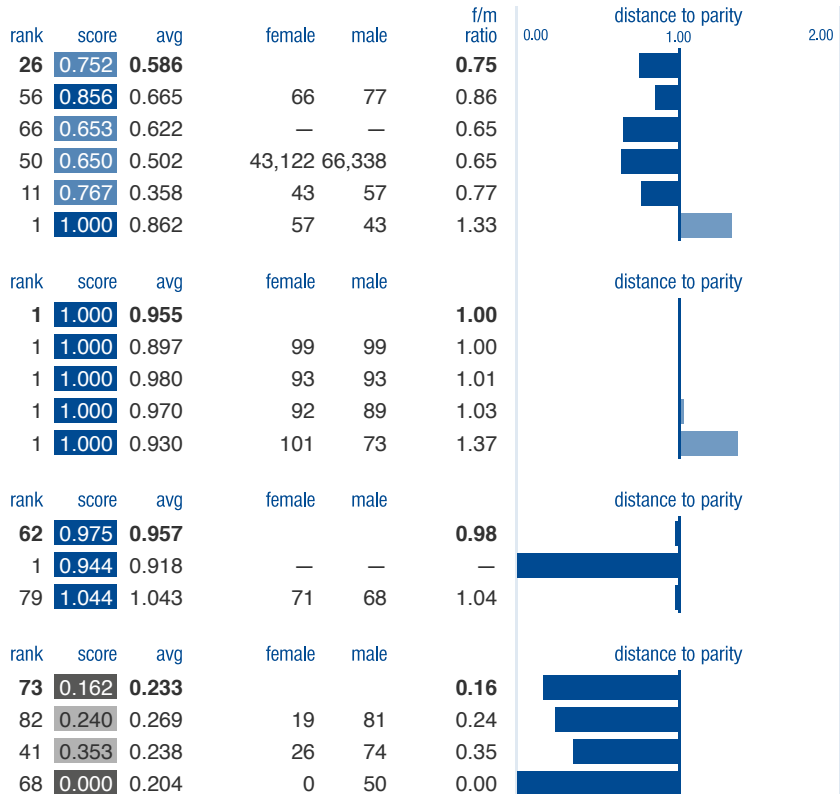
| | | | |
|----------------------------------|--------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 1 | score 1.000 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

Health and survival

| | | | |
|-------------------------|---------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 79 | score 1.044 | avg 1.043 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 82 | score 0.240 | avg 0.269 |
| Women in ministerial positions | rank 41 | score 0.353 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |



0.00 0.40

distribution of countries by score

1.00



0.722 / 45

USA

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 24 | 24 | 0.99 |
| Youth not in employment or education | 17 | 16 | 1.11 | Proportion married by age 25 | 42 | 30 | 1.41 |
| Unemployed adults | 4 | 4 | 1.02 | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 52 | 84 | 0.62 | Average number of children per woman | | | 2 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 8 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 4 |
| Workers employed part-time | 23 | 13 | 1.77 | Total dependency ratio | | | 51 |
| Contributing family workers | 0 | 0 | 1.41 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | — | — | — | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | 484 | 471 | 1.03 | | | | |
| Proportion of unpaid work per day | 50 | 32 | 1.59 | Care | | | |
| | | | | Length of parental leave (days) | | | 0 |
| Economic leadership | | | | Length of maternity / paternity leave (days) | — / — | — / — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | — / — | — / — | |
| Ability of women to rise to positions of leadership | | | *0.73 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | 19 | 81 | 0.24 | Provider of maternity / paternity leave benefits | — / — | — / — | |
| Firms whose ownership includes women | | | — | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | — | Government provides child allowance to parents | | | yes |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | | | |
| Access to assets | | | | Out-of-school children of primary school age | 6 | 6 | 0.88 |
| Individuals with an account at a financial institution | 95 | 92 | 1.03 | Primary education attainment in adults | 99 | 99 | 1.00 |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | 7 | 8 | 0.77 |
| Inheritance rights for daughters | | | *1.00 | Secondary education attainment in adults | 89 | 88 | 1.01 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 32 | 32 | 1.00 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 1 | 2 | 0.55 |
| | | | | STEM graduates | 8 | 25 | 0.32 |
| | | | | Skill diversity | 0.209 | 0.205 | *1.02 |
| Access to technology | | | | | | | |
| Individuals using the internet | 75 | 74 | 1.01 | Health | | | |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | | | | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | 1920, 1965 | | HIV/AIDS | 1 | 3 | #0.39 |
| Years since any women received voting rights | | | 96 | Suicide | — | — | #— |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 36 |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

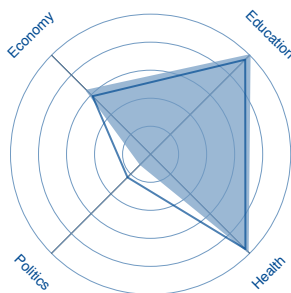
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Uruguay

rank
out of 144 countries **91**

score
0.00 = imparity
1.00 = parity **0.681**

SCORE AT A GLANCE



Uruguay score
sample average

KEY INDICATORS

| | |
|---|----------|
| GDP (US\$ billions) | 53.44 |
| GDP per capita (constant '11 intl. \$, PPP) | 19,952 |
| Total population (thousands) | 3,431.56 |
| Population growth rate (%) | 0.37 |
| Population sex ratio (female/male) | 1.07 |
| Human capital optimization (%) | 69.96 |

Global Gender Gap Index

| | | |
|--|----------|-------------|
| Economic participation and opportunity | rank 91 | score 0.643 |
| Educational attainment | rank 39 | score 0.999 |
| Health and survival | rank 1 | score 0.980 |
| Political empowerment | rank 104 | score 0.101 |
| rank out of | 144 | |

| | 2016 | 2006 | |
|------|-------|------|-------|
| rank | score | rank | score |
| 91 | 0.681 | 66 | 0.655 |
| 90 | 0.643 | 60 | 0.611 |
| 39 | 0.999 | 47 | 0.991 |
| 1 | 0.980 | 1 | 0.980 |
| 104 | 0.101 | 103 | 0.039 |
| 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----------|-------------|-----------|
| Labour force participation | rank 74 | score 0.793 | avg 0.665 |
| Wage equality for similar work (survey) | rank 112 | score 0.557 | avg 0.622 |
| Estimated earned income (US\$, PPP) | rank 89 | score 0.562 | avg 0.502 |
| Legislators, senior officials, and managers | rank 68 | score 0.449 | avg 0.358 |
| Professional and technical workers | rank 1 | score 1.000 | avg 0.862 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|--------|-----------|
| 90 | 0.643 | 0.586 | | | 0.64 |
| 74 | 0.793 | 0.665 | 68 | 85 | 0.79 |
| 112 | 0.557 | 0.622 | — | — | 0.56 |
| 89 | 0.562 | 0.502 | 15,173 | 27,005 | 0.56 |
| 68 | 0.449 | 0.358 | 31 | 69 | 0.45 |
| 1 | 1.000 | 0.862 | 54 | 46 | 1.15 |

Educational attainment

| | | | |
|----------------------------------|---------|-------------|-----------|
| Literacy rate | rank 1 | score 1.000 | avg 0.897 |
| Enrolment in primary education | rank 69 | score 0.997 | avg 0.980 |
| Enrolment in secondary education | rank 1 | score 1.000 | avg 0.970 |
| Enrolment in tertiary education | rank 1 | score 1.000 | avg 0.930 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 39 | 0.999 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 99 | 98 | 1.01 |
| 69 | 0.997 | 0.980 | 99 | 99 | 1.00 |
| 1 | 1.000 | 0.970 | 79 | 72 | 1.10 |
| 1 | 1.000 | 0.930 | 80 | 47 | 1.73 |

Health and survival

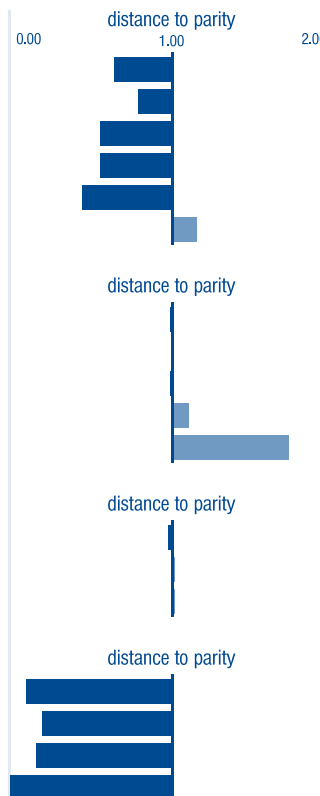
| | | | |
|-------------------------|--------|-------------|-----------|
| Sex ratio at birth | rank 1 | score 0.944 | avg 0.918 |
| Healthy life expectancy | rank 1 | score 1.060 | avg 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.96 |
| 1 | 1.060 | 1.043 | 70 | 65 | 1.08 |

Political empowerment

| | | | |
|---|---------|-------------|-----------|
| Women in parliament | rank 95 | score 0.193 | avg 0.269 |
| Women in ministerial positions | rank 86 | score 0.167 | avg 0.238 |
| Years with female head of state (last 50) | rank 68 | score 0.000 | avg 0.204 |

| rank | score | avg | female | male | f/m ratio |
|------|-------|-------|--------|------|-----------|
| 104 | 0.101 | 0.233 | | | 0.10 |
| 95 | 0.193 | 0.269 | 16 | 84 | 0.19 |
| 86 | 0.167 | 0.238 | 14 | 86 | 0.17 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.681 / 91

URY

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 24 | 27 | 0.91 |
| Youth not in employment or education | 25 | 17 | 1.49 | Proportion married by age 25 | 44 | 28 | 1.58 |
| Unemployed adults | 5 | 3 | 1.99 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 2 |
| Workers in informal employment | 32 | 34 | 0.97 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 75 | 81 | 0.93 | Potential support ratio | | | 4 |
| Workers employed part-time | 27 | 12 | 2.27 | Total dependency ratio | | | 56 |
| Contributing family workers | 1 | 1 | 2.40 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 20 | 23 | 0.86 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | female | male | value |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | 7 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.57 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | gov | |
| Firms whose ownership includes women | | | 23.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 19.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 1 | 0 | 1.44 |
| Individuals with an account at a financial institution | 41 | 50 | 0.82 | Primary education attainment in adults | 89 | 89 | 1.01 |
| Women's access to financial services | | | *0.50 | Out-of-school youth of upper secondary school age | 14 | 23 | 0.61 |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 32 | 25 | 1.27 |
| Women's access to land use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 8 | 7 | 1.19 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | PhD graduates | 0 | 0 | 1.03 |
| | | | | STEM graduates | 11 | 24 | 0.45 |
| | | | | Skill diversity | 0.303 | 0.214 | *1.42 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 64 | 65 | 0.99 | Health | female | male | value |
| Individuals using a mobile phone | 73 | 70 | 1.03 | Malnutrition of children under age 5 | 1 | 1 | 0.91 |
| | | | | Cardiovascular disease | 110 | 197 | #0.56 |
| | | | | Cancer | 116 | 212 | #0.55 |
| | | | | Diabetes | 11 | 14 | #0.76 |
| | | | | Chronic respiratory disease | 24 | 53 | #0.44 |
| | | | | HIV/AIDS | 4 | 8 | #0.48 |
| | | | | Suicide | 5 | 20 | #0.26 |
| | | | | Maternal mortality ratio (per 100,000 births) | | | †15 [11-19] |
| | | | | Existence of 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 | | | 98.2 |
| | | | | Antenatal care coverage, at least four visits | | | 76.8 |
| Political leadership | female | male | value | | | | |
| Year women received right to vote | | | 1932 | | | | |
| Years since any women received voting rights | | | 84 | | | | |
| Number of female heads of state to date | | | — | | | | |
| Quota for women on candidate lists in national elections | | | 33 | | | | |
| Quota for women on candidate lists in local elections | | | 33 | | | | |
| Voluntary political party quotas | | | yes | | | | |
| Seats held in upper house | — | — | — | | | | |

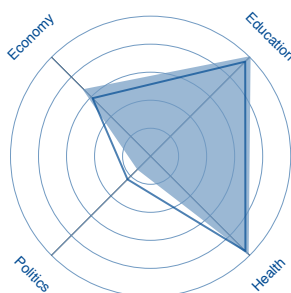
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Venezuela

rank **74**
out of 144 countries

score **0.694**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Venezuela score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | 15,603 |
| Total population (thousands) | 31,108.08 |
| Population growth rate (%) | 1.25 |
| Population sex ratio (female/male) | 1.01 |
| Human capital optimization (%) | 62.94 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 71 | 0.669 | 66 | 0.600 |
| Educational attainment | 33 | 0.999 | 62 | 0.986 |
| Health and survival | 1 | 0.980 | 71 | 0.973 |
| Political empowerment | 89 | 0.127 | 57 | 0.107 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|--|-----------|--------------|-----------|--------------|
| | rank | score | rank | score |
| Global Gender Gap Index | 74 | 0.694 | 57 | 0.666 |
| Economic participation and opportunity | 71 | 0.669 | 66 | 0.600 |
| Educational attainment | 33 | 0.999 | 62 | 0.986 |
| Health and survival | 1 | 0.980 | 71 | 0.973 |
| Political empowerment | 89 | 0.127 | 57 | 0.107 |
| rank out of | 144 | | 115 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 99 | 0.675 | 0.665 |
| Wage equality for similar work (survey) | 69 | 0.650 | 0.622 |
| Estimated earned income (US\$, PPP) | 60 | 0.620 | 0.502 |
| Legislators, senior officials, and managers | 57 | 0.501 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|--------|-------------|
| 71 | 0.669 | 0.586 | | | 0.67 |
| 99 | 0.675 | 0.665 | 55 | 82 | 0.68 |
| 69 | 0.650 | 0.622 | — | — | 0.65 |
| 60 | 0.620 | 0.502 | 14,009 | 22,579 | 0.62 |
| 57 | 0.501 | 0.358 | 33 | 67 | 0.50 |
| 1 | 1.000 | 0.862 | 64 | 36 | 1.79 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 1 | 1.000 | 0.897 |
| Enrolment in primary education | 65 | 0.999 | 0.980 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 33 | 0.999 | 0.955 | | | 1.00 |
| 1 | 1.000 | 0.897 | 96 | 95 | 1.01 |
| 65 | 0.999 | 0.980 | 91 | 91 | 1.00 |
| 1 | 1.000 | 0.970 | 79 | 71 | 1.10 |
| 1 | 1.000 | 0.930 | 98 | 58 | 1.69 |

Health and survival

| | | | |
|-------------------------|---|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|----------|--------------|--------------|--------|------|-------------|
| 1 | 0.980 | 0.957 | | | 0.98 |
| 1 | 0.944 | 0.918 | — | — | 0.95 |
| 1 | 1.060 | 1.043 | 69 | 63 | 1.10 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 103 | 0.168 | 0.269 |
| Women in ministerial positions | 44 | 0.304 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 89 | 0.127 | 0.233 | | | 0.13 |
| 103 | 0.168 | 0.269 | 14 | 86 | 0.17 |
| 44 | 0.304 | 0.238 | 23 | 77 | 0.30 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.694 / 74

VEN

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|--------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 26 | 0.87 |
| Youth not in employment or education | 26 | 61 | 0.42 | Proportion married by age 25 | 49 | 31 | 1.58 |
| Unemployed adults | 6 | 5 | 1.16 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 84 | 16 | 5.28 | Average number of children per woman | | | 2 |
| Workers in informal employment | 47 | 48 | 1.00 | Women with unmet demand for family planning | | | 6 |
| Labour force participation among those with advanced degrees | 67 | 77 | 0.88 | Potential support ratio | | | 10 |
| Workers employed part-time | 17 | 7 | 2.48 | Total dependency ratio | | | 52 |
| Contributing family workers | 1 | 0 | 2.06 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 29 | 30 | 0.99 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 182 / | 14 | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | 100 | |
| Ability of women to rise to positions of leadership | | | *0.59 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl, | /empl, | |
| Firms whose ownership includes women | | | — | gov | gov | | |
| Firms whose top management includes women | | | — | Government supports or provides childcare | | | yes |
| R&D personnel | — | — | — | Government provides child allowance to parents | | | yes |
| | | | | | | | |
| Access to assets | female | male | value | Education and skills | female | male | value |
| Individuals with an account at a financial institution | 53 | 61 | 0.88 | Out-of-school children of primary school age | 7 | 7 | 0.96 |
| Women's access to financial services | | | *1.00 | Primary education attainment in adults | 84 | 82 | 1.02 |
| Inheritance rights for daughters | | | *1.00 | Out-of-school youth of upper secondary school age | 24 | 32 | 0.76 |
| Women's access to land use, control and ownership | | | *1.00 | Secondary education attainment in adults | 46 | 39 | 1.18 |
| Women's access to non-land assets use, control and ownership | | | *1.00 | Tertiary education attainment in adults | 22 | 15 | 1.52 |
| | | | | PhD graduates | — | — | — |
| | | | | STEM graduates | 18 | 41 | 0.44 |
| | | | | Skill diversity | 0.288 | 0.277 | *1.04 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 51 | 48 | 1.07 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | female | male | value | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | | 1946 | HIV/AIDS | 3 | 9 | #0.36 |
| Years since any women received voting rights | | | 70 | Suicide | — | — | #— |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Voluntary political party quotas | | | no | Law permits abortion to preserve a woman's physical health | | | no |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

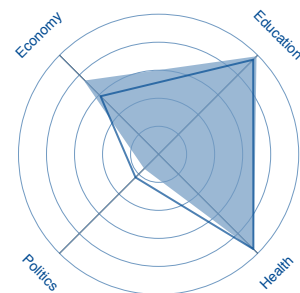
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Vietnam

rank
out of 144 countries 65

score
0.00 = imparity
1.00 = parity 0.700

SCORE AT A GLANCE



— Vietnam score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 193.60 |
| GDP per capita (constant '11 intl. \$, PPP) | 5,668 |
| Total population (thousands) | 93,447.60 |
| Population growth rate (%) | 0.98 |
| Population sex ratio (female/male) | 1.02 |
| Human capital optimization (%) | 68.39 |

Global Gender Gap Index

| | |
|--|----------|
| Economic participation and opportunity | rank 33 |
| Educational attainment | rank 93 |
| Health and survival | rank 138 |
| Political empowerment | rank 84 |
| rank out of | 144 |

| | 2016 | | 2007 |
|-----------|--------------|-----------|--------------|
| rank | score | rank | score |
| 65 | 0.700 | 42 | 0.689 |
| 33 | 0.736 | 11 | 0.745 |
| 93 | 0.978 | 103 | 0.892 |
| 138 | 0.950 | 91 | 0.970 |
| 84 | 0.138 | 42 | 0.148 |
| 144 | | 128 | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | |
|---|----|-------|-------|
| Labour force participation | 23 | 0.919 | 0.665 |
| Wage equality for similar work (survey) | 77 | 0.636 | 0.622 |
| Estimated earned income (US\$, PPP) | 7 | 0.826 | 0.502 |
| Legislators, senior officials, and managers | 82 | 0.348 | 0.358 |
| Professional and technical workers | 1 | 1.000 | 0.862 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|-------|-------------|
| 33 | 0.736 | 0.586 | | | 0.74 |
| 23 | 0.919 | 0.665 | 79 | 86 | 0.92 |
| 77 | 0.636 | 0.622 | — | — | 0.64 |
| 7 | 0.826 | 0.502 | 5,097 | 6,173 | 0.83 |
| 82 | 0.348 | 0.358 | 26 | 74 | 0.35 |
| 1 | 1.000 | 0.862 | 54 | 46 | 1.17 |

Educational attainment

| | | | |
|----------------------------------|----|-------|-------|
| Literacy rate | 91 | 0.964 | 0.897 |
| Enrolment in primary education | — | — | 0.980 |
| Enrolment in secondary education | — | — | 0.970 |
| Enrolment in tertiary education | 1 | 1.000 | 0.930 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 93 | 0.978 | 0.955 | | | 0.98 |
| 91 | 0.964 | 0.897 | 93 | 96 | 0.96 |
| — | — | 0.980 | — | — | — |
| — | — | 0.970 | — | — | — |
| 1 | 1.000 | 0.930 | 31 | 30 | 1.05 |

Health and survival

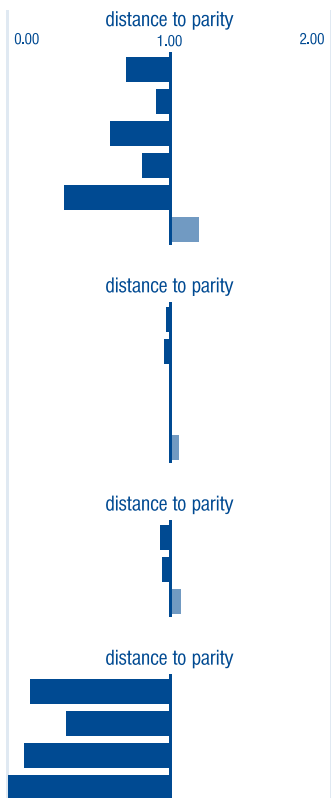
| | | | |
|-------------------------|-----|-------|-------|
| Sex ratio at birth | 140 | 0.901 | 0.918 |
| Healthy life expectancy | 1 | 1.060 | 1.043 |

| rank | score | avg | female | male | f/m ratio |
|------------|--------------|--------------|--------|------|-------------|
| 138 | 0.950 | 0.957 | | | 0.95 |
| 140 | 0.901 | 0.918 | — | — | 0.90 |
| 1 | 1.060 | 1.043 | 70 | 62 | 1.13 |

Political empowerment

| | | | |
|---|-----|-------|-------|
| Women in parliament | 49 | 0.366 | 0.269 |
| Women in ministerial positions | 117 | 0.100 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| rank | score | avg | female | male | f/m ratio |
|-----------|--------------|--------------|--------|------|-------------|
| 84 | 0.138 | 0.233 | | | 0.14 |
| 49 | 0.366 | 0.269 | 27 | 73 | 0.37 |
| 117 | 0.100 | 0.238 | 9 | 91 | 0.10 |
| 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.700 / 65

VNM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------|-------|--|--------|-------|-------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 23 | 26 | 0.86 |
| Youth not in employment or education | 12 | 7 | 1.65 | Proportion married by age 25 | 49 | 24 | 2.04 |
| Unemployed adults | 1 | 1 | 0.83 | Mean age of women at birth of their first child | | | 27 |
| Discouraged job seekers | 39 | 61 | 0.64 | Average number of children per woman | | | 2 |
| Workers in informal employment | 67 | 69 | 0.96 | Women with unmet demand for family planning | | | 4 |
| Labour force participation among those with advanced degrees | 84 | 86 | 0.98 | Potential support ratio | | | 10 |
| Workers employed part-time | 17 | 13 | 1.35 | Total dependency ratio | | | 43 |
| Contributing family workers | 23 | 11 | 2.04 | Parity of parental rights in marriage | | | *1.00 |
| Own-account workers | 41 | 41 | 1.00 | Parity of parental rights after divorce | | | *1.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 180 / | — | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | *0.58 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | gov / | — | — |
| Firms whose ownership includes women | | | 51.10 | Government supports or provides childcare | | | yes |
| Firms whose top management includes women | | | 22.40 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | — | — | — |
| Individuals with an account at a financial institution | 32 | 30 | 1.07 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | *1.00 | Out-of-school youth of upper secondary school age | — | — | — |
| Inheritance rights for daughters | | | *0.50 | Secondary education attainment in adults | 21 | 30 | 0.71 |
| Women's access to land use, control and ownership | | | *0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | *0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 16 | 29 | 0.55 |
| | | | | Skill diversity | 0.257 | 0.226 | *1.14 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | — | — | — |
| | | | | Cardiovascular disease | — | — | #— |
| | | | | Cancer | — | — | #— |
| | | | | Diabetes | — | — | #— |
| Political leadership | female | male | value | Chronic respiratory disease | — | — | #— |
| Year women received right to vote | | | 1946 | HIV/AIDS | 5 | 18 | #0.31 |
| Years since any women received voting rights | | | 70 | Suicide | — | — | #— |
| Number of female heads of state to date | | | — | Maternal mortality ratio (per 100,000 births) | | | †— |
| Quota for women on candidate lists in national elections | | | — | Existence of legislation on domestic violence | | | yes |
| Quota for women on candidate lists in local elections | | | — | Prevalence of gender violence in lifetime | | | 34 |
| Voluntary political party quotas | | | — | Law permits abortion to preserve a woman's physical health | | | yes |
| Seats held in upper house | — | — | — | Births attended by skilled health personnel | | | — |
| | | | | Antenatal care coverage, at least four visits | | | — |

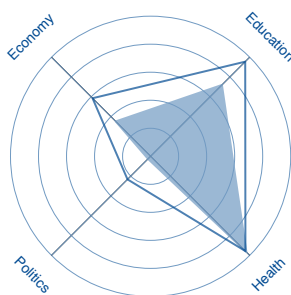
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Yemen

rank **144**
out of 144 countries

score **0.516**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



Yemen score
sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | — |
| GDP per capita (constant '11 intl. \$, PPP) | — |
| Total population (thousands) | 26,832.22 |
| Population growth rate (%) | 2.25 |
| Population sex ratio (female/male) | 0.98 |
| Human capital optimization (%) | 42.98 |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 141 | 0.352 | 114 | 0.253 |
| Educational attainment | 141 | 0.720 | 114 | 0.598 |
| Health and survival | 122 | 0.967 | 48 | 0.979 |
| Political empowerment | 139 | 0.026 | 113 | 0.008 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|------|-------|------|-------|--|
| rank | score | rank | score | |
| 144 | 0.516 | 115 | 0.459 | |
| 141 | 0.352 | 114 | 0.253 | |
| 141 | 0.720 | 114 | 0.598 | |
| 122 | 0.967 | 48 | 0.979 | |
| 139 | 0.026 | 113 | 0.008 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | rank | score | avg |
|---|------|-------|-------|
| Labour force participation | 134 | 0.356 | 0.665 |
| Wage equality for similar work (survey) | 79 | 0.635 | 0.622 |
| Estimated earned income (US\$, PPP) | 133 | 0.269 | 0.502 |
| Legislators, senior officials, and managers | 123 | 0.022 | 0.358 |
| Professional and technical workers | 122 | 0.178 | 0.862 |

Educational attainment

| | rank | score | avg |
|----------------------------------|------|-------|-------|
| Literacy rate | 134 | 0.646 | 0.897 |
| Enrolment in primary education | 128 | 0.850 | 0.980 |
| Enrolment in secondary education | 139 | 0.665 | 0.970 |
| Enrolment in tertiary education | 133 | 0.442 | 0.930 |

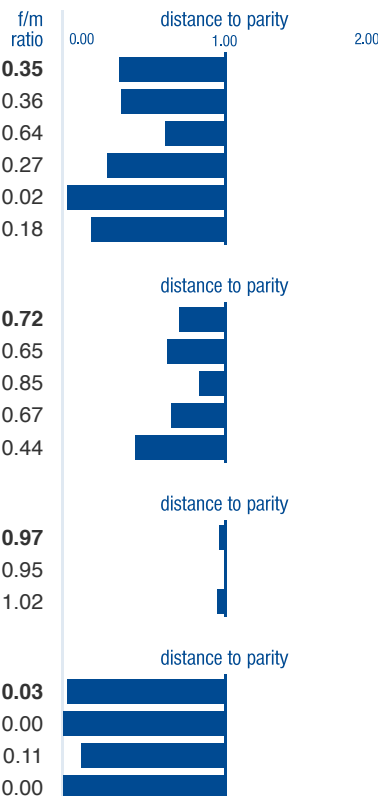
Health and survival

| | rank | score | avg |
|-------------------------|------|-------|-------|
| Sex ratio at birth | 1 | 0.944 | 0.918 |
| Healthy life expectancy | 128 | 1.019 | 1.043 |

Political empowerment

| | rank | score | avg |
|---|------|-------|-------|
| Women in parliament | 141 | 0.000 | 0.269 |
| Women in ministerial positions | 115 | 0.107 | 0.238 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 |

| | rank | score | avg | female | male | f/m ratio |
|---|------------|--------------|--------------|--------|-------|-------------|
| Economic participation and opportunity | 141 | 0.352 | 0.586 | | | 0.35 |
| Labour force participation | 134 | 0.356 | 0.665 | 27 | 75 | 0.36 |
| Wage equality for similar work (survey) | 79 | 0.635 | 0.622 | — | — | 0.64 |
| Estimated earned income (US\$, PPP) | 133 | 0.269 | 0.502 | 1,597 | 5,928 | 0.27 |
| Legislators, senior officials, and managers | 123 | 0.022 | 0.358 | 2 | 98 | 0.02 |
| Professional and technical workers | 122 | 0.178 | 0.862 | 15 | 85 | 0.18 |
| Educational attainment | 141 | 0.720 | 0.955 | | | 0.72 |
| Literacy rate | 134 | 0.646 | 0.897 | 55 | 85 | 0.65 |
| Enrolment in primary education | 128 | 0.850 | 0.980 | 78 | 92 | 0.85 |
| Enrolment in secondary education | 139 | 0.665 | 0.970 | 33 | 50 | 0.67 |
| Enrolment in tertiary education | 133 | 0.442 | 0.930 | 6 | 14 | 0.44 |
| Health and survival | 122 | 0.967 | 0.957 | | | 0.97 |
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.95 |
| Healthy life expectancy | 128 | 1.019 | 1.043 | 55 | 54 | 1.02 |
| Political empowerment | 139 | 0.026 | 0.233 | | | 0.03 |
| Women in parliament | 141 | 0.000 | 0.269 | 0 | 100 | 0.00 |
| Women in ministerial positions | 115 | 0.107 | 0.238 | 10 | 90 | 0.11 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.516 / 144

YEM

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | no | Average length of single life (years) | 23 | 26 | 0.88 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 59 | 25 | 2.39 |
| Unemployed adults | — | — | — | Mean age of women at birth of their first child | | | 30 |
| Discouraged job seekers | 42 | 58 | 0.74 | Average number of children per woman | | | 4 |
| Workers in informal employment | — | — | — | Women with unmet demand for family planning | | | 40 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 20 |
| Workers employed part-time | — | — | — | Total dependency ratio | | | 76 |
| Contributing family workers | 1 | 0 | 4.63 | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 40 | 29 | 1.40 | Parity of parental rights after divorce | | | †0.00 |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 70 / | — | |
| Law mandates equal pay | | | no | Wages paid during maternity / paternity leave | 100 / | — | |
| Ability of women to rise to positions of leadership | | | †0.49 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | |
| Firms whose ownership includes women | | | 6.60 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 1.60 | Government provides child allowance to parents | | | no |
| R&D personnel | — | — | — | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 22 | 8 | 2.76 |
| Individuals with an account at a financial institution | 2 | 11 | 0.15 | Primary education attainment in adults | — | — | — |
| Women's access to financial services | | | †0.50 | Out-of-school youth of upper secondary school age | 68 | 51 | 1.34 |
| Inheritance rights for daughters | | | †0.00 | Secondary education attainment in adults | — | — | — |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | — | — | — |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | — | — | — |
| | | | | Skill diversity | — | — | ×— |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | — | — | — | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 15 | 18 | 0.82 |
| | | | | Cardiovascular disease | 327 | 431 | #0.76 |
| | | | | Cancer | 66 | 80 | #0.83 |
| | | | | Diabetes | 31 | 32 | #0.98 |
| | | | | Chronic respiratory disease | 51 | 47 | #1.08 |
| Political leadership | female | male | value | HIV/AIDS | 3 | 5 | #0.57 |
| Year women received right to vote | | 1967, 1970 | | Suicide | 3 | 4 | #0.70 |
| Years since any women received voting rights | | | 49 | Maternal mortality ratio (per 100,000 births) | | | †385 [274-582] |
| Number of female heads of state to date | | | — | Existence of legislation on domestic violence | | | no |
| Quota for women on candidate lists in national elections | | | — | Prevalence of gender violence in lifetime | | | — |
| Quota for women on candidate lists in local elections | | | — | Law permits abortion to preserve a woman's physical health | | | no |
| Voluntary political party quotas | | | — | Births attended by skilled health personnel | | | 43 |
| Seats held in upper house | 2 | 98 | 0.02 | Antenatal care coverage, at least four visits | | | 25.1 |

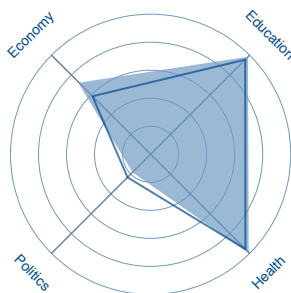
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Zimbabwe

rank **56**
out of 144 countries

score **0.710**
0.00 = imparity
1.00 = parity

SCORE AT A GLANCE



— Zimbabwe score
— sample average

KEY INDICATORS

| | |
|---|-----------|
| GDP (US\$ billions) | 13.89 |
| GDP per capita (constant '11 intl. \$, PPP) | 1,688 |
| Total population (thousands) | 15,602.75 |
| Population growth rate (%) | 2.26 |
| Population sex ratio (female/male) | 1.03 |
| Human capital optimization (%) | — |

Global Gender Gap Index

| | | | | |
|--|-----|-------|-----|-------|
| Economic participation and opportunity | 45 | 0.714 | 62 | 0.606 |
| Educational attainment | 96 | 0.973 | 87 | 0.920 |
| Health and survival | 1 | 0.980 | 108 | 0.957 |
| Political empowerment | 69 | 0.175 | 62 | 0.102 |
| rank out of | 144 | | 115 | |

| | 2016 | | 2006 | |
|-----------|--------------|-----------|--------------|--|
| rank | score | rank | score | |
| 56 | 0.710 | 76 | 0.646 | |
| 45 | 0.714 | 62 | 0.606 | |
| 96 | 0.973 | 87 | 0.920 | |
| 1 | 0.980 | 108 | 0.957 | |
| 69 | 0.175 | 62 | 0.102 | |
| 144 | | 115 | | |

COUNTRY SCORE CARD

Economic participation and opportunity

| | | | | | | |
|---|----|-------|-------|-------|-------|------|
| Labour force participation | 38 | 0.891 | 0.665 | 78 | 88 | 0.89 |
| Wage equality for similar work (survey) | 36 | 0.715 | 0.622 | — | — | 0.72 |
| Estimated earned income (US\$, PPP) | 34 | 0.685 | 0.502 | 1,460 | 2,133 | 0.69 |
| Legislators, senior officials, and managers | 76 | 0.411 | 0.358 | 29 | 71 | 0.41 |
| Professional and technical workers | 86 | 0.844 | 0.862 | 46 | 54 | 0.84 |

Educational attainment

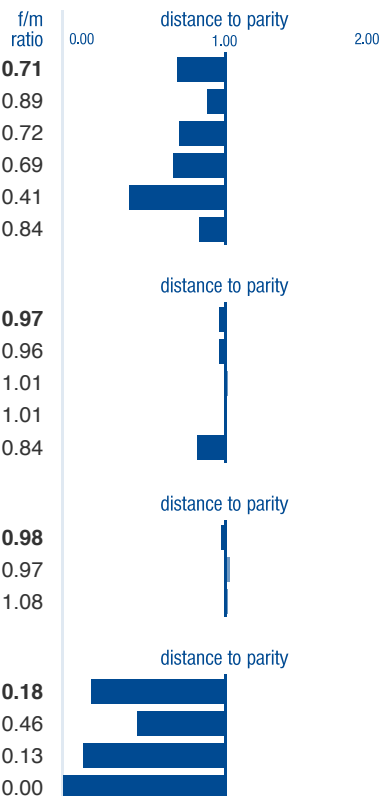
| | | | | | | |
|----------------------------------|-----|-------|-------|----|----|------|
| Literacy rate | 93 | 0.963 | 0.897 | 85 | 89 | 0.96 |
| Enrolment in primary education | 1 | 1.000 | 0.980 | 86 | 85 | 1.01 |
| Enrolment in secondary education | 1 | 1.000 | 0.970 | 44 | 44 | 1.01 |
| Enrolment in tertiary education | 106 | 0.838 | 0.930 | 5 | 6 | 0.84 |

Health and survival

| | | | | | | |
|-------------------------|---|-------|-------|----|----|------|
| Sex ratio at birth | 1 | 0.944 | 0.918 | — | — | 0.97 |
| Healthy life expectancy | 1 | 1.060 | 1.043 | 52 | 48 | 1.08 |

Political empowerment

| | | | | | | |
|---|-----|-------|-------|----|----|------|
| Women in parliament | 35 | 0.459 | 0.269 | 31 | 69 | 0.46 |
| Women in ministerial positions | 101 | 0.130 | 0.238 | 12 | 88 | 0.13 |
| Years with female head of state (last 50) | 68 | 0.000 | 0.204 | 0 | 50 | 0.00 |



0.00 0.40

distribution of countries by score

1.00



0.710 / 56

ZWE

SELECTED CONTEXTUAL DATA

| | female | male | value | | female | male | value |
|--|--------|------------|-------|--|--------|-------|----------------|
| Workforce participation | | | | Family | | | |
| Law mandates non-discrimination in hiring women | | | yes | Average length of single life (years) | 20 | 25 | 0.81 |
| Youth not in employment or education | — | — | — | Proportion married by age 25 | 75 | 32 | 2.37 |
| Unemployed adults | 4 | 3 | 1.32 | Mean age of women at birth of their first child | | | 28 |
| Discouraged job seekers | — | — | — | Average number of children per woman | | | 4 |
| Workers in informal employment | 53 | 31 | 1.71 | Women with unmet demand for family planning | | | 15 |
| Labour force participation among those with advanced degrees | — | — | — | Potential support ratio | | | 19 |
| Workers employed part-time | 65 | 47 | 1.37 | Total dependency ratio | | | 80 |
| Contributing family workers | 2 | 1 | 1.50 | Parity of parental rights in marriage | | | †0.00 |
| Own-account workers | 81 | 65 | 1.25 | Parity of parental rights after divorce | | | *— |
| Work, minutes per day | — | — | — | | | | |
| Proportion of unpaid work per day | — | — | — | Care | | | |
| | | | | Length of parental leave (days) | | | — |
| Economic leadership | female | male | value | Length of maternity / paternity leave (days) | 98 / | — | — |
| Law mandates equal pay | | | yes | Wages paid during maternity / paternity leave | 100 / | — | — |
| Ability of women to rise to positions of leadership | | | †0.62 | Provider of parental leave benefits | | | — |
| Boards of publicly traded companies | — | — | — | Provider of maternity / paternity leave benefits | empl / | — | — |
| Firms whose ownership includes women | | | 56.20 | Government supports or provides childcare | | | no |
| Firms whose top management includes women | | | 17.40 | Government provides child allowance to parents | | | no |
| R&D personnel | 27 | 73 | 0.37 | | | | |
| | | | | Education and skills | female | male | value |
| Access to assets | female | male | value | Out-of-school children of primary school age | 13 | 14 | 0.90 |
| Individuals with an account at a financial institution | 15 | 19 | 0.80 | Primary education attainment in adults | 77 | 85 | 0.91 |
| Women's access to financial services | | | †1.00 | Out-of-school youth of upper secondary school age | 55 | 51 | 1.07 |
| Inheritance rights for daughters | | | †0.50 | Secondary education attainment in adults | 4 | 8 | 0.47 |
| Women's access to land use, control and ownership | | | †0.50 | Tertiary education attainment in adults | 2 | 5 | 0.53 |
| Women's access to non-land assets use, control and ownership | | | †0.50 | PhD graduates | — | — | — |
| | | | | STEM graduates | 19 | 39 | 0.47 |
| | | | | Skill diversity | 0.267 | 0.243 | ×1.10 |
| Access to technology | female | male | value | | | | |
| Individuals using the internet | 100 | 100 | 1.00 | Health | female | male | value |
| Individuals using a mobile phone | — | — | — | Malnutrition of children under age 5 | 3 | 4 | 0.78 |
| | | | | Cardiovascular disease | 203 | 187 | #1.09 |
| Political leadership | female | male | value | Cancer | 227 | 224 | #1.01 |
| Year women received right to vote | | 1919, 1957 | — | Diabetes | 26 | 20 | #1.30 |
| Years since any women received voting rights | | | 97 | Chronic respiratory disease | 45 | 65 | #0.69 |
| Number of female heads of state to date | | | — | HIV/AIDS | 333 | 408 | #0.82 |
| Quota for women on candidate lists in national elections | | | — | Suicide | 10 | 27 | #0.36 |
| Quota for women on candidate lists in local elections | | | — | Maternal mortality ratio (per 100,000 births) | | | †443 [363-563] |
| Voluntary political party quotas | | | yes | Existence of legislation on domestic violence | | | yes |
| Seats held in upper house | 48 | 53 | 0.91 | Prevalence of gender violence in lifetime | | | 42 |
| | | | | Law permits abortion to preserve a woman's physical health | | | no |
| | | | | Births attended by skilled health personnel | | | 80 |
| | | | | Antenatal care coverage, at least four visits | | | 70.1 |

Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The following exceptions apply: † Data on a 0-to-1 scale (0 = worst score, 1 = best score) * Data on a normalized 0.111- to 1.000-scale (0.111 = most diverse, 1.000 = most concentrated) # Age-standardized death rates per 100,000 population † Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Contributors

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Vesselina Ratcheva is a Data Analyst working in the World Economic Forum's System Initiative on Education, Gender and Work, with a remit spanning data, analysis and visualization, and a particular focus on innovation within that domain. Ratcheva is a co-author of the Forum's *Global Gender Gap Report*, *Human Capital Report*, *Future of Jobs Report* and *Industry Gender Gap Report*, and in the past has led and collaborated on research projects spanning topics such as skills, identity (gender, ethnic), organizational culture, political mobilization and international migration. Ratcheva has consistently employed quantitative and qualitative research methods in endeavours aimed at finding the best ways to ensure more just social and political systems. Ratcheva previously led on research and evaluation for a skills charity in the United Kingdom, has served on the editorial board of *Studies of Ethnicity and Nationalism*, organized a conference to bridge research on the Balkans, and presented original research to a variety of expert audiences. She holds a PhD in Social Anthropology and an MSc in Comparative and Cross Cultural Research Methods from Sussex University, and a BA in Social Anthropology and Mathematics from the University of Cambridge.

Saadia Zahidi is a Member of the Executive Committee and Head of the Education, Gender and Work System Initiative at the World Economic Forum. Under her leadership, the Forum's team in this area produce new insights, gather best practices, help set change strategies for businesses and governments and provide a platform to leaders to work together to drive progress. Zahidi founded and co-authors the Forum's *Global Gender Gap Report*, *Human Capital Report*, *Future of Jobs Report* and several other publications. Her previous responsibilities at the World Economic Forum have included leading the civil society and government engagement portfolios and serving as an Economist with the Forum's Global Competitiveness Programme. She was selected as one of BBC's 100 Women in 2013 and 2014 and won the inaugural FT/McKinsey Bracken Bower Prize for prospective authors under 35. She is a member of the United Nations Secretary General's High Level Panel on Women's Economic Empowerment and is a frequent speaker at international conferences and in the media. Her book, *Fifty Million Rising*, on womenomics in the Muslim world, will be released in 2017. She holds an MPA from Harvard University, an MPhil in International Economics from the Graduate Institute and a BA in Economics from Smith College.

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ManpowerGroup® (NYSE: MAN) is the world's leading workforce solutions company, connecting more than 3.4 million people every year to meaningful work across a wide range of skills and industries. Through its ManpowerGroup family of brands—Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions—it helps more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies in 2016, confirming its position as the most trusted and admired brand in the industry. ManpowerGroup makes powering the world of work humanly possible.

www.manpowergroup.com



Mercer is a global consulting leader in talent, health, retirement and investments. Mercer helps clients around the world advance the health, wealth and careers of their most vital asset—their people. Mercer's more than 20,000 employees are based in 43 countries and the firm operates in over 140 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), a global professional services firm offering clients advice and solutions in the areas of risk, strategy and people. With annual revenue of \$13 billion and 57,000 colleagues worldwide, Marsh & McLennan Companies is also the parent company of Marsh, a leader in insurance broking and risk management; Guy Carpenter, a leader in providing risk and reinsurance intermediary services; and Oliver Wyman, a leader in management consulting. For more information, visit www.mercer.com. Follow Mercer on Twitter @Mercer.

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Microsoft is a worldwide leader in software, services and solutions that help people and businesses realize their full potential. Since it was founded in 1975, it has worked to achieve this mission by creating technology that transforms the way people work, play and communicate. Microsoft does business throughout the world, with over 90,000 employees and offices in more than 100 countries. Through its people, partnerships and technology, the company helps to address some of the world's most pressing societal challenges and create social and economic opportunities that improve people's lives. Microsoft upholds a belief that social and economic opportunity go hand in hand. When individuals, communities and governments thrive, so does business. To support this cycle, the company focuses on strengthening economies, addressing societal challenges, promoting a healthy online environment and managing a sustainable business.

www.microsoft.com



Nestlé is the leading nutrition, health and wellness company, with global sales of CHF 88.8 billion in 2015. Its branded products, such as Nescafé, Nespresso, Maggi, Nido and Purina, are known across the world. Recently created, Nestlé Health Science and Nestlé Skin Health are extending the boundaries of Nestlé's business to science-based nutritional therapies and to solutions for the health of skin. Headquartered in Switzerland, Nestlé has 436 factories in 85 countries and employs 335,000 people.

www.nestle.com



NYSE Group is a wholly-owned subsidiary of Intercontinental Exchange (NYSE: ICE), operator of a leading global network of exchanges and clearing houses. NYSE Group operates multi-asset exchanges and a range of related data products and technology services. The company's equity exchanges trade more US equity volume than any other exchange group. NYSE is the global leader in capital raising for listed companies, including the majority of technology IPOs in 2015.

www.nyse.com

OmnicomGroup

Omnicom is a strategic holding company headquartered in New York. It manages a portfolio of global market leaders in the disciplines of advertising, marketing services, specialty communications, interactive/digital media and media buying services. Omnicom Group companies cover more than 30 marketing communications disciplines across more than 200 strategic brand platforms, comprising three global advertising agency networks, leading national advertising agencies, a global network of more than 175 marketing services companies and a media group that includes two of the world's premier providers of media planning and buying services. Omnicom's commitment to excellence, quality and client satisfaction is a primary reason why its record of new business wins and longevity of major client relationships are the best in the business. Its agency brands are consistently acknowledged as having the best creative talent in the world in all disciplines. A leader in digital media, Omnicom Group has been ranked number one in digital share of revenue among all holding companies.

www.omnicomgroup.com



Ooredoo is a leading international communications company delivering mobile, fixed, broadband internet and corporate managed services tailored to the needs of consumers and businesses across markets in the Middle East, North Africa and Southeast Asia. As a community-focused company, Ooredoo is guided by its vision of enriching people's lives and its belief that it can stimulate human growth by leveraging communications to help people achieve their full potential. Ooredoo has a presence in markets such as Qatar, Kuwait, Oman, Algeria, Tunisia, Iraq, Palestine, the Maldives, Myanmar and Indonesia. The company was named "Best Mobile Operator of the Year" at the World Communication Awards 2013. The company reported revenues of US\$ 9.1 billion in 2014 and had a consolidated global customer base of more than 107 million people as of 31 December 2014. Ooredoo's shares are listed on the Qatar Exchange and the Abu Dhabi Securities Exchange.

www.ooredoo.com



Pearson is the world's leading education company. From pre-school to high school, early learning to professional certification, its curriculum materials, multimedia learning tools and testing programmes help to educate millions of people worldwide—more than any other private enterprise.

www.pearson.com



PwC helps organizations and individuals create the value they are looking for. PwC is a network of firms in 157 countries with more than 195,000 people who are committed to delivering quality in assurance, tax and advisory services. PwC is part of the global conversation and movement towards responsible business practices that create positive change in the world. PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity.

www.pwc.com



Founded in 1999, the Renault-Nissan Alliance is the longest-lasting cross-cultural combination among major automakers. It sells one in 10 cars globally and employs nearly 450,000 people in nearly 200 countries. Renault and Nissan are separate companies but enjoy a cross-shareholding partnership which focuses on results-driven synergies and respects brand and corporate identities. The Alliance has expanded to include collaborations with Germany's Daimler, China's Dong Feng and Russia's AvtoVAZ, among others. Renault and Nissan are the only automakers mass-producing and selling zero-emission vehicles, including the Nissan LEAF and Renault Zoe, which are 100% electric and can be fully recharged with purely renewable energy. Together, the Alliance has sold more than 200,000 electric vehicles—more than all of the other major automakers combined. The Alliance is committed to expanding the zero-emission infrastructure around the world and has agreements with over 100 cities, states and countries that are working to ensure electric vehicles are both affordable and convenient.

www.alliance-renault-nissan.com



Saudi Aramco is a leading, globally integrated energy and chemicals company. From producing approximately one in every eight barrels of the world's crude oil supply to developing new energy technologies, Saudi Aramco's global team is dedicated to creating positive impacts. The company relentlessly pursues the ideas that make its resources more dependable, more sustainable, and more useful. By strategically conducting its commercial activities in ways that trigger economic multiplier effects, the company delivers added value to the communities in which it operates. Whether it is the energy of its resources or the intellectual and creative energy of its people, Saudi Aramco is focused on harnessing the full potential of both for the benefit of the greatest number of people possible.

www.saudiaramco.com



Siemens AG (Berlin and Munich) is a global technology powerhouse that has stood for engineering excellence, innovation, quality, reliability and internationality for more than 165 years. The company is active in more than 200 countries, focusing on the areas of electrification, automation and digitalization. One of the world's largest producers of energy-efficient, resource-saving technologies, Siemens is No. 1 in offshore wind turbine construction, a leading supplier of combined cycle turbines for power generation, a major provider of power transmission solutions, and a pioneer in infrastructure solutions as well as automation, drive and software solutions for industry. The company is also a leading provider of medical imaging equipment—such as computed tomography and magnetic resonance imaging systems—and a leader in laboratory diagnostics as well as clinical IT. In fiscal 2014, which ended on 30 September 2014, Siemens generated revenue from continuing operations of 71.9 billion euros and net income of 5.5 billion euros. At the end of September 2014, the company had around 357,000 employees worldwide.

www.siemens.com



Tata Consultancy Services (TCS) is a global IT services company that was rated as the fastest growing brand in its industry worldwide in 2015, with a brand value of \$8.27 billion. It ranks in the topmost tier of its industry in terms of market capitalization, employees and brand value, and is the industry leader in customer satisfaction. TCS offers a consulting-led, integrated portfolio of IT, business process services, infrastructure, engineering and assurance services. The company is recognized as the top employer in its industry, with over 335,000 of the world's best-trained consultants working in 46 countries. Under the leadership of its current CEO, N. Chandrasekaran, TCS has grown at a compounded annual rate of 26% over the past three years and has generated consolidated revenues of \$15.5 billion for the year ended 31 March 2015.

www.tcs.com



The Coca-Cola Company (NYSE: KO) is the world's largest beverage company, refreshing consumers with more than 500 sparkling and still brands. Led by Coca-Cola, one of the world's most valuable and recognizable brands, the Company's portfolio features 16 billion-dollar brands including Diet Coke, Fanta, Sprite, Coca-Cola Zero, vitaminwater, Powerade, Minute Maid, Simply, Georgia and Del Valle. Globally, it is the No. 1 provider of sparkling beverages, ready-to-drink coffees, and juices and juice drinks. Through the world's largest beverage distribution system, consumers in more than 200 countries enjoy its beverages at a rate of more than 1.8 billion servings a day. With an enduring commitment to building sustainable communities, the Company is focused on initiatives that reduce its environmental footprint, support active, healthy living, create a safe, inclusive work environment, and enhance the economic development of the communities where it operates. Together with its bottling partners, it ranks among the world's top 10 private employers with more than 700,000 system associates.

www.thecocacola.com



The Rockefeller Foundation supports work to advance inclusive economies that expand opportunities for more broadly shared prosperity and to build greater resilience by helping people, communities and institutions prepare for, withstand and emerge stronger from acute shocks and chronic stresses. This affirms its pioneering philanthropic mission—since 1913—to promote the well-being of humanity throughout the world.

www.rockefellerfoundation.org



Tupperware Brands Corporation is the leading global marketer of innovative, premium products across multiple brands, utilizing a relationship-based selling method through an independent sales force of 2.9 million. For more than 65 years, Tupperware Brands has connected women through its worldwide sales force—propelling the organization's business objectives while positively impacting the lives of women through a unique business model that educates and empowers through economic opportunities, training and enhanced self-confidence.

www.tupperwarebrands.com



Uber is evolving the way the world moves. By seamlessly connecting riders to drivers through its apps, it makes cities more accessible, opening up more possibilities for riders and more business for drivers. From its founding in 2009 to its launches in hundreds of cities today, Uber's rapidly expanding global presence continues to bring people and their cities closer.

www.uber.com



Workday is a leading provider of enterprise cloud applications for finance and human resources. Founded in 2005, Workday delivers financial management, human capital management, and analytics applications designed for the world's largest companies, educational institutions, and government agencies. More than 1,000 organizations, ranging from medium-sized businesses to Fortune 500 enterprises, have selected Workday.

www.workday.com



WPP is the world's leading communications services group, with billings of \$72.3 billion and revenues of \$17.3 billion in 2013, providing national, multinational and global clients with advertising; media investment management; data investment management; public relations & public affairs; branding & identity; healthcare communications; and direct, digital, interactive, promotion & specialist communications. WPP's worldwide companies include JWT, Ogilvy & Mather, Y&R, Grey Group, United Network, GroupM, Mindshare, MEC, MediaCom, Maxus, Kantar (including Millward Brown and TNS), Burson-Marsteller, Hill+Knowlton Strategies, Cohn & Wolfe, RLM Finsbury, Ogilvy Public Relations, Landor, Brand Union, Fitch, Sudler & Hennessey, Ogilvy CommonHealth Worldwide, ghg, AKQA, OgilvyOne, Wunderman and WPP Digital, among others. WPP companies provide communications services to clients worldwide, including 350 of the Fortune Global 500; all 30 of the Dow Jones 30; 63 of the NASDAQ 100; and 31 of the Fortune e-50. Collectively, WPP employs 179,000 people (including associates) in more than 3,000 offices in 111 countries.

www.wpp.com



Zain is a leading telecommunications operator across the Middle East and Africa providing mobile voice and data services to over 44.3 million active customers as of 31 December 2014. With a commercial presence in eight countries, Zain operates in Kuwait, Bahrain, Iraq, Jordan, Saudi Arabia, South Sudan and Sudan. In Lebanon, the Group manages touch on behalf of the government. In Morocco, Zain has a 15.5% stake in INWI through a joint venture. Zain is listed on the Kuwait Stock Exchange.

www.zain.com



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