

# User's Guide: How Country Profiles Work

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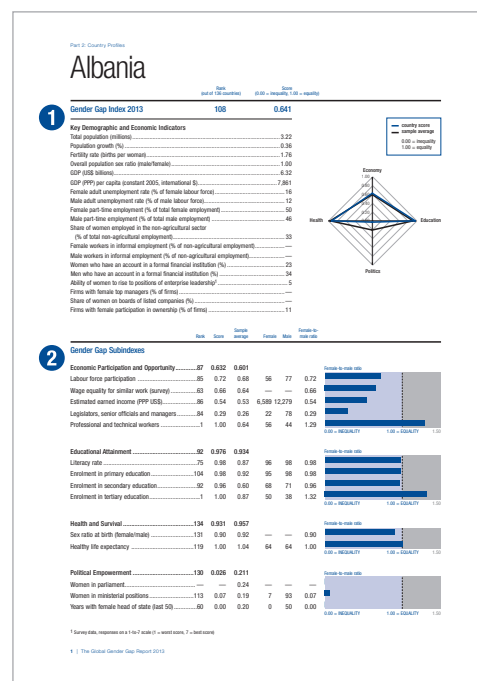
## COUNTRY PROFILES: PAGE 1

The first page of each Country Profile displays some key indicators for that country, followed by details of each of the 14 indicators that are used to build the Global Gender Gap Index.

### 1 KEY INDICATORS

The first section presents the following indicators:

- The Global Gender Gap Index 2013 gives each country's overall performance in closing the gender gap on a 0-to-1 scale and its rank out of 136 reviewed countries.
- **Total population (in millions of inhabitants):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2011 (accessed June 2013).
- **Population growth (annual percentage):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2011 (accessed June 2013).
- **Fertility rate (births per woman):** Source is the World Health Organization's *Global Health Observatory, World Health Statistics, Demographic and Socioeconomic Statistics, 2012* (accessed July 2013).
- **Overall population sex ratio (male/female):** Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, 2012 or latest available data (accessed July 2013).
- **GDP (constant 2000 US\$ billions):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2011 or latest available data (accessed June 2013).
- **GDP per capita PPP (constant 2005 international dollars):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2011 or latest available data (accessed June 2013).
- **Female and male adult unemployment rates (% of female labour force and male labour force, respectively):** Source is the World Bank's *World*



*Development Indicators (WDI)* online database, 2011 or latest available data (accessed June 2013).

- **Female and male part-time employment rates (% of total female employment and total male employment respectively):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2011 or latest available data (accessed August 2013).
- **Share of women employed in the non-agricultural sector (% of total non-agricultural employment):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2010 or latest available data (accessed June 2013).
- **Female and male workers in informal employment (% of non-agricultural employment):** Source is the International Labour Organization's *Laborsta* online database, 2012, (accessed August 2013).

- **Percentage of women and men who have an account at a formal financial institution (age 15+):**

Source is the World Bank's *Global Financial Inclusion (Global Findex)* online database, 2011 (accessed August 2013).

- **Ability of women to rise to positions of enterprise leadership:**

Source is the World Economic Forum's *Executive Opinion Survey 2013*. Survey question is as follows: "In your country, to what extent do businesses 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)".

- **Firms with female top managers (% of firms):**

Source is the World Bank's *World Development Indicators (WDI)* online database, 2012 or latest available data (accessed August 2013).

- **Share of women on boards of listed companies:**

Source is the OECD *iLibrary* online database, 2009 (accessed August 2013). 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 dataBank, World Development Indicators* online database, 2012 or latest available data (accessed June 2013).

- The spider chart in the upper right-hand side compares the country's score for each of the four subindexes of *The Global Gender Gap Report 2013* with the average score across all 136 countries. The centre of the chart corresponds to the lowest possible score (0), while the outermost corners of the chart correspond to the highest possible score (1), or equality. Please note that the equality benchmark is 1 for all variables, except Sex ratio at birth (0.944) and Healthy life expectancy (1.06). Therefore, the equality benchmark of 1 for the Health and Survival subindex is not strictly accurate.

## 2 GENDER GAP SUBINDEXES

This section gives an overview of each country's rankings and the scores on the four subindexes of the *Global Gender Gap Report 2013*.

- For each of the variables that enter into the Global Gender Gap Index 2013, column one displays the

country's rank, column two displays the score, column three displays the population-weighted sample average (136 countries), column four displays the female value, column five displays the male value and, finally, column six displays the female-to-male ratio. To calculate the Index, all ratios were truncated at the equality benchmark of 1 (for more details, please refer to chapter) and thus the highest score possible is 1—except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06). In the case of countries where women surpass men on particular variables, 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 female-to-male ratio for each of the 14 variables, allowing the reader to see clearly when the female-to-male ratio is above or below the equality benchmark. Values above 1 (the equality benchmark) favour women and values below 1 favour men. Please note that the equality benchmark is 1 for all variables except Sex ratio at birth (0.944) and Healthy life expectancy (1.06). Therefore, the equality benchmark of 1 in the bar charts for these two variables is not strictly accurate. Finally, in the few cases where the ratio exceeds the scale of the bar chart (which ends at 1.5), 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 or Women in ministerial positions are on a scale of 0 to 100 and the value of the number of Years with a female head of state is on a scale of 0 to 50. Due to rounding, data that represent less than six months are displayed as zero. The reader can refer to the female-over-male ratio in order to see the accurate picture.

### Economic Participation and Opportunity Subindex

- **Labour force participation rate, age 15-64 (%):** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work.<sup>1</sup> Source is ILO, *Key Indicators of the Labour Market, (KILM), 2010* (accessed August 2013).
- **Wage equality between women and men for similar work:** Response to the survey question, "In your country, for similar work, to what extent are wages for women equal to those of men?" (1 = not at all — significantly below those of men; 7 = fully — equal to those of men). The data is converted to a female-over-male ratio. Source is World Economic Forum, *Executive Opinion Survey, 2013-2014*.

- **Estimated Earned Income:** the value has been calculated using the methodology of the United Nations Development Programme (UNDP)'s *Human Development Report 2007/2008* (displayed in technical note 1, addendum, p.361). For purposes of calculating its index, the UNDP scales downward the estimated earned income (40,000 PPP US\$). The same methodology has been used in this report.
- **Legislators, senior officials and managers:** Corresponds to the Major Group 1<sup>2</sup> (ISCO-68 and ISCO-88). Source is ILO, *ILOStat, Total employment by occupation*, 2010 or latest available data (accessed August 2012). When not available data is sourced from United Nations Development Programme, *Human Development Report 2009*. At the time of download, *ILOStat* database was being populated so ISCO-08 data was unavailable. Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-88) are not strictly comparable with those for countries using the previous classification (ISCO-68).
- **Professional and technical workers:** Corresponds to the Major Groups 2 and 3<sup>3</sup> (ISCO-68, ISCO-88 and ISCO-08). Source is ILO, *ILOStat, Total employment by occupation*, 2010 or latest available data (accessed August 2012). When not available, data is sourced from United Nations Development Programme, *Human Development Report 2009*. Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-08) are not strictly comparable with those for countries using the previous classification (ISCO-88) or (ISCO-68).

#### Educational Attainment Subindex

- **Literacy rate (%):** Percentage of population aged 15 years and over who can both read and write with understanding a short simple statement on his/her everyday life. Generally, 'literacy' also encompasses 'numeracy', the ability to make simple arithmetic calculations. Source is UNESCO Institute for Statistics, *Education Indicators*, 2012 or latest data available. When not available, data is sourced from United Nations Development Programme, *Human Development Reports 2008 and 2009*.
- **Primary net enrolment rate (%):** Total number of pupils or 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. Source is UNESCO, Institute for Statistics, *Education Indicators*, 2012 or latest available data (accessed August 2013).

- **Secondary net 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. Source is UNESCO, Institute for Statistics, *Education Indicators*, 2012 or latest available data (accessed August 2013).
- **Tertiary gross enrolment ratio (%):** Total enrolment in tertiary education (ISCED 5 and 6), regardless of age, expressed as a percentage of the total population of the five-year age group that has left secondary school. Source is UNESCO, Institute for Statistics, *Education Indicators*, 2012 or latest available data (accessed August 2013).

#### Health and Survival Subindex

- **Sex ratio at birth:** The sex ratio at birth refers to the number of boys born alive per 100 girls born alive. Source is Central Intelligence Agency, *The CIA World Factbook*, data updated weekly, 2013 (accessed August 2013).
- **Healthy life expectancy:** Average number of years that a person can expect to live in "full health" by taking into account years lived in less than full health due to disease and/or injury. Source is World Health Organisation, *Global Health Observatory* database, data from 2007 (accessed August 2013).

#### Political Empowerment Subindex

- **Women in parliament (%):** the percentage of women in the lower or single house. Source: Inter-Parliamentary Union, *Women in Politics 2013*. The data in the table below has been compiled by the Inter-Parliamentary Union on the basis of information provided by National Parliaments by 1st July 2013.
- **Women in ministerial positions (%):** the percentage of women holding ministerial portfolios. Some overlap between ministers and heads of states who hold a ministerial position might occur. Source is Inter-Parliamentary Union, *Women in Politics 2013*, reflecting appointments up to 1 January 2012, data 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, 30 June 2013.

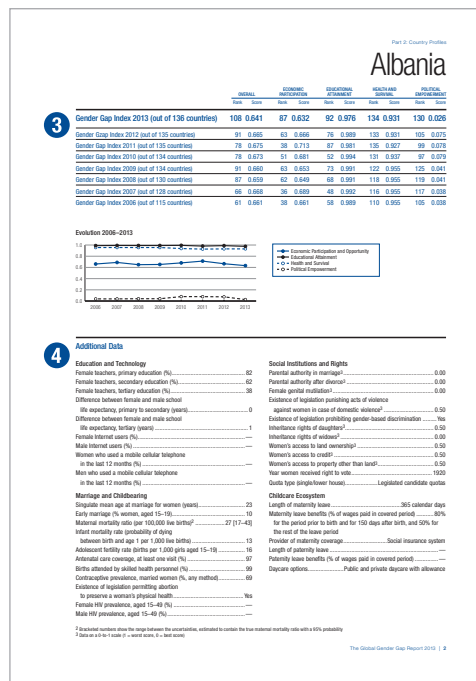
Data updates are not made in all major international databases annually. Healthy life expectancy data and Women in ministerial positions data have not been revised at the time of Index calculations in 2013. The year threshold

for all data is 1997. Some data had to be repeated from the 2012 *Report* in order for inclusion in this year's *Report*. This occurred for the following data: Tajikistan, Wage equality for similar work; Singapore, Enrolment in primary education and Enrolment in secondary education; Côte d'Ivoire, Enrolment in secondary education; Nigeria, Enrolment in secondary education; India, Enrolment in secondary education.

COUNTRY PROFILES: PAGE 2

3 EVOLUTION 2006-2013

The first section of the second page of each Country Profile presents the evolution of that country's overall performance in the Global Gender Gap Index from 2006 to 2013 (or a shorter period if a country was included after 2006) and in the four subindexes (Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment), measured by changes in rank and score (on a 0-to-1 scale).



Evolution of scores 2006 - 2012

The second section of this page provides a graph depicting the evolution of the country's performance across the overall Gender Gap Index and the four subindexes (on a 0-to-1 scale).

4 ADDITIONAL DATA

The last section compiles a selection of internationally available data that provide a more comprehensive overview of the country's gender gap, and includes social and policy indicators. These data were not used to calculate the Global Gender Gap Index 2013. The indicators in this section are displayed in five broad categories: Education and Technologies, Marriage and Childbearing, Social Institutions and Rights and Childcare Ecosystem.

Education and Technologies

- **Female teachers, primary education (%), Female teachers, secondary education (%) and Female teachers, tertiary education (%):** Source of all these variables is UNESCO, Institute for Statistics' *Education Statistics* online database, 2010 or latest available data (accessed June 2013).
- **Difference between female and male school life expectancy, primary to secondary (years) and difference between female and male school life expectancy, tertiary (years):** Source of these two indicators is UNESCO, Institute of Statistics' *Education Statistics* online database, 2011 or latest available data (accessed June 2013).
- **Percentage of female Internet users and Percentage of male Internet users:** Source is the

ITU *World Telecommunication/ICT Indicators* database, 2012 or latest available data (accessed August 2013).

- **Women and men who used a mobile cellular telephone in the last 12 months (%):** Source is the ITU *World Telecommunication/ICT Indicators* database, 2012 or latest available data (accessed August 2013).

Marriage and Childbearing

- **Singulate mean age at marriage for women (years):** Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, 2008 or latest available data (accessed June 2013). 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.
- **Early marriage (% women, aged 15-19):** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed June 2013).
- **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, 2010* (accessed July 2013).
- **Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Child Mortality, 2011* (accessed July 2013).

- **Adolescent fertility rate (births per 1,000 girls aged 15-19):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2011* or latest available data (accessed July 2013).
- **Antenatal care coverage – at least one visit (%):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2012* or latest available data (accessed July 2013).
- **Births attended by skilled health personnel (%):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2012* or latest available data (accessed July 2013).
- **Contraceptive prevalence (%):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2012* or latest available data (accessed July 2013).
- **Existence of legislation permitting abortion to preserve a woman's physical health:** Source is United Nations, Department of Economic and Social Affairs, Population Division, 2011 (accessed August 2013)
- **Female and male HIV prevalence aged 15-49 (%):** Source is UNAIDS, unpublished table based on 2012 UNAIDS Report on the Global AIDS Epidemic (provided by the UNAIDS in July 2013).
- **Inheritance rights of daughters and widows:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2013). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.
- **Women's access to land ownership, Women's access to credit, Women's access to property other than land:** Source of all these variables is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed June 2013). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.
- **Year women received right to vote:** Source is the United Nations Development Programme's *Human Development Report 2009* (accessed July 2013). Data refers to the year in which the right to vote or stand for election on a universal and equal basis was recognised. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election.
- **Quota type:** Source is The International Institute for Democracy and Electoral Assistance, The Stockholm University and The Inter-Parliamentarian Union, QuotaProject, Global Database of Quotas for women, [www.quotaproject.org](http://www.quotaproject.org). (accessed in July 2013).

### Social Institutions and Rights

- **Parental authority in marriage, Parental authority after divorce, Female genital mutilation and Existence of legislation punishing acts of violence against women in case of domestic violence:** Source of all these indicators is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2013). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score. Parental authority in marriage refers to legal guardianship of a child during marriage and parental authority after divorce to custody rights over a child after divorce.
- **Existence of legislation prohibiting gender-based discrimination:** Source is the World Economic Forum's *Policy Frameworks for Gender Equality Survey 2011, 2012* and *2013*. Refer to the Appendix E for more details.
- **Length of paid maternity leave, Maternity leave benefits (% of wages paid in covered period) and Provider of maternity coverage:** Source of all these indicators is the United Nations, Department of Economic and Social Affairs, UN Statistics Division (accessed July 2013). The data presented refers to laws and regulations in force at the time of the compilation of the information (between 2004 and 2009). Last update was in June 2013.
- **Length of paid paternity leave, Paternity leave benefits (% of wages paid in covered period) and Daycare options:** Source is the World Economic Forum's *Policy Frameworks for Gender Equality Survey 2011, 2012* and *2013*. Refer to the Appendix E for more details.

### Childcare Ecosystem

### NOTES

- 1 International Labor Organization, *Key Indicators of the Labour Market*, 7th edition, <http://kilm.ilo.org/manuscript/kilm01.asp>.
- 2 Major Group 1, <http://www.ilo.org/public/english/bureau/stat/isco/isco88/major.htm>.
- 3 Major Groups 2 and 3, <http://www.ilo.org/public/english/bureau/stat/isco/isco88/major.htm>.