

User's Guide: How Country Profiles Work

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COUNTRY PROFILES: PAGE 1

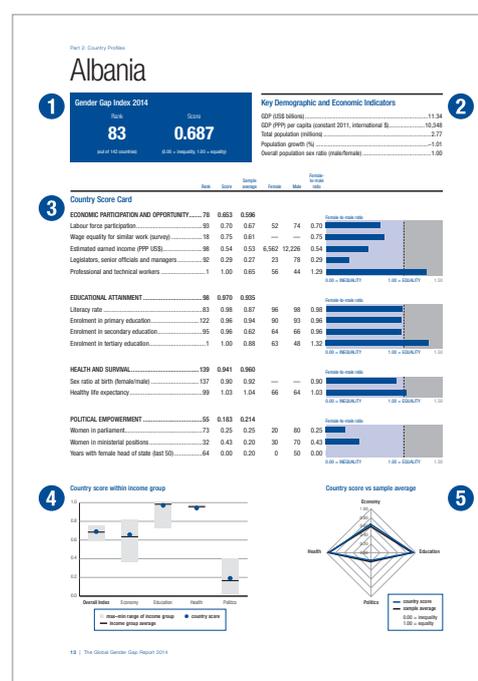
The first page of each Country Profile displays overall results on the Global Gender Gap Index; key demographic and economic indicators; details of each of the 14 indicators that are used to build the Global Gender Gap Index; country results relative to income group and country results relative to the 142-country sample average.

1 GLOBAL GENDER GAP INDEX SCORE AND RANK

The Global Gender Gap Index 2014 gives each country's overall performance in closing the gender gap on a 0-to-1 scale and its rank out of 142 reviewed countries.

2 KEY DEMOGRAPHIC AND ECONOMIC INDICATORS

- GDP (constant 2005 US\$, in billions of US dollars):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2013 or latest available data (accessed July 2014). GDP at purchaser's price is the sum of gross value added by all resident producers in the economy, plus any product taxes and minus any subsidies not included in the value of the products. It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. Data are in constant 2005 U.S. dollars. Dollar figures for GDP are converted from domestic currencies using 2000 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, 2012 or latest available data (accessed July 2014). GDP per capita based on purchasing power parity (PPP). PPP GDP 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 U.S. dollar has in the United States. GDP at purchaser's price is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products. It is calculated



without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. Data are in constant 2011 international dollars.

- Total population (in millions of inhabitants):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2013 (accessed July 2014). Total population is based on the de facto definition of population, which counts all residents regardless of legal 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. The values shown are midyear estimates.
- Population growth (annual percentage):** Source is the World Bank's *World Development Indicators (WDI)* online database, 2013 (accessed July 2014). Annual population growth rate for year t is the exponential rate of growth of midyear population from year t-1 to t, expressed as a percentage. Population is based on

the de facto definition of population, which counts all residents regardless of legal status or citizenship—except for refugees not permanently settled in the country of asylum who are generally considered part of the population of the country of origin.

- **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 2014).

3 GENDER GAP SUBINDEXES

This section provides an overview of each country's rankings and scores on the four subindexes of the *Global Gender Gap Report 2014* and the individual indicators that compose the Index. For each of the variables that enter into the Global Gender Gap Index 2014, column one displays the country's rank; column two displays the country's score; column three displays the population-weighted sample average (142 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 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). 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 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, although are fully considered in the construction of the Index. Please refer to the female-over-male ratio in order to see specific values.

Economic Participation and Opportunity Subindex

- **Labour force participation rate, age 15-64 (%):** Measures the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work.¹ Labour force data doesn't take into account workers employed abroad. The source is the ILO, *Key Indicators of the Labour Market, (KILM), 2012* (accessed September 2014).
- **Wage equality for similar work (survey).** Source is World Economic Forum, *Executive Opinion Survey, 2014*. 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.
- **Estimated Earned Income (PPP US\$):** 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 caps the estimated earned income at 40,000 PPP US\$. The same methodology has been used in this report. The ratio of non-agricultural wages does not include self-employed workers as of this year.
- **Legislators, senior officials and managers:** Corresponds to the Major Group 1 for (ISCO-88¹ and ISCO-08) and Major Group 2 for (ISCO-68). Source is the ILO, *ILOStat, Total employment by occupation, 2013* or latest available data (accessed July 2013). 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) and (ISCO-68).
- **Professional and technical workers:** Corresponds to the sum of Major Groups 2 and 3 for (ISCO-88 and ISCO-08) and to Major Group 0/1 for (ISCO-68). The source is the 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, 2013* or latest data available (accessed June 2014). When not available data is sourced from United Nations Development Programme, *Human Development Reports 2009*, the most recent year available between 1997 and 2007.
- **Enrolment in primary education (%):** 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, 2013* or latest available data (accessed June 2014).
- **Enrolment in secondary education (%):** 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. The source is UNESCO, Institute for Statistics, *Education Indicators, 2013* or latest available data (accessed June 2014).
- **Enrolment in tertiary education (%):** 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. Tertiary gross enrolment data should be examined within the context of a country structure regarding military service as well as propensity of student to seek education abroad. Source is UNESCO, Institute for Statistics, *Education Indicators, 2013* or latest available data (accessed June 2014).

Health and Survival Subindex

- **Sex ratio at birth (female/male):** Refers to the number of boys born alive per 100 girls born alive. The data is converted to a female over male value. Source is Central Intelligence Agency, *The CIA World Factbook*, data updated weekly, 2014 (accessed July 2014).
- **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 2012 (accessed July 2014). Significant variations may occur compared to last year’s data (which dated from 2007) as the data are no longer strictly comparable.

Political Empowerment Subindex

- **Women in parliament:** Percentage of women in the lower or single House. Source is the Inter-Parliamentary Union, *National Women in Parliaments*. The data reflect information provided by National Parliaments by 1 May 2014.
- **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 2014*, reflecting appointments up to 1 January 2014. The data is updated every two years.
- **Years with female head of state (last 50):** The abbreviation “female head of state” is used to describe an elected female head of state or head of government. The source is World Economic Forum calculations, 30 June 2014.

Data updates are not made in all major international databases annually. The threshold applied for all data is 1997. Some data points from the 2012 *Report* were repeated in order to be able to include a limited set of countries in the Report. This includes Fiji (legislators, senior officials and managers); Bahamas, China, Fiji and Yemen (professional and technical workers); Brazil and Singapore (enrolment in primary education); and Côte d’Ivoire, India, Nigeria, Singapore, Brazil (tertiary education).

4 PERFORMANCE RELATIVE TO INCOME GROUP

The chart in the bottom left-hand side compares the country’s index and subindexes scores with its income group maximum, minimum and average values. There are four different income groups: low income, lower-middle income, upper-middle income and high income). The income classifications are taken from the World Bank. Further details can be found in Table A2 of Appendix A.

5 PERFORMANCE RELATIVE TO SAMPLE AVERAGE

The chart in the bottom right-hand side compares the country’s score for each of the four subindexes of *The Global Gender Gap Report 2014* with the average score weighted by population across all 142 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.

- **Percentage of women, men with an account at a formal financial institution:** Source is the World Bank's *Global Financial Inclusion (Global Findex)* online database 2011 (accessed July 2014). Measures the percentage of men and women with an account (self or together with someone else) at a bank, credit union, another financial institution (e.g., cooperative, microfinance institution), or the post office (if applicable) including respondents who reported having a debit card.
- **Ability of women to rise to positions of enterprise leadership:** Source is the World Economic Forum's *Executive Opinion Survey 2014*. The 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, 2013 or latest available data (accessed September 2014). Refers to the percentage of firms in the private sector who have 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. The results are based on surveys of more than 100,000 private firms.
- **Share of women on boards of listed companies (%):** Source is the OECD *iLibrary* online database, 2009 (accessed August 2014). 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* online database, 2013 or latest available data (accessed July 2014). Measures the percentage of firms with a woman among the principal owners.
- **Women, men who used a mobile cellular telephone in the last 12 months (% of total population):** Source is previously unpublished data, ITU World Telecommunication/ICT Indicators database, Gender ICT statistics, 2012 or latest available data (accessed July 2014). Measures the proportion of individuals who used a mobile telephone in the last twelve months.
- **Percentage of tertiary-level STEM students, (female, male):** Source is the UNESCO Institute for Statistics (UIS) database (accessed July 2014). Measures the percentage of female and male students enrolled in ISCED 6 and ISCED7 programmes in Science, Engineering, Manufacturing and Construction (% of total number of enrolments).
- **Percentage of tertiary-level STEM graduates, (female, male):** Source is UNESCO Institute for Statistics (UIS) database (accessed July 2014). Measures the percentage of female and male graduates in ISCED 6 and ISCED 7 programmes from Science, Engineering, Manufacturing and Construction (% of total number of graduates).
- **Percentage of PhD graduates (female, male):** Source is UNESCO Institute for Statistics (UIS) database (accessed July 2014). Measures the percentage of female graduates from tertiary ISCED6 programmes that lead to the award of an advanced research qualification. The programmes are devoted to advanced study and original research and not based on course-work only.
- **Percentage of total R&D personnel (FTE, female, male):** Source is UNESCO Institute for Statistics (UIS) database (accessed July 2014). Measures the percentage of male and female workers employed directly in 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.

Health

- **Cardiovascular disease, age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures the age-standardized death rates per 100,000 for cardiovascular diseases, including rheumatic heart disease, hypertensive heart disease, ischaemic heart disease, stroke, cardiomyopathy, myocarditis and endocarditis.

Science, Technology and Research

- **Percentage of Internet users (female, male):** Source is the International Telecommunications Union (ITU), (accessed July 2014). Refers to the proportion of individuals who used the Internet from any location in the last twelve months.

- **Cancer age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age standardized death rate per 100,000 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 *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age-standardized death rate per 100,000 for diabetes mellitus.
 - **Respiratory diseases age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age-standardized death rate per 100,000 for chronic respiratory disease, including chronic obstructive pulmonary disease and asthma.
 - **HIV/AIDS age-standardized deaths per 100,000 (female, male):** Source is World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age-standardized death rate per 100,000 by HIV/AIDS.
 - **Malaria age-standardized deaths per 100,000 (female, male):** Source is World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age-standardized death rate per 100,000 for malaria.
 - **Tuberculosis age-standardized deaths per 100,000 (female, male):** Source is the World Health Organization *Global Health Estimates 2013: Deaths by Cause, Age and Sex by Country 2000-2012* (accessed August 2014). Measures age-standardized death rate per 100,000 for tuberculosis.
 - **Malnutrition prevalence, weight for age (female, male) (% of children under 5):** Source is the World Bank, *World Development Indicators, (WDI)* online database, 2012 or latest available data (accessed July 2014). Measures the prevalence of child malnutrition is the percentage of children under age 5 whose weight for age is more than two standard deviations below the median for the international reference population ages 0-59 months. Data are based on the WHO's child growth standards released in 2006.
- ### Marriage and Childbearing
- **Singulate mean age at marriage (years) (female, male):** The source is the United Nations Statistics Division, *Statistics and Indicators on Women and Men, 2013* or latest available data (accessed July 2014). 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 July 2014). Measures the percentage of women married between 15 to 19 years of age.
 - **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* (accessed July 2014). Maternal mortality ratio (MMR) 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.
 - **Total fertility rate (per woman):** Source is the World Health Organization's *Global Health Observatory, World Health Statistics, Demographic and Socioeconomic Statistics, 2012* (accessed July 2014). 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.
 - **Adolescent fertility rate (births per 1,000 girls aged 15-19):** Source is the World Bank, *World Development Indicators 2012* or latest available data (accessed July 2014). Measures the number of births per 1,000 women aged 15-19.

- **Mean age of women at the birth of the first child:** Source is OECD's *Family Database (The Structure of Families – Fertility Indicators) 2009* or latest available data (accessed July 2014). 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.
- **Antenatal care coverage – at least one visit (%):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2013* or latest available data (accessed July 2014). Measures the percentage of women aged 15-49 with a live birth in a given time period who received antenatal care provided by skilled health personnel (doctors, nurses or midwives) at least once during pregnancy.
- **Births attended by skilled health personnel (%):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2013* or latest available data (accessed July 2014). Measures the percentage of live births attended by skilled health personnel in a given period of time.
- **Contraceptive prevalence, married women or in-union (% any method):** Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2012* or latest available data (accessed July 2014). Measures the percentage of women aged 15-49 years, married or in-union, who are currently using, or whose sexual partner is using, at least one method of contraception, regardless of the method used.
- **Existence of legislation permitting abortion to preserve a woman's physical health:** Source is the United Nations, Department of Economic and Social Affairs, Population Division, 2011 (accessed July 2014).

Childcare Ecosystem

- **Length maternity leave (calendar days), Maternity leave benefits (% of wages paid in covered period) and Provider of maternity benefits:** Source is the World Bank and the International Finance Corporation's *Women, Business and Law Dataset – Economy Snapshots 2014* (accessed July 2014). The last update was in April 2013.
- **Length of paternity leave (calendar days), Paternity leave benefits (% of wages paid in covered period) and Provider of paternity benefits:** Source is the World Bank and the International Finance Corporation's *Women, Business and Law Dataset – Economy Snapshots 2014* (accessed July 2014). The last update was in April 2013.

Rights and Norms

- **Parental authority in marriage and Parental authority after divorce:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2014). 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.
- **Female genital mutilation:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2014). Measures the percentage of women aged 15-49 who have undergone female genital mutilation, as defined by the World Health Organization.
- **Existence of legislation punishing acts of violence against women in case of domestic violence:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2014). The variable takes a value of 0 when there is specific legislation in place, 0.25 when there is specific legislation in place but there are widespread reported problems with implementation, 0.5 when there is general legislation in place or specific legislation is inadequate, 0.75 when legislation is being planned, drafted or reviewed or existing legislation is highly inadequate and 1 when there is no legislation.
- **Existence of legislation prohibiting gender-based discrimination:** Source is the World Economic Forum's *Policy Frameworks for Gender Equality Survey 2011, 2012 and 2013*.
- **Inheritance rights of daughters:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed July 2014). 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, and Women's access to property other than land:** Source is the OECD's *Gender, Institutions and Development Database 2012 (GID-DB)* (accessed June 2014). 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 2014). 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 (single/lower house) and Voluntary political party quotas:** Source is the International Institute for Democracy and Electoral Assistance, Stockholm University and the Inter-Parliamentarian Union, *QuotaProject, Global Database of Quotas for Women* (accessed July 2014). (www.quotaproject.org).

NOTES

- 1 International Standard Classification of Occupations: <http://www.ilo.org/public/english/bureau/stat/isco>.