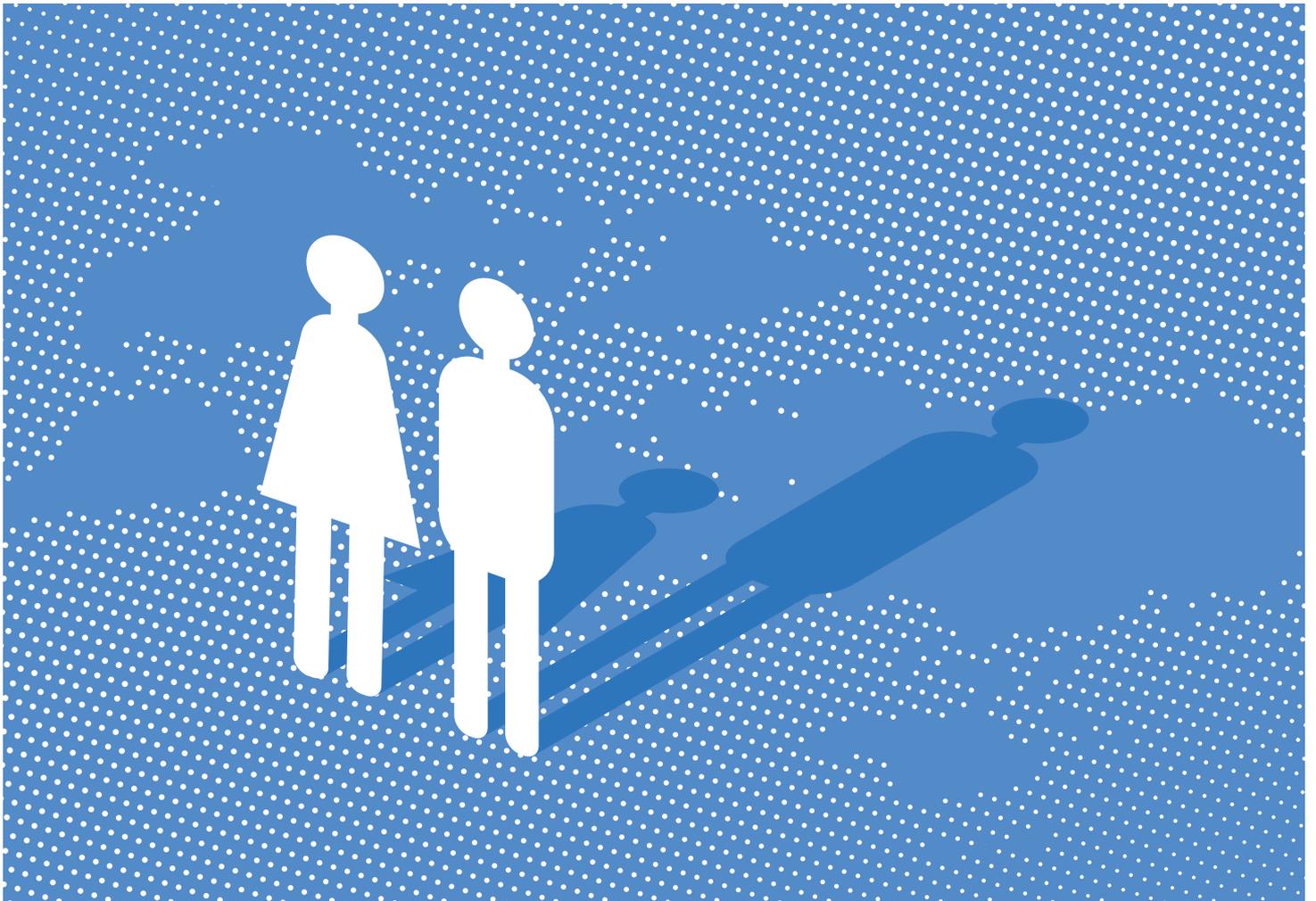


Insight Report

# 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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We are very grateful to Milorad Kovacevic, Chief Statistician of the Human Development Report Office at the UNDP for his support on updating the *Report's* estimated earned income calculation and to Yasmina Bekhouche, Paulina Padilla Ugarte, Valerie Peyre, Pearl Samandari, Caroline Staffell, Aditi Trehan, and Susan Wilkinson at the World Economic Forum.

A special thank you to Michael Fisher for his excellent copyediting work and Neil Weinberg for his superb graphic design and layout. We greatly appreciate, too, the outstanding work of design firms Accurat, which created the *Report's* Country Profiles, and Graphéine, which created the cover.

Thank you to Kamal Kimaoui and the World Economic Forum's Publications team for their invaluable collaboration on the production of this *Report*.

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978-1-944835-05-7

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# Preface

## RICHARD SAMANS

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

## SAADIA ZAHIDI

Head of Education, Gender and Work and Member of the Executive Committee

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
<b>Economic Participation and Opportunity</b>	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
<b>Educational Attainment</b>	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
<b>Health and Survival</b>	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
<b>Political Empowerment</b>	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)<sup>1</sup> 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
<b>TOTAL</b> .....			<b>1</b>
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
<b>TOTAL</b> .....			<b>1</b>
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
<b>TOTAL</b> .....			<b>1</b>
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
<b>TOTAL</b> .....			<b>1</b>

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.<sup>2</sup> and the healthy life expectancy benchmark is set at 1.06.<sup>3</sup> Truncating the data at the equality benchmarks for each assigns the same score to a country that has reached parity between women and men and one where women have surpassed men.

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.<sup>4</sup> To capture gender equality, two possible scales were considered. One was a *negative-positive scale* capturing the size and direction of the gender gap. This scale penalizes either men's advantage over women or

women's advantage over men, and gives the highest points to absolute equality. The second choice was a *one-sided scale* that measures how close women are to reaching parity with men, but does not reward or penalize countries for having a gender gap in the other direction. We find the one-sided scale more appropriate for our purposes, as it does not reward countries for having exceeded the parity benchmark. However, disparities in either direction are recorded in the Country Profiles.

#### 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.<sup>5</sup>

#### 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.<sup>6</sup> 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.<sup>7</sup> The parity and imparity benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, the option of roughly interpreting the final Index scores as a percentage value that reveals how a country has reduced its gender gap should help make the Index more intuitively appealing to readers.<sup>8</sup>

## 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.

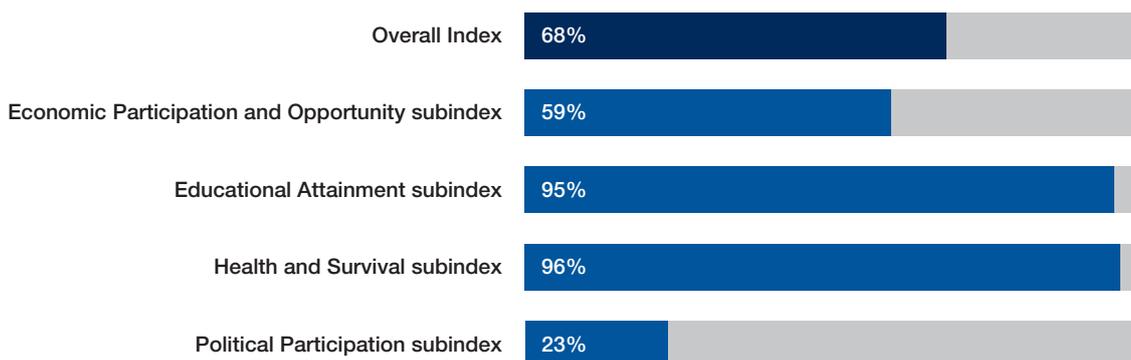
### Global Results

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

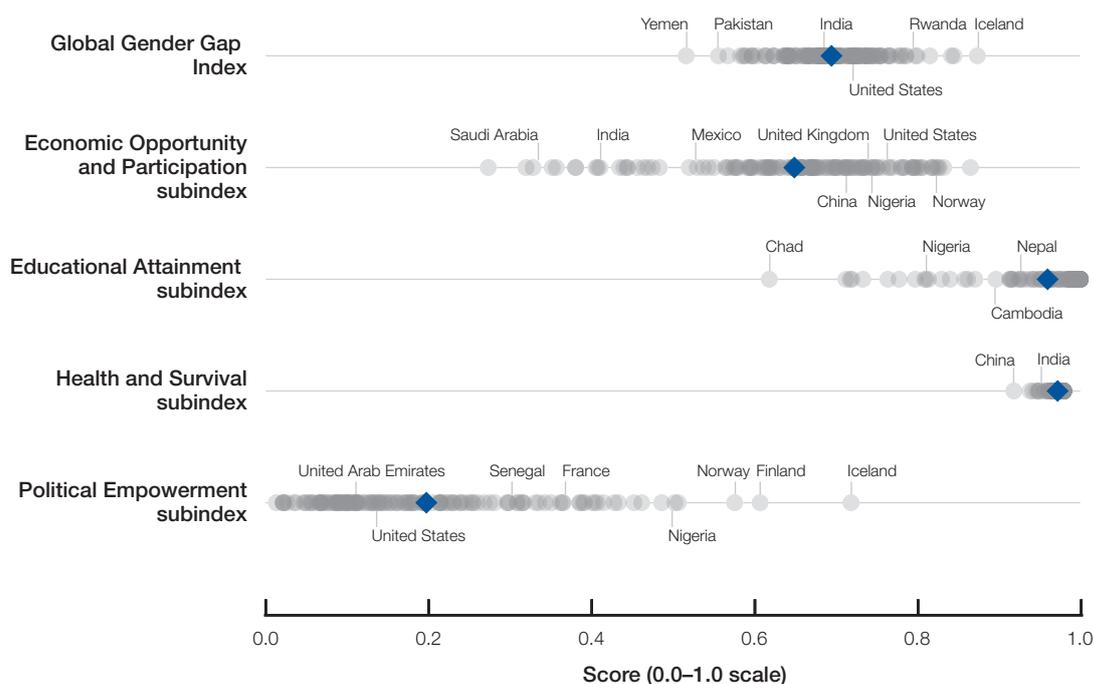
and secondary school age, education attainment rates, advanced degrees, STEM education and skill diversity.

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

\* New countries in 2016

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

Table 4: Rankings by subindex, 2016 (cont'd.)

HEALTH AND SURVIVAL			POLITICAL EMPOWERMENT		
Country	Rank	Score	Country	Rank	Score
Angola	1	0.980	Italy	72	0.974
Argentina	1	0.980	Switzerland	72	0.974
Austria	1	0.980	Malawi	75	0.973
Bahamas	1	0.980	Slovak Republic	76	0.973
Barbados	1	0.980	Slovenia	76	0.973
Belize	1	0.980	Serbia	76	0.973
Bolivia	1	0.980	Bosnia and Herzegovina*	76	0.973
Brazil	1	0.980	Portugal	76	0.973
Cambodia	1	0.980	Kyrgyz Republic	76	0.973
Cape Verde	1	0.980	Korea, Rep.	76	0.973
Ecuador	1	0.980	Kenya	83	0.973
El Salvador	1	0.980	Gambia, The	83	0.973
Estonia	1	0.980	Botswana	85	0.973
Finland	1	0.980	Ghana	85	0.973
France	1	0.980	Mauritania	85	0.973
Guatemala	1	0.980	Madagascar	88	0.973
Jamaica	1	0.980	Rwanda	89	0.972
Kazakhstan	1	0.980	Lao PDR	90	0.972
Latvia	1	0.980	Spain	91	0.972
Lesotho	1	0.980	Nepal	92	0.972
Mauritius	1	0.980	Bangladesh	93	0.971
Mexico	1	0.980	Morocco	93	0.971
Mongolia	1	0.980	Egypt	95	0.971
Namibia	1	0.980	Timor-Leste*	96	0.971
Nicaragua	1	0.980	Dominican Republic	97	0.971
Panama	1	0.980	Iran, Islamic Rep.	98	0.971
Paraguay	1	0.980	Oman	99	0.971
Philippines	1	0.980	Peru	100	0.970
South Africa	1	0.980	Syria	101	0.970
Sri Lanka	1	0.980	Lebanon	102	0.970
Suriname	1	0.980	Netherlands	103	0.970
Thailand	1	0.980	Iceland	104	0.970
Trinidad and Tobago	1	0.980	New Zealand	104	0.970
Turkey	1	0.980	Denmark	106	0.970
Uganda	1	0.980	Malta	107	0.970
Uruguay	1	0.980	Canada	108	0.969
Venezuela	1	0.980	Malaysia	109	0.969
Zimbabwe	1	0.980	Tunisia	110	0.969
Chile	39	0.979	Chad	111	0.968
Lithuania	40	0.979	Côte d'Ivoire	112	0.968
Czech Republic	40	0.979	Mozambique	113	0.968
Ukraine	40	0.979	Cameroon	114	0.968
Belarus	40	0.979	Guinea	115	0.967
Poland	40	0.979	Burkina Faso	116	0.967
Colombia	40	0.979	Benin	116	0.967
Russian Federation	40	0.979	Liberia	118	0.967
Moldova	40	0.979	Georgia	119	0.967
Croatia	40	0.979	Macedonia, FYR	119	0.967
Bulgaria	40	0.979	Singapore	121	0.967
Hungary	40	0.979	Yemen	122	0.967
Romania	40	0.979	Senegal	123	0.967
Japan	40	0.979	Pakistan	124	0.967
Tanzania	53	0.979	Bhutan	125	0.966
Ireland	54	0.979	Tajikistan	126	0.966
Greece	54	0.979	Algeria	127	0.966
Germany	54	0.979	Saudi Arabia	128	0.966
Ethiopia	57	0.978	Maldives	129	0.966
Indonesia	58	0.976	Brunei Darussalam	130	0.966
Honduras	59	0.976	Jordan	131	0.966
Montenegro	60	0.975	United Arab Emirates	132	0.961
Cuba	61	0.975	Swaziland	132	0.961
United States	62	0.975	Bahrain	132	0.961
Costa Rica	62	0.975	Nigeria	135	0.961
Belgium	64	0.974	Kuwait	136	0.957
United Kingdom	64	0.974	Qatar	136	0.957
Burundi	66	0.974	Azerbaijan	138	0.950
Israel	67	0.974	Vietnam	138	0.950
Norway	68	0.974	Mali	140	0.949
Luxembourg	69	0.974	Albania	141	0.947
Sweden	69	0.974	India	142	0.942
Cyprus	71	0.974	Armenia	143	0.939
Australia	72	0.974	China	144	0.919
Iceland	1	0.719	United States	73	0.162
Finland	2	0.607	China	74	0.162
Norway	3	0.576	Honduras	75	0.160
Nicaragua	4	0.506	Croatia	76	0.154
Ireland	5	0.502	Kazakhstan	77	0.153
Sweden	6	0.486	Barbados	78	0.150
Bangladesh	7	0.462	Lao PDR	79	0.146
Rwanda	8	0.452	Belarus	80	0.146
India	9	0.433	Madagascar	81	0.142
Germany	10	0.428	Malta	82	0.140
Bolivia	11	0.415	United Arab Emirates	83	0.139
Cuba	12	0.407	Vietnam	84	0.138
South Africa	13	0.404	Czech Republic	85	0.134
Netherlands	14	0.401	Brazil	86	0.132
Switzerland	15	0.391	Kyrgyz Republic	87	0.132
New Zealand	16	0.390	Guinea	88	0.130
Philippines	17	0.386	Venezuela	89	0.127
Slovenia	18	0.385	Pakistan	90	0.127
France	19	0.365	Suriname	91	0.120
Costa Rica	20	0.365	Korea, Rep.	92	0.120
Mozambique	21	0.361	Montenegro	93	0.114
Argentina	22	0.350	Malawi	94	0.113
Cape Verde	23	0.343	Ghana	95	0.112
United Kingdom	24	0.335	Guatemala	96	0.112
Italy	25	0.331	Singapore	97	0.111
Spain	26	0.316	Morocco	98	0.110
Senegal	27	0.316	Bahamas	99	0.110
Burundi	28	0.314	Swaziland	100	0.109
Denmark	29	0.309	Greece	101	0.104
Estonia	30	0.308	Tajikistan	102	0.104
Namibia	31	0.299	Japan	103	0.103
Ecuador	32	0.297	Uruguay	104	0.101
Tanzania	33	0.296	Cyprus	105	0.100
Mexico	34	0.281	Gambia, The	106	0.098
Belgium	35	0.275	Ukraine	107	0.098
Portugal	36	0.268	Cambodia	108	0.098
Uganda	37	0.260	Nigeria	109	0.097
Latvia	38	0.255	Slovak Republic	110	0.093
Chile	39	0.254	Chad	111	0.093
Angola	40	0.251	Romania	112	0.090
Austria	41	0.246	Turkey	113	0.090
Serbia	42	0.242	Georgia	114	0.089
Lithuania	43	0.239	Egypt	115	0.087
Poland	44	0.238	Mauritius	116	0.087
Ethiopia	45	0.231	Mali	117	0.086
Liberia	46	0.230	Dominican Republic	118	0.085
Timor-Leste*	47	0.229	Mongolia	119	0.084
Israel	48	0.224	Côte d'Ivoire	120	0.081
Canada	49	0.222	Saudi Arabia	121	0.077
Trinidad and Tobago	50	0.218	Paraguay	122	0.075
Bulgaria	51	0.215	Jordan	123	0.073
El Salvador	52	0.214	Azerbaijan	124	0.069
Albania	53	0.214	Armenia	125	0.068
Panama	54	0.214	Botswana	126	0.068
Luxembourg	55	0.212	Burkina Faso	127	0.068
Algeria	56	0.205	Benin	128	0.067
Sri Lanka	57	0.196	Russian Federation	129	0.066
Moldova	58	0.196	Syria	130	0.063
Mauritania	59	0.195	Thailand	131	0.057
Peru	60	0.194	Bhutan	132	0.056
Australia	61	0.193	Maldives	133	0.055
Bosnia and Herzegovina*	62	0.191	Malaysia	134	0.051
Jamaica	63	0.183	Belize	135	0.048
Kenya	64	0.182	Iran, Islamic Rep.	136	0.047
Cameroon	65	0.180	Bahrain	137	0.037
Colombia	66	0.180	Hungary	138	0.035
Macedonia, FYR	67	0.178	Yemen	139	0.026
Nepal	68	0.175	Kuwait	140	0.022
Zimbabwe	69	0.175	Brunei Darussalam	141	0.021
Lesotho	70	0.172	Oman	142	0.021
Tunisia	71	0.170	Lebanon	143	0.021
Indonesia	72	0.168	Qatar	144	0.013

\* 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.

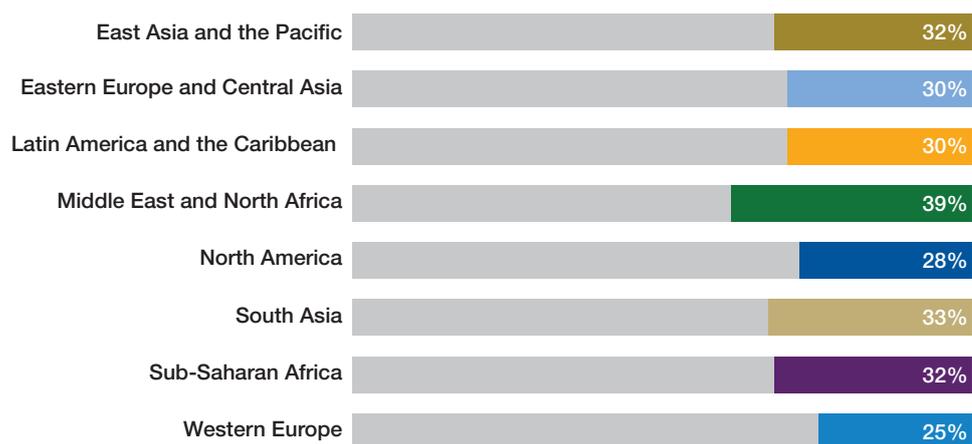
**Nicaragua** (10) re-enters the Index top ten for the first time since 2014. With 78% of its overall gender gap closed, it remains the best performer in the Latin America and the Caribbean region for the fifth year running. It has fully closed the gender gap on the Educational Attainment

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

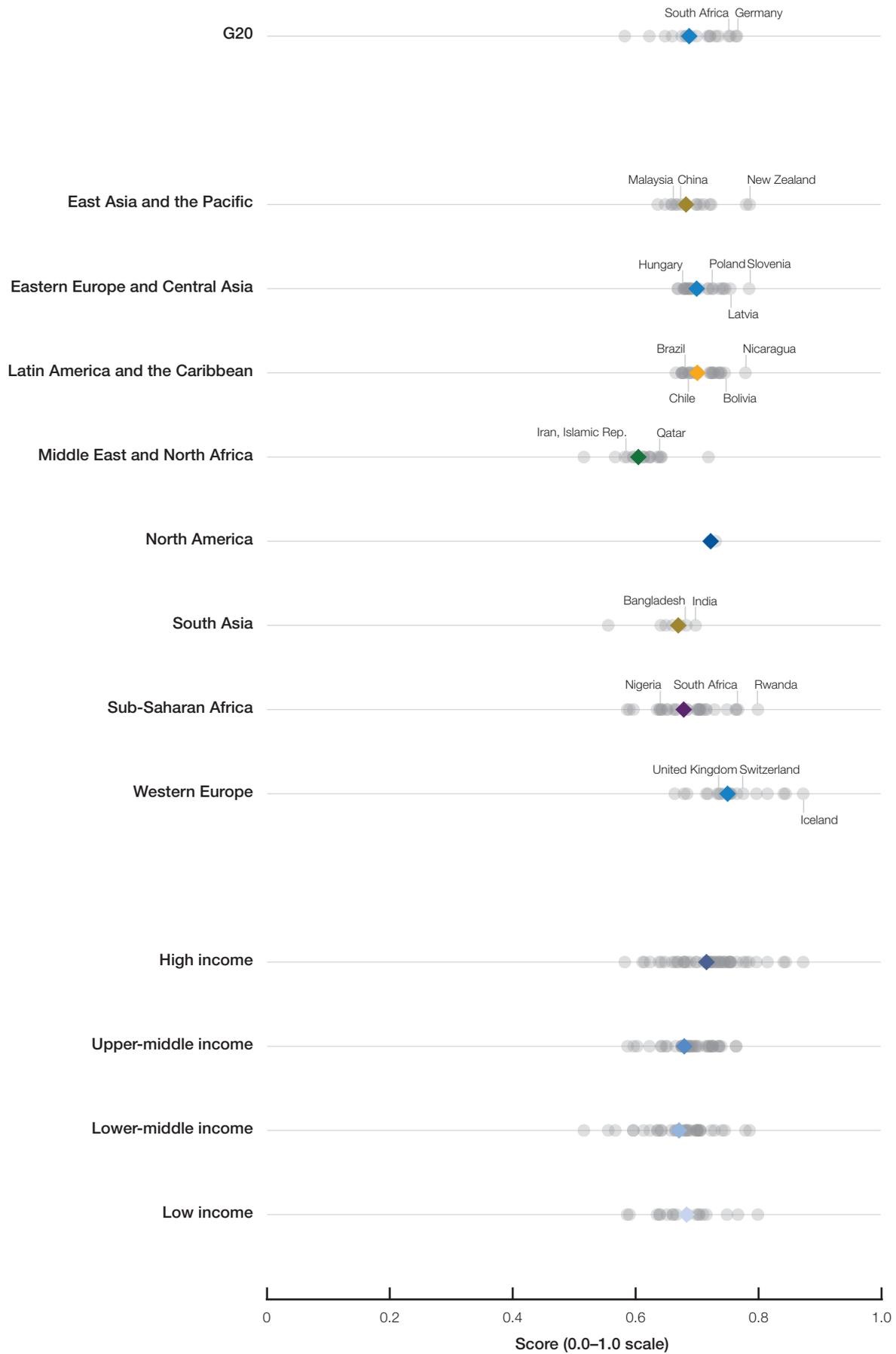
With an average remaining gender gap of just under 32%, the East Asia and the Pacific region scores in the middle of the range of the Global Gender Gap Index. With the Philippines and New Zealand, the region is home to two of the overall Index's top ten performers, both having closed over 78% of their 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.

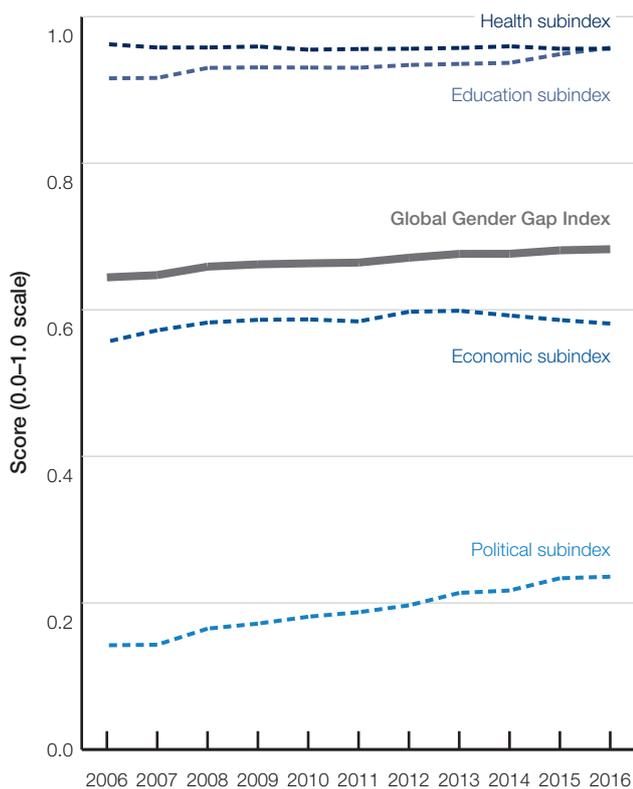
#### South Asia

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.

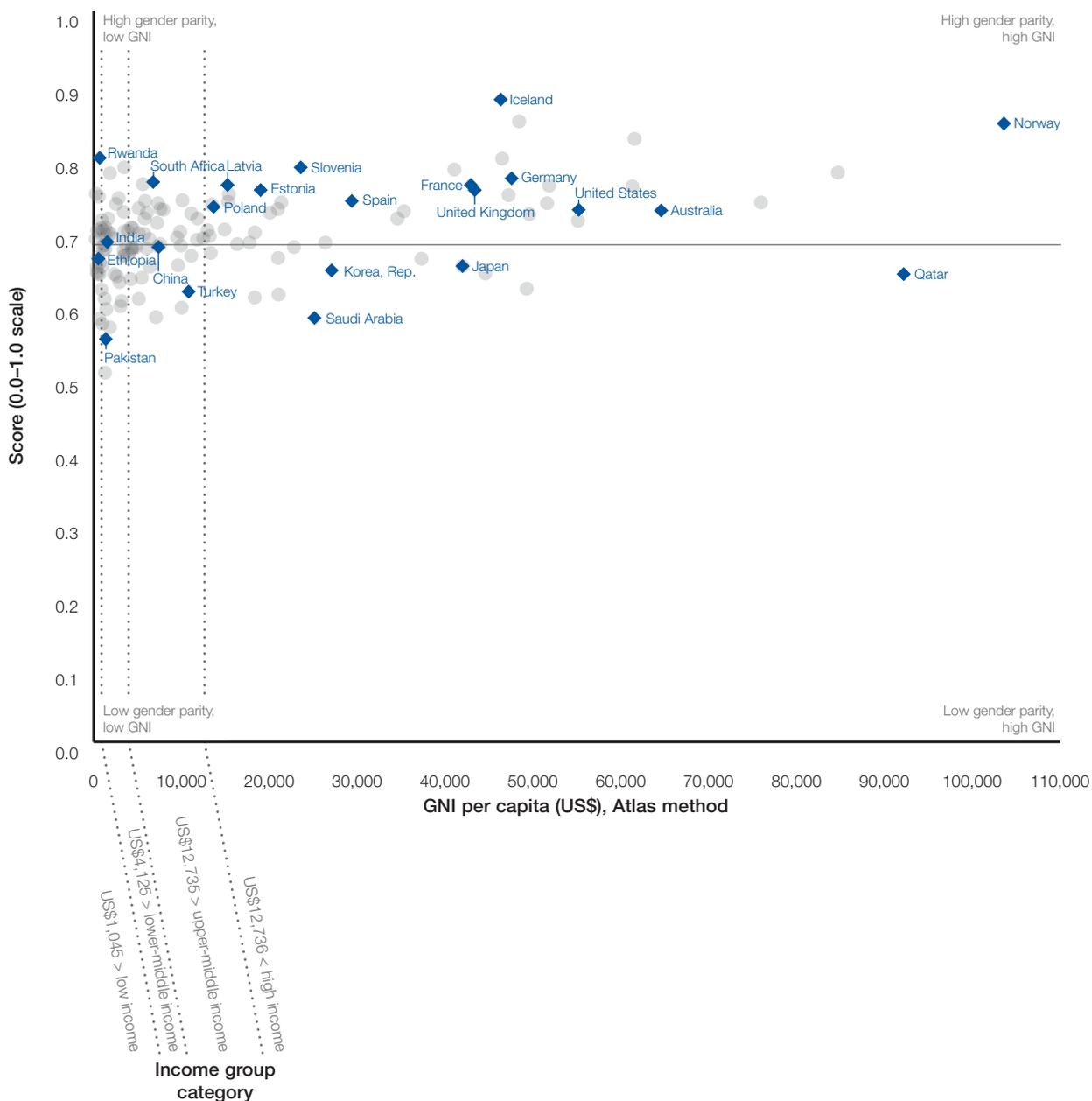
\* New countries in 2016

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.

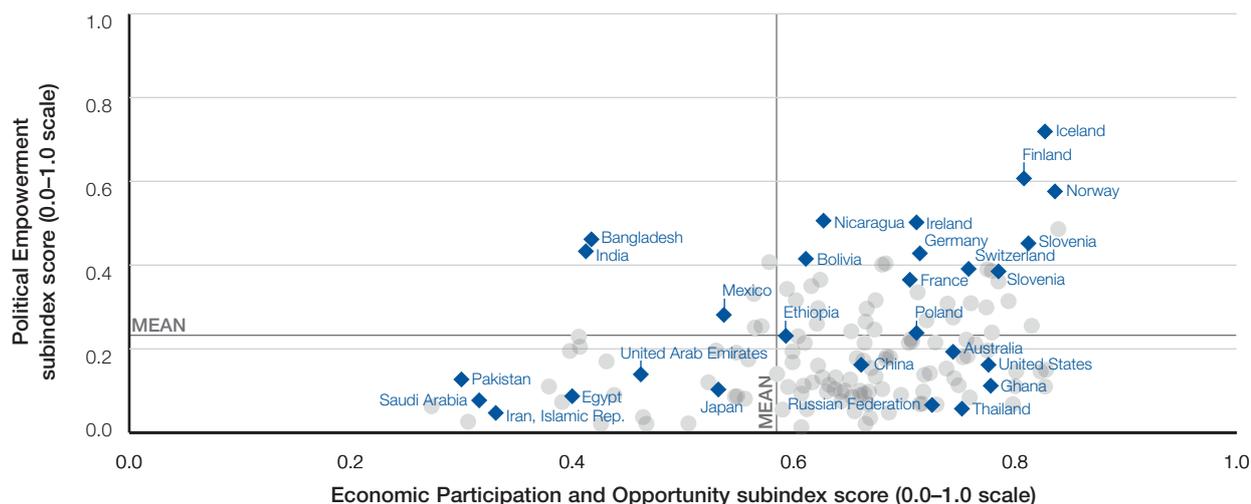
how societies thrive. Ensuring the healthy development and appropriate use of half of the world’s total talent pool has a vast bearing on the growth, competitiveness and future-readiness of economies and businesses worldwide.

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.<sup>9</sup> 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.<sup>10</sup>

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.<sup>11</sup> 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.<sup>12</sup> Research by the World Bank demonstrates that similar restrictions have also imposed sizable costs throughout the Middle East and North Africa<sup>13</sup> as well as the Sub-Saharan Africa region.<sup>14</sup>

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.

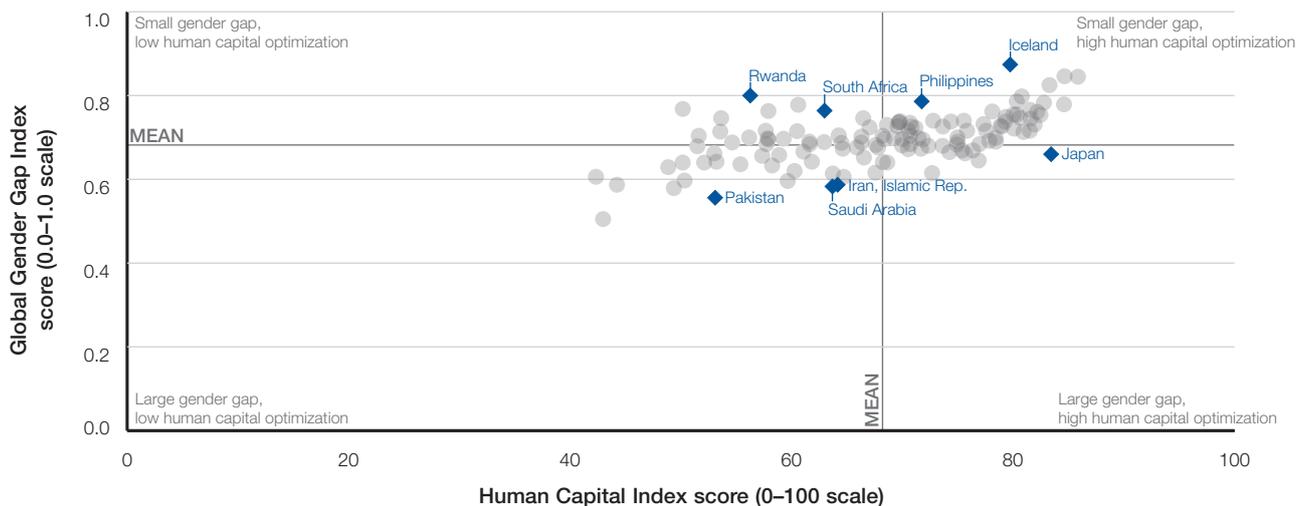
For example, increased gender parity in education lowers infant and child mortality rates, lowers maternal mortality rates, increases labour force participation rates and earnings, and fosters further educational investment in children. The World Bank finds, based on a sample of a wide range of developing 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%.<sup>15</sup> 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.<sup>16</sup> Similar to education, investing in health—and specifically in maternal, newborn and child health—has a significant multiplier effect.<sup>17</sup>

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.<sup>18</sup> 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.<sup>19</sup> 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 2018<sup>20</sup>—there are large potential benefits for companies with employees who can understand diverse customer bases.

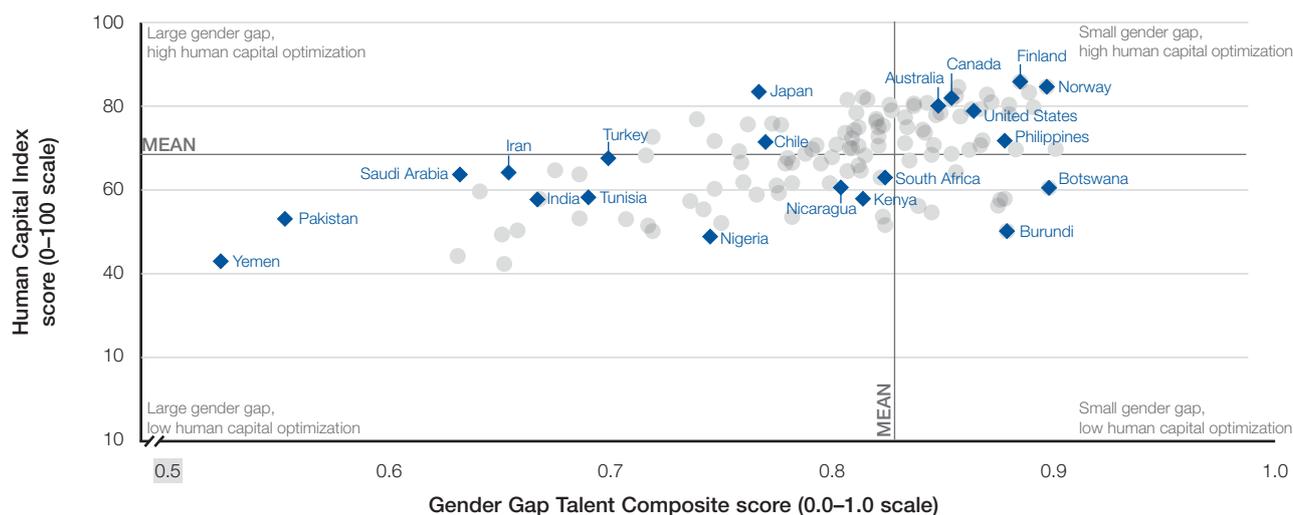
Additionally, the global economy is currently in transition to a Fourth Industrial Revolution.<sup>21</sup> In such a highly interconnected and rapidly changing world, diversity is critical to informed corporate decision-making and business innovation.<sup>22</sup> When it comes to leadership positions, 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.<sup>23</sup> 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.<sup>24</sup> 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.<sup>25</sup> 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.<sup>26</sup> 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.

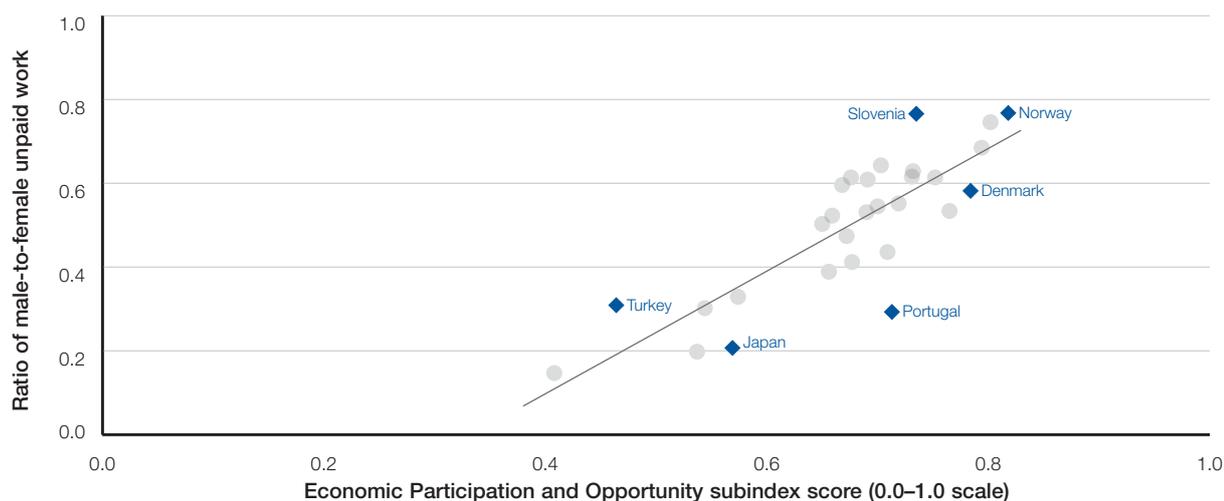
There also continues to be a persistent wage gap in paid work. Women's average earnings are almost half those of men, with average global earned income for women and men estimated at \$10,778 and \$19,873, respectively. Countries that perform well in this dimension of gender parity span all regional 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.<sup>27</sup> Research shows that this imbalance starts early, with girls spending 30% more of their time on unpaid work than boys.<sup>28</sup> 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.

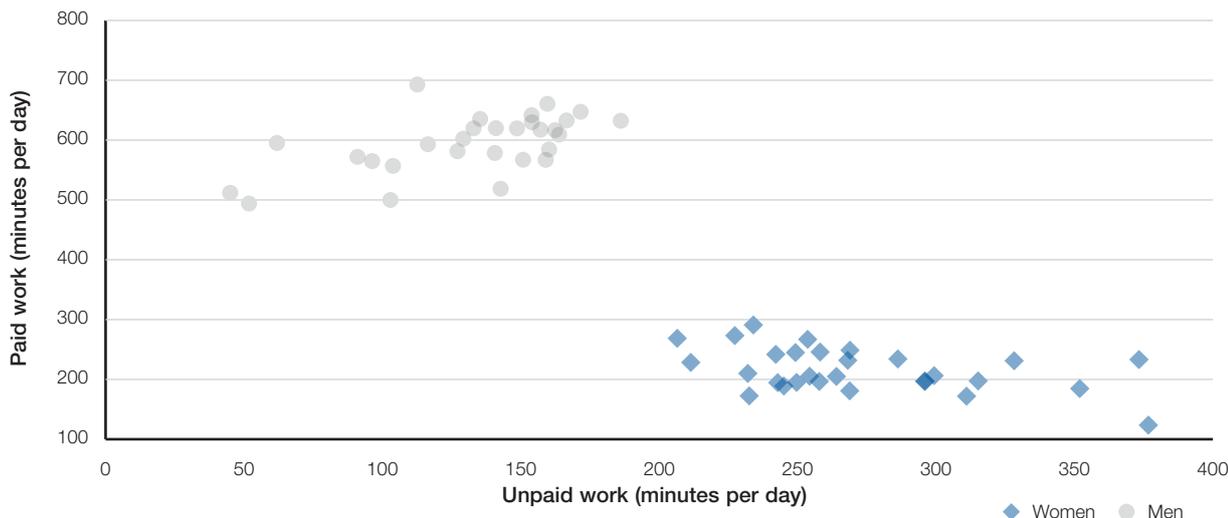
However, the sum total of the time spent by women on work—both paid and unpaid—is higher than for men. Women work on average 50 minutes more a day than men across both paid and unpaid work. Figure 12 (page 32) shows the minutes spent on paid and unpaid work, for both women and men, revealing the strong 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.<sup>29</sup> 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

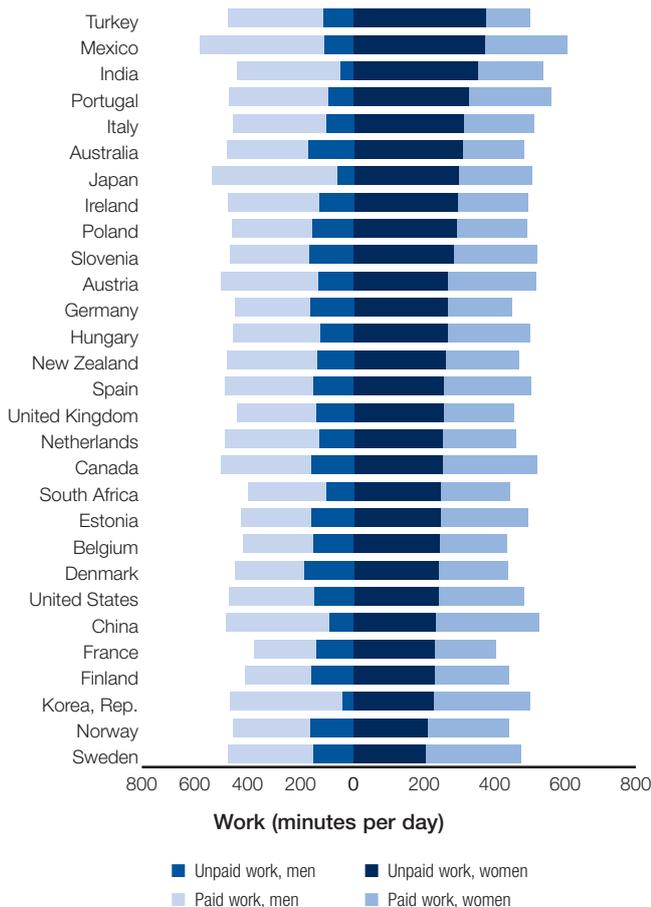
Based on the results of this year's Index, it is evident that, globally, progress on achieving gender parity in education has been comparatively high, while economic gender parity remains elusive: a remaining gender gap of about 5% compared to a remaining gender gap of 41%, respectively.

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



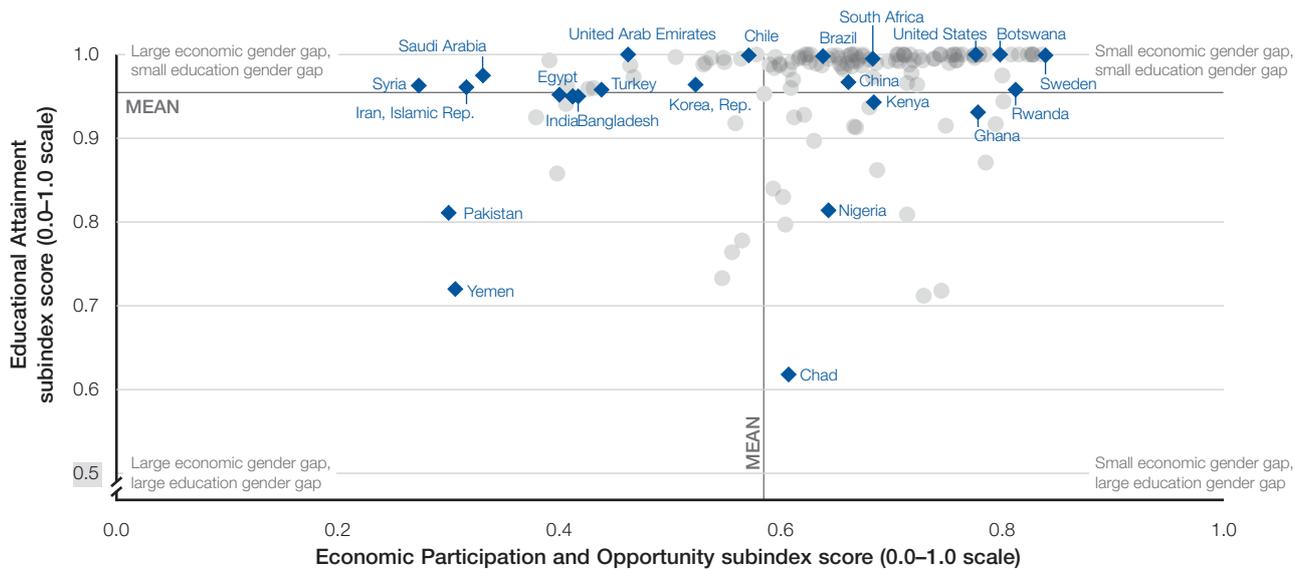
Source: OECD Social Protection and Wellbeing Database.

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.<sup>30</sup> 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.<sup>1</sup>

### 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.<sup>2</sup> 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.<sup>3</sup> 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.<sup>4</sup> 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.

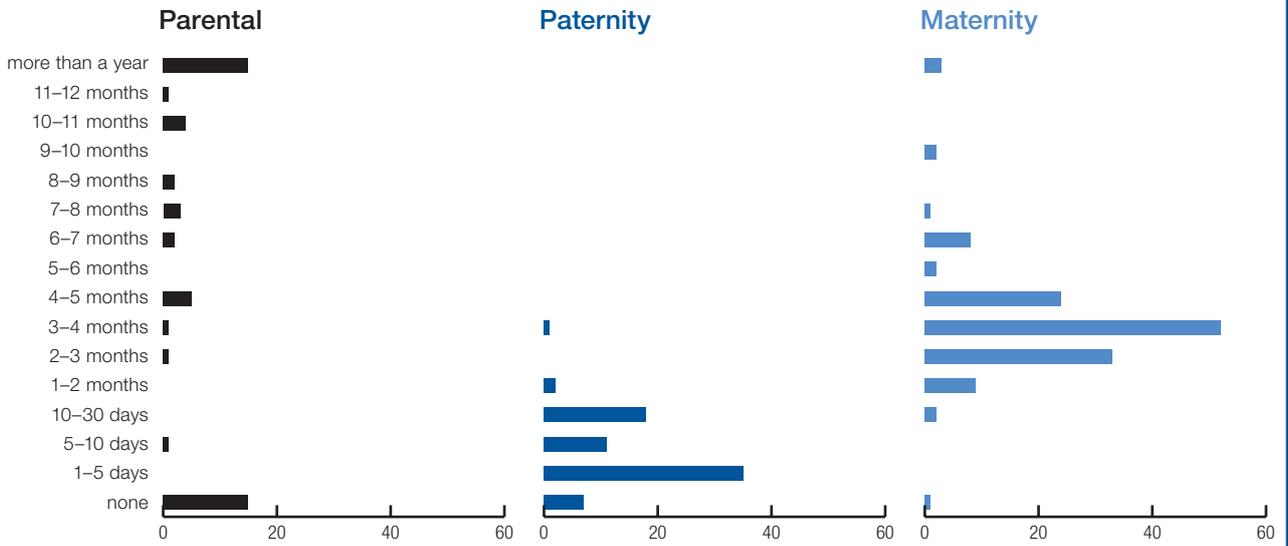
### Notes

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*.

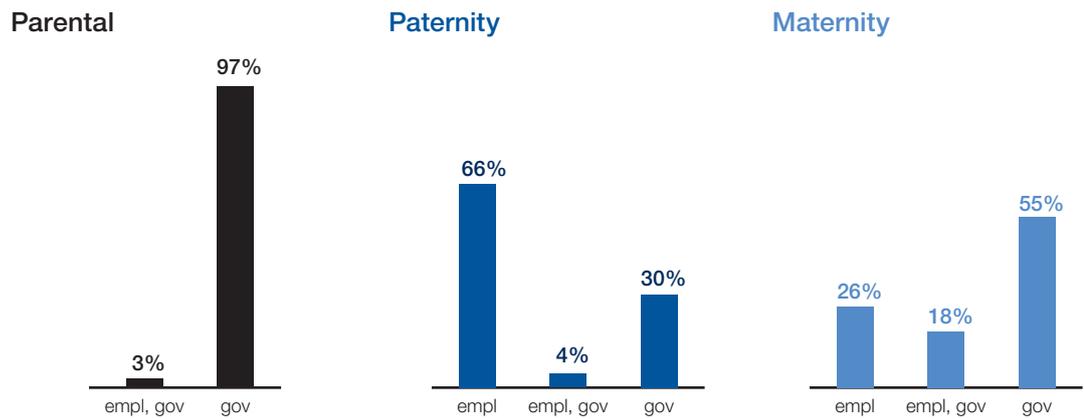
### Box: Care Policies (cont'd).

Figure 14: Parental, paternity and maternity leave provision

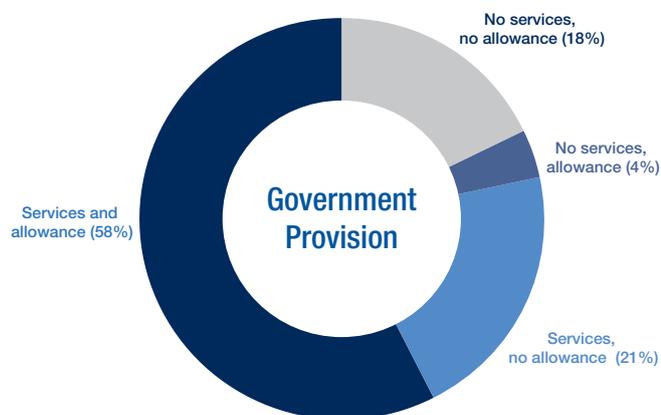
#### Length of leave



#### 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.<sup>31</sup> 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.

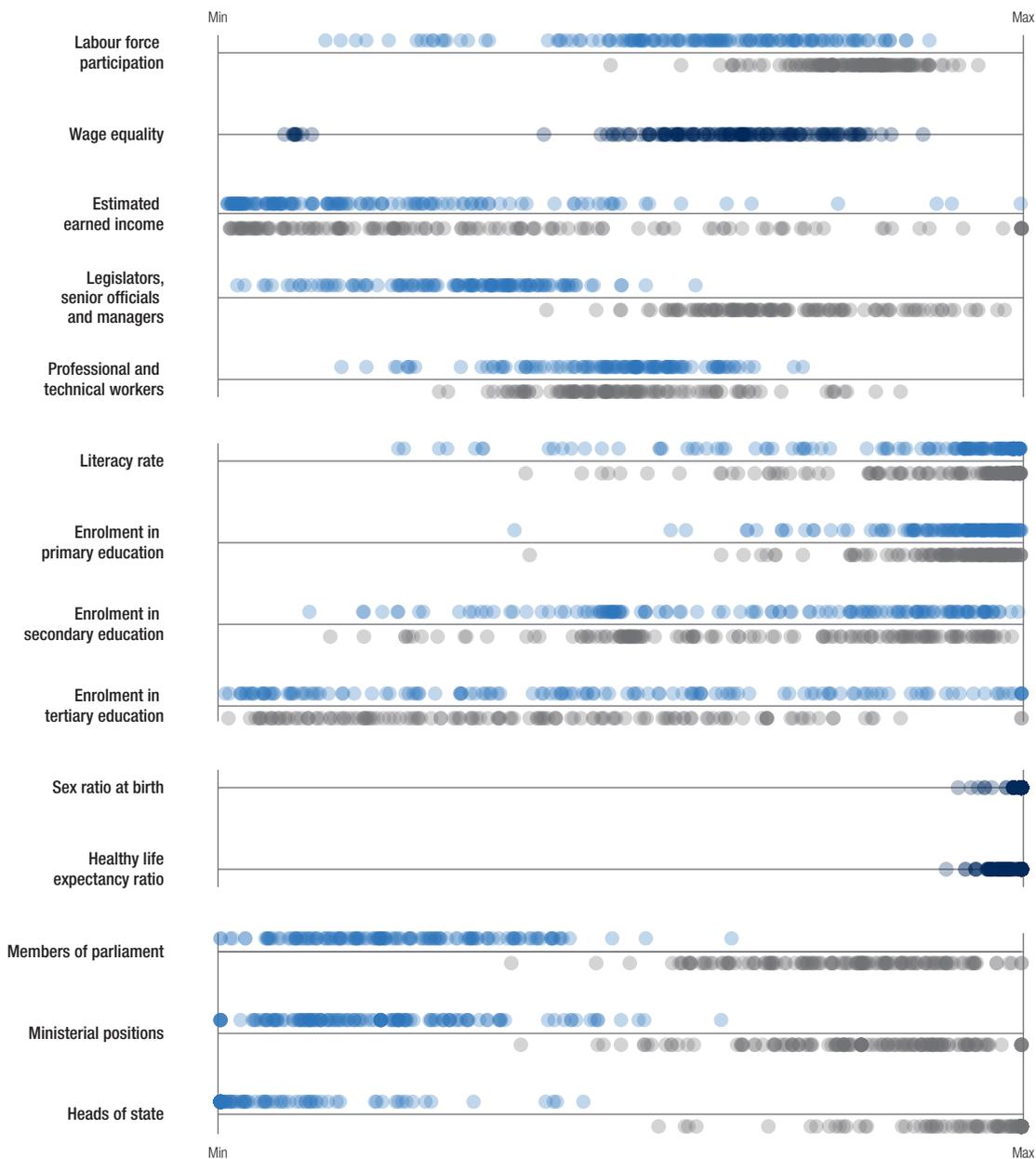
\* New countries in 2016

## 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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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 C3: Estimated earned income

Country	Female		Male		F/M ratio	Rank	Country	Female		Male		F/M ratio	Rank
	(US\$ 75,000 cut-off)			(US\$ 75,000 cut-off)	(US\$ 75,000 cut-off)	(US\$ 75,000 cut-off)	(US\$ 75,000 cut-off)						
Luxembourg†	74,888	121,855	74,888	75,000	1.00	1	Hungary	18,951	31,804	18,951	31,804	0.60	73
Qatar†	68,486	167,832	68,486	75,000	0.91	2	Angola	5,188	8,736	5,188	8,736	0.59	74
Singapore†	67,074	98,870	67,074	75,000	0.89	3	Israel†	25,131	42,419	25,131	42,419	0.59	75
Botswana	15,130	17,070	15,130	17,070	0.89	4	Bolivia	4,921	8,333	4,921	8,333	0.59	76
Mozambique	1,042	1,221	1,042	1,221	0.85	5	Ireland†	36,687	62,144	36,687	62,144	0.59	77
Tanzania	2,337	2,741	2,337	2,741	0.85	6	Paraguay	6,586	11,168	6,586	11,168	0.59	78
Vietnam	5,097	6,173	5,097	6,173	0.83	7	Ecuador	8,435	14,309	8,435	14,309	0.59	79
Rwanda	1,504	1,831	1,504	1,831	0.82	8	Tajikistan	1,986	3,378	1,986	3,378	0.59	80
Slovenia	27,109	33,754	27,109	33,754	0.80	9	Bhutan	5,638	9,691	5,638	9,691	0.58	81
Norway†	57,857	73,258	57,857	73,258	0.79	10	Costa Rica	10,970	18,860	10,970	18,860	0.58	82
Sweden†	39,804	50,796	39,804	50,796	0.78	11	Brazil	11,666	20,263	11,666	20,263	0.58	83
Burundi	677	865	677	865	0.78	12	Greece	19,687	34,369	19,687	34,369	0.57	84
Thailand	13,778	17,749	13,778	17,749	0.78	13	Kazakhstan	17,810	31,099	17,810	31,099	0.57	85
Lao PDR	4,641	6,007	4,641	6,007	0.77	14	Montenegro	10,998	19,208	10,998	19,208	0.57	86
Malawi	712	932	712	932	0.76	15	Nigeria	4,280	7,483	4,280	7,483	0.57	87
Namibia	8,638	11,345	8,638	11,345	0.76	16	Peru	8,661	15,323	8,661	15,323	0.57	88
Moldova	4,327	5,691	4,327	5,691	0.76	17	Uruguay	15,173	27,005	15,173	27,005	0.56	89
Ghana	3,484	4,685	3,484	4,685	0.74	18	Nepal	1,710	3,080	1,710	3,080	0.56	90
Croatia	18,332	25,180	18,332	25,180	0.73	19	Trinidad and Tobago†	22,656	41,527	22,656	41,527	0.55	91
Benin	1,711	2,351	1,711	2,351	0.73	20	United Kingdom†	28,237	52,575	28,237	52,575	0.54	92
Lithuania	23,559	32,522	23,559	32,522	0.72	21	Kuwait†	40,120	99,088	40,120	75,000	0.53	93
France†	33,148	45,845	33,148	45,845	0.72	22	Maldives	8,650	16,387	8,650	16,387	0.53	94
Iceland†	36,817	51,143	36,817	51,143	0.72	23	Austria†	33,063	62,831	33,063	62,831	0.53	95
Switzerland†	49,723	69,548	49,723	69,548	0.71	24	Armenia	5,689	10,823	5,689	10,823	0.53	96
Mongolia	9,960	13,972	9,960	13,972	0.71	25	Chile	15,107	29,223	15,107	29,223	0.52	97
Finland†	33,853	47,714	33,853	47,714	0.71	26	Italy†	24,374	47,185	24,374	47,185	0.52	98
Madagascar	1,194	1,687	1,194	1,687	0.71	27	Belize	5,723	11,127	5,723	11,127	0.51	99
Portugal	24,025	34,025	24,025	34,025	0.71	28	Japan†	25,091	48,796	25,091	48,796	0.51	100
Guinea	1,009	1,432	1,009	1,432	0.70	29	Albania	7,515	14,759	7,515	14,759	0.51	101
Latvia	19,658	28,137	19,658	28,137	0.70	30	Azerbaijan	11,831	23,260	11,831	23,260	0.51	102
Philippines	5,691	8,223	5,691	8,223	0.69	31	Senegal	1,573	3,121	1,573	3,121	0.50	103
Liberia	687	995	687	995	0.69	32	El Salvador	5,658	11,396	5,658	11,396	0.50	104
Romania	16,721	24,209	16,721	24,209	0.69	33	Guatemala	4,929	10,092	4,929	10,092	0.49	105
Zimbabwe	1,460	2,133	1,460	2,133	0.68	34	Cape Verde	4,278	8,821	4,278	8,821	0.49	106
Cyprus	24,479	35,770	24,479	35,770	0.68	35	Indonesia	6,844	14,139	6,844	14,139	0.48	107
Barbados	13,135	19,235	13,135	19,235	0.68	36	Georgia	6,072	12,551	6,072	12,551	0.48	108
Colombia	10,864	15,928	10,864	15,928	0.68	37	Mexico	11,277	23,415	11,277	23,415	0.48	109
Cambodia	2,649	3,907	2,649	3,907	0.68	38	Côte d'Ivoire	2,102	4,375	2,102	4,375	0.48	110
Gambia, The	1,319	1,948	1,319	1,948	0.68	39	Netherlands†	31,310	65,446	31,310	65,446	0.48	111
Bahamas	18,985	28,190	18,985	28,190	0.67	40	Nicaragua	3,189	6,697	3,189	6,697	0.48	112
Germany†	37,408	55,707	37,408	55,707	0.67	41	Swaziland	5,369	11,280	5,369	11,280	0.48	113
Denmark†	36,501	54,704	36,501	54,704	0.67	42	Kyrgyz Republic	2,131	4,537	2,131	4,537	0.47	114
Cameroon	2,370	3,575	2,370	3,575	0.66	43	Cuba	13,125	28,026	13,125	28,026	0.47	115
Canada†	35,869	54,411	35,869	54,411	0.66	44	Mali	1,013	2,175	1,013	2,175	0.47	116
Bulgaria	13,691	20,929	13,691	20,929	0.65	45	Malta†	18,458	40,683	18,458	40,683	0.45	117
Kenya	2,334	3,574	2,334	3,574	0.65	46	Suriname	10,341	22,909	10,341	22,909	0.45	118
Belgium†	34,417	52,746	34,417	52,746	0.65	47	Bosnia and Herzegovina*	6,496	14,394	6,496	14,394	0.45	119
Malaysia	20,105	30,828	20,105	30,828	0.65	48	Korea, Rep.†	20,760	46,183	20,760	46,183	0.45	120
Burkina Faso	1,280	1,964	1,280	1,964	0.65	49	Turkey	12,162	27,673	12,162	27,673	0.44	121
United States†	43,122	66,338	43,122	66,338	0.65	50	Mauritius	11,250	26,102	11,250	26,102	0.43	122
Dominican Republic	10,453	16,091	10,453	16,091	0.65	51	Honduras	2,942	6,876	2,942	6,876	0.43	123
Serbia	10,667	16,664	10,667	16,664	0.64	52	Bangladesh	1,789	4,431	1,789	4,431	0.40	124
Poland	19,841	31,049	19,841	31,049	0.64	53	Uganda	1,008	2,535	1,008	2,535	0.40	125
Belarus	14,361	22,588	14,361	22,588	0.64	54	Timor-Leste*	1,183	3,239	1,183	3,239	0.37	126
Spain†	26,177	41,369	26,177	41,369	0.63	55	Mauritania	1,973	5,826	1,973	5,826	0.34	127
Brunei Darussalam†	47,377	93,588	47,377	75,000	0.63	56	Sri Lanka	5,379	17,275	5,379	17,275	0.31	128
Australia†	35,414	56,452	35,414	56,452	0.63	57	United Arab Emirates†	22,835	84,042	22,835	75,000	0.30	129
Panama	16,032	25,732	16,032	25,732	0.62	58	Bahrain†	18,725	61,925	18,725	61,925	0.30	130
China	10,049	16,177	10,049	16,177	0.62	59	Egypt	4,644	16,298	4,644	16,298	0.28	131
Venezuela	14,009	22,579	14,009	22,579	0.62	60	Tunisia	4,896	18,130	4,896	18,130	0.27	132
Estonia	21,829	35,313	21,829	35,313	0.62	61	Yemen	1,597	5,928	1,597	5,928	0.27	133
South Africa	9,972	16,230	9,972	16,230	0.61	62	Morocco	3,144	11,940	3,144	11,940	0.26	134
Chad	1,659	2,704	1,659	2,704	0.61	63	Lebanon	7,000	27,831	7,000	27,831	0.25	135
Lesotho	2,005	3,285	2,005	3,285	0.61	64	Saudi Arabia†	18,146	78,030	18,146	75,000	0.24	136
Jamaica	6,729	11,044	6,729	11,044	0.61	65	India	2,103	9,045	2,103	9,045	0.23	137
New Zealand†	28,674	47,100	28,674	47,100	0.61	66	Pakistan	1,745	7,714	1,745	7,714	0.23	138
Ethiopia	1,130	1,871	1,130	1,871	0.60	67	Oman†	11,420	52,443	11,420	52,443	0.22	139
Ukraine	6,632	11,022	6,632	11,022	0.60	68	Algeria	4,338	23,926	4,338	23,926	0.18	140
Czech Republic	23,488	39,156	23,488	39,156	0.60	69	Iran, Islamic Rep.	4,963	29,468	4,963	29,468	0.17	141
Russian Federation	17,496	29,321	17,496	29,321	0.60	70	Jordan	3,388	20,304	3,388	20,304	0.17	142
Slovak Republic	21,334	35,760	21,334	35,760	0.60	71	Argentina	—	—	—	—	—	—
Macedonia, FYR	10,114	16,962	10,114	16,962	0.60	72	Syria	—	—	—	—	—	—

\* New countries in 2016.

† Values which would have been capped under the 2015 methodology of the Report.

Note: 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 C4: Legislators, senior officials and managers

Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	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

Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	Rank
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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	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) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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) <sup>†</sup>	Rank	Country	Female	Male	Female-to-male ratio	F/M ratio (truncated) <sup>†</sup>	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,<sup>1</sup> following Kahneman and Deaton's findings that any earnings past that point have little or no further returns on psycho-social wellbeing.<sup>2</sup>

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

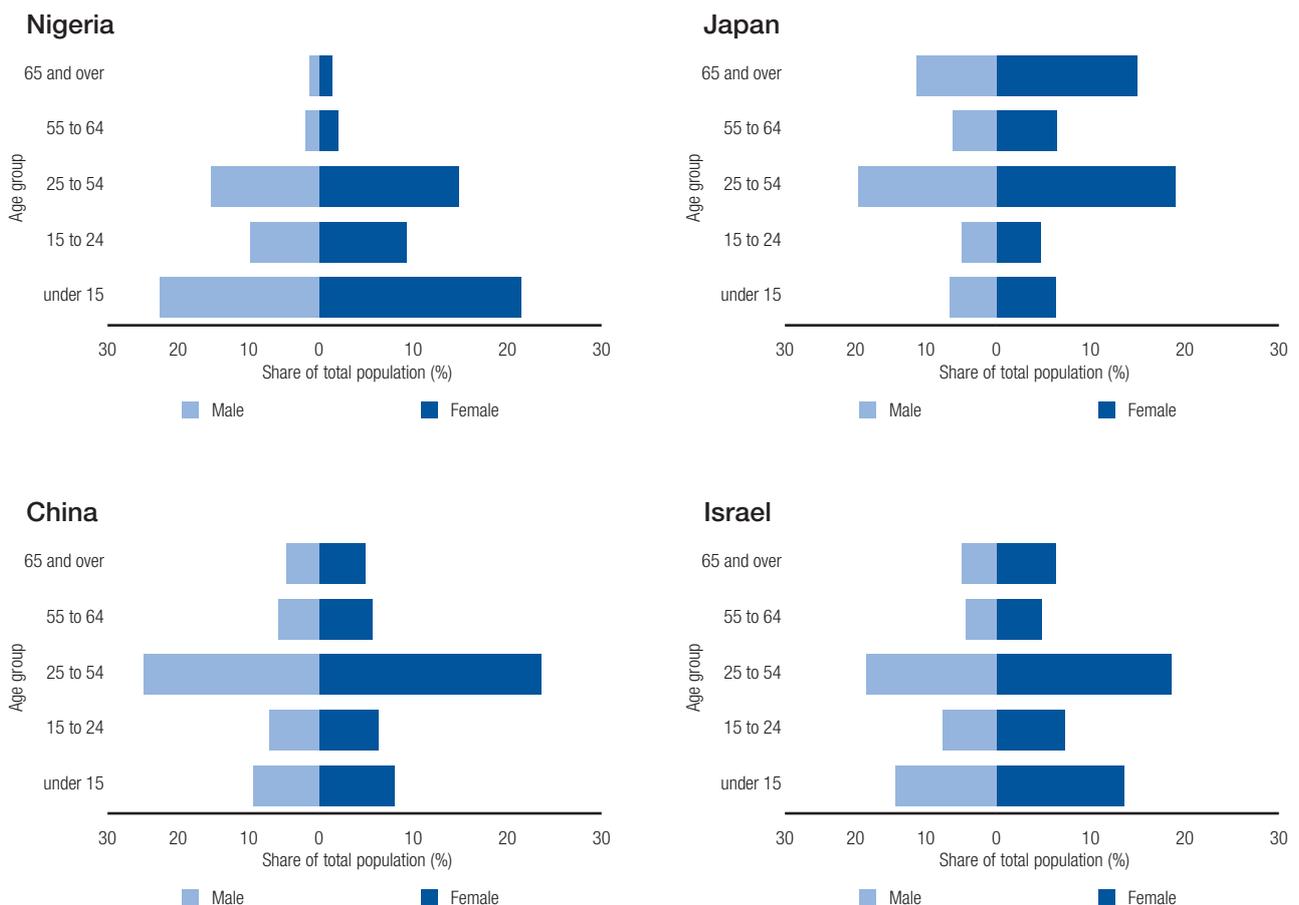
There are markedly different population structures—and therefore care needs—in different parts of the world. Economies such as Japan have a largely ageing population; conversely, Nigeria has a large young population. Israel has a strong concentration of both children and older people, while China will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

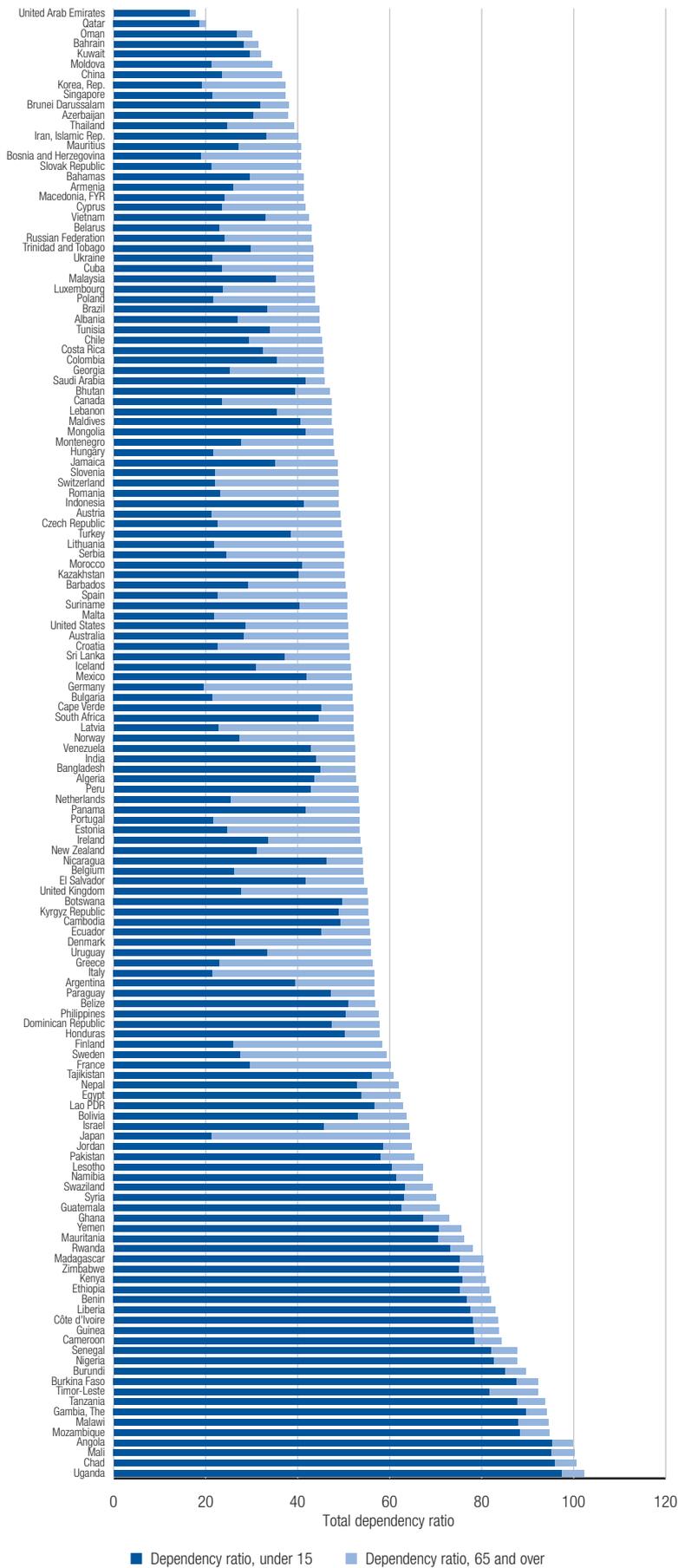
**Figure E1: Population structures for Nigeria, Japan, China and Israel**



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

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\* 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

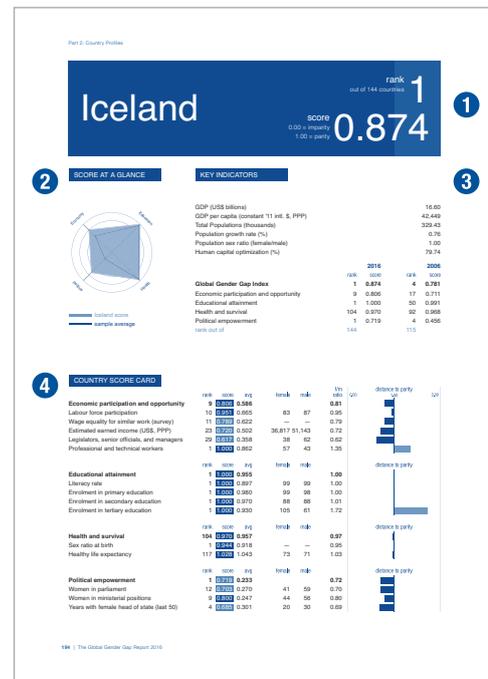
The country's overall performance on the Global Gender Gap Index on a 0-to-1 scale and its rank out of 144 countries. Note that the light blue shade on the right-hand side of the blue headline bar is a visual representation of the remaining gender gap for that country.

### 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).<sup>1</sup> 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).
- **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).

#### 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 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](http://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).<sup>2</sup> 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](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

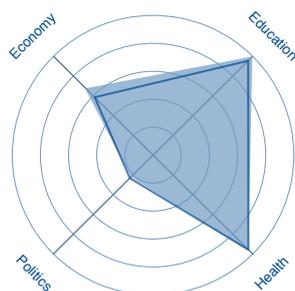
- 1 International Standard Classification of Occupations (ISCO), [www.ilo.org/public/english/bureau/stat/isco/](http://www.ilo.org/public/english/bureau/stat/isco/)
- 2 International Standard Classification of Education (ISCED), [www.uis.unesco.org/Education/Documents/isced-2011-en.pdf](http://www.uis.unesco.org/Education/Documents/isced-2011-en.pdf)

# 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
<b>62</b>	<b>0.704</b>	<b>61</b>	<b>0.661</b>
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
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

### Educational attainment

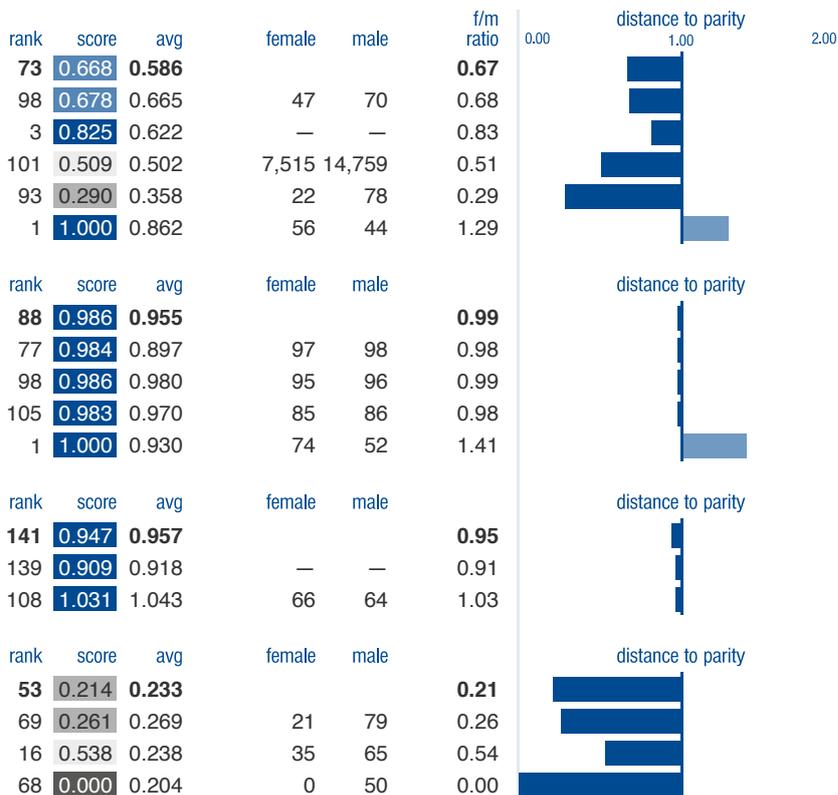
	rank	score	avg
Literacy rate	77	0.984	0.897
Enrolment in primary education	98	0.986	0.980
Enrolment in secondary education	105	0.983	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	139	0.909	0.918
Healthy life expectancy	108	1.031	1.043

### Political empowerment

	rank	score	avg
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



0.00 0.40

distribution of countries by score

1.00



0.704 / 62

ALB

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

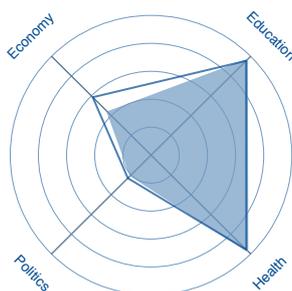
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The 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	
<b>120</b>	<b>0.642</b>	<b>97</b>	<b>0.602</b>	
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

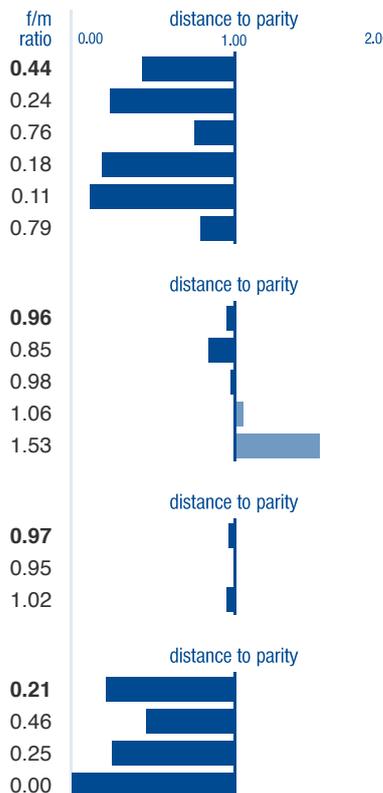
	rank	score	avg	female	male	f/m ratio
Literacy rate	118	0.848	0.897	73	86	0.85
Enrolment in primary education	108	0.981	0.980	95	97	0.98
Enrolment in secondary education	1	1.000	0.970	50	50	1.06
Enrolment in tertiary education	1	1.000	0.930	42	27	1.53

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	—	—	—	<b>Health</b>			
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
<b>Political leadership</b>							
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				

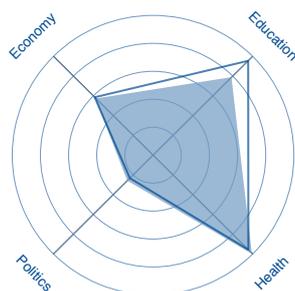
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# Angola

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

Economic participation and opportunity	120	0.565
Educational attainment	138	0.778
Health and survival	1	0.980
Political empowerment	40	0.251
rank out of	144	

2016		2006	
rank	score	rank	score
<b>117</b>	<b>0.643</b>	<b>96</b>	<b>0.604</b>
120	0.565	69	0.587
138	0.778	107	0.779
1	0.980	1	0.980
40	0.251	81	0.070
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
Labour force participation	77	0.782	0.665
Wage equality for similar work (survey)	135	0.404	0.622
Estimated earned income (US\$, PPP)	74	0.594	0.502
Legislators, senior officials, and managers	—	—	0.358
Professional and technical workers	—	—	0.862

### Educational attainment

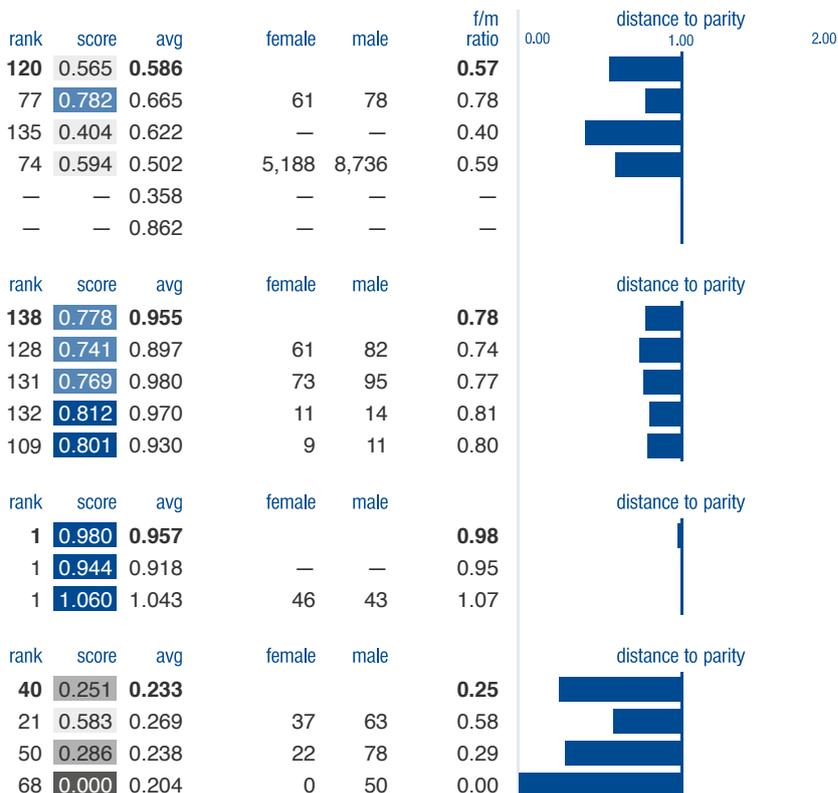
	rank	score	avg
Literacy rate	128	0.741	0.897
Enrolment in primary education	131	0.769	0.980
Enrolment in secondary education	132	0.812	0.970
Enrolment in tertiary education	109	0.801	0.930

### 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	21	0.583	0.269
Women in ministerial positions	50	0.286	0.238
Years with female head of state (last 50)	68	0.000	0.204



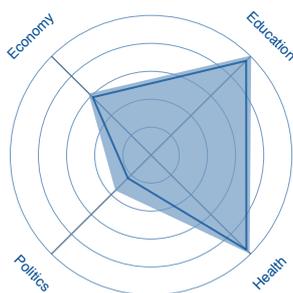


# Argentina

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	
<b>33</b>	<b>0.735</b>	<b>41</b>	<b>0.683</b>	
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

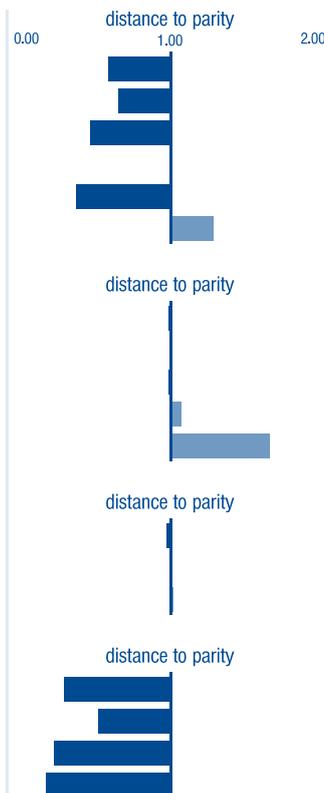
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	98	98	1.00
Enrolment in primary education	90	0.990	0.980	99	100	0.99
Enrolment in secondary education	1	1.000	0.970	91	85	1.07
Enrolment in tertiary education	1	1.000	0.930	99	62	1.61

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

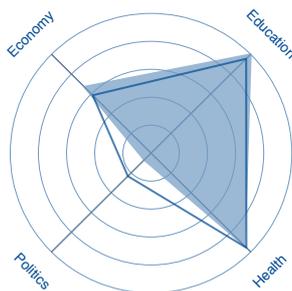
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# Armenia

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
Wage equality for similar work (survey)	50	0.681	0.622
Estimated earned income (US\$, PPP)	96	0.526	0.502
Legislators, senior officials, and managers	62	0.463	0.358
Professional and technical workers	1	1.000	0.862

rank	score	avg	female	male	f/m ratio
<b>69</b>	<b>0.671</b>	<b>0.586</b>			<b>0.67</b>
83	0.769	0.665	59	76	0.77
50	0.681	0.622	—	—	0.68
96	0.526	0.502	5,689	10,823	0.53
62	0.463	0.358	32	68	0.46
1	1.000	0.862	64	36	1.79

### Educational attainment

Literacy rate	52	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
<b>27</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
52	0.999	0.897	100	100	1.00
1	1.000	0.980	89	80	1.11
1	1.000	0.970	91	79	1.15
1	1.000	0.930	48	40	1.21

### Health and survival

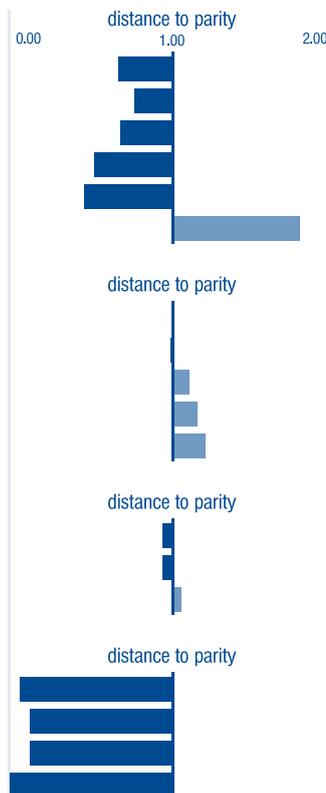
Sex ratio at birth	143	0.885	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>143</b>	<b>0.939</b>	<b>0.957</b>			<b>0.94</b>
143	0.885	0.918	—	—	0.89
1	1.060	1.043	66	59	1.12

### Political empowerment

Women in parliament	117	0.120	0.269
Women in ministerial positions	103	0.125	0.238
Years with female head of state (last 50)	68	0.000	0.204

rank	score	avg	female	male	f/m ratio
<b>125</b>	<b>0.068</b>	<b>0.233</b>			<b>0.07</b>
117	0.120	0.269	11	89	0.12
103	0.125	0.238	11	89	0.13
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>				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	—	—	—				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	53	57	0.94	<b>Health</b>			
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

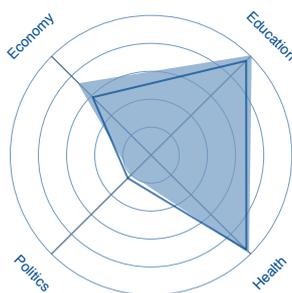
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# Australia

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
<b>46</b>	<b>0.721</b>	<b>15</b>	<b>0.716</b>
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
<b>42</b>	<b>0.719</b>	<b>0.586</b>			<b>0.72</b>
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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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

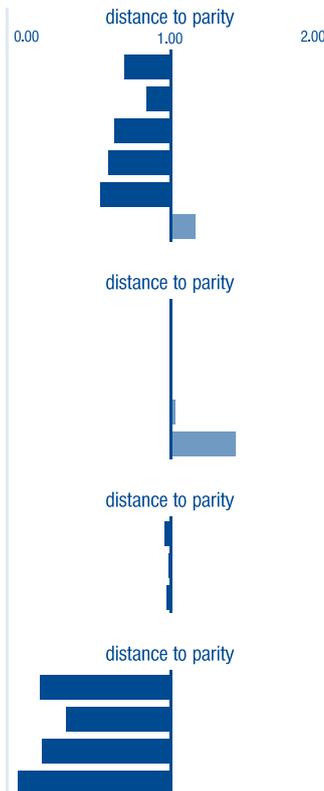
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	87	1.042	1.043

rank	score	avg	female	male	f/m ratio
<b>72</b>	<b>0.974</b>	<b>0.957</b>			<b>0.97</b>
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
<b>61</b>	<b>0.193</b>	<b>0.233</b>			<b>0.19</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			126
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	76	111	#0.68
<b>Political leadership</b>	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

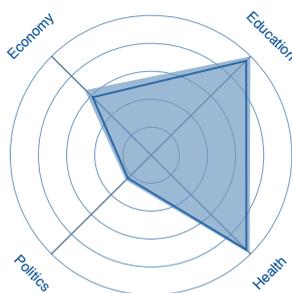
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# Austria

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
<b>52</b>	<b>0.716</b>	<b>27</b>	<b>0.699</b>
84	0.650	81	0.553
86	0.987	68	0.980
1	0.980	1	0.980
41	0.246	14	0.282
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>84</b>	<b>0.650</b>	<b>0.586</b>
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

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>84</b>	<b>0.650</b>	<b>0.586</b>			<b>0.65</b>
Labour force participation	39	0.887	0.665	71	80	0.89
Wage equality for similar work (survey)	100	0.584	0.622	—	—	0.58
Estimated earned income (US\$, PPP)	95	0.526	0.502	33,063	62,831	0.53
Legislators, senior officials, and managers	72	0.422	0.358	30	70	0.42
Professional and technical workers	75	0.935	0.862	48	52	0.94

### Educational attainment

	rank	score	avg
<b>Educational attainment</b>	<b>86</b>	<b>0.987</b>	<b>0.955</b>
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

	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>86</b>	<b>0.987</b>	<b>0.955</b>			<b>0.99</b>
Literacy rate	1	1.000	0.897	99	99	1.00
Enrolment in primary education	—	—	0.980	—	—	—
Enrolment in secondary education	112	0.970	0.970	48	52	0.97
Enrolment in tertiary education	1	1.000	0.930	88	73	1.20

### Health and survival

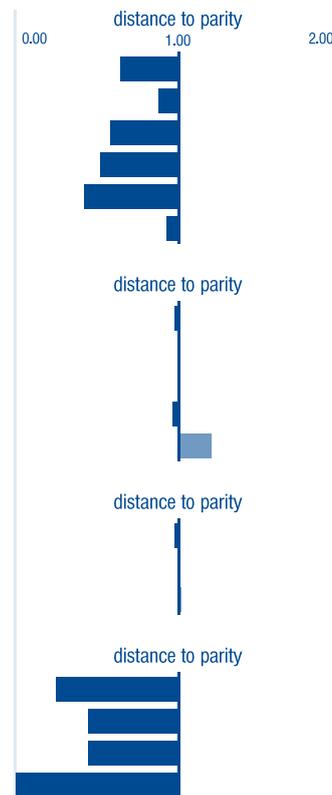
	rank	score	avg
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
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
<b>Political empowerment</b>	<b>41</b>	<b>0.246</b>	<b>0.233</b>
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

	rank	score	avg	female	male	f/m ratio
<b>Political empowerment</b>	<b>41</b>	<b>0.246</b>	<b>0.233</b>			<b>0.25</b>
Women in parliament	41	0.441	0.269	31	69	0.44
Women in ministerial positions	24	0.444	0.238	31	69	0.44
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



0.716 / 52

AUT

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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				
				<b>Care</b>	female	male	value
<b>Economic leadership</b>	female	male	value	Length of parental leave (days)			0
Law mandates equal pay			yes	Length of maternity / paternity leave (days)	112 /	—	
Ability of women to rise to positions of leadership			*0.66	Wages paid during maternity / paternity leave	100 /	—	
Boards of publicly traded companies	18	82	0.22	Provider of parental leave benefits			—
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	24	76	0.31	Government provides child allowance to parents			yes
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	female	male	value
Individuals with an account at a financial institution	97	96	1.01	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			*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	72	85	0.84
Women's access to non-land assets use, control and ownership			*1.00	Tertiary education attainment in adults	11	13	0.85
				PhD graduates	1	1	0.58
				STEM graduates	13	47	0.26
				Skill diversity	0.184	0.239	*0.77
<b>Access to technology</b>	female	male	value				
Individuals using the internet	80	88	0.90	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	119	178	#0.67
				Cancer	100	152	#0.66
				Diabetes	11	17	#0.65
<b>Political leadership</b>	female	male	value	Chronic respiratory disease	11	22	#0.48
Year women received right to vote			1918	HIV/AIDS	0	1	#0.33
Years since any women received voting rights			98	Suicide	5	18	#0.30
Number of female heads of state to date			1	Maternal mortality ratio (per 100,000 births)			†4 [3-5]
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			13
Voluntary political party quotas			yes	Law permits abortion to preserve a woman's physical health			yes
Seats held in upper house	30	70	0.42	Births attended by skilled health personnel			98.5
				Antenatal care coverage, at least four visits			—

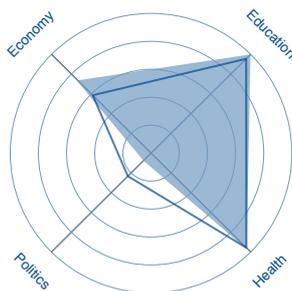
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# Azerbaijan

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
<b>86</b>	<b>0.684</b>	<b>59</b>	<b>0.678</b>
38	0.728	19	0.732
83	0.988	82	0.971
138	0.950	127	0.926
124	0.069	85	0.083
144		128	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
Labour force participation	17	0.929	0.665
Wage equality for similar work (survey)	27	0.745	0.622
Estimated earned income (US\$, PPP)	102	0.509	0.502
Legislators, senior officials, and managers	48	0.528	0.358
Professional and technical workers	1	1.000	0.862

### Educational attainment

	rank	score	avg
Literacy rate	55	0.999	0.897
Enrolment in primary education	105	0.983	0.980
Enrolment in secondary education	106	0.982	0.970
Enrolment in tertiary education	1	1.000	0.930

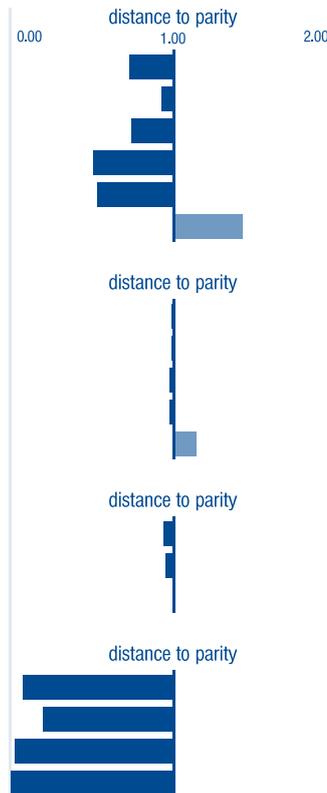
### Health and survival

	rank	score	avg
Sex ratio at birth	140	0.901	0.918
Healthy life expectancy	1	1.060	1.043

### Political empowerment

	rank	score	avg
Women in parliament	92	0.204	0.269
Women in ministerial positions	138	0.026	0.238
Years with female head of state (last 50)	68	0.000	0.204

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>38</b>	<b>0.728</b>	<b>0.586</b>			<b>0.73</b>
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
<b>Educational attainment</b>	<b>83</b>	<b>0.988</b>	<b>0.955</b>			<b>0.99</b>
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
<b>Health and survival</b>	<b>138</b>	<b>0.950</b>	<b>0.957</b>			<b>0.95</b>
Sex ratio at birth	140	0.901	0.918	—	—	0.90
Healthy life expectancy	1	1.060	1.043	65	61	1.07
<b>Political empowerment</b>	<b>124</b>	<b>0.069</b>	<b>0.233</b>			<b>0.07</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,039
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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

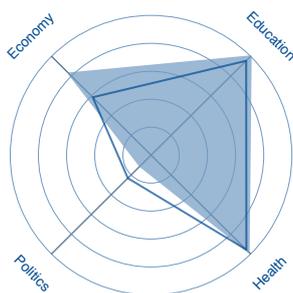
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# Bahamas

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	rank 3	score 0.827
Educational attainment	rank 1	score 1.000
Health and survival	rank 1	score 0.980
Political empowerment	rank 99	score 0.110
rank out of	144	134

2016		2009	
rank	score	rank	score
<b>37</b>	<b>0.729</b>	<b>28</b>	<b>0.718</b>
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	rank 24	score 0.913	avg 0.665
Wage equality for similar work (survey)	—	—	0.622
Estimated earned income (US\$, PPP)	rank 40	score 0.673	avg 0.502
Legislators, senior officials, and managers	rank 7	score 0.799	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

### Educational attainment

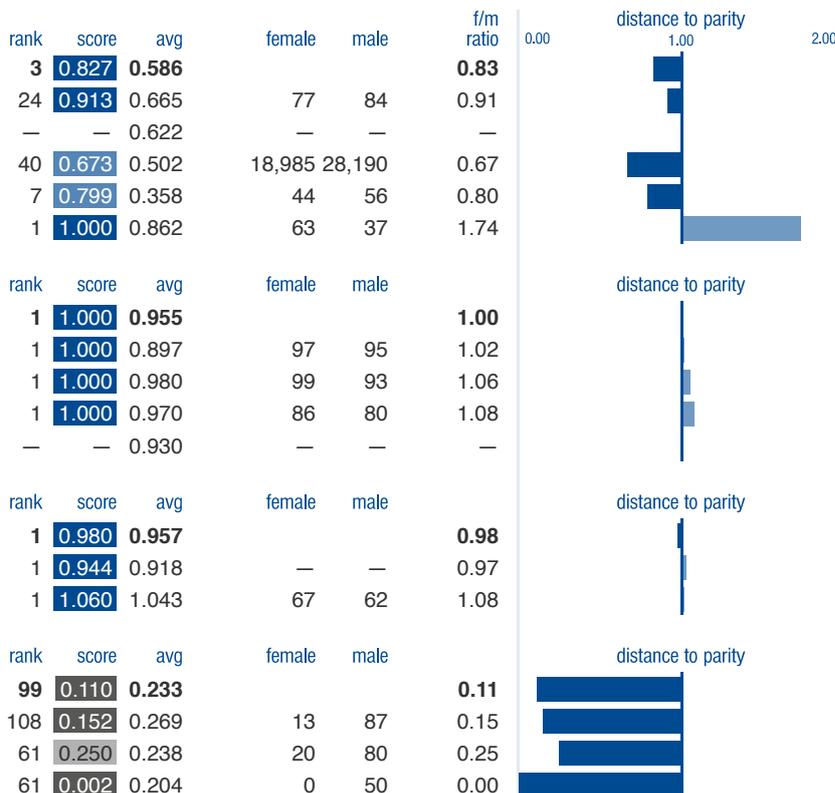
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 1	score 1.000	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	—	—	0.930

### 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 108	score 0.152	avg 0.269
Women in ministerial positions	rank 61	score 0.250	avg 0.238
Years with female head of state (last 50)	rank 61	score 0.002	avg 0.204



0.00 0.40

distribution of countries by score

1.00



0.729 / 37

BHS

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	*—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	170	293	#0.58
<b>Political leadership</b>	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

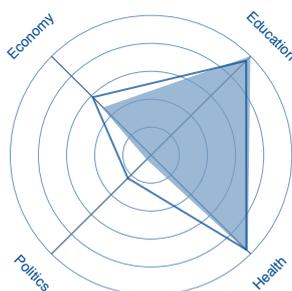
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# Bahrain

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	
<b>131</b>	<b>0.615</b>	<b>102</b>	<b>0.589</b>	
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

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>127</b>	<b>0.475</b>	<b>0.586</b>			<b>0.48</b>
Labour force participation	127	0.472	0.665	41	87	0.47
Wage equality for similar work (survey)	12	0.787	0.622	—	—	0.79
Estimated earned income (US\$, PPP)	130	0.302	0.502	18,725	61,925	0.30
Legislators, senior officials, and managers	94	0.289	0.358	22	78	0.29
Professional and technical workers	121	0.223	0.862	18	82	0.22

### Educational attainment

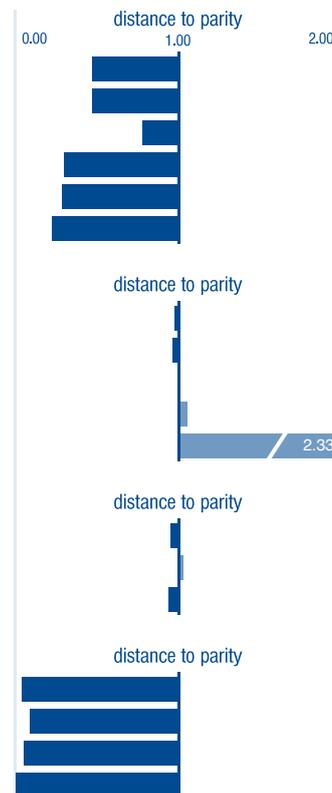
	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>84</b>	<b>0.987</b>	<b>0.955</b>			<b>0.99</b>
Literacy rate	92	0.964	0.897	93	97	0.96
Enrolment in primary education	—	—	0.980	—	—	—
Enrolment in secondary education	1	1.000	0.970	93	89	1.05
Enrolment in tertiary education	1	1.000	0.930	57	24	2.33

### Health and survival

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>132</b>	<b>0.961</b>	<b>0.957</b>			<b>0.96</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.97
Healthy life expectancy	138	1.000	1.043	66	66	1.00

### Political empowerment

	rank	score	avg	female	male	f/m ratio
<b>Political empowerment</b>	<b>137</b>	<b>0.037</b>	<b>0.233</b>			<b>0.04</b>
Women in parliament	128	0.081	0.269	8	93	0.08
Women in ministerial positions	134	0.048	0.238	5	95	0.05
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



0.615 / 131

BHR

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	98	95	1.04	<b>Health</b>	female	male	value
Individuals using a mobile phone	96	98	0.97	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	176	196	#0.90
				Cancer	65	80	#0.81
				Diabetes	84	97	#0.87
				Chronic respiratory disease	37	49	#0.74
				HIV/AIDS	1	1	#1.00
				Suicide	3	12	#0.25
				Maternal mortality ratio (per 100,000 births)			†15 [12-19]
				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			99.8
				Antenatal care coverage, at least four visits			100
<b>Political leadership</b>	female	male	value				
Year women received right to vote		1973, 2002					
Years since any women received voting rights			43				
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	28	73	0.38				

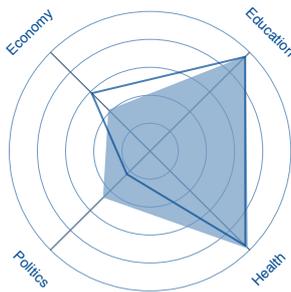
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# Bangladesh

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	rank 135	score 0.410
Educational attainment	rank 114	score 0.950
Health and survival	rank 93	score 0.971
Political empowerment	rank 7	score 0.462
rank out of	144	

	2016	2006	
rank	score	rank	score
<b>72</b>	<b>0.698</b>	<b>91</b>	<b>0.627</b>
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

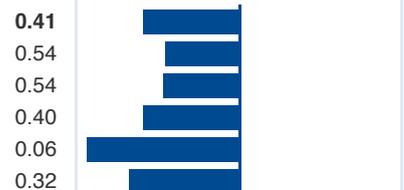
### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>135</b>	<b>0.410</b>	<b>0.586</b>
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

female male

f/m ratio

distance to parity



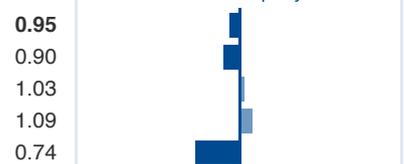
### Educational attainment

	rank	score	avg
<b>Educational attainment</b>	<b>114</b>	<b>0.950</b>	<b>0.955</b>
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

female male

f/m ratio

distance to parity



### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>93</b>	<b>0.971</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	103	1.033	1.043

female male

f/m ratio

distance to parity



### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>7</b>	<b>0.462</b>	<b>0.233</b>
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

female male

f/m ratio

distance to parity



0.00 0.40

distribution of countries by score

1.00



0.698 / 72

BGD

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	5	8	0.62	<b>Health</b>	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
				Chronic respiratory disease	93	120	#0.78
				HIV/AIDS	0	0	#0.67
				Suicide	9	7	#1.28
				Maternal mortality ratio (per 100,000 births)			†176 [125-280]
				Existence of legislation on domestic violence			yes
				Prevalence of gender violence in lifetime			53
				Law permits abortion to preserve a woman's physical health			no
				Births attended by skilled health personnel			41.7
				Antenatal care coverage, at least four visits			31.2

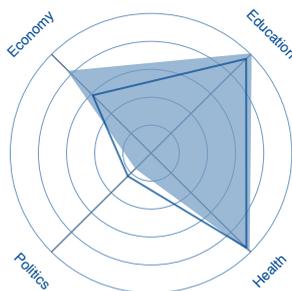
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# Barbados

rank **28**  
out of 144 countries

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
<b>28</b>	<b>0.739</b>	<b>26</b>	<b>0.719</b>
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

rank	score	avg	female	male	f/m ratio	distance to parity
<b>4</b>	<b>0.825</b>	<b>0.586</b>			<b>0.83</b>	
21	0.924	0.665	75	81	0.92	
38	0.711	0.622	—	—	0.71	
36	0.683	0.502	13,135	19,235	0.68	
1	1.000	0.358	50	50	1.00	
1	1.000	0.862	57	43	1.31	
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>	
1	1.000	0.897	99	99	1.00	
1	1.000	0.980	92	90	1.02	
1	1.000	0.970	92	86	1.06	
1	1.000	0.930	91	40	2.25	
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>	
1	0.944	0.918	—	—	0.99	
1	1.060	1.043	68	64	1.06	
<b>78</b>	<b>0.150</b>	<b>0.233</b>			<b>0.15</b>	
93	0.200	0.269	17	83	0.20	
99	0.133	0.238	12	88	0.13	
24	0.125	0.204	6	44	0.13	

0.00 0.40

distribution of countries by score

1.00



0.739 / 28

BRB

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

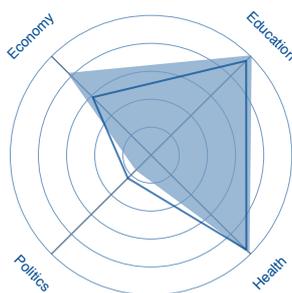
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# Belarus

rank out of 144 countries **30**

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	20	0.728
Educational attainment	29	1.000	74	0.983
Health and survival	40	0.979	37	0.979
Political empowerment	80	0.146	39	0.155
rank out of	144		128	

2016		2007	
rank	score	rank	score
<b>30</b>	<b>0.737</b>	<b>23</b>	<b>0.711</b>
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	68	76	0.90
Wage equality for similar work (survey)	—	—	0.622	—	—	—
Estimated earned income (US\$, PPP)	54	0.636	0.502	14,361	22,588	0.64
Legislators, senior officials, and managers	6	0.861	0.358	46	54	0.86
Professional and technical workers	1	1.000	0.862	73	27	2.66

### Educational attainment

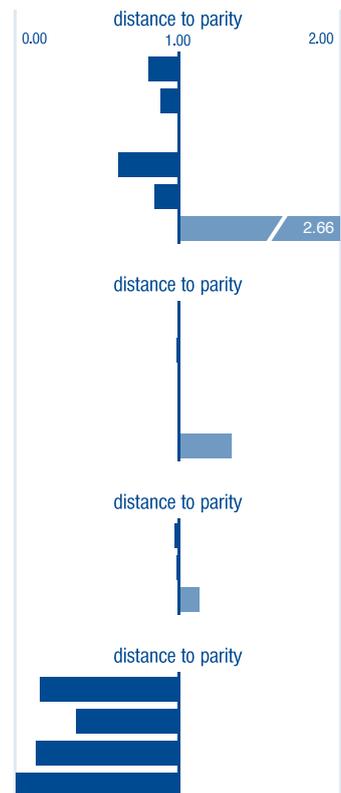
Literacy rate	54	0.999	0.897	100	100	1.00
Enrolment in primary education	1	1.000	0.980	94	94	1.00
Enrolment in secondary education	1	1.000	0.970	96	96	1.01
Enrolment in tertiary education	1	1.000	0.930	102	76	1.33

### Health and survival

Sex ratio at birth	95	0.943	0.918	—	—	0.94
Healthy life expectancy	1	1.060	1.043	68	57	1.19

### Political empowerment

Women in parliament	47	0.375	0.269	27	73	0.38
Women in ministerial positions	108	0.120	0.238	11	89	0.12
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



0.737 / 30

BLR

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,095
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

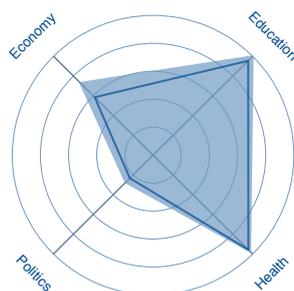
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# Belgium

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	rank 37	score 0.731
Educational attainment	rank 1	score 1.000
Health and survival	rank 64	score 0.974
Political empowerment	rank 35	score 0.275
rank out of	144	115

	2016	2006	
rank	score	rank	score
<b>24</b>	<b>0.745</b>	<b>20</b>	<b>0.708</b>
37	0.731	54	0.620
1	1.000	1	1.000
64	0.974	1	0.980
35	0.275	19	0.232
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

Labour force participation	rank 47	score 0.869	avg 0.665
Wage equality for similar work (survey)	rank 37	score 0.713	avg 0.622
Estimated earned income (US\$, PPP)	rank 47	score 0.653	avg 0.502
Legislators, senior officials, and managers	rank 60	score 0.483	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>37</b>	<b>0.731</b>	<b>0.586</b>			<b>0.73</b>
47	0.869	0.665	63	73	0.87
37	0.713	0.622	—	—	0.71
47	0.653	0.502	34,417	52,746	0.65
60	0.483	0.358	33	67	0.48
1	1.000	0.862	52	48	1.08

### 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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	99	99	1.00
1	1.000	0.980	99	99	1.00
1	1.000	0.970	96	95	1.01
1	1.000	0.930	83	64	1.31

### Health and survival

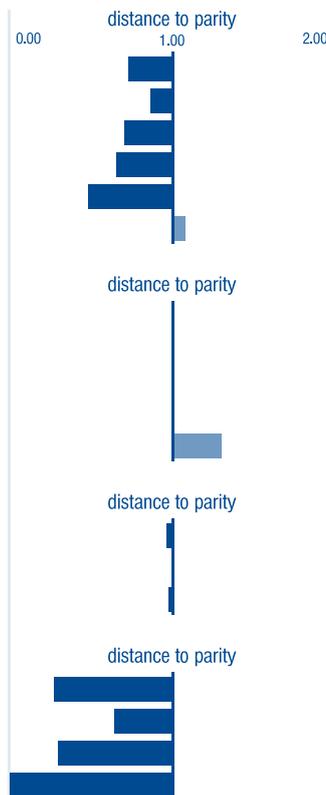
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 81	score 1.043	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>64</b>	<b>0.974</b>	<b>0.957</b>			<b>0.97</b>
1	0.944	0.918	—	—	0.95
81	1.043	1.043	72	69	1.04

### Political empowerment

Women in parliament	rank 16	score 0.648	avg 0.269
Women in ministerial positions	rank 45	score 0.300	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
<b>35</b>	<b>0.275</b>	<b>0.233</b>			<b>0.28</b>
16	0.648	0.269	39	61	0.65
45	0.300	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



0.745 / 24

BEL

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			female male value
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	84	86	0.98	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	87	140	#0.62
<b>Political leadership</b>				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			—

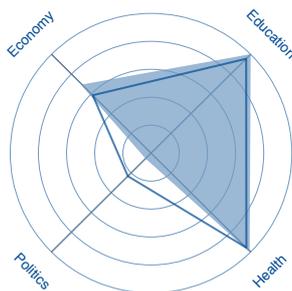
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# Belize

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
<b>98</b>	<b>0.676</b>	<b>94</b>	<b>0.643</b>
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

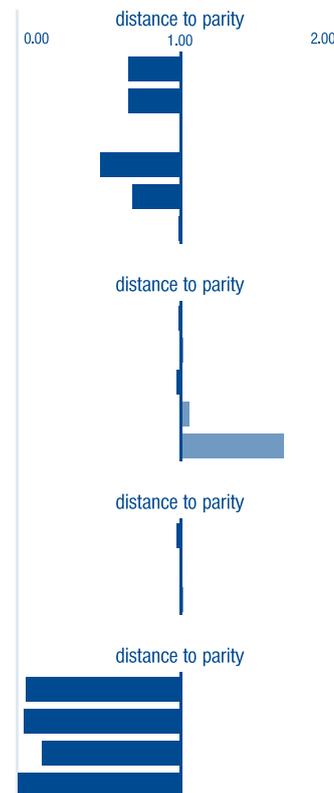
Literacy rate	1	1.000	0.897	83	82	1.01
Enrolment in primary education	110	0.978	0.980	95	97	0.98
Enrolment in secondary education	1	1.000	0.970	71	67	1.06
Enrolment in tertiary education	1	1.000	0.930	30	18	1.64

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	*—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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			—				
Seats held in upper house	38	62	0.63				

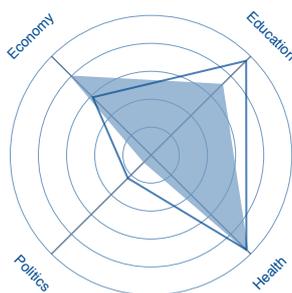
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# Benin

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

	2016	2006		
rank	score	rank	score	
<b>Global Gender Gap Index</b>	<b>127</b>	<b>110</b>	<b>0.636</b>	<b>0.578</b>
Economic participation and opportunity	14	55	0.795	0.618
Educational attainment	143	113	0.712	0.643
Health and survival	116	86	0.967	0.969
Political empowerment	128	76	0.067	0.082
rank out of	144	115		

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>14</b>	<b>0.795</b>	<b>0.586</b>
Labour force participation	7	0.972	0.665
Wage equality for similar work (survey)	30	0.731	0.622
Estimated earned income (US\$, PPP)	20	0.728	0.502
Legislators, senior officials, and managers	—	—	0.358
Professional and technical workers	—	—	0.862

### Educational attainment

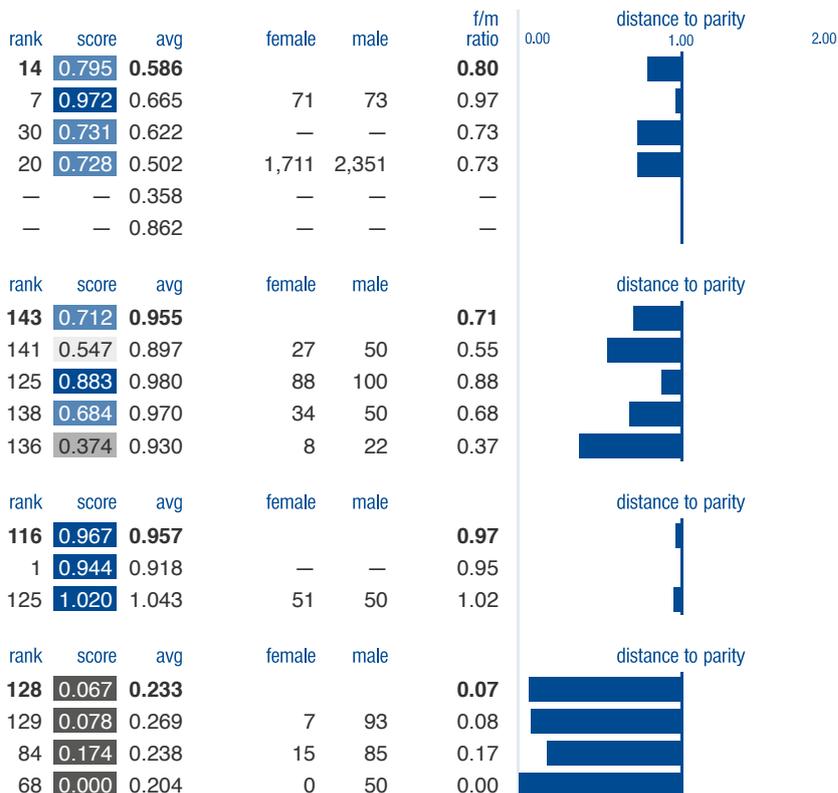
	rank	score	avg
<b>Educational attainment</b>	<b>143</b>	<b>0.712</b>	<b>0.955</b>
Literacy rate	141	0.547	0.897
Enrolment in primary education	125	0.883	0.980
Enrolment in secondary education	138	0.684	0.970
Enrolment in tertiary education	136	0.374	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>116</b>	<b>0.967</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	125	1.020	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>128</b>	<b>0.067</b>	<b>0.233</b>
Women in parliament	129	0.078	0.269
Women in ministerial positions	84	0.174	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 / 127

BEN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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			*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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	female	male	value
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	—	—	—
<b>Access to technology</b>	female	male	value	STEM graduates	8	15	0.56
Individuals using the internet	—	—	—	Skill diversity	0.454	0.303	*1.50
Individuals using a mobile phone	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	female	male	value	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

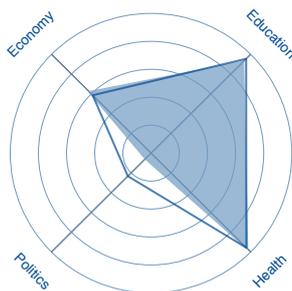
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# Bhutan

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
Global Gender Gap Index	121	93
Economic participation and opportunity	99	27
Educational attainment	121	116
Health and survival	125	82
Political empowerment	132	122
rank out of	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

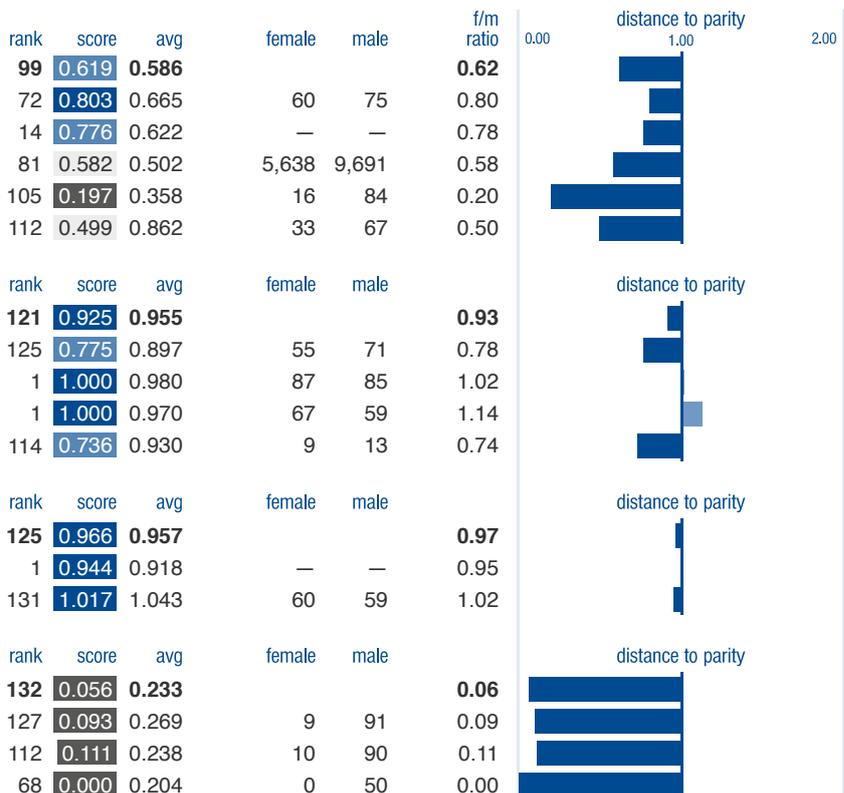
	rank	score	avg
Literacy rate	125	0.775	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	114	0.736	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

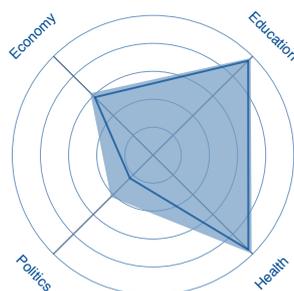
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# Bolivia

rank out of 144 countries **23**

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
<b>23</b>	<b>0.746</b>	<b>87</b>	<b>0.634</b>
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

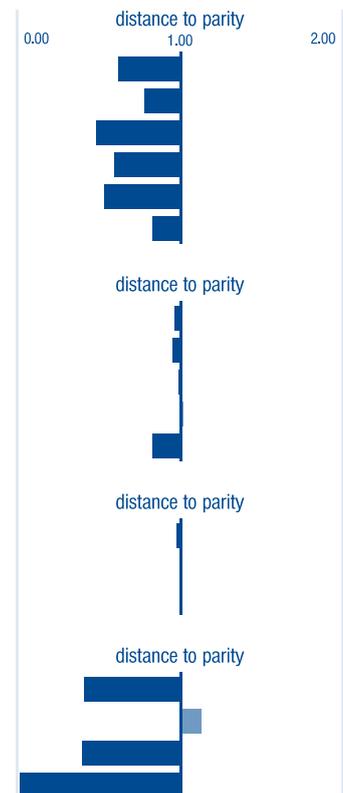
	rank	score	avg	female	male	f/m ratio
Literacy rate	97	0.953	0.897	93	97	0.95
Enrolment in primary education	74	0.997	0.980	94	94	1.00
Enrolment in secondary education	1	1.000	0.970	76	75	1.01
Enrolment in tertiary education	107	0.836	0.930	35	42	0.84

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	32	37	0.87	<b>Health</b>	female	male	value
Individuals using a mobile phone	68	71	0.96	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
<b>Political leadership</b>	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			—

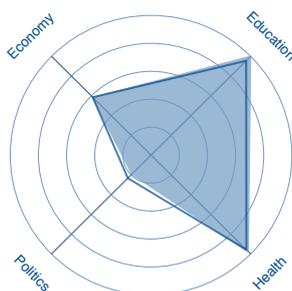
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# Bosnia and Herzegovina

rank out of 144 countries **83**

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

## 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	

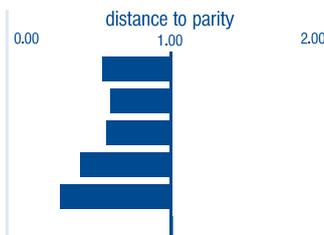
2016		rank	score
rank	score	rank	score
<b>83</b>	<b>0.685</b>		
113	0.581		
50	0.996		
76	0.973		
62	0.191		
		144	

## 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

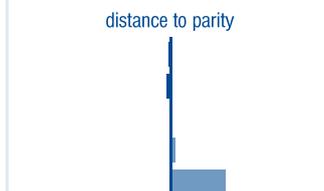
	female	male	f/m ratio
			<b>0.58</b>
	42	67	0.63
	—	—	0.60
	6,496	14,394	0.45
	24	76	0.32
	51	49	1.02



### 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

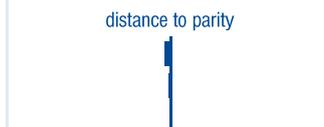
	female	male	f/m ratio
			<b>1.00</b>
	97	100	0.98
	98	97	1.01
	49	51	1.03
	55	41	1.34



### Health and survival

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

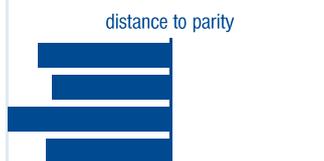
	female	male	f/m ratio
			<b>0.97</b>
	—	—	0.94
	70	66	1.06



### 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
			<b>0.19</b>
	21	79	0.27
	0	100	0.00
	10	40	0.24



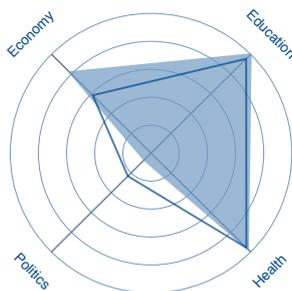


# Botswana

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
<b>54</b>	<b>0.715</b>	<b>34</b>	<b>0.690</b>
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

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

### Educational attainment

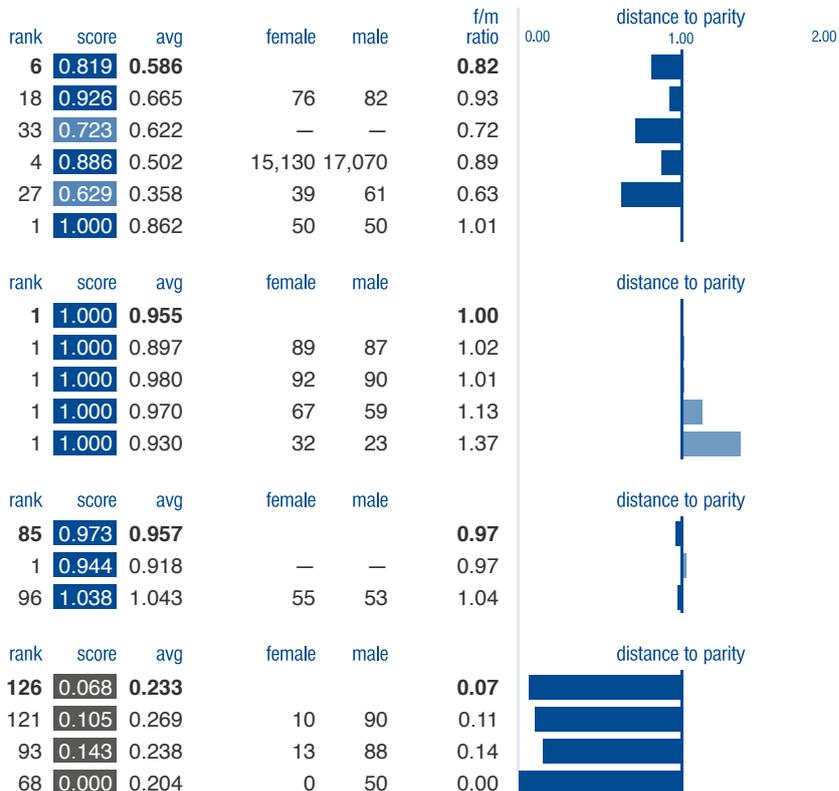
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 1	score 1.000	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### Health and survival

Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 96	score 1.038	avg 1.043

### Political empowerment

Women in parliament	rank 121	score 0.105	avg 0.269
Women in ministerial positions	rank 93	score 0.143	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



0.715 / 54

BWA

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	7	8	0.91
				Cardiovascular disease	350	278	#1.26
				Cancer	71	111	#0.64
				Diabetes	73	41	#1.80
				Chronic respiratory disease	24	41	#0.60
				HIV/AIDS	367	391	#0.94
				Suicide	2	6	#0.35
				Maternal mortality ratio (per 100,000 births)			†129 [102-172]
				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			73.3
<b>Political leadership</b>	female	male	value				
Year women received right to vote			1965				
Years since any women received voting rights			51				
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	—	—	—				

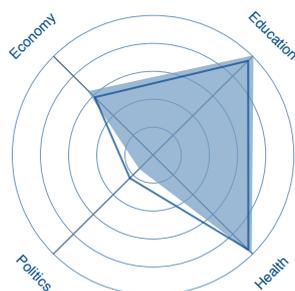
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# Brazil

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	115

	2016		2006	
	rank	score	rank	score
Global Gender Gap Index	<b>79</b>	<b>0.687</b>	<b>67</b>	<b>0.654</b>
Economic participation and opportunity	91	0.640	63	0.604
Educational attainment	42	0.998	74	0.972
Health and survival	1	0.980	1	0.980
Political empowerment	86	0.132	86	0.061
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

rank	score	avg	female	male	f/m ratio
<b>91</b>	<b>0.640</b>	<b>0.586</b>			<b>0.64</b>
87	0.744	0.665	62	83	0.74
129	0.498	0.622	—	—	0.50
83	0.576	0.502	11,666	20,263	0.58
33	0.596	0.358	37	63	0.60
1	1.000	0.862	55	45	1.20

### Educational attainment

Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 77	score 0.995	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
<b>42</b>	<b>0.998</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	93	92	1.01
77	0.995	0.980	90	91	1.00
1	1.000	0.970	85	79	1.07
1	1.000	0.930	53	40	1.35

### Health and survival

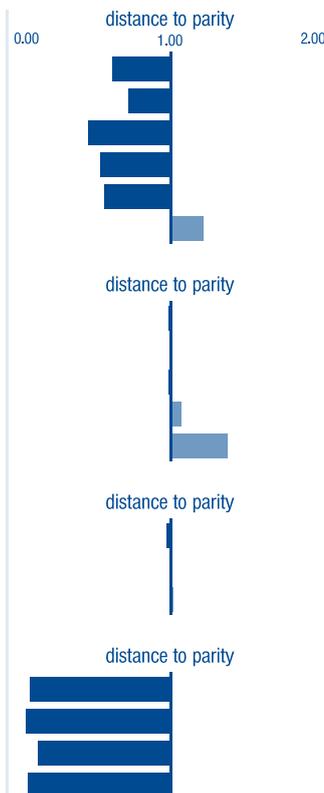
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
1	0.944	0.918	—	—	0.95
1	1.060	1.043	68	63	1.08

### Political empowerment

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

rank	score	avg	female	male	f/m ratio
<b>86</b>	<b>0.132</b>	<b>0.233</b>			<b>0.13</b>
120	0.110	0.269	10	90	0.11
82	0.182	0.238	15	85	0.18
25	0.120	0.204	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	54	55	0.99	<b>Health</b>	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

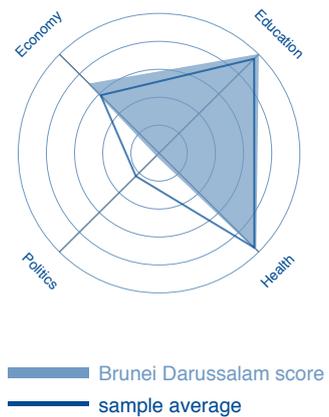
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# Brunei Darussalam

rank **103**  
out of 144 countries

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

## SCORE AT A GLANCE



## 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	rank 56	score 0.696
Educational attainment	rank 70	score 0.992
Health and survival	rank 130	score 0.966
Political empowerment	rank 141	score 0.021
rank out of	144	

2016		2008	
rank	score	rank	score
<b>103</b>	<b>0.669</b>	<b>99</b>	<b>0.639</b>
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

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

### Educational attainment

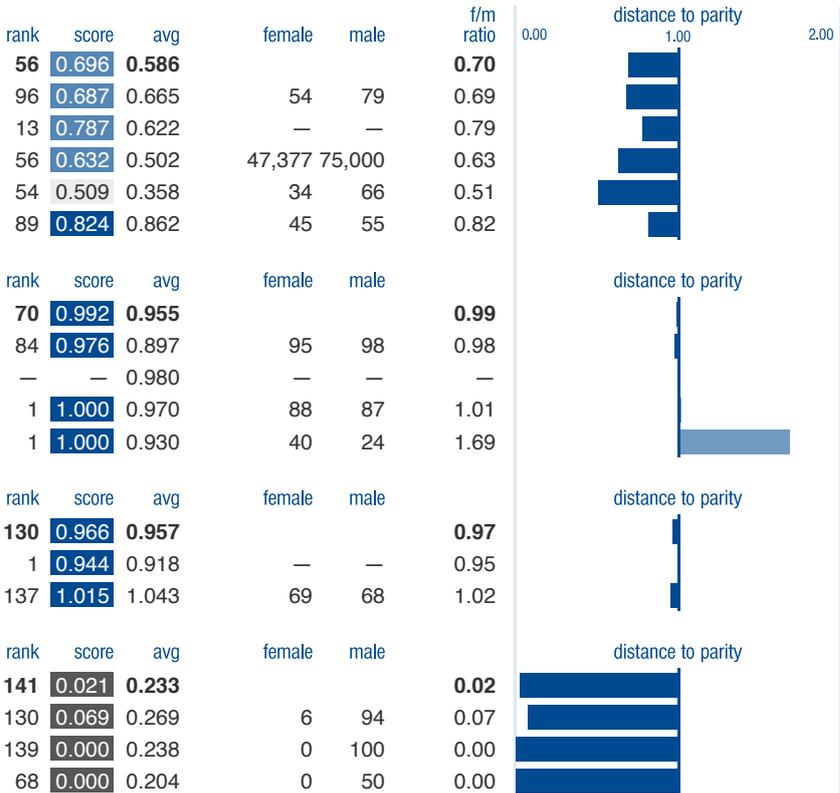
Literacy rate	rank 84	score 0.976	avg 0.897
Enrolment in primary education	rank —	score —	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### Health and survival

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

### Political empowerment

Women in parliament	rank 130	score 0.069	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 / 103

BRN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

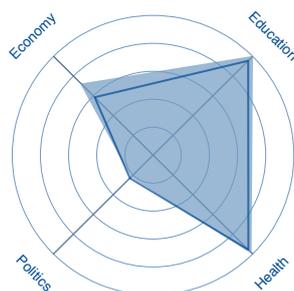
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# Bulgaria

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	
<b>41</b>	<b>0.726</b>	<b>37</b>	<b>0.687</b>	
43	0.716	58	0.613	
65	0.993	56	0.989	
40	0.979	36	0.979	
51	0.215	30	0.167	
rank out of	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
<b>43</b>	<b>0.716</b>	<b>0.586</b>			<b>0.72</b>
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
<b>65</b>	<b>0.993</b>	<b>0.955</b>			<b>0.99</b>
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

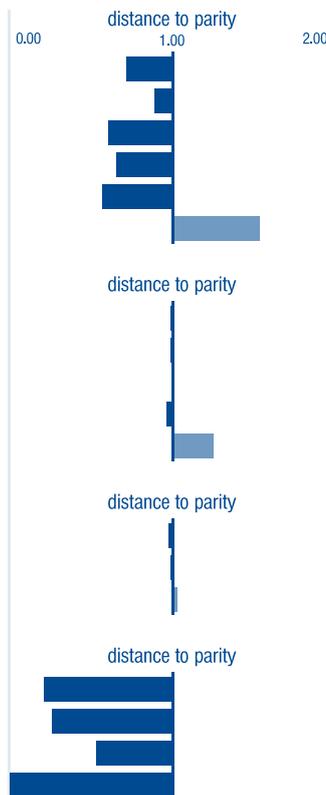
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
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
<b>51</b>	<b>0.215</b>	<b>0.233</b>			<b>0.22</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			365
<b>Economic leadership</b>	female	male	value	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	56	58	0.97	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	3	3	0.91
				Cardiovascular disease	332	499	#0.67
				Cancer	99	176	#0.57
				Diabetes	12	14	#0.81
<b>Political leadership</b>	female	male	value	Chronic respiratory disease	21	48	#0.43
Year women received right to vote		1937,	1945	HIV/AIDS	1	6	#0.24
Years since any women received voting rights			79	Suicide	5	17	#0.32
Number of female heads of state to date			1	Maternal mortality ratio (per 100,000 births)			†11 [8-14]
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			23
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			93.7
				Antenatal care coverage, at least four visits			—

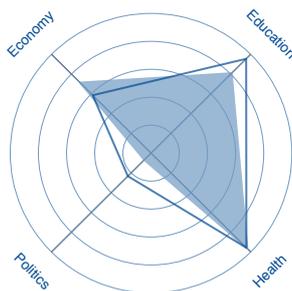
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# Burkina Faso

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
<b>Global Gender Gap Index</b>	<b>123</b>	<b>0.640</b>	<b>104</b>	<b>0.585</b>
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
<b>Economic participation and opportunity</b>	<b>44</b>	<b>0.714</b>	<b>0.586</b>			<b>0.71</b>
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

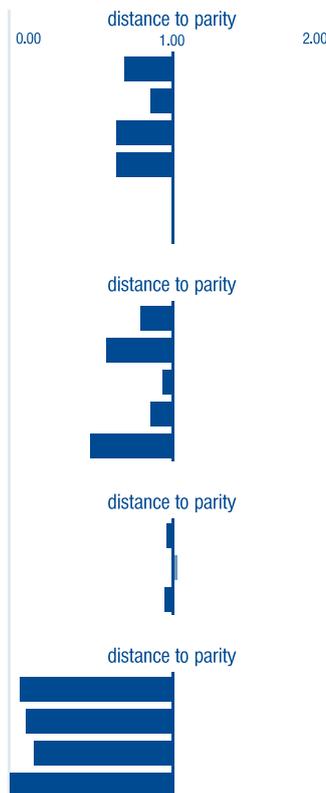
	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>136</b>	<b>0.809</b>	<b>0.955</b>			<b>0.81</b>
Literacy rate	140	0.596	0.897	28	48	0.60
Enrolment in primary education	119	0.949	0.980	66	69	0.95
Enrolment in secondary education	130	0.872	0.970	20	23	0.87
Enrolment in tertiary education	130	0.492	0.930	3	6	0.49

### Health and survival

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>116</b>	<b>0.967</b>	<b>0.957</b>			<b>0.97</b>
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
<b>Political empowerment</b>	<b>127</b>	<b>0.068</b>	<b>0.233</b>			<b>0.07</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

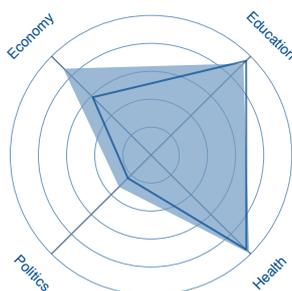
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# Burundi

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

Labour force participation	rank 1	score 1.000	avg 0.665	female 86	male 83	f/m ratio 1.03
Wage equality for similar work (survey)	rank 2	score 0.837	avg 0.622	—	—	0.84
Estimated earned income (US\$, PPP)	rank 12	score 0.783	avg 0.502	677	865	0.78
Legislators, senior officials, and managers	—	—	0.358	—	—	—
Professional and technical workers	—	—	0.862	—	—	—

### Educational attainment

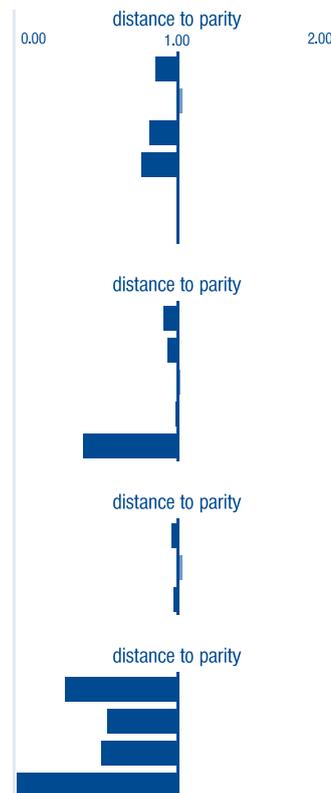
Literacy rate	rank 103	score 0.940	avg 0.897	female 83	male 88	f/m ratio 0.94
Enrolment in primary education	rank 1	score 1.000	avg 0.980	96	94	1.02
Enrolment in secondary education	rank 101	score 0.990	avg 0.970	25	25	0.99
Enrolment in tertiary education	rank 135	score 0.422	avg 0.930	3	6	0.42

### Health and survival

Sex ratio at birth	rank 1	score 0.944	avg 0.918	—	—	0.97
Healthy life expectancy	rank 86	score 1.043	avg 1.043	49	47	1.04

### Political empowerment

Women in parliament	rank 25	score 0.571	avg 0.269	female 36	male 64	f/m ratio 0.57
Women in ministerial positions	rank 18	score 0.533	avg 0.238	35	65	0.53
Years with female head of state (last 50)	rank 55	score 0.012	avg 0.204	1	49	0.01



0.00 0.40

distribution of countries by score

1.00



0.768 / 12

BDI

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

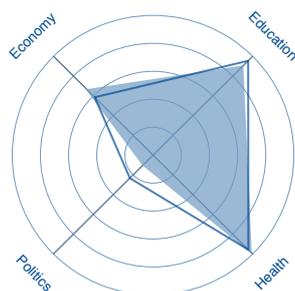
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# Cambodia

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
<b>112</b>	<b>0.658</b>	<b>89</b>	<b>0.629</b>
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

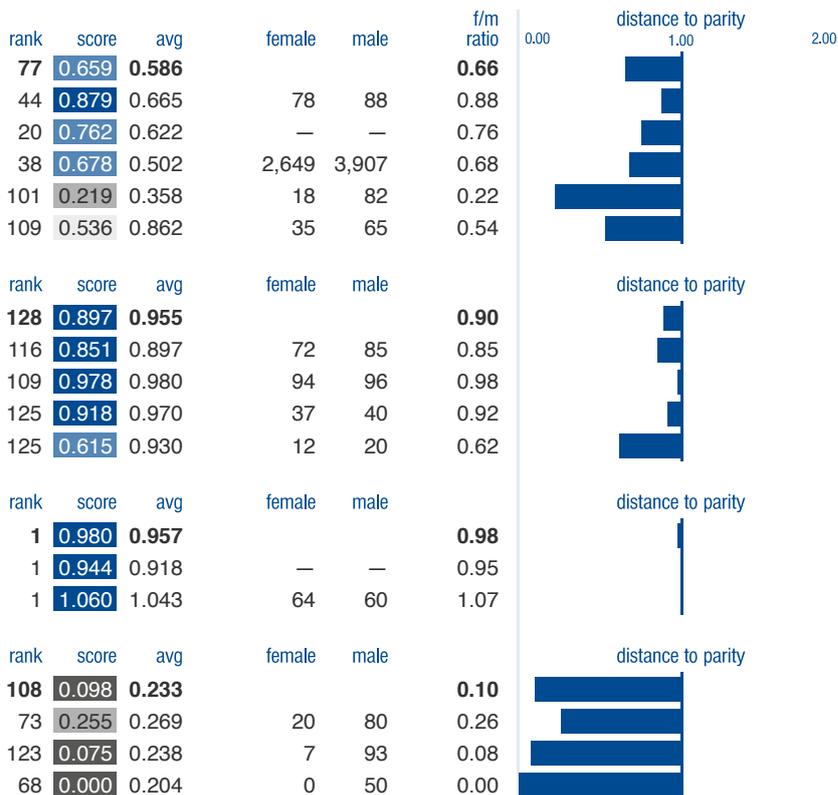
	rank	score	avg
Literacy rate	116	0.851	0.897
Enrolment in primary education	109	0.978	0.980
Enrolment in secondary education	125	0.918	0.970
Enrolment in tertiary education	125	0.615	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
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
				Chronic respiratory disease	29	40	#0.73
				HIV/AIDS	19	22	#0.85
				Suicide	7	13	#0.52
				Maternal mortality ratio (per 100,000 births)			†161 [117-213]
				Existence of legislation on domestic violence			yes
				Prevalence of gender violence in lifetime			14
				Law permits abortion to preserve a woman's physical health			yes
				Births attended by skilled health personnel			89
				Antenatal care coverage, at least four visits			75.6
<b>Political leadership</b>	female	male	value				
Year women received right to vote			1955				
Years since any women received voting rights			61				
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	15	85	0.17				

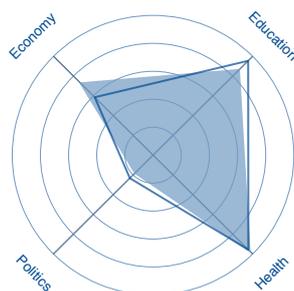
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# Cameroon

rank **85**  
out of 144 countries

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	39
Educational attainment	130
Health and survival	114
Political empowerment	65
rank out of	144

2016		2006	
rank	score	rank	score
<b>85</b>	<b>0.684</b>	<b>103</b>	<b>0.587</b>
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	45	0.878	0.665	72	82	0.88
Wage equality for similar work (survey)	53	0.674	0.622	—	—	0.67
Estimated earned income (US\$, PPP)	43	0.663	0.502	2,370	3,575	0.66
Legislators, senior officials, and managers	—	—	0.358	—	—	—
Professional and technical workers	—	—	0.862	—	—	—

### Educational attainment

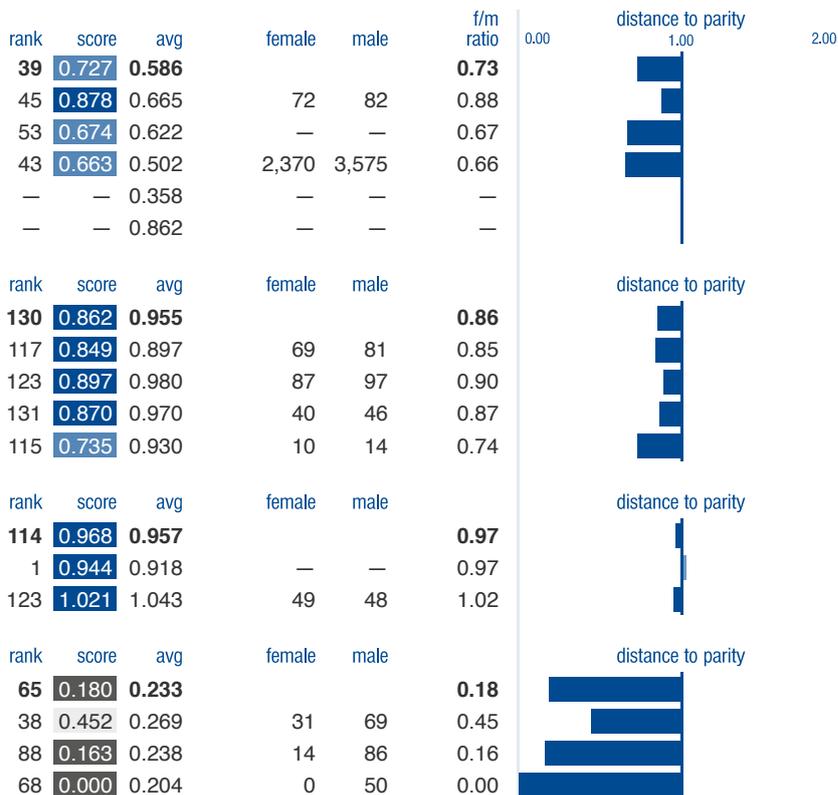
Literacy rate	117	0.849	0.897	69	81	0.85
Enrolment in primary education	123	0.897	0.980	87	97	0.90
Enrolment in secondary education	131	0.870	0.970	40	46	0.87
Enrolment in tertiary education	115	0.735	0.930	10	14	0.74

### Health and survival

Sex ratio at birth	1	0.944	0.918	—	—	0.97
Healthy life expectancy	123	1.021	1.043	49	48	1.02

### Political empowerment

Women in parliament	38	0.452	0.269	31	69	0.45
Women in ministerial positions	88	0.163	0.238	14	86	0.16
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 / 85

CMR

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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	—	—	—				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	—	—	—	<b>Health</b>			
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
<b>Political leadership</b>				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

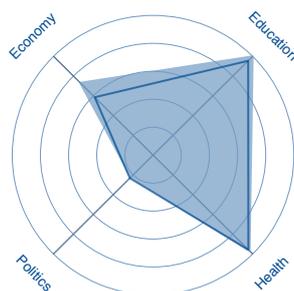
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# Canada

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	36	0.732	10	0.730
Educational attainment	1	1.000	21	0.999
Health and survival	108	0.969	51	0.978
Political empowerment	49	0.222	33	0.159
rank out of	144		115	

	2016		2006	
	rank	score	rank	score
Global Gender Gap Index	35	0.731	14	0.716
Economic participation and opportunity	36	0.732	10	0.730
Educational attainment	1	1.000	21	0.999
Health and survival	108	0.969	51	0.978
Political empowerment	49	0.222	33	0.159
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

rank	score	avg	female	male	f/m ratio
<b>36</b>	<b>0.732</b>	<b>0.586</b>			<b>0.73</b>
25	0.912	0.665	74	81	0.91
68	0.651	0.622	—	—	0.65
44	0.659	0.502	35,869	54,411	0.66
43	0.551	0.358	36	64	0.55
1	1.000	0.862	58	42	1.36

### Educational attainment

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

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	99	99	1.00
—	—	0.980	—	—	—
1	1.000	0.970	49	51	1.01
—	—	0.930	—	—	—

### Health and survival

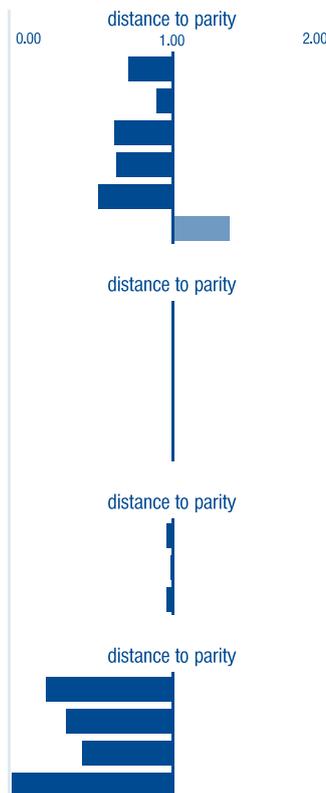
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	117	1.028	1.043

rank	score	avg	female	male	f/m ratio
<b>108</b>	<b>0.969</b>	<b>0.957</b>			<b>0.97</b>
95	0.943	0.918	—	—	0.94
117	1.028	1.043	73	71	1.03

### Political empowerment

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
<b>49</b>	<b>0.222</b>	<b>0.233</b>			<b>0.22</b>
54	0.352	0.269	26	74	0.35
24	0.444	0.238	31	69	0.44
57	0.007	0.204	0	50	0.01



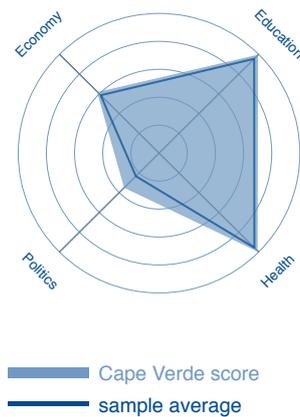


# Cape Verde

rank **36**  
out of 144 countries

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

## SCORE AT A GLANCE



## 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	rank 104	score 0.610
Educational attainment	rank 90	score 0.984
Health and survival	rank 1	score 0.980
Political empowerment	rank 23	score 0.343
rank out of	144	

2016		2012	
rank	score	rank	score
<b>36</b>	<b>0.729</b>	<b>35</b>	<b>0.718</b>
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	rank 102	score 0.653	avg 0.665	female 56	male 86	f/m ratio 0.65
Wage equality for similar work (survey)	rank 54	score 0.672	avg 0.622	—	—	0.67
Estimated earned income (US\$, PPP)	rank 106	score 0.485	avg 0.502	4,278	8,821	0.49
Legislators, senior officials, and managers	—	—	0.358	—	—	—
Professional and technical workers	—	—	0.862	—	—	—

### Educational attainment

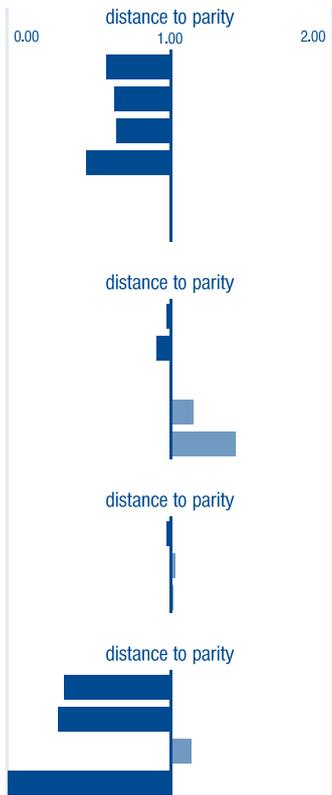
Literacy rate	rank 107	score 0.916	avg 0.897	female 85	male 92	f/m ratio 0.92
Enrolment in primary education	rank 1	score 1.000	avg 0.980	98	98	1.00
Enrolment in secondary education	rank 1	score 1.000	avg 0.970	74	65	1.14
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930	27	19	1.40

### Health and survival

Sex ratio at birth	rank 1	score 0.944	avg 0.918	—	—	f/m ratio 0.97
Healthy life expectancy	rank 1	score 1.060	avg 1.043	66	61	1.08

### Political empowerment

Women in parliament	rank 62	score 0.309	avg 0.269	female 24	male 76	f/m ratio 0.31
Women in ministerial positions	rank 1	score 1.000	avg 0.238	53	47	1.13
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



0.729 / 36

CPV

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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			—

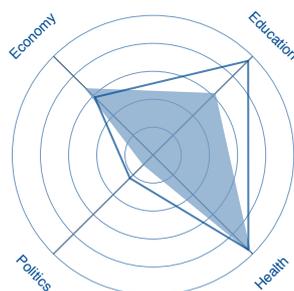
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# Chad

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
<b>140</b>	<b>0.587</b>	<b>113</b>	<b>0.525</b>
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
<b>74</b>	<b>0.667</b>	<b>0.586</b>			<b>0.67</b>
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
<b>144</b>	<b>0.618</b>	<b>0.955</b>			<b>0.62</b>
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

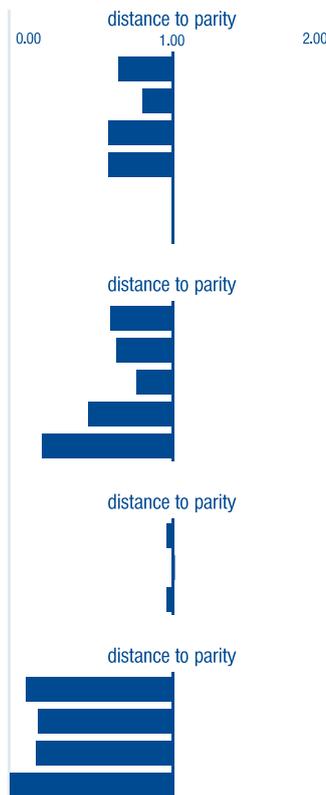
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	120	1.023	1.043

rank	score	avg	female	male	f/m ratio
<b>111</b>	<b>0.968</b>	<b>0.957</b>			<b>0.97</b>
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
<b>111</b>	<b>0.093</b>	<b>0.233</b>			<b>0.09</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

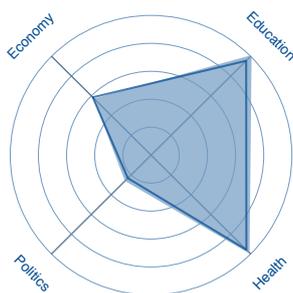
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# Chile

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
<b>70</b>	<b>0.699</b>	<b>78</b>	<b>0.645</b>
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
Labour force participation	92	0.721	0.665
Wage equality for similar work (survey)	133	0.482	0.622
Estimated earned income (US\$, PPP)	97	0.517	0.502
Legislators, senior officials, and managers	84	0.340	0.358
Professional and technical workers	83	0.887	0.862

### Educational attainment

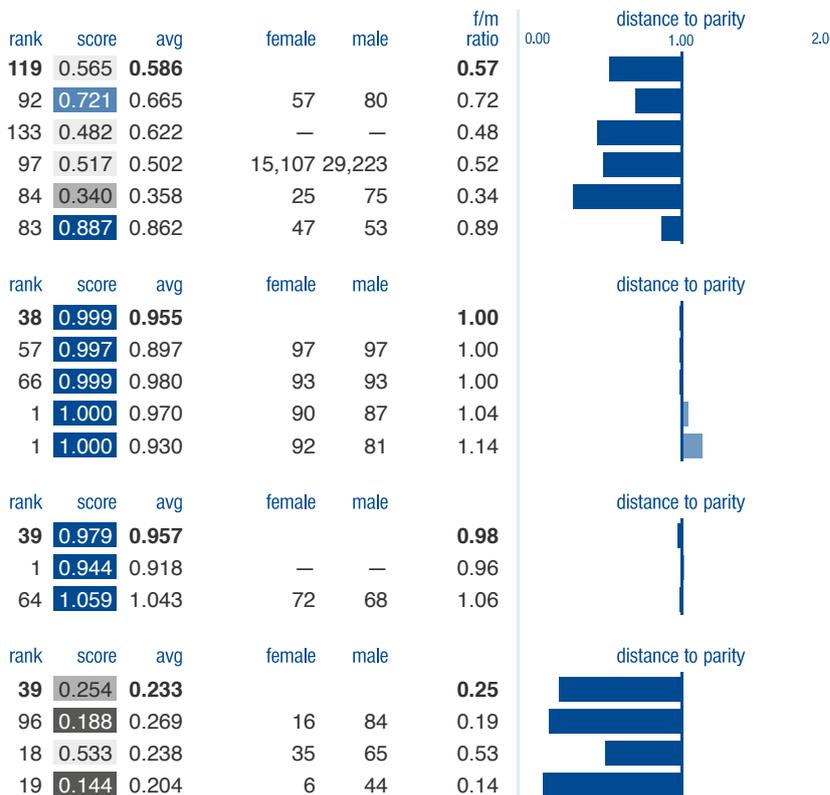
	rank	score	avg
Literacy rate	57	0.997	0.897
Enrolment in primary education	66	0.999	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	64	1.059	1.043

### Political empowerment

	rank	score	avg
Women in parliament	96	0.188	0.269
Women in ministerial positions	18	0.533	0.238
Years with female head of state (last 50)	19	0.144	0.204



0.00 0.40

distribution of countries by score

1.00



0.699 / 70

CHL

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			84
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	—	—	—	<b>Health</b>			
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
<b>Political leadership</b>				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			—

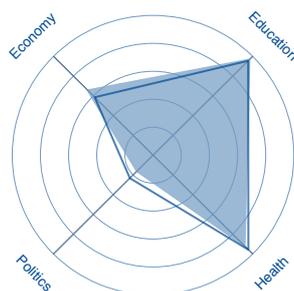
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# China

rank  
out of 144 countries **99**

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

## 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
<b>99</b>	<b>0.676</b>	<b>63</b>	<b>0.656</b>
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

	rank	score	avg
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

### Educational attainment

	rank	score	avg
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

### Health and survival

	rank	score	avg
Sex ratio at birth	144	0.870	0.918
Healthy life expectancy	112	1.030	1.043

### Political empowerment

	rank	score	avg
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	distance to parity
<b>Economic participation and opportunity</b>	<b>81</b>	<b>0.656</b>	<b>0.586</b>			<b>0.66</b>	
Labour force participation	57	0.838	0.665	70	84	0.84	
Wage equality for similar work (survey)	70	0.649	0.622	—	—	0.65	
Estimated earned income (US\$, PPP)	59	0.621	0.502	10,049	16,177	0.62	
Legislators, senior officials, and managers	103	0.201	0.358	17	83	0.20	
Professional and technical workers	1	1.000	0.862	52	48	1.07	
<b>Educational attainment</b>	<b>99</b>	<b>0.967</b>	<b>0.955</b>			<b>0.97</b>	
Literacy rate	95	0.962	0.897	94	98	0.96	
Enrolment in primary education	—	—	0.980	—	—	—	
Enrolment in secondary education	119	0.953	0.970	47	53	0.95	
Enrolment in tertiary education	1	1.000	0.930	43	37	1.16	
<b>Health and survival</b>	<b>144</b>	<b>0.919</b>	<b>0.957</b>			<b>0.92</b>	
Sex ratio at birth	144	0.870	0.918	—	—	0.87	
Healthy life expectancy	112	1.030	1.043	69	67	1.03	
<b>Political empowerment</b>	<b>74</b>	<b>0.162</b>	<b>0.233</b>			<b>0.16</b>	
Women in parliament	61	0.309	0.269	24	76	0.31	
Women in ministerial positions	101	0.130	0.238	12	88	0.13	
Years with female head of state (last 50)	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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	female	male	value	STEM graduates	—	—	—
Individuals using the internet	—	—	—	Skill diversity	—	—	*—
Individuals using a mobile phone	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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			—

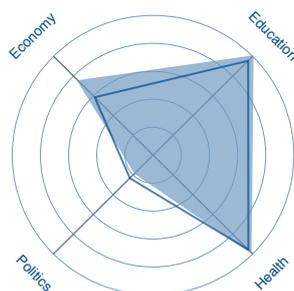
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# Colombia

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
<b>39</b>	<b>0.727</b>	<b>22</b>	<b>0.705</b>
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

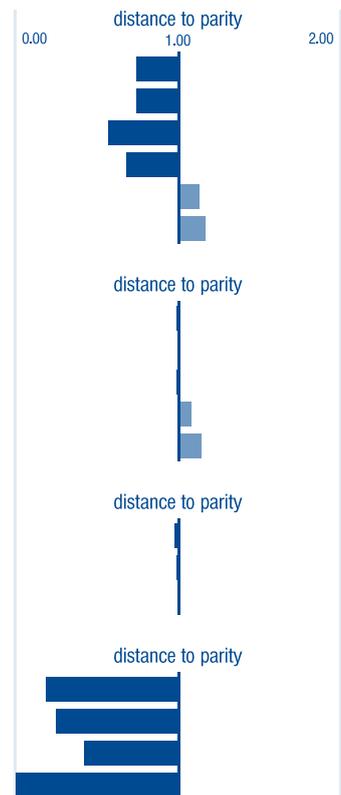
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	95	94	1.00
Enrolment in primary education	68	0.998	0.980	90	90	1.00
Enrolment in secondary education	1	1.000	0.970	82	76	1.08
Enrolment in tertiary education	1	1.000	0.930	55	48	1.15

### 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



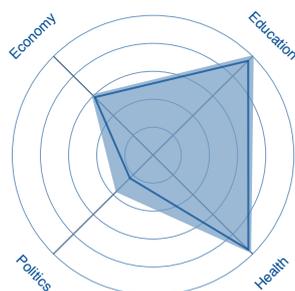


# Costa Rica

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
<b>32</b>	<b>0.736</b>	<b>30</b>	<b>0.694</b>
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

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

rank	score	avg	female	male	f/m ratio
<b>105</b>	<b>0.606</b>	<b>0.586</b>			<b>0.61</b>
			52	82	0.64
			—	—	0.55
			10,970	18,860	0.58
			36	64	0.57
			44	56	0.78

### Educational attainment

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

rank	score	avg	female	male	f/m ratio
<b>30</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
			98	98	1.00
			96	96	1.00
			80	76	1.05
			59	48	1.24

### Health and survival

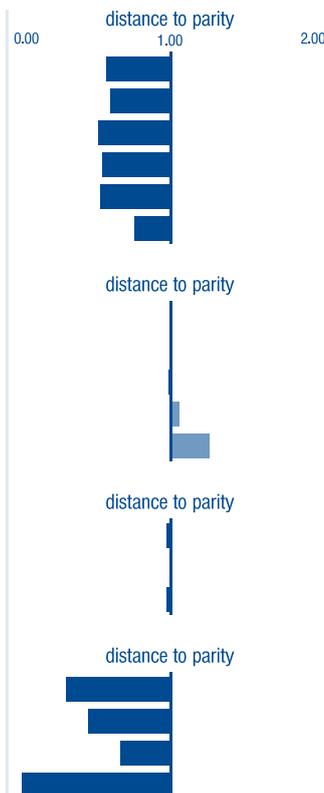
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	79	1.044	1.043

rank	score	avg	female	male	f/m ratio
<b>62</b>	<b>0.975</b>	<b>0.957</b>			<b>0.98</b>
			—	—	0.95
			71	68	1.04

### Political empowerment

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

rank	score	avg	female	male	f/m ratio
<b>20</b>	<b>0.365</b>	<b>0.233</b>			<b>0.37</b>
			33	67	0.50
			41	59	0.69
			4	46	0.09



0.00 0.40

distribution of countries by score

1.00



0.736 / 32

CRI

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

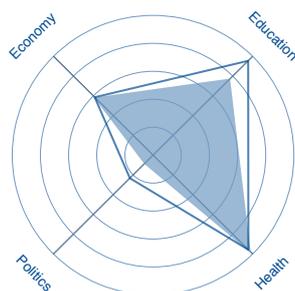
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# Côte d'Ivoire

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
Labour force participation	103	0.650	0.665
Wage equality for similar work (survey)	94	0.595	0.622
Estimated earned income (US\$, PPP)	110	0.480	0.502
Legislators, senior officials, and managers	—	—	0.358
Professional and technical workers	—	—	0.862

### Educational attainment

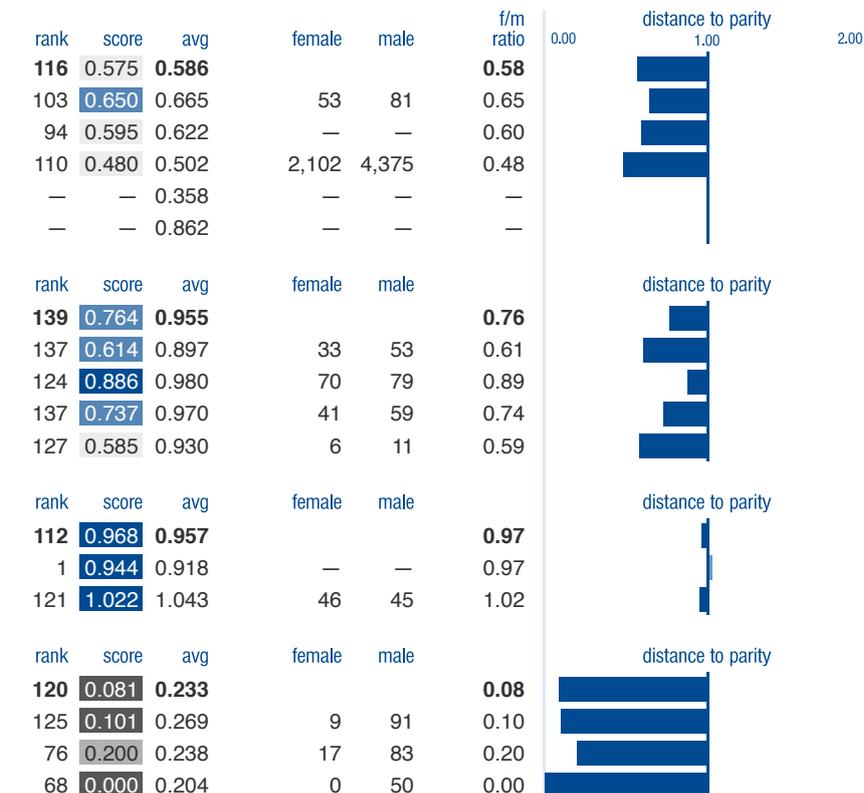
	rank	score	avg
Literacy rate	137	0.614	0.897
Enrolment in primary education	124	0.886	0.980
Enrolment in secondary education	137	0.737	0.970
Enrolment in tertiary education	127	0.585	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	121	1.022	1.043

### Political empowerment

	rank	score	avg
Women in parliament	125	0.101	0.269
Women in ministerial positions	76	0.200	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 / 136

CIV

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
				Chronic respiratory disease	—	—	#—
<b>Political leadership</b>	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			—

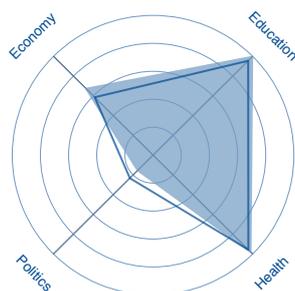
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# Croatia

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
<b>68</b>	<b>0.700</b>	<b>16</b>	<b>0.714</b>
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

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

rank	score	avg	female	male	f/m ratio
<b>68</b>	<b>0.672</b>	<b>0.586</b>			<b>0.67</b>
50	0.866	0.665	61	71	0.87
113	0.555	0.622	—	—	0.56
19	0.728	0.502	18,332	25,180	0.73
91	0.302	0.358	23	77	0.30
1	1.000	0.862	55	45	1.20

### Educational attainment

Literacy rate	rank 67	score 0.993	avg 0.897
Enrolment in primary education	rank 84	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
<b>57</b>	<b>0.995</b>	<b>0.955</b>			<b>1.00</b>
67	0.993	0.897	99	100	0.99
84	0.991	0.980	88	89	0.99
1	1.000	0.970	94	91	1.03
1	1.000	0.930	81	59	1.37

### Health and survival

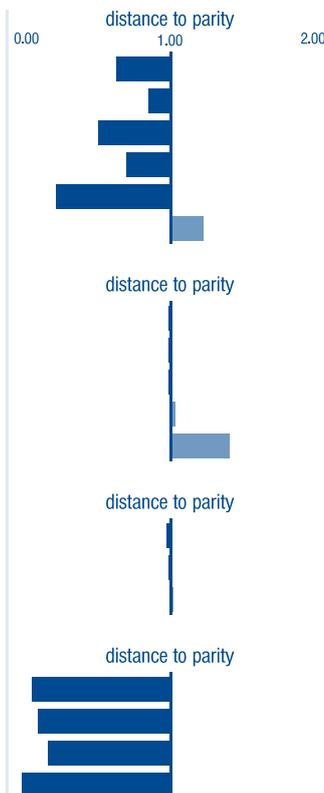
Sex ratio at birth	rank 95	score 0.943	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
1	1.060	1.043	70	65	1.08

### Political empowerment

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

rank	score	avg	female	male	f/m ratio
<b>76</b>	<b>0.154</b>	<b>0.233</b>			<b>0.15</b>
97	0.180	0.269	15	85	0.18
61	0.250	0.238	20	80	0.25
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			120
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	65	74	0.88	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	194	292	#0.66
<b>Political leadership</b>	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

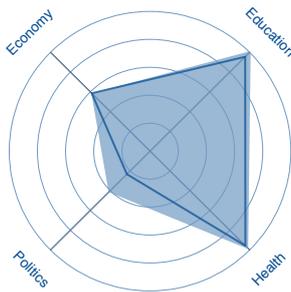
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# Cuba

rank **27**  
out of 144 countries

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	rank 114	score 0.578
Educational attainment	rank 1	score 1.000
Health and survival	rank 61	score 0.975
Political empowerment	rank 12	score 0.407
rank out of	144	128

	2016	2007	
rank	score	rank	score
<b>27</b>	<b>0.740</b>	<b>22</b>	<b>0.717</b>
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
Labour force participation	106	0.648	0.665
Wage equality for similar work (survey)	—	—	0.622
Estimated earned income (US\$, PPP)	115	0.468	0.502
Legislators, senior officials, and managers	30	0.616	0.358
Professional and technical workers	103	0.616	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

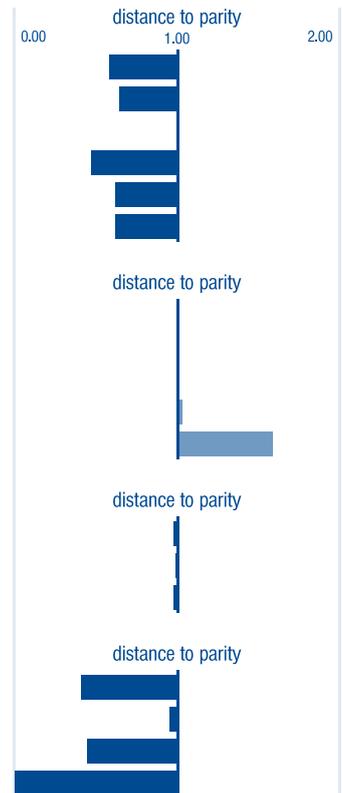
### Health and survival

	rank	score	avg
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	77	1.046	1.043

### Political empowerment

	rank	score	avg
Women in parliament	3	0.955	0.269
Women in ministerial positions	23	0.450	0.238
Years with female head of state (last 50)	68	0.000	0.204

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>114</b>	<b>0.578</b>	<b>0.586</b>			<b>0.58</b>
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
<b>Educational attainment</b>	<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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
<b>Health and survival</b>	<b>61</b>	<b>0.975</b>	<b>0.957</b>			<b>0.98</b>
Sex ratio at birth	95	0.943	0.918	—	—	0.94
Healthy life expectancy	77	1.046	1.043	68	65	1.05
<b>Political empowerment</b>	<b>12</b>	<b>0.407</b>	<b>0.233</b>			<b>0.41</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	30	25	1.19	<b>Health</b>	female	male	value
Individuals using a mobile phone	11	12	0.95	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	157	214	#0.73
<b>Political leadership</b>	female	male	value	Cancer	109	161	#0.68
Year women received right to vote			1934	Diabetes	18	14	#1.29
Years since any women received voting rights			82	Chronic respiratory disease	15	22	#0.68
Number of female heads of state to date			—	HIV/AIDS	1	4	#0.13
Quota for women on candidate lists in national elections			—	Suicide	5	19	#0.24
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†39 [33-47]
Voluntary political party quotas			—	Existence of legislation on domestic violence			—
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			99.4
				Antenatal care coverage, at least four visits			97.8

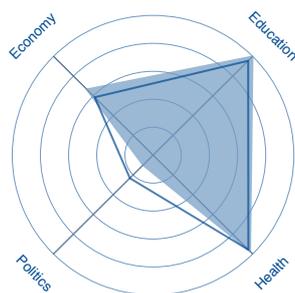
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# Cyprus

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
<b>84</b>	<b>0.684</b>	<b>83</b>	<b>0.643</b>
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
<b>Economic participation and opportunity</b>	<b>75</b>	<b>0.665</b>	<b>0.586</b>
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

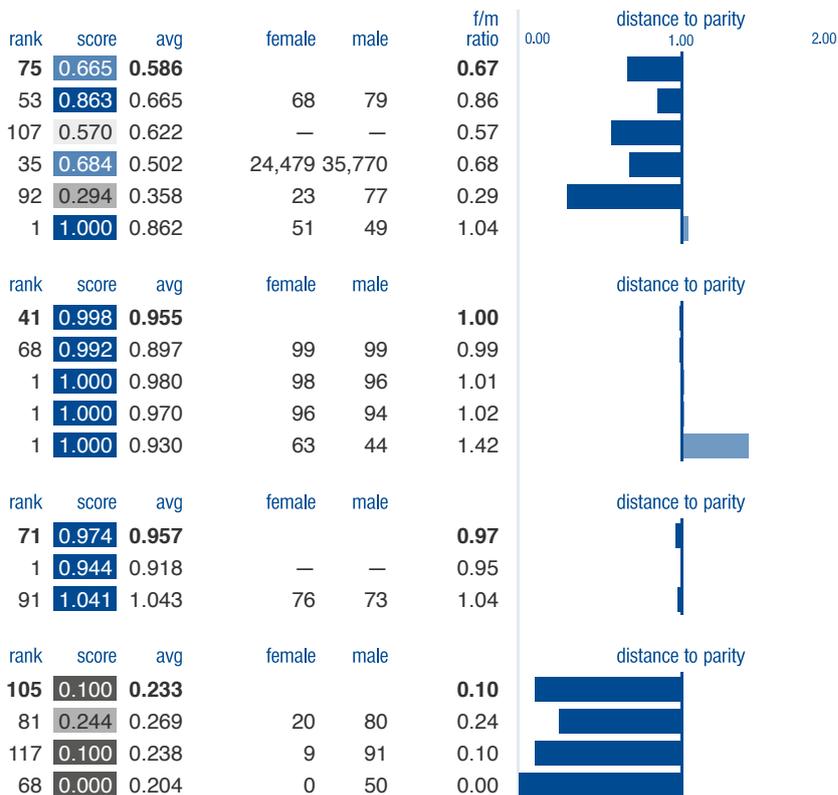
	rank	score	avg
<b>Educational attainment</b>	<b>41</b>	<b>0.998</b>	<b>0.955</b>
Literacy rate	68	0.992	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>71</b>	<b>0.974</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	91	1.041	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>105</b>	<b>0.100</b>	<b>0.233</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			0
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	70	73	0.96	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	118	155	#0.76
<b>Political leadership</b>	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			—

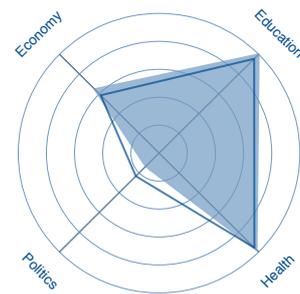
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# Czech Republic

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	89	0.647	52	0.627
Educational attainment	1	1.000	47	0.991
Health and survival	40	0.979	36	0.979
Political empowerment	85	0.134	70	0.088
rank out of	144		115	

	2016		2006	
rank	score	rank	score	
<b>77</b>	<b>0.690</b>	<b>53</b>	<b>0.671</b>	
89	0.647	52	0.627	
1	1.000	47	0.991	
40	0.979	36	0.979	
85	0.134	70	0.088	
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

rank	score	avg	female	male	f/m ratio
<b>89</b>	<b>0.647</b>	<b>0.586</b>			<b>0.65</b>
69	0.808	0.665	66	81	0.81
110	0.564	0.622	—	—	0.56
69	0.600	0.502	23,488	39,156	0.60
74	0.418	0.358	29	71	0.42
73	0.959	0.862	49	51	0.96

### Educational attainment

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

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	99	99	1.00
—	—	0.980	—	—	—
1	1.000	0.970	49	51	1.01
1	1.000	0.930	77	55	1.40

### Health and survival

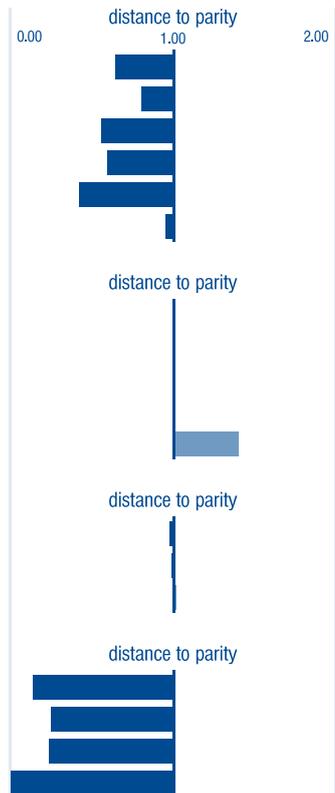
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
1	1.060	1.043	71	66	1.08

### Political empowerment

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
<b>85</b>	<b>0.134</b>	<b>0.233</b>			<b>0.13</b>
74	0.250	0.269	20	80	0.25
71	0.231	0.238	19	81	0.23
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,095
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	80	83	0.97	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	4	5	0.77
				Cardiovascular disease	192	299	#0.64
<b>Political leadership</b>	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

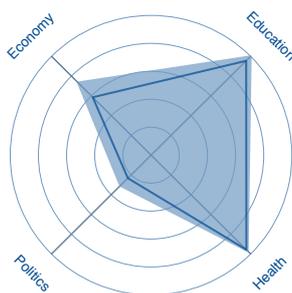
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# Denmark

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
<b>19</b>	<b>0.754</b>	<b>8</b>	<b>0.746</b>
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

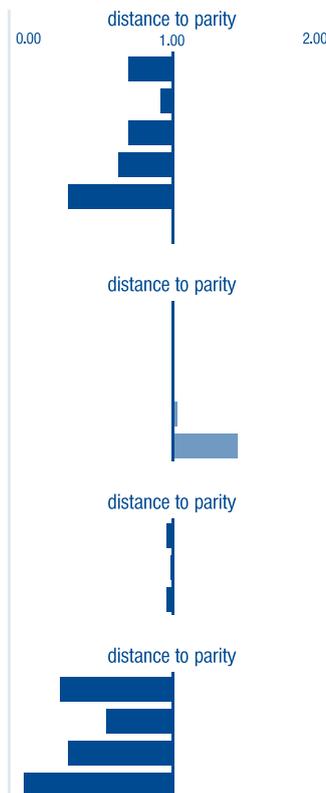
### Health and survival

	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
<b>Economic participation and opportunity</b>	<b>34</b>	<b>0.735</b>	<b>0.586</b>			<b>0.74</b>
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
<b>Educational attainment</b>	<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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
<b>Health and survival</b>	<b>106</b>	<b>0.970</b>	<b>0.957</b>			<b>0.97</b>
Sex ratio at birth	95	0.943	0.918	—	—	0.94
Healthy life expectancy	113	1.029	1.043	71	69	1.03
<b>Political empowerment</b>	<b>29</b>	<b>0.309</b>	<b>0.233</b>			<b>0.31</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			female male value
<b>Economic leadership</b>				Length of maternity / paternity leave (days)	126 /	14	
Law mandates equal pay			yes	Wages paid during maternity / paternity leave	50 /	50	
Ability of women to rise to positions of leadership			*0.82	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	37	63	0.58				
				<b>Education and skills</b>			
<b>Access to assets</b>				Out-of-school children of primary school age	1	2	0.69
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	11	12	0.92
Inheritance rights for daughters			*1.00	Secondary education attainment in adults	76	77	0.99
Women's access to land use, control and ownership			*1.00	Tertiary education attainment in adults	24	34	0.73
Women's access to non-land assets use, control and ownership			*1.00	PhD graduates	—	—	—
				STEM graduates	13	31	0.40
				Skill diversity	0.228	0.220	*1.04
<b>Access to technology</b>							
Individuals using the internet	96	96	1.00	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	86	135	#0.64
<b>Political leadership</b>				Cancer	138	180	#0.77
Year women received right to vote			1915	Diabetes	9	17	#0.50
Years since any women received voting rights			101	Chronic respiratory disease	33	40	#0.81
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	4	14	#0.30
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†6 [5-9]
Voluntary political party quotas			no	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			98.2
				Antenatal care coverage, at least four visits			—

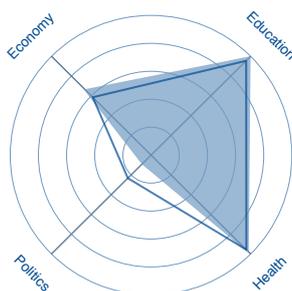
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# Dominican Republic

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
<b>97</b>	<b>0.676</b>	<b>59</b>	<b>0.664</b>
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

	rank	score	avg	female	male	f/m ratio
Labour force participation	95	0.688	0.665	57	83	0.69
Wage equality for similar work (survey)	106	0.570	0.622	—	—	0.57
Estimated earned income (US\$, PPP)	51	0.650	0.502	10,453	16,091	0.65
Legislators, senior officials, and managers	47	0.536	0.358	35	65	0.54
Professional and technical workers	1	1.000	0.862	54	46	1.19

### Educational attainment

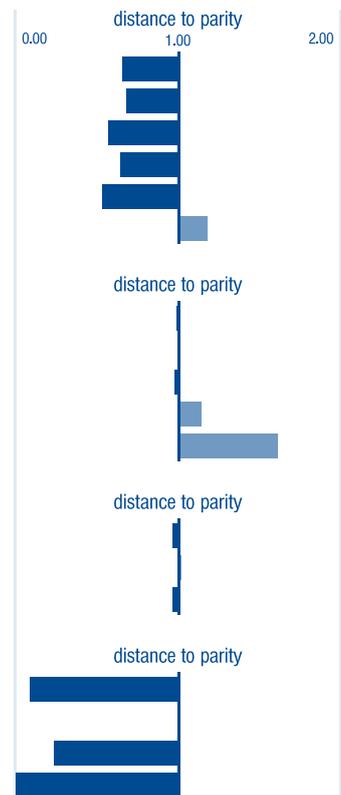
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	93	92	1.01
Enrolment in primary education	112	0.977	0.980	83	85	0.98
Enrolment in secondary education	1	1.000	0.970	70	61	1.14
Enrolment in tertiary education	1	1.000	0.930	59	36	1.62

### 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	106	1.032	1.043	64	62	1.03

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	—	—	0.269	—	—	—
Women in ministerial positions	70	0.238	0.238	19	81	0.24
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 / 97

DOM

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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
<b>Access to assets</b>				<b>Education and skills</b>			
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	—	—	—
<b>Access to technology</b>				STEM graduates	9	23	0.39
Individuals using the internet	—	—	—	Skill diversity	0.299	0.277	*1.08
Individuals using a mobile phone	—	—	—				
				<b>Health</b>			
<b>Political leadership</b>				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

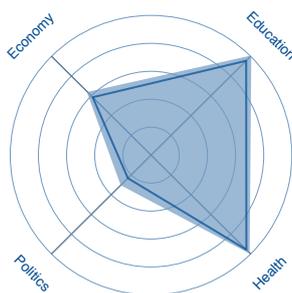
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# Ecuador

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
<b>40</b>	<b>0.726</b>	<b>82</b>	<b>0.643</b>
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

### 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

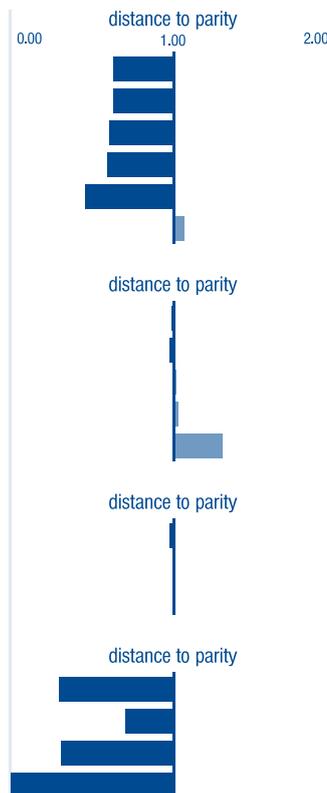
### Health and survival

	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	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

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>93</b>	<b>0.631</b>	<b>0.586</b>			<b>0.63</b>
Labour force participation	114	0.628	0.665	52	82	0.63
Wage equality for similar work (survey)	91	0.604	0.622	—	—	0.60
Estimated earned income (US\$, PPP)	79	0.590	0.502	8,435	14,309	0.59
Legislators, senior officials, and managers	65	0.456	0.358	31	69	0.46
Professional and technical workers	1	1.000	0.862	52	48	1.07
<b>Educational attainment</b>	<b>48</b>	<b>0.996</b>	<b>0.955</b>			<b>1.00</b>
Literacy rate	78	0.981	0.897	94	95	0.98
Enrolment in primary education	1	1.000	0.980	96	94	1.02
Enrolment in secondary education	1	1.000	0.970	84	81	1.04
Enrolment in tertiary education	1	1.000	0.930	45	35	1.31
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.95
Healthy life expectancy	1	1.060	1.043	68	64	1.06
<b>Political empowerment</b>	<b>32</b>	<b>0.297</b>	<b>0.233</b>			<b>0.30</b>
Women in parliament	8	0.713	0.269	42	58	0.71
Women in ministerial positions	43	0.310	0.238	24	76	0.31
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



0.726 / 40

ECU

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>				Skill diversity	0.303	0.222	*1.36
Individuals using the internet	—	—	—				
Individuals using a mobile phone	38	43	0.88	<b>Health</b>			
				Malnutrition of children under age 5	2	3	0.62
<b>Political leadership</b>				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

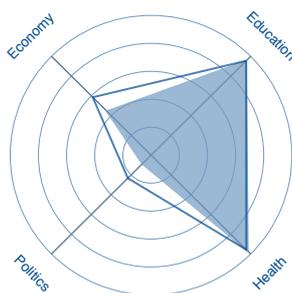
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# Egypt

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	
<b>132</b>	<b>0.614</b>	<b>109</b>	<b>0.579</b>	
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

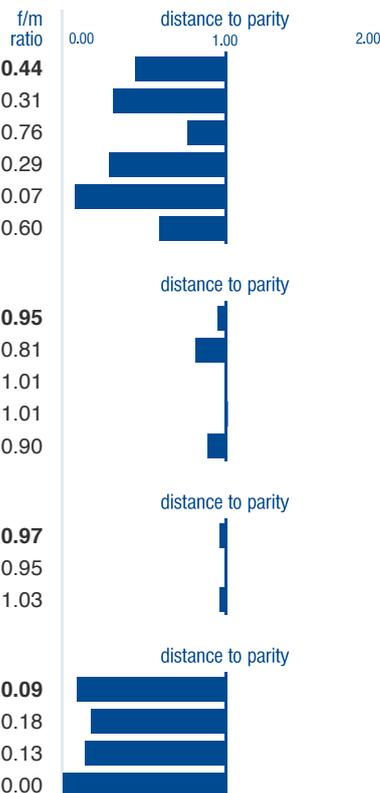
	rank	score	avg	female	male	f/m ratio
Literacy rate	121	0.814	0.897	68	84	0.81
Enrolment in primary education	1	1.000	0.980	98	98	1.01
Enrolment in secondary education	1	1.000	0.970	82	81	1.01
Enrolment in tertiary education	104	0.897	0.930	30	33	0.90

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	female	male	value	STEM graduates	8	16	0.47
Individuals using the internet	31	37	0.85	Skill diversity	0.210	0.240	*0.88
Individuals using a mobile phone	72	83	0.87				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	female	male	value	Malnutrition of children under age 5	7	9	0.81
Year women received right to vote			1956	Cardiovascular disease	388	516	#0.75
Years since any women received voting rights			60	Cancer	101	146	#0.69
Number of female heads of state to date			—	Diabetes	13	14	#0.94
Quota for women on candidate lists in national elections			—	Chronic respiratory disease	32	55	#0.58
Quota for women on candidate lists in local elections			—	HIV/AIDS	0	1	#0.33
Voluntary political party quotas			no	Suicide	1	2	#0.50
Seats held in upper house	4	96	0.05	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

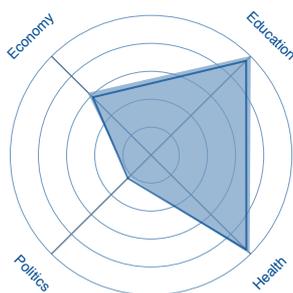
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# El Salvador

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	115

	2016	2006	
rank	score	rank	score
<b>64</b>	<b>0.702</b>	<b>39</b>	<b>0.684</b>
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

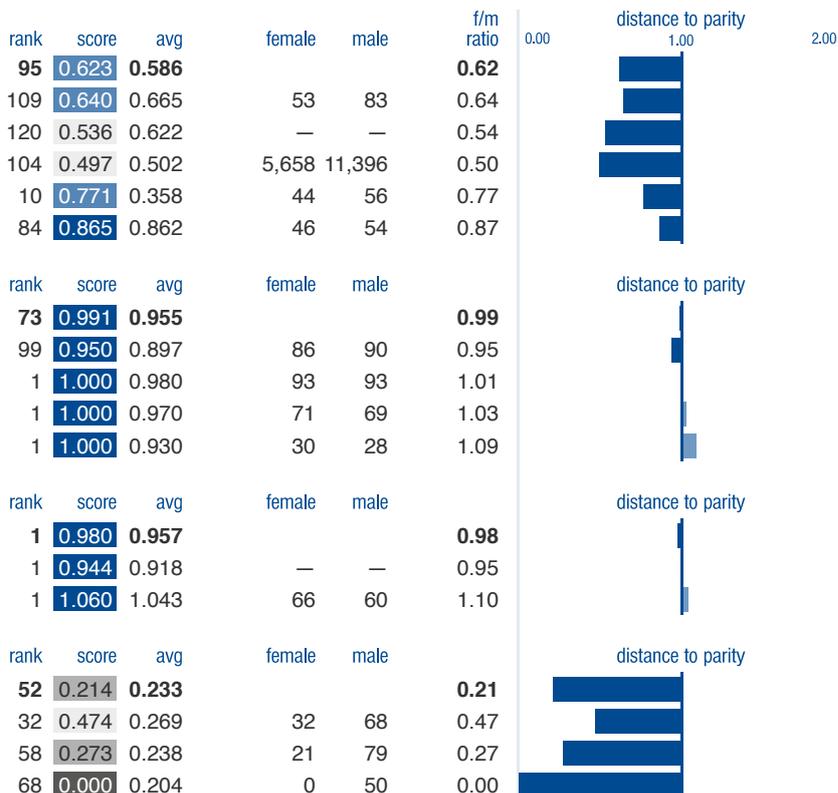
	rank	score	avg
Literacy rate	99	0.950	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	23	27	0.87	<b>Health</b>	female	male	value
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

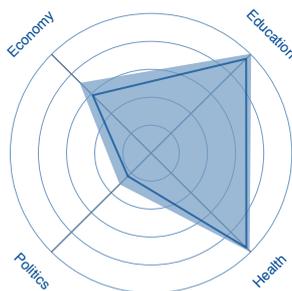
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# Estonia

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
<b>50</b>	<b>0.703</b>	<b>0.586</b>			<b>0.70</b>
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
<b>53</b>	<b>0.995</b>	<b>0.955</b>			<b>1.00</b>
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

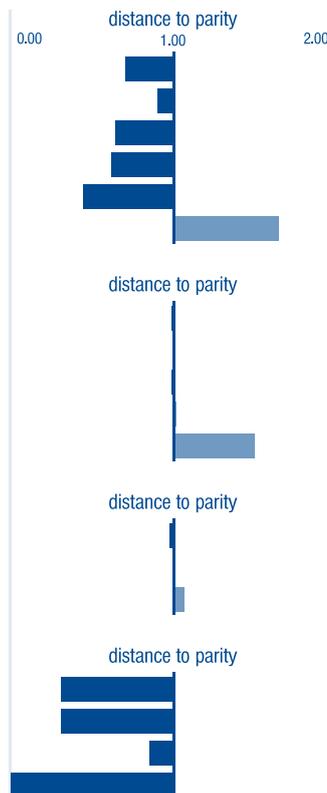
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
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
<b>30</b>	<b>0.308</b>	<b>0.233</b>			<b>0.31</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			435
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	87	90	0.98	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	200	387	#0.52
<b>Political leadership</b>	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

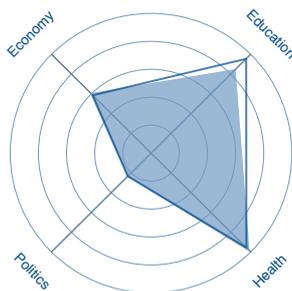
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# Ethiopia

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
<b>109</b>	<b>0.662</b>	<b>100</b>	<b>0.595</b>
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
<b>Economic participation and opportunity</b>	<b>106</b>	<b>0.599</b>	<b>0.586</b>
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

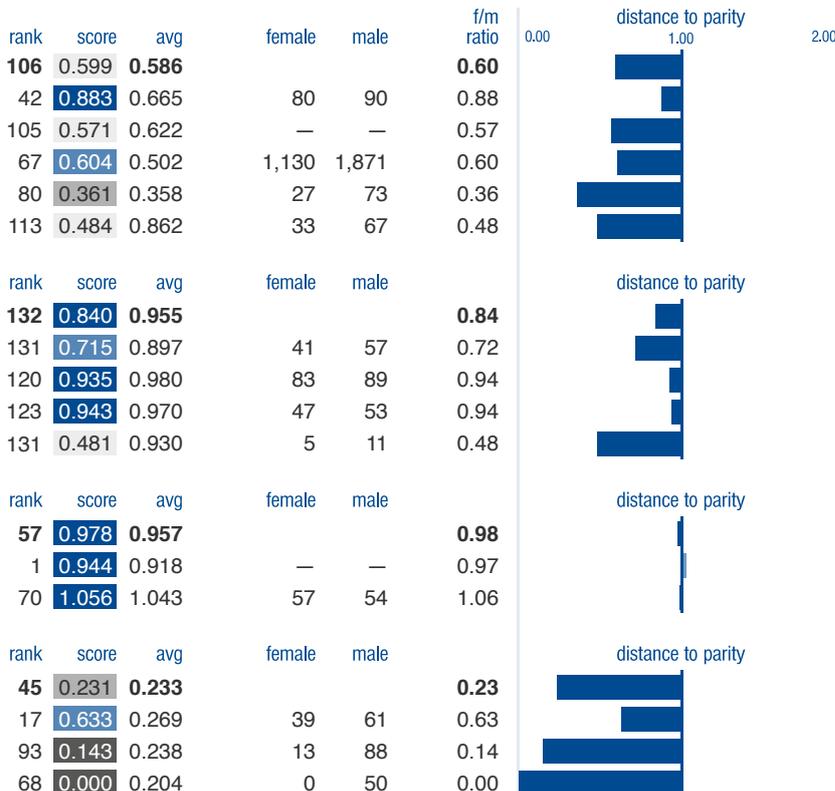
	rank	score	avg
<b>Educational attainment</b>	<b>132</b>	<b>0.840</b>	<b>0.955</b>
Literacy rate	131	0.715	0.897
Enrolment in primary education	120	0.935	0.980
Enrolment in secondary education	123	0.943	0.970
Enrolment in tertiary education	131	0.481	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>57</b>	<b>0.978</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	70	1.056	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>45</b>	<b>0.231</b>	<b>0.233</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	female	male	value				
Year women received right to vote			1955				
Years since any women received voting rights			61				
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	32	68	0.47				

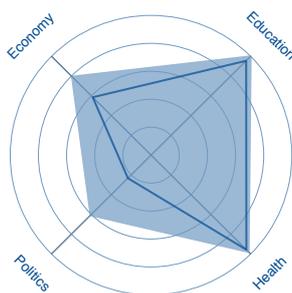
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# Finland

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
<b>2</b>	<b>0.845</b>	<b>3</b>	<b>0.796</b>
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

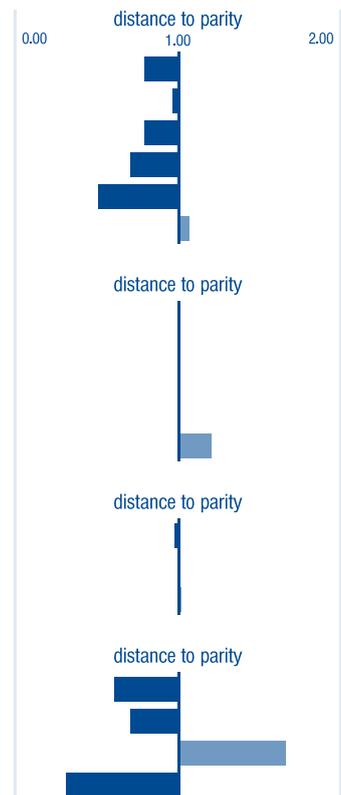
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	99	99	1.00
Enrolment in primary education	1	1.000	0.980	100	99	1.01
Enrolment in secondary education	1	1.000	0.970	94	94	1.00
Enrolment in tertiary education	1	1.000	0.930	97	81	1.21

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			215
<b>Economic leadership</b>				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	—	—	—				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	93	92	1.01	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	104	197	#0.53
<b>Political leadership</b>				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			—

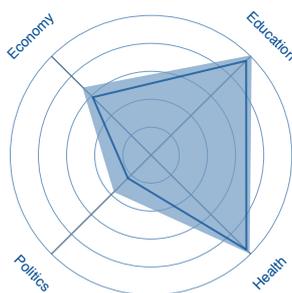
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# France

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
Educational attainment	1
Health and survival	1
Political empowerment	19
rank out of	144

2016		2006	
rank	score	rank	score
<b>17</b>	<b>0.755</b>	<b>70</b>	<b>0.652</b>
64	0.676	88	0.525
1	1.000	1	1.000
1	0.980	1	0.980
19	0.365	60	0.104
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

Labour force participation	34	0.895	0.665
Wage equality for similar work (survey)	134	0.475	0.622
Estimated earned income (US\$, PPP)	22	0.723	0.502
Legislators, senior officials, and managers	61	0.464	0.358
Professional and technical workers	1	1.000	0.862

rank	score	avg	female	male	f/m ratio
<b>64</b>	<b>0.676</b>	<b>0.586</b>			<b>0.68</b>
34	0.895	0.665	67	75	0.90
134	0.475	0.622	—	—	0.48
22	0.723	0.502	33,148	45,845	0.72
61	0.464	0.358	32	68	0.46
1	1.000	0.862	50	50	1.02

### 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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	99	99	1.00
1	1.000	0.980	99	99	1.00
1	1.000	0.970	49	51	1.02
1	1.000	0.930	71	58	1.23

### Health and survival

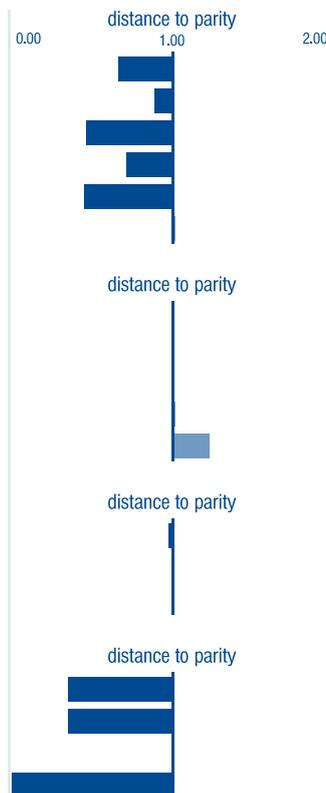
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
1	0.944	0.918	—	—	0.95
1	1.060	1.043	74	69	1.07

### Political empowerment

Women in parliament	52	0.354	0.269
Women in ministerial positions	1	1.000	0.238
Years with female head of state (last 50)	51	0.018	0.204

rank	score	avg	female	male	f/m ratio
<b>19</b>	<b>0.365</b>	<b>0.233</b>			<b>0.37</b>
52	0.354	0.269	26	74	0.35
1	1.000	0.238	50	50	1.00
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>	female	male	value	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	84	86	0.98	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	65	112	#0.58
<b>Political leadership</b>	female	male	value	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

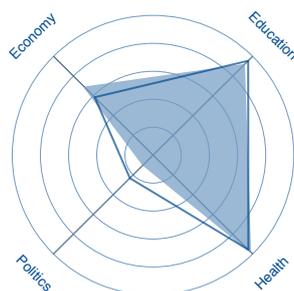
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# Gambia, The

rank **104**  
out of 144 countries

score **0.667**  
0.00 = imparity  
1.00 = parity

## 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	
<b>104</b>	<b>0.667</b>	<b>79</b>	<b>0.645</b>	
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

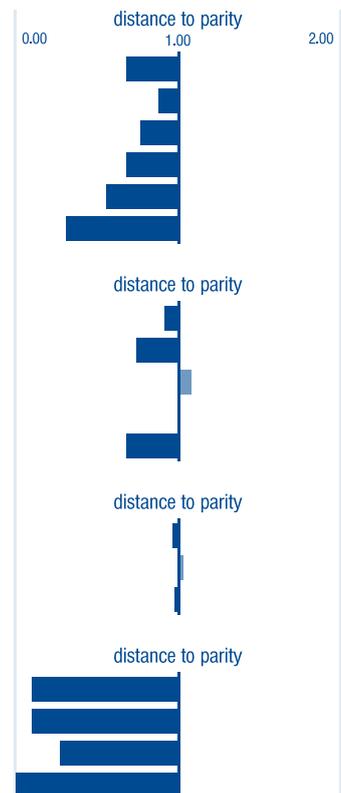
	rank	score	avg	female	male	f/m ratio
Literacy rate	127	0.745	0.897	48	64	0.75
Enrolment in primary education	1	1.000	0.980	71	65	1.08
Enrolment in secondary education	1	1.000	0.970	49	51	1.01
Enrolment in tertiary education	120	0.681	0.930	3	4	0.68

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

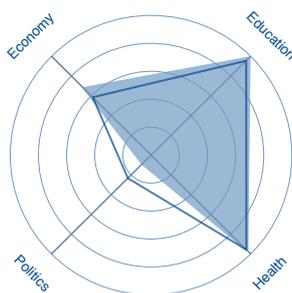
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# Georgia

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
<b>90</b>	<b>0.681</b>	<b>54</b>	<b>0.670</b>
61	0.679	41	0.656
78	0.989	28	0.997
119	0.967	115	0.923
114	0.089	59	0.104
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

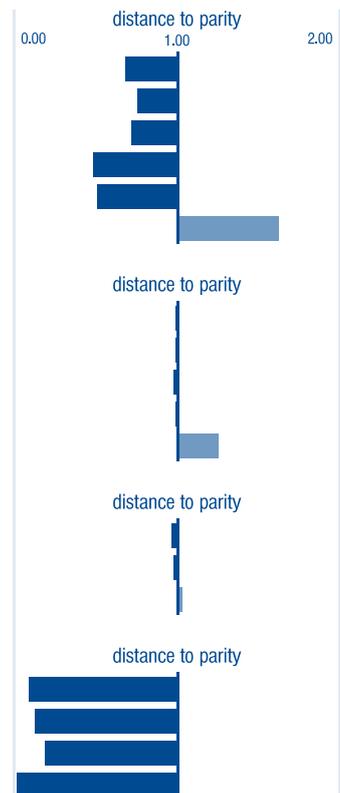
	rank	score	avg	female	male	f/m ratio
Literacy rate	51	0.999	0.897	100	100	1.00
Enrolment in primary education	111	0.977	0.980	93	95	0.98
Enrolment in secondary education	91	0.999	0.970	92	92	1.00
Enrolment in tertiary education	1	1.000	0.930	44	35	1.26

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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

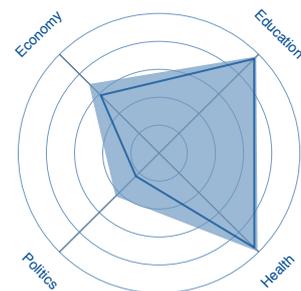
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# Germany

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
<b>13</b>	<b>0.766</b>	<b>5</b>	<b>0.752</b>
57	0.691	32	0.669
100	0.966	31	0.995
54	0.979	36	0.979
10	0.428	6	0.366
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
<b>57</b>	<b>0.691</b>	<b>0.586</b>			<b>0.69</b>
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
<b>100</b>	<b>0.966</b>	<b>0.955</b>			<b>0.97</b>
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

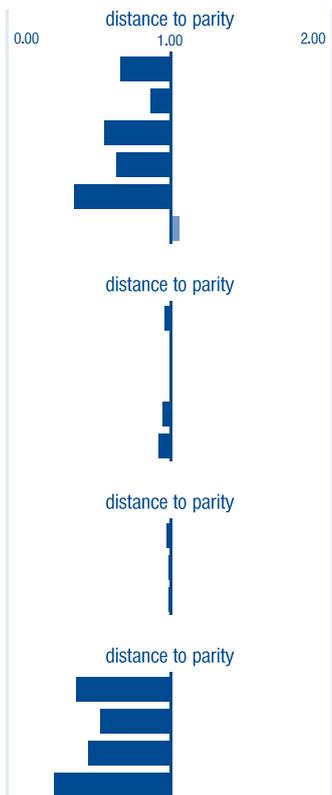
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	65	1.058	1.043

rank	score	avg	female	male	f/m ratio
<b>54</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
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
<b>10</b>	<b>0.428</b>	<b>0.233</b>			<b>0.43</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			360
<b>Economic leadership</b>	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			*0.67	Provider of parental leave benefits			gov
Boards of publicly traded companies	25	75	0.33	Provider of maternity / paternity leave benefits	empl,	/	—
Firms whose ownership includes women			20.30		gov		
Firms whose top management includes women			—	Government supports or provides childcare			yes
R&D personnel	27	73	0.37	Government provides child allowance to parents			yes
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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
				STEM graduates	12	42	0.27
				Skill diversity	0.222	0.191	*1.16
<b>Access to technology</b>	female	male	value				
Individuals using the internet	86	90	0.95	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	1	1	0.67
				Cardiovascular disease	116	172	#0.68
<b>Political leadership</b>	female	male	value	Cancer	99	152	#0.65
Year women received right to vote			1918	Diabetes	9	12	#0.72
Years since any women received voting rights			98	Chronic respiratory disease	14	27	#0.52
Number of female heads of state to date			2	HIV/AIDS	0	1	#0.29
Quota for women on candidate lists in national elections			—	Suicide	4	15	#0.28
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†6 [5-8]
Voluntary political party quotas			yes	Existence of legislation on domestic violence			yes
Seats held in upper house	22	78	0.28	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

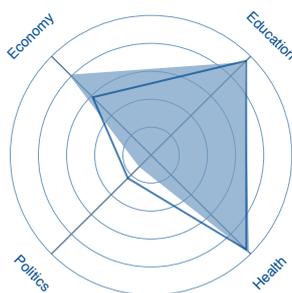
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# Ghana

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
<b>59</b>	<b>0.705</b>	<b>58</b>	<b>0.665</b>
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

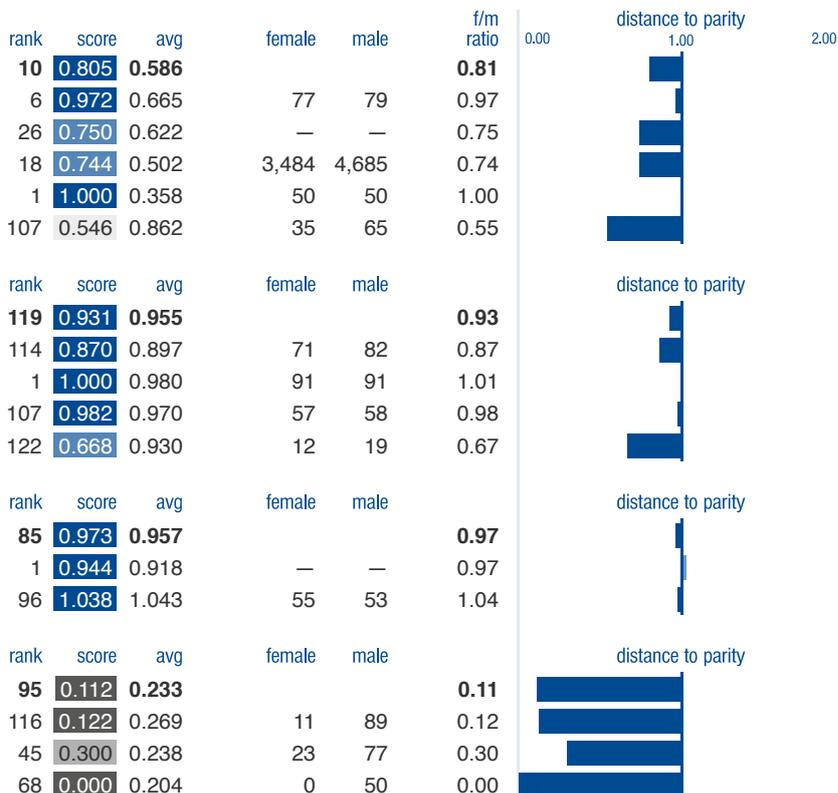
	rank	score	avg
Literacy rate	114	0.870	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	107	0.982	0.970
Enrolment in tertiary education	122	0.668	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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			*0.66	Provider of parental leave benefits			—
Boards of publicly traded companies	—	—	—	Provider of maternity / paternity leave benefits	empl	/	—
Firms whose ownership includes women			31.60	Government supports or provides childcare			yes
Firms whose top management includes women			14.90	Government provides child allowance to parents			no
R&D personnel	21	79	0.27				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	8	8	0.95
Individuals with an account at a financial institution	34	35	0.96	Primary education attainment in adults	57	73	0.78
Women's access to financial services			*0.50	Out-of-school youth of upper secondary school age	40	37	1.08
Inheritance rights for daughters			*0.50	Secondary education attainment in adults	15	27	0.54
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	10	23	0.44
				Skill diversity	0.266	0.216	*1.23
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	...	...	—	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

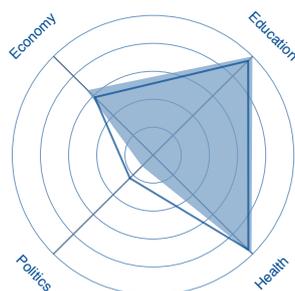
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# Greece

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
<b>92</b>	<b>0.680</b>	<b>69</b>	<b>0.654</b>
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

Labour force participation	rank 78	score 0.778	avg 0.665
Wage equality for similar work (survey)	rank 83	score 0.626	avg 0.622
Estimated earned income (US\$, PPP)	rank 84	score 0.573	avg 0.502
Legislators, senior officials, and managers	rank 83	score 0.347	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>85</b>	<b>0.649</b>	<b>0.586</b>			<b>0.65</b>
78	0.778	0.665	59	76	0.78
83	0.626	0.622	—	—	0.63
84	0.573	0.502	19,687	34,369	0.57
83	0.347	0.358	26	74	0.35
1	1.000	0.862	51	49	1.02

### Educational attainment

Literacy rate	rank 90	score 0.965	avg 0.897
Enrolment in primary education	rank 87	score 0.991	avg 0.980
Enrolment in secondary education	rank 98	score 0.991	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

rank	score	avg	female	male	f/m ratio
<b>85</b>	<b>0.987</b>	<b>0.955</b>			<b>0.99</b>
90	0.965	0.897	94	97	0.97
87	0.991	0.980	97	98	0.99
98	0.991	0.970	95	96	0.99
1	1.000	0.930	110	110	1.00

### Health and survival

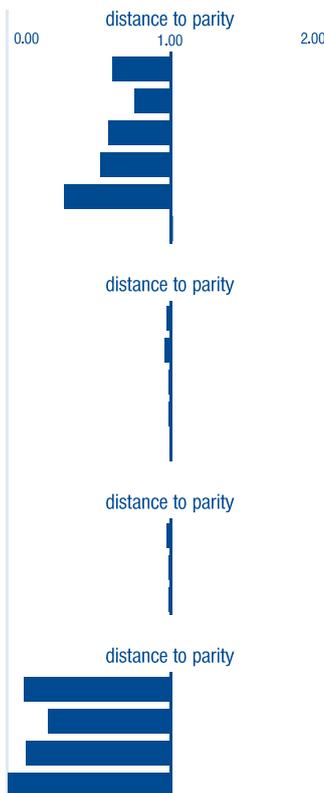
Sex ratio at birth	rank 95	score 0.943	avg 0.918
Healthy life expectancy	rank 65	score 1.058	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>54</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
65	1.058	1.043	73	69	1.06

### Political empowerment

Women in parliament	rank 80	score 0.245	avg 0.269
Women in ministerial positions	rank 112	score 0.111	avg 0.238
Years with female head of state (last 50)	rank 62	score 0.001	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>101</b>	<b>0.104</b>	<b>0.233</b>			<b>0.10</b>
80	0.245	0.269	20	80	0.25
112	0.111	0.238	10	90	0.11
62	0.001	0.204	0	50	0.00



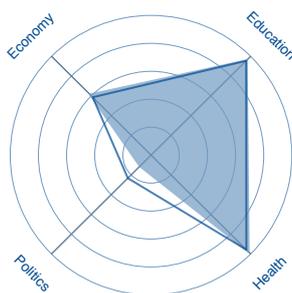


# Guatemala

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	102	0.613
Educational attainment	107	0.960
Health and survival	1	0.980
Political empowerment	96	0.112
rank out of	144	

	2016	2006	
rank	score	rank	score
<b>105</b>	<b>0.666</b>	<b>95</b>	<b>0.607</b>
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

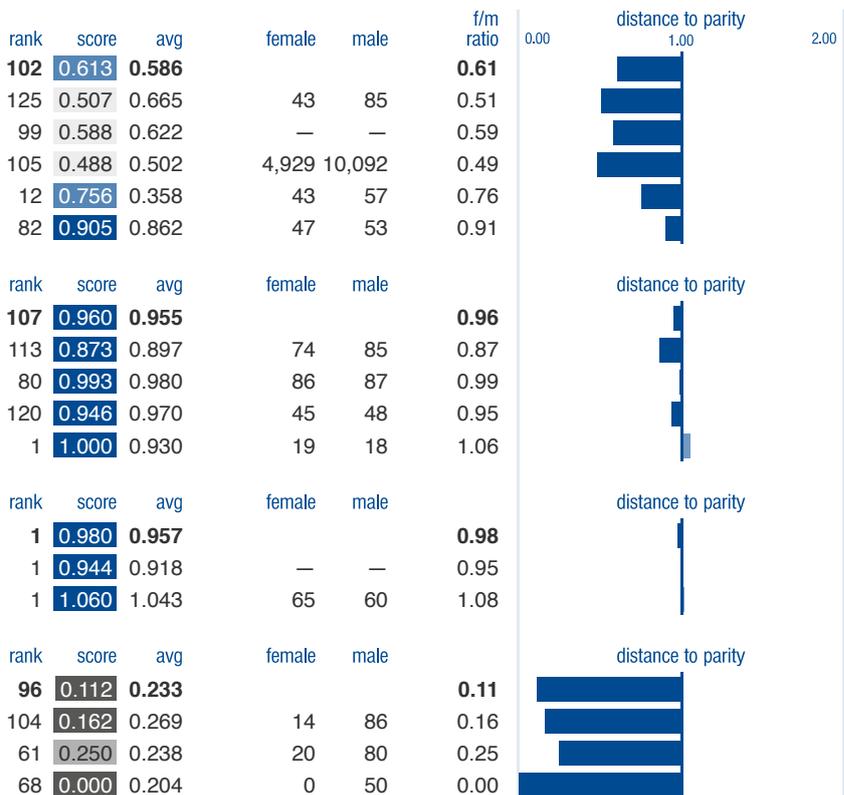
	rank	score	avg
Literacy rate	113	0.873	0.897
Enrolment in primary education	80	0.993	0.980
Enrolment in secondary education	120	0.946	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

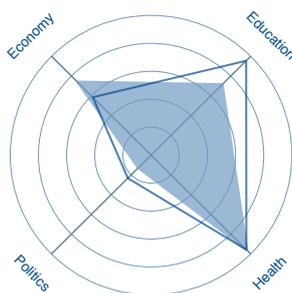
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# Guinea

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	
<b>122</b>	<b>0.640</b>	<b>132</b>	<b>0.600</b>	
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

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

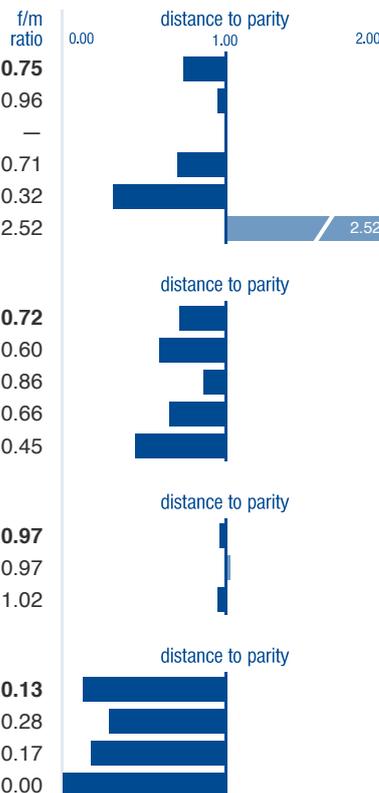
Literacy rate	139	0.600	0.897	23	38	0.60
Enrolment in primary education	126	0.864	0.980	70	81	0.86
Enrolment in secondary education	140	0.662	0.970	25	38	0.66
Enrolment in tertiary education	132	0.447	0.930	7	15	0.45

### Health and survival

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

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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	9	10	0.90
				Cardiovascular disease	332	288	#1.15
<b>Political leadership</b>	female	male	value	Cancer	74	120	#0.62
Year women received right to vote			1958	Diabetes	45	41	#1.09
Years since any women received voting rights			58	Chronic respiratory disease	36	50	#0.73
Number of female heads of state to date			—	HIV/AIDS	61	50	#1.20
Quota for women on candidate lists in national elections			30	Suicide	2	7	#0.34
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†679 [504-927]
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			yes
				Births attended by skilled health personnel			45.3
				Antenatal care coverage, at least four visits			56.6

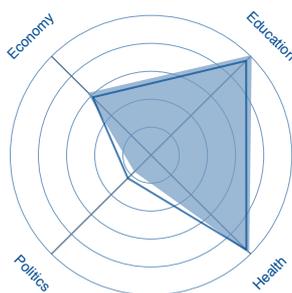
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# Honduras

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
<b>78</b>	<b>0.690</b>	<b>74</b>	<b>0.648</b>
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

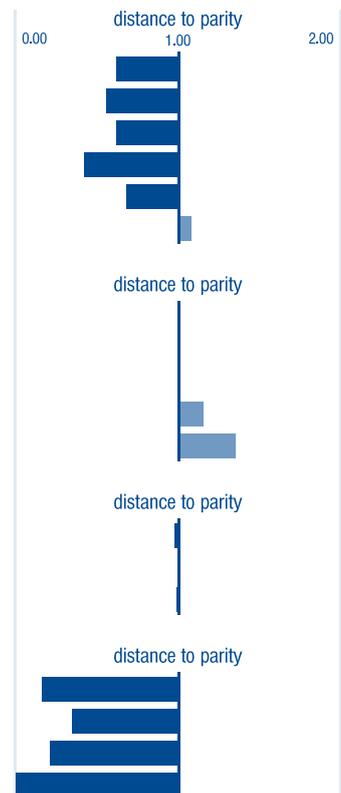
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	89	88	1.00
Enrolment in primary education	1	1.000	0.980	94	94	1.00
Enrolment in secondary education	1	1.000	0.970	53	46	1.16
Enrolment in tertiary education	1	1.000	0.930	24	18	1.35

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

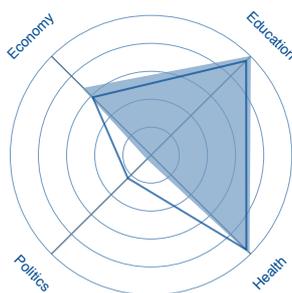
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# Hungary

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
<b>101</b>	<b>0.669</b>	<b>55</b>	<b>0.670</b>
67	0.672	48	0.640
67	0.992	49	0.991
40	0.979	36	0.979
138	0.035	82	0.069
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>67</b>	<b>0.672</b>	<b>0.586</b>
Labour force participation	62	0.823	0.665
Wage equality for similar work (survey)	130	0.495	0.622
Estimated earned income (US\$, PPP)	73	0.596	0.502
Legislators, senior officials, and managers	18	0.682	0.358
Professional and technical workers	1	1.000	0.862

### Educational attainment

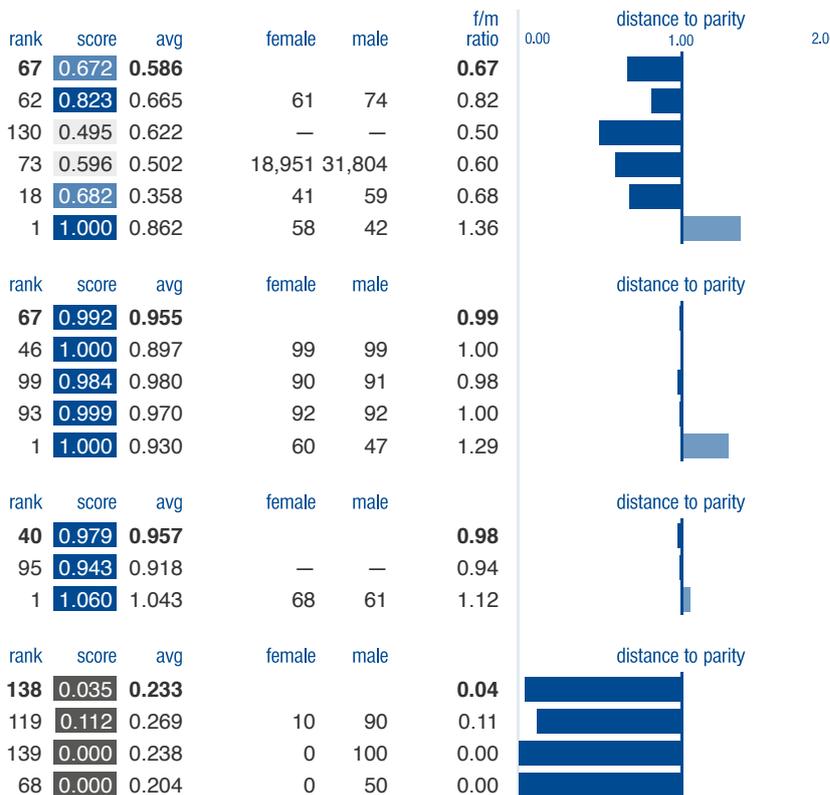
	rank	score	avg
<b>Educational attainment</b>	<b>67</b>	<b>0.992</b>	<b>0.955</b>
Literacy rate	46	1.000	0.897
Enrolment in primary education	99	0.984	0.980
Enrolment in secondary education	93	0.999	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>40</b>	<b>0.979</b>	<b>0.957</b>
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	1	1.060	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>138</b>	<b>0.035</b>	<b>0.233</b>
Women in parliament	119	0.112	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



0.669 / 101

HUN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			female male value
<b>Economic leadership</b>				Length of maternity / paternity leave (days)	168	5	590
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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	71	75	0.95	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	4	5	0.78
				Cardiovascular disease	229	384	#0.60
<b>Political leadership</b>				Cancer	138	253	#0.55
Year women received right to vote		1918, 1945		Diabetes	11	14	#0.76
Years since any women received voting rights			98	Chronic respiratory disease	18	42	#0.44
Number of female heads of state to date			—	HIV/AIDS	0	0	#0.00
Quota for women on candidate lists in national elections			—	Suicide	7	32	#0.23
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†17 [12-22]
Voluntary political party quotas			yes	Existence of legislation on domestic violence			yes
Seats held in upper house	—	—	—	Prevalence of gender violence in lifetime			21
				Law permits abortion to preserve a woman's physical health			yes
				Births attended by skilled health personnel			99.1
				Antenatal care coverage, at least four visits			—

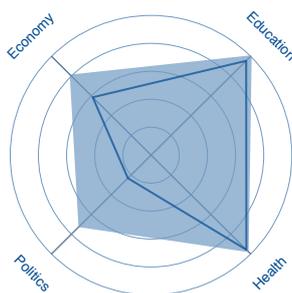
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# Iceland

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	115

	2016	2006	
rank	score	rank	score
<b>1</b>	<b>0.874</b>	<b>4</b>	<b>0.781</b>
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

Labour force participation	rank 10	score 0.951	avg 0.665
Wage equality for similar work (survey)	rank 11	score 0.789	avg 0.622
Estimated earned income (US\$, PPP)	rank 23	score 0.720	avg 0.502
Legislators, senior officials, and managers	rank 29	score 0.617	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>9</b>	<b>0.806</b>	<b>0.586</b>			<b>0.81</b>
10	0.951	0.665	83	87	0.95
11	0.789	0.622	—	—	0.79
23	0.720	0.502	36,817	51,143	0.72
29	0.617	0.358	38	62	0.62
1	1.000	0.862	57	43	1.35

### 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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	99	99	1.00
1	1.000	0.980	99	98	1.00
1	1.000	0.970	88	88	1.01
1	1.000	0.930	105	61	1.72

### Health and survival

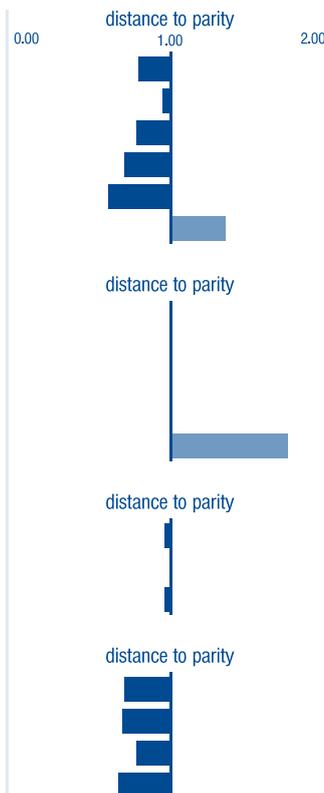
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 117	score 1.028	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>104</b>	<b>0.970</b>	<b>0.957</b>			<b>0.97</b>
1	0.944	0.918	—	—	0.95
117	1.028	1.043	73	71	1.03

### Political empowerment

Women in parliament	rank 12	score 0.703	avg 0.269
Women in ministerial positions	rank 9	score 0.800	avg 0.238
Years with female head of state (last 50)	rank 4	score 0.685	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.719</b>	<b>0.233</b>			<b>0.72</b>
12	0.703	0.269	41	59	0.70
9	0.800	0.238	44	56	0.80
4	0.685	0.204	20	30	0.69



0.00 0.40

distribution of countries by score

1.00



0.874 / 1

ISL

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			90
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	98	98	1.00	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	87	119	#0.73
<b>Political leadership</b>	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			—

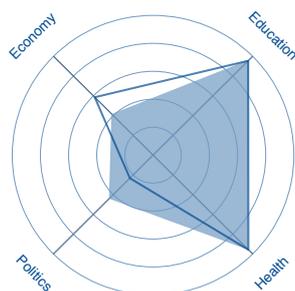
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# India

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
<b>87</b>	<b>0.683</b>	<b>98</b>	<b>0.601</b>
136	0.408	110	0.397
113	0.950	102	0.819
142	0.942	103	0.962
9	0.433	20	0.227
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
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

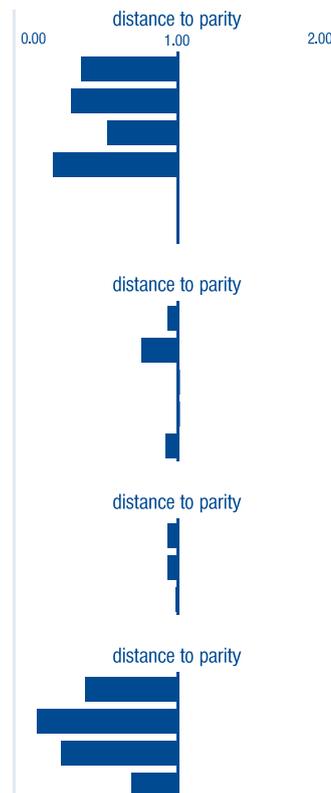
	rank	score	avg	female	male	f/m ratio
Literacy rate	124	0.778	0.897	63	81	0.78
Enrolment in primary education	1	1.000	0.980	93	92	1.01
Enrolment in secondary education	1	1.000	0.970	62	61	1.01
Enrolment in tertiary education	99	0.936	0.930	23	25	0.94

### Health and survival

	rank	score	avg	female	male	f/m ratio
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

	rank	score	avg	female	male	f/m ratio
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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			*0.59	Provider of parental leave benefits			—
Boards of publicly traded companies	10	90	0.11	Provider of maternity / paternity leave benefits	empl /	—	—
Firms whose ownership includes women			10.70	Government supports or provides childcare			no
Firms whose top management includes women			8.90	Government provides child allowance to parents			no
R&D personnel	15	85	0.18				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	2	3	0.53
Individuals with an account at a financial institution	43	62	0.68	Primary education attainment in adults	—	—	—
Women's access to financial services			*0.50	Out-of-school youth of upper secondary school age	49	47	1.03
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	25	33	0.75
				Skill diversity	0.336	0.318	*1.06
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	19	21	0.93
				Cardiovascular disease	265	349	#0.76
<b>Political leadership</b>	female	male	value	Cancer	66	79	#0.84
Year women received right to vote		1935, 1950		Diabetes	23	30	#0.75
Years since any women received voting rights			81	Chronic respiratory disease	125	189	#0.66
Number of female heads of state to date			2	HIV/AIDS	9	14	#0.62
Quota for women on candidate lists in national elections			—	Suicide	16	26	#0.64
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†174 [139-217]
Voluntary political party quotas			no	Existence of legislation on domestic violence			yes
Seats held in upper house	—	—	—	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

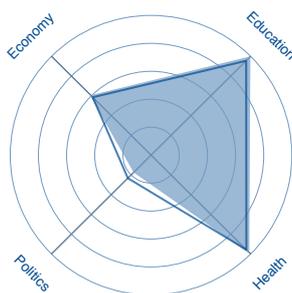
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# Indonesia

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
Educational attainment	87
Health and survival	58
Political empowerment	72
rank out of	144

2016		2006	
rank	score	rank	score
<b>88</b>	<b>0.682</b>	<b>68</b>	<b>0.654</b>
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	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>107</b>	<b>0.598</b>	<b>0.586</b>			<b>0.60</b>
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

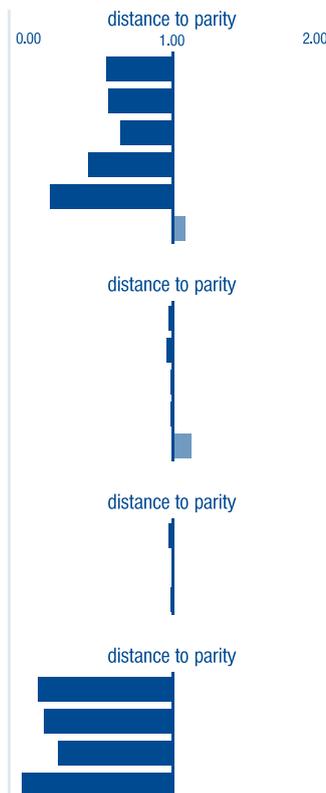
	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>87</b>	<b>0.987</b>	<b>0.955</b>			<b>0.99</b>
Literacy rate	89	0.967	0.897	94	97	0.97
Enrolment in primary education	92	0.989	0.980	89	90	0.99
Enrolment in secondary education	97	0.991	0.970	75	75	0.99
Enrolment in tertiary education	1	1.000	0.930	33	29	1.12

### Health and survival

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>58</b>	<b>0.976</b>	<b>0.957</b>			<b>0.98</b>
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

	rank	score	avg	female	male	f/m ratio
<b>Political empowerment</b>	<b>72</b>	<b>0.168</b>	<b>0.233</b>			<b>0.17</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	20	24	0.86	<b>Health</b>	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	#0.40
				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

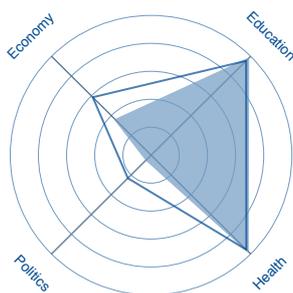
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# Iran, Islamic Rep.

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	
Global Gender Gap Index	<b>139</b>	<b>0.587</b>	<b>108</b>	<b>0.580</b>
Economic participation and opportunity	140	0.357	113	0.359
Educational attainment	94	0.975	80	0.954
Health and survival	98	0.971	52	0.978
Political empowerment	136	0.047	109	0.031
rank out of	144	115		

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
Labour force participation	142	0.224	0.665
Wage equality for similar work (survey)	101	0.579	0.622
Estimated earned income (US\$, PPP)	141	0.168	0.502
Legislators, senior officials, and managers	100	0.223	0.358
Professional and technical workers	111	0.514	0.862

### Educational attainment

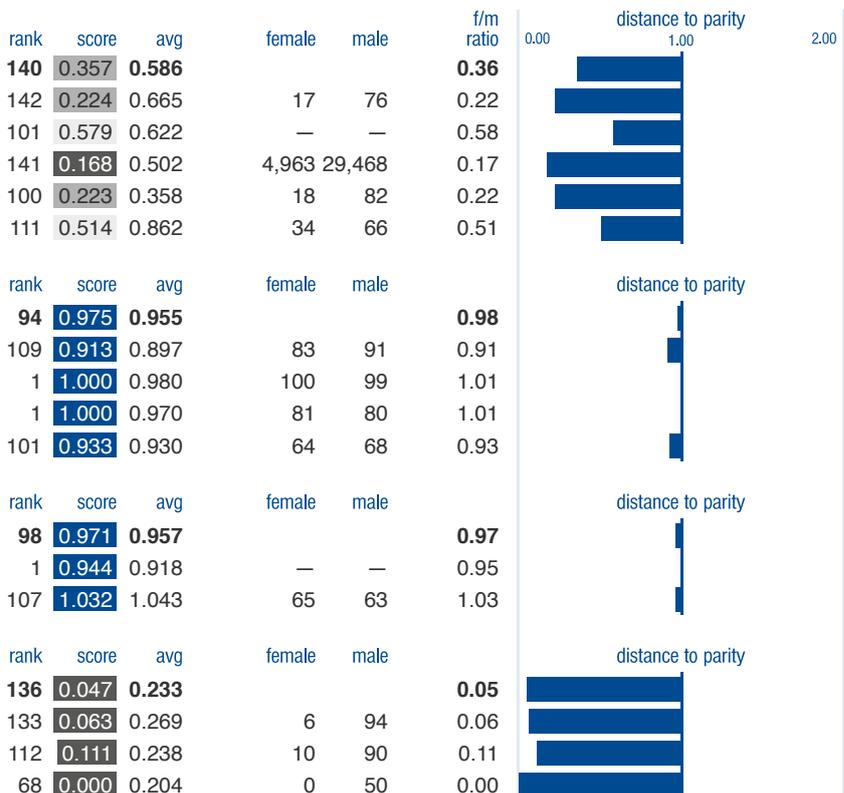
	rank	score	avg
Literacy rate	109	0.913	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	101	0.933	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	107	1.032	1.043

### Political empowerment

	rank	score	avg
Women in parliament	133	0.063	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



0.587 / 139

IRN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	26	34	0.76	<b>Health</b>			
Individuals using a mobile phone	56	78	0.73	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
<b>Political leadership</b>				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			—

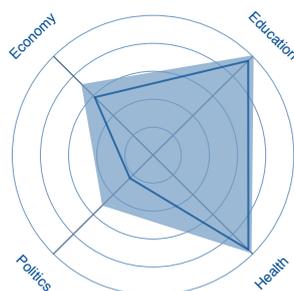
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# Ireland

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
<b>6</b>	<b>0.797</b>	<b>10</b>	<b>0.733</b>
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

rank	score	avg	female	male	f/m ratio
<b>49</b>	<b>0.709</b>	<b>0.586</b>			<b>0.71</b>
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

### 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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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

### Health and survival

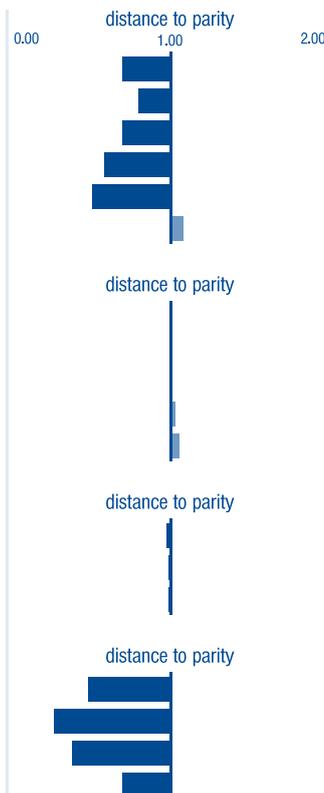
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	65	1.058	1.043

rank	score	avg	female	male	f/m ratio
<b>54</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
65	1.058	1.043	73	69	1.06

### 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
<b>5</b>	<b>0.502</b>	<b>0.233</b>			<b>0.50</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			0
<b>Economic leadership</b>	female	male	value	Length of maternity / paternity leave (days)	182 /	—	
Law mandates equal pay			yes	Wages paid during maternity / paternity leave	35 /	—	
Ability of women to rise to positions of leadership			*0.71	Provider of parental leave benefits			—
Boards of publicly traded companies	13	87	0.15	Provider of maternity / paternity leave benefits	gov /	—	
Firms whose ownership includes women			41.60	Government supports or provides childcare			yes
Firms whose top management includes women			—	Government provides child allowance to parents			yes
R&D personnel	28	72	0.38				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	0	1	0.35
Individuals with an account at a financial institution	95	95	1.00	Primary education attainment in adults	—	—	—
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	69	64	1.08
Women's access to land use, control and ownership			*1.00	Tertiary education attainment in adults	29	24	1.19
Women's access to non-land assets use, control and ownership			*1.00	PhD graduates	—	—	—
				STEM graduates	12	37	0.33
				Skill diversity	0.202	0.186	*1.08
<b>Access to technology</b>	female	male	value				
Individuals using the internet	81	79	1.03	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	94	148	#0.63
<b>Political leadership</b>	female	male	value	Cancer	107	149	#0.72
Year women received right to vote		1918, 1928		Diabetes	5	9	#0.53
Years since any women received voting rights			98	Chronic respiratory disease	20	33	#0.61
Number of female heads of state to date			2	HIV/AIDS	0	0	#0.67
Quota for women on candidate lists in national elections			30	Suicide	5	17	#0.31
Quota for women on candidate lists in local elections			—	Maternal mortality ratio (per 100,000 births)			†8 [6-11]
Voluntary political party quotas			no	Existence of legislation on domestic violence			yes
Seats held in upper house	23	77	0.30	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			—

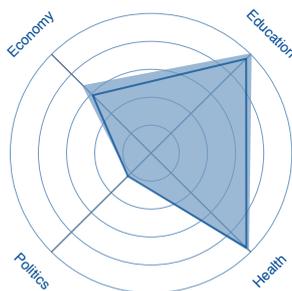
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# Israel

rank out of 144 countries **49**

score **0.719**  
0.00 = imparity  
1.00 = parity

## 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
<b>49</b>	<b>0.719</b>	<b>35</b>	<b>0.689</b>
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
<b>62</b>	<b>0.678</b>	<b>0.586</b>			<b>0.68</b>
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
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
—	—	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

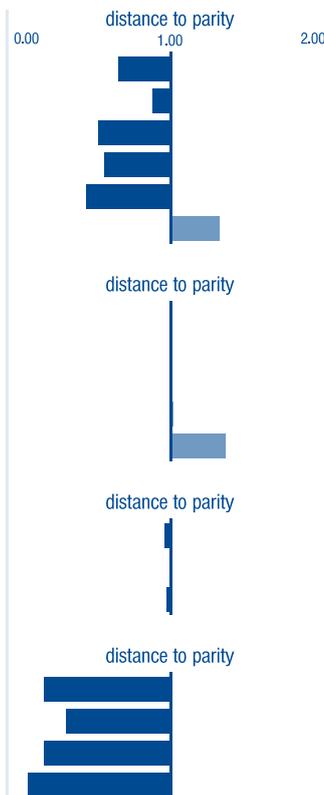
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	87	1.042	1.043

rank	score	avg	female	male	f/m ratio
<b>67</b>	<b>0.974</b>	<b>0.957</b>			<b>0.97</b>
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
<b>48</b>	<b>0.224</b>	<b>0.233</b>			<b>0.22</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			0
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	73	77	0.95	<b>Health</b>	female	male	value
Individuals using a mobile phone	89	94	0.94	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	70	105	#0.67
<b>Political leadership</b>	female	male	value	Cancer	96	129	#0.74
Year women received right to vote			1948	Diabetes	18	23	#0.76
Years since any women received voting rights			68	Chronic respiratory disease	14	24	#0.60
Number of female heads of state to date			2	HIV/AIDS	0	1	#0.33
Quota for women on candidate lists in national elections			—	Suicide	2	10	#0.24
Quota for women on candidate lists in local elections			—	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	—	—	—	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			—

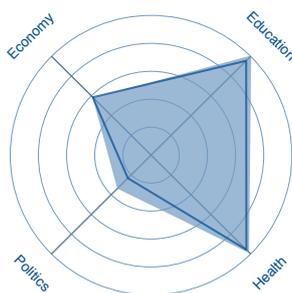
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# Italy

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	117	0.574	87	0.527
Educational attainment	56	0.995	27	0.997
Health and survival	72	0.974	77	0.972
Political empowerment	25	0.331	72	0.087
rank out of	144		115	

	2016		2006	
	rank	score	rank	score
<b>Global Gender Gap Index</b>	<b>50</b>	<b>0.719</b>	<b>77</b>	<b>0.646</b>
Economic participation and opportunity	117	0.574	87	0.527
Educational attainment	56	0.995	27	0.997
Health and survival	72	0.974	77	0.972
Political empowerment	25	0.331	72	0.087
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
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

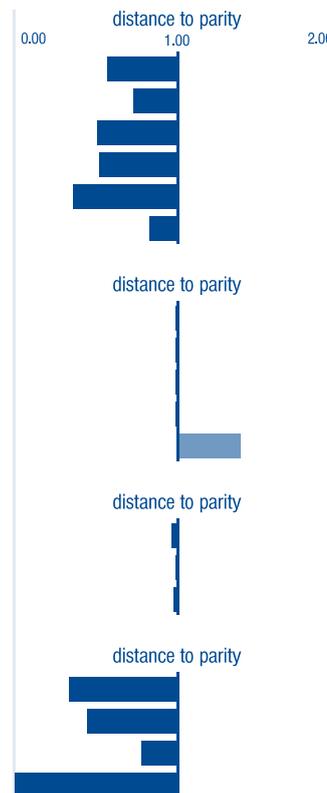
	rank	score	avg	female	male	f/m ratio
Literacy rate	62	0.995	0.897	99	99	1.00
Enrolment in primary education	82	0.992	0.980	97	98	0.99
Enrolment in secondary education	92	0.999	0.970	95	95	1.00
Enrolment in tertiary education	1	1.000	0.930	74	53	1.40

### Health and survival

	rank	score	avg	female	male	f/m ratio
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

	rank	score	avg	female	male	f/m ratio
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			female male value
<b>Economic leadership</b>				Length of maternity / paternity leave (days)	150 /	1	
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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	62	70	0.89	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	85	130	#0.66
<b>Political leadership</b>				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

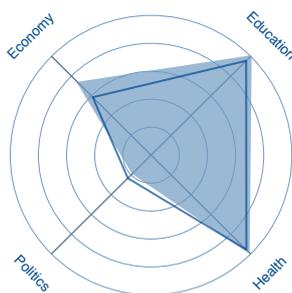
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# Jamaica

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	rank 35	score 0.733
Educational attainment	rank 1	score 1.000
Health and survival	rank 1	score 0.980
Political empowerment	rank 63	score 0.183
rank out of	144	

2016		2006	
rank	score	rank	score
<b>42</b>	<b>0.724</b>	<b>25</b>	<b>0.701</b>
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	rank 60	score 0.833	avg 0.665
Wage equality for similar work (survey)	rank 82	score 0.628	avg 0.622
Estimated earned income (US\$, PPP)	rank 65	score 0.609	avg 0.502
Legislators, senior officials, and managers	rank 1	score 1.000	avg 0.358
Professional and technical workers	rank —	score —	avg 0.862

### Educational attainment

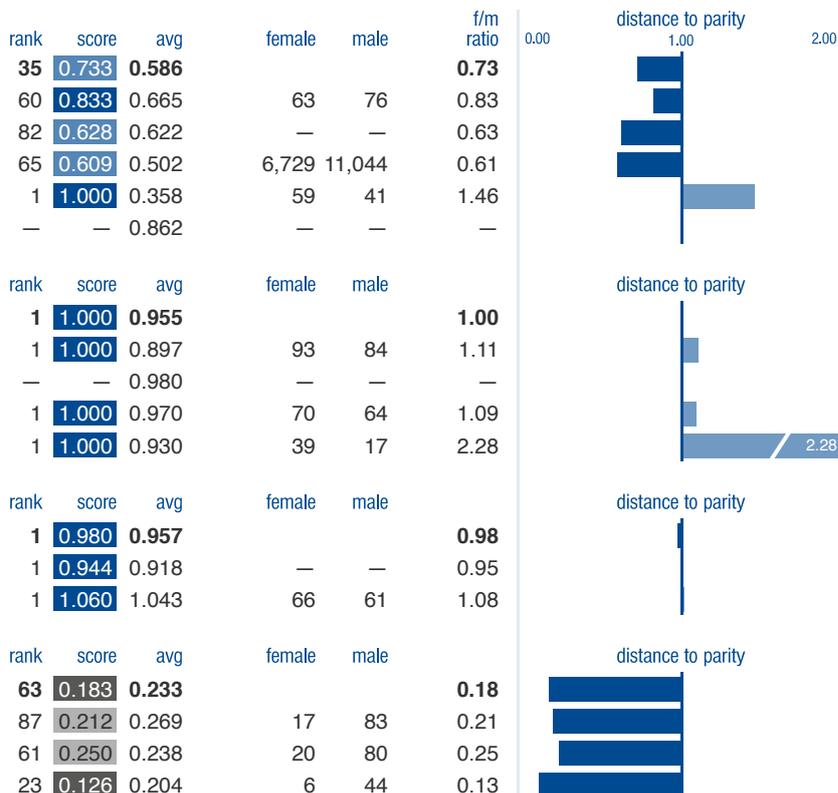
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank —	score —	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### 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 87	score 0.212	avg 0.269
Women in ministerial positions	rank 61	score 0.250	avg 0.238
Years with female head of state (last 50)	rank 23	score 0.126	avg 0.204



0.00 0.40

distribution of countries by score

1.00



0.724 / 42

JAM

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	44	37	1.21	<b>Health</b>	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

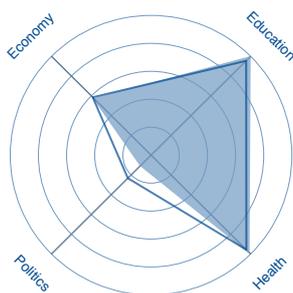
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# Japan

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	rank 118	score 0.569
Educational attainment	rank 76	score 0.990
Health and survival	rank 40	score 0.979
Political empowerment	rank 103	score 0.103
rank out of	144	115

	2016	2006	
rank	score	rank	score
<b>111</b>	<b>0.660</b>	<b>80</b>	<b>0.645</b>
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

	rank	score	avg	female	male	f/m ratio
Labour force participation	79	0.778	0.665	66	85	0.78
Wage equality for similar work (survey)	58	0.662	0.622	—	—	0.66
Estimated earned income (US\$, PPP)	100	0.514	0.502	25,091	48,796	0.51
Legislators, senior officials, and managers	113	0.128	0.358	11	89	0.13
Professional and technical workers	101	0.629	0.862	39	61	0.63

### Educational attainment

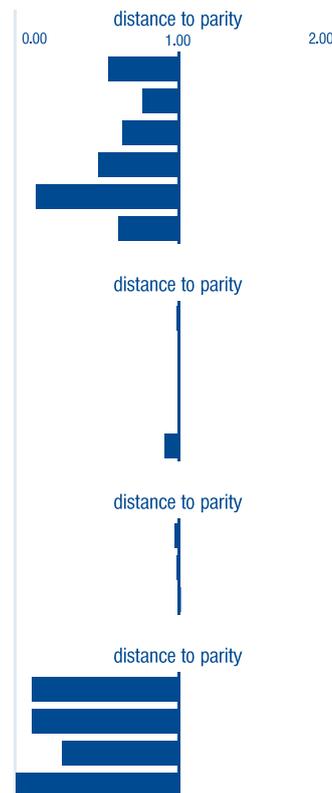
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	99	99	1.00
Enrolment in primary education	1	1.000	0.980	100	100	1.00
Enrolment in secondary education	1	1.000	0.970	100	99	1.01
Enrolment in tertiary education	103	0.913	0.930	60	65	0.91

### 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	78	72	1.08

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	122	0.105	0.269	9	91	0.11
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



0.660 / 111

JPN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			309
<b>Economic leadership</b>	female	male	value	Length of maternity / paternity leave (days)	98	/	—
Law mandates equal pay			no	Wages paid during maternity / paternity leave	67	/	—
Ability of women to rise to positions of leadership			*0.54	Provider of parental leave benefits			gov
Boards of publicly traded companies	3	97	0.03	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	0	0	1.00
Individuals with an account at a financial institution	97	96	1.01	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	2	4	0.58
Inheritance rights for daughters			*1.00	Secondary education attainment in adults	79	82	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	6	33	0.18
				Skill diversity	0.148	0.208	*0.71
<b>Access to technology</b>	female	male	value				
Individuals using the internet	86	92	0.94	<b>Health</b>	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
<b>Political leadership</b>	female	male	value	Cancer	73	145	#0.51
Year women received right to vote		1945, 1947		Diabetes	3	5	#0.46
Years since any women received voting rights			71	Chronic respiratory disease	9	26	#0.34
Number of female heads of state to date			—	HIV/AIDS	0	0	#0.00
Quota for women on candidate lists in national elections			—	Suicide	10	27	#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			—	Existence of legislation on domestic violence			yes
Seats held in upper house	18	82	0.22	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			—

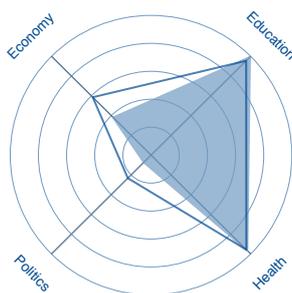
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# Jordan

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	female	male	f/m ratio
Labour force participation	143	0.222	0.665	15	68	0.22
Wage equality for similar work (survey)	78	0.636	0.622	—	—	0.64
Estimated earned income (US\$, PPP)	142	0.167	0.502	3,388	20,304	0.17
Legislators, senior officials, and managers	—	—	0.358	—	—	—
Professional and technical workers	—	—	0.862	—	—	—

### Educational attainment

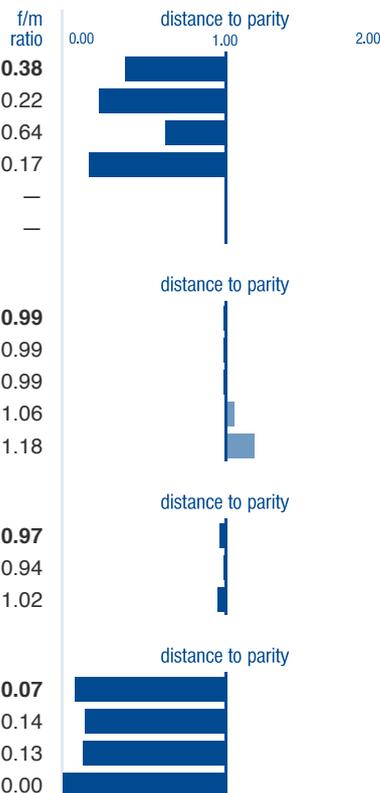
	rank	score	avg	female	male	f/m ratio
Literacy rate	70	0.990	0.897	97	99	0.99
Enrolment in primary education	91	0.990	0.980	87	88	0.99
Enrolment in secondary education	1	1.000	0.970	88	83	1.06
Enrolment in tertiary education	1	1.000	0.930	52	44	1.18

### 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	134	1.016	1.043	65	64	1.02

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	111	0.136	0.269	12	88	0.14
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



0.603 / 134

JOR

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

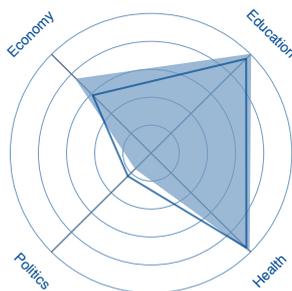
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# Kazakhstan

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	<b>51</b>	<b>32</b>	<b>0.718</b>	<b>0.693</b>
Economic participation and opportunity	31	16	0.745	0.713
Educational attainment	58	53	0.995	0.990
Health and survival	1	36	0.980	0.979
Political empowerment	77	69	0.153	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
<b>31</b>	<b>0.745</b>	<b>0.586</b>			<b>0.75</b>
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
<b>58</b>	<b>0.995</b>	<b>0.955</b>			<b>1.00</b>
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

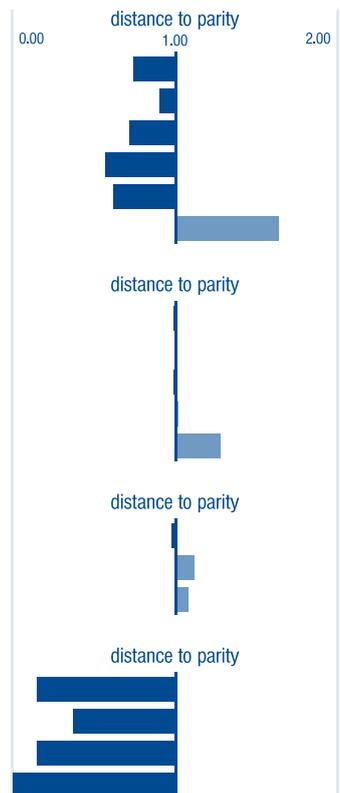
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
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
<b>77</b>	<b>0.153</b>	<b>0.233</b>			<b>0.15</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	73	73	1.00	<b>Health</b>	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
<b>Political leadership</b>	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

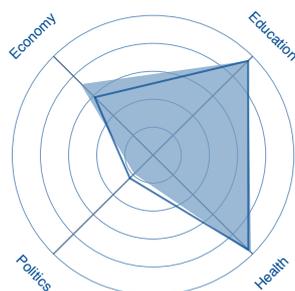
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# Kenya

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
<b>Global Gender Gap Index</b>	<b>63</b>	<b>0.702</b>	<b>73</b>	<b>0.649</b>
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	

## 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
<b>48</b>	<b>0.710</b>	<b>0.586</b>			<b>0.71</b>
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
<b>116</b>	<b>0.943</b>	<b>0.955</b>			<b>0.94</b>
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

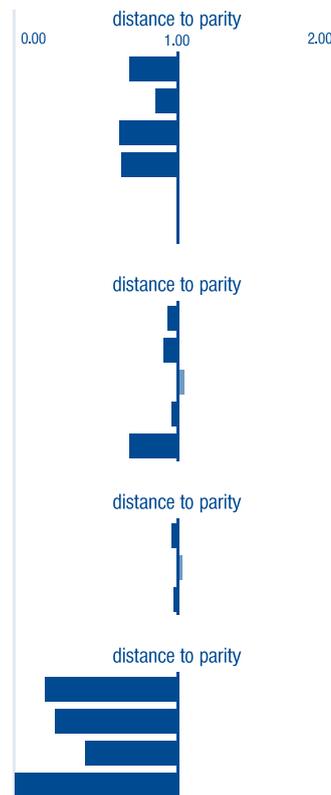
Sex ratio at birth	1	0.944	0.918	—	—	0.98
Healthy life expectancy	94	1.038	1.043	54	52	1.04

rank	score	avg	female	male	f/m ratio
<b>83</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
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
<b>64</b>	<b>0.182</b>	<b>0.233</b>			<b>0.18</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
				Length of maternity / paternity leave (days)	90 /	14	
<b>Economic leadership</b>	female	male	value	Wages paid during maternity / paternity leave	100 /	100	
Law mandates equal pay			yes	Provider of parental leave benefits			—
Ability of women to rise to positions of leadership			*0.59	Provider of maternity / paternity leave benefits	empl /	empl	
Boards of publicly traded companies	—	—	—	Government supports or provides childcare			yes
Firms whose ownership includes women			48.70	Government provides child allowance to parents			no
Firms whose top management includes women			13.40				
R&D personnel	39	61	0.64	<b>Education and skills</b>	female	male	value
				Out-of-school children of primary school age	12	16	0.77
				Primary education attainment in adults	47	55	0.87
				Out-of-school youth of upper secondary school age	24	15	1.54
				Secondary education attainment in adults	18	26	0.70
				Tertiary education attainment in adults	—	—	—
				PhD graduates	—	—	—
				STEM graduates	15	39	0.40
				Skill diversity	0.216	0.170	*1.27
<b>Access to assets</b>	female	male	value	<b>Health</b>	female	male	value
Individuals with an account at a financial institution	52	59	0.88	Malnutrition of children under age 5	6	8	0.71
Women's access to financial services			*0.50	Cardiovascular disease	191	220	#0.87
Inheritance rights for daughters			*0.50	Cancer	137	148	#0.92
Women's access to land use, control and ownership			*0.50	Diabetes	28	43	#0.66
Women's access to non-land assets use, control and ownership			*0.50	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—				
Individuals using a mobile phone	—	—	—				
<b>Political leadership</b>	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				

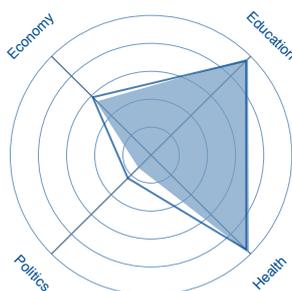
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# Korea, Rep.

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
<b>116</b>	<b>0.649</b>	<b>92</b>	<b>0.616</b>
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

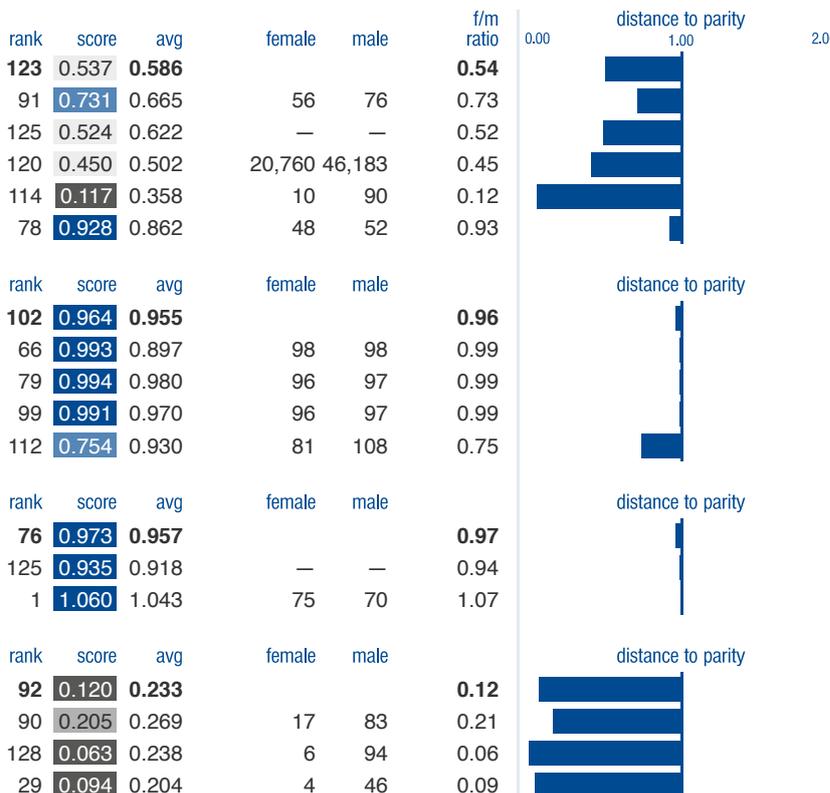
	rank	score	avg
Literacy rate	66	0.993	0.897
Enrolment in primary education	79	0.994	0.980
Enrolment in secondary education	99	0.991	0.970
Enrolment in tertiary education	112	0.754	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	94	96	0.98	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
<b>Political leadership</b>	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			—

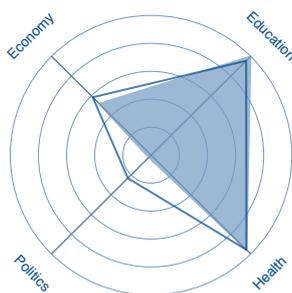
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# Kuwait

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	125	0.520
Educational attainment	47	0.997
Health and survival	136	0.957
Political empowerment	140	0.022
rank out of	144	

	2016		2006	
	rank	score	rank	score
<b>Global Gender Gap Index</b>	<b>128</b>	<b>0.624</b>	<b>86</b>	<b>0.634</b>
Economic participation and opportunity	125	0.520	72	0.577
Educational attainment	47	0.997	41	0.993
Health and survival	136	0.957	105	0.961
Political empowerment	140	0.022	114	0.005
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>125</b>	<b>0.520</b>	<b>0.586</b>			<b>0.52</b>
Labour force participation	121	0.576	0.665	49	86	0.58
Wage equality for similar work (survey)	72	0.647	0.622	—	—	0.65
Estimated earned income (US\$, PPP)	93	0.535	0.502	40,120	75,000	0.54
Legislators, senior officials, and managers	108	0.161	0.358	14	86	0.16
Professional and technical workers	110	0.517	0.862	34	66	0.52

### Educational attainment

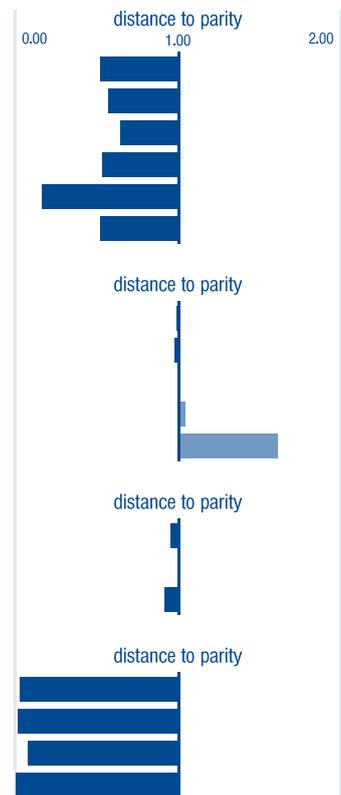
	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>47</b>	<b>0.997</b>	<b>0.955</b>			<b>1.00</b>
Literacy rate	76	0.984	0.897	95	97	0.98
Enrolment in primary education	1	1.000	0.980	93	93	1.01
Enrolment in secondary education	1	1.000	0.970	85	81	1.04
Enrolment in tertiary education	1	1.000	0.930	33	20	1.62

### Health and survival

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>136</b>	<b>0.957</b>	<b>0.957</b>			<b>0.96</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.95
Healthy life expectancy	142	0.985	1.043	67	68	0.99

### Political empowerment

	rank	score	avg	female	male	f/m ratio
<b>Political empowerment</b>	<b>140</b>	<b>0.022</b>	<b>0.233</b>			<b>0.02</b>
Women in parliament	139	0.016	0.269	2	98	0.02
Women in ministerial positions	124	0.071	0.238	7	93	0.07
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 / 128

KWT

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	2	3	0.71
				Cardiovascular disease	234	244	0.96
				Cancer	78	73	1.07
				Diabetes	34	21	1.58
				Chronic respiratory disease	17	10	1.70
				HIV/AIDS	0	0	1.00
				Suicide	1	1	0.80
				Maternal mortality ratio (per 100,000 births)			4 [3-6]
				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			99.9
				Antenatal care coverage, at least four visits			—
<b>Political leadership</b>	female	male	value				
Year women received right to vote			2005				
Years since any women received voting rights			11				
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	—	—	—				

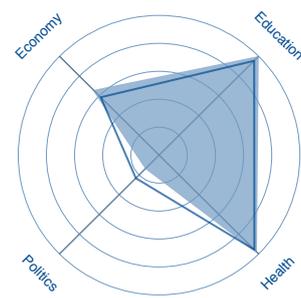
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# Kyrgyz Republic

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	115

	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

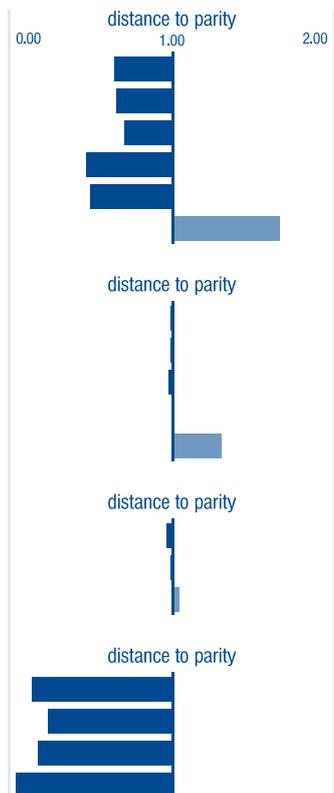
### Health and survival

	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
<b>Economic participation and opportunity</b>	<b>83</b>	<b>0.651</b>	<b>0.586</b>			<b>0.65</b>
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
<b>Educational attainment</b>	<b>72</b>	<b>0.991</b>	<b>0.955</b>			<b>0.99</b>
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
<b>Health and survival</b>	<b>76</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
Sex ratio at birth	125	0.935	0.918	—	—	0.94
Healthy life expectancy	1	1.060	1.043	64	58	1.10
<b>Political empowerment</b>	<b>87</b>	<b>0.132</b>	<b>0.233</b>			<b>0.13</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
<b>Political leadership</b>	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			—

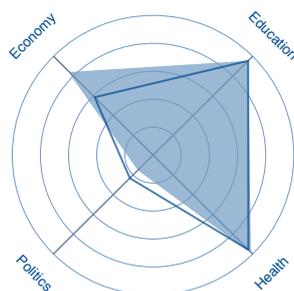
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# Lao PDR

rank out of 144 countries **43**

score **0.724**  
0.00 = imparity  
1.00 = parity

## 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	score 0.832
Educational attainment	rank 115	score 0.944
Health and survival	rank 90	score 0.972
Political empowerment	rank 79	score 0.146
rank out of	144	

2016		2013	
rank	score	rank	score
<b>43</b>	<b>0.724</b>	<b>60</b>	<b>0.699</b>
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
<b>2</b>	<b>0.832</b>	<b>0.586</b>			<b>0.83</b>
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
<b>115</b>	<b>0.944</b>	<b>0.955</b>			<b>0.94</b>
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

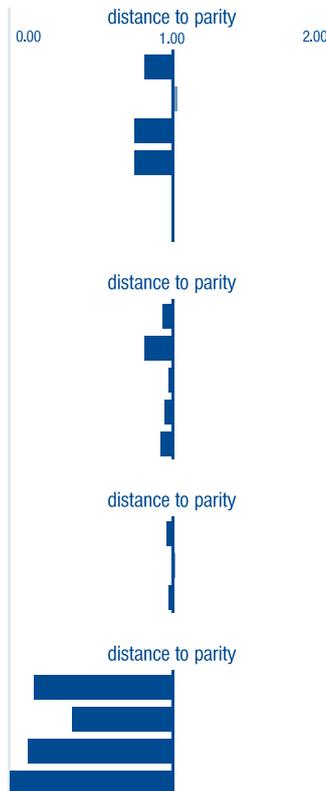
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 101	score 1.036	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>90</b>	<b>0.972</b>	<b>0.957</b>			<b>0.97</b>
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
<b>79</b>	<b>0.146</b>	<b>0.233</b>			<b>0.15</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>	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			—

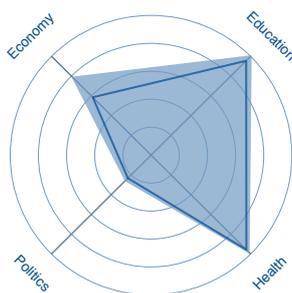
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# Latvia

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

Labour force participation	rank 22	score 0.924	avg 0.665
Wage equality for similar work (survey)	rank 56	score 0.667	avg 0.622
Estimated earned income (US\$, PPP)	rank 30	score 0.699	avg 0.502
Legislators, senior officials, and managers	rank 8	score 0.796	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
18	0.785	0.586			0.79
22	0.924	0.665	72	78	0.92
56	0.667	0.622	—	—	0.67
30	0.699	0.502	19,658	28,137	0.70
8	0.796	0.358	44	56	0.80
1	1.000	0.862	66	34	1.93

### 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	100	100	1.00
1	1.000	0.980	97	96	1.00
1	1.000	0.970	95	93	1.02
1	1.000	0.930	79	55	1.43

### Health and survival

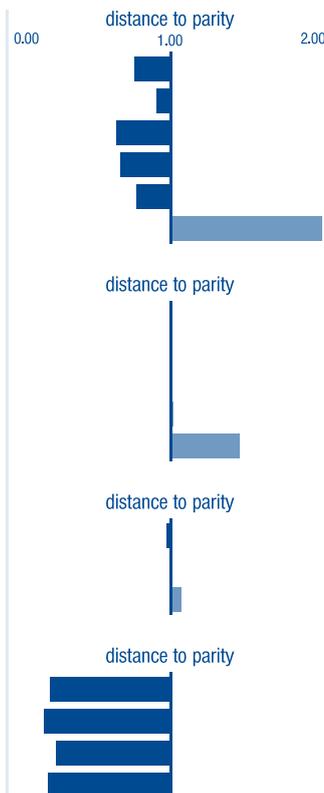
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

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	61	1.13

### Political empowerment

Women in parliament	rank 86	score 0.220	avg 0.269
Women in ministerial positions	rank 45	score 0.300	avg 0.238
Years with female head of state (last 50)	rank 13	score 0.254	avg 0.204

rank	score	avg	female	male	f/m ratio
38	0.255	0.233			0.26
86	0.220	0.269	18	82	0.22
45	0.300	0.238	23	77	0.30
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			548
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	78	80	0.98	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	267	512	#0.52
<b>Political leadership</b>	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			—

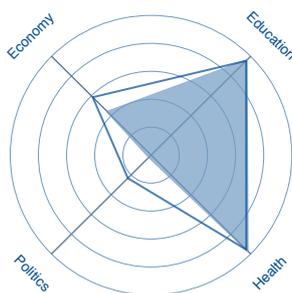
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# Lebanon

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
<b>135</b>	<b>0.598</b>	<b>116</b>	<b>0.608</b>
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

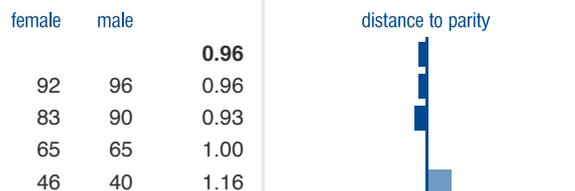
### Economic participation and opportunity

	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



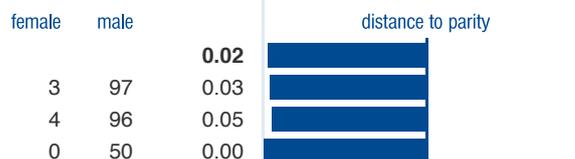
### Health and survival

	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



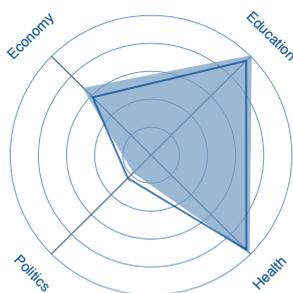


# Lesotho

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

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	

2016		2006	
rank	score	rank	score
<b>57</b>	<b>0.706</b>	<b>43</b>	<b>0.681</b>
66	0.672	61	0.607
1	1.000	1	1.000
1	0.980	1	0.980
70	0.172	41	0.136
rank out of	144	rank out of	115

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
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
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
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
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



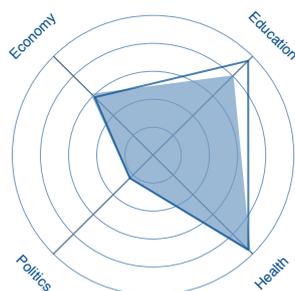


# Liberia

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

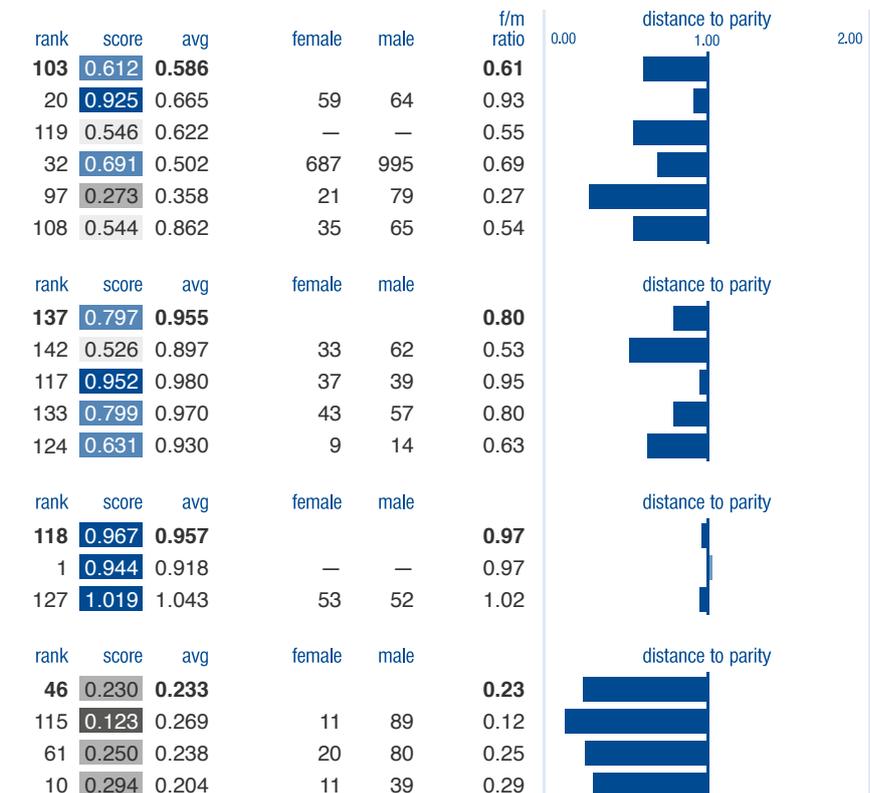
	rank	score	avg
Literacy rate	142	0.526	0.897
Enrolment in primary education	117	0.952	0.980
Enrolment in secondary education	133	0.799	0.970
Enrolment in tertiary education	124	0.631	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

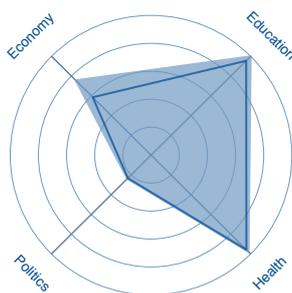
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# Lithuania

rank **25**  
out of 144 countries

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	115

	2016	2006		
rank	score	rank	score	
Global Gender Gap Index	25	0.744	21	0.708
Economic participation and opportunity	25	0.757	15	0.713
Educational attainment	1	1.000	24	0.998
Health and survival	40	0.979	36	0.979
Political empowerment	43	0.239	39	0.140
rank out of	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

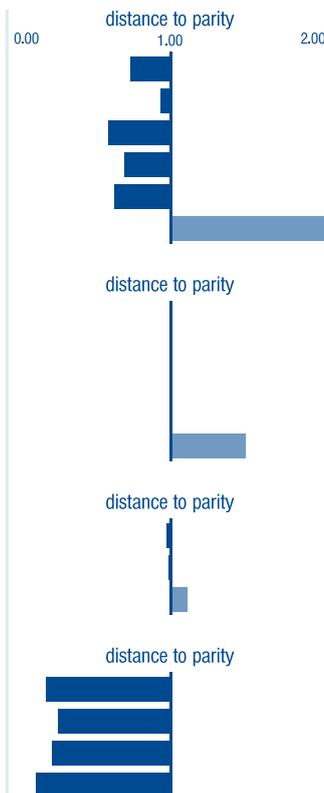
Sex ratio at birth	rank 95	score 0.943	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			309
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	72	71	1.01	<b>Health</b>	female	male	value
Individuals using a mobile phone	94	94	1.00	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	242	448	#0.54
<b>Political leadership</b>	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			—

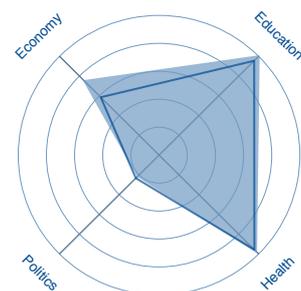
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# Luxembourg

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
<b>34</b>	<b>0.734</b>	<b>56</b>	<b>0.667</b>
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 <b>0.833</b>	avg 0.665
Wage equality for similar work (survey)	rank 39	score <b>0.710</b>	avg 0.622
Estimated earned income (US\$, PPP)	rank 1	score <b>0.999</b>	avg 0.502
Legislators, senior officials, and managers	rank 102	score <b>0.209</b>	avg 0.358
Professional and technical workers	rank 77	score <b>0.930</b>	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>27</b>	<b>0.750</b>	<b>0.586</b>			<b>0.75</b>
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 <b>1.000</b>	avg 0.897
Enrolment in primary education	rank 1	score <b>1.000</b>	avg 0.980
Enrolment in secondary education	rank 1	score <b>1.000</b>	avg 0.970
Enrolment in tertiary education	rank 1	score <b>1.000</b>	avg 0.930

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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

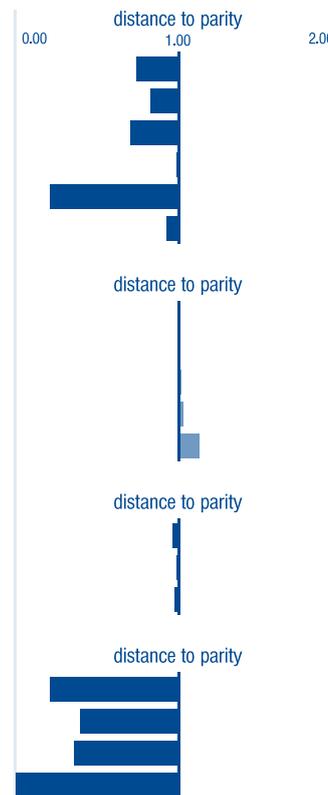
Sex ratio at birth	rank 95	score <b>0.943</b>	avg 0.918
Healthy life expectancy	rank 84	score <b>1.043</b>	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>69</b>	<b>0.974</b>	<b>0.957</b>			<b>0.97</b>
95	0.943	0.918	—	—	0.94
84	1.043	1.043	73	70	1.04

### Political empowerment

Women in parliament	rank 44	score <b>0.395</b>	avg 0.269
Women in ministerial positions	rank 38	score <b>0.364</b>	avg 0.238
Years with female head of state (last 50)	rank 68	score <b>0.000</b>	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>55</b>	<b>0.212</b>	<b>0.233</b>			<b>0.21</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			180
<b>Economic leadership</b>	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			*0.76	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	96	99	0.97	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	88	132	#0.67
<b>Political leadership</b>	female	male	value	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

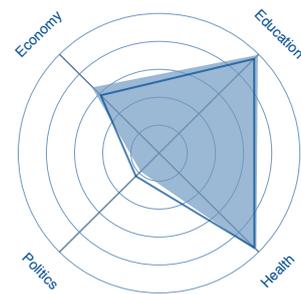
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# Macedonia, FYR

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
<b>73</b>	<b>0.696</b>	<b>28</b>	<b>0.698</b>
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

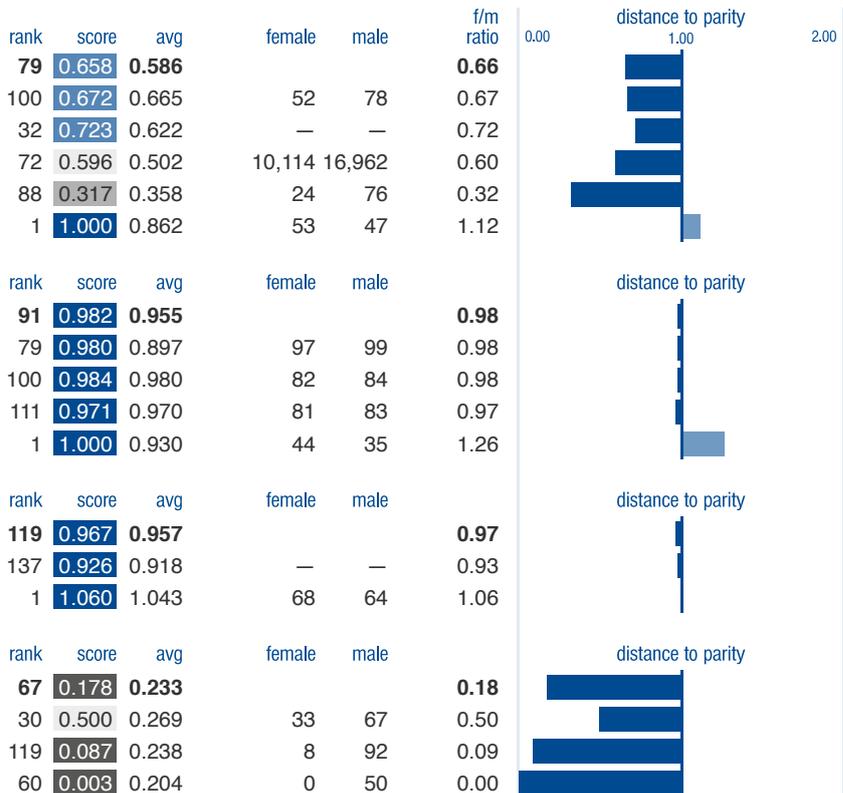
	rank	score	avg
Literacy rate	79	0.980	0.897
Enrolment in primary education	100	0.984	0.980
Enrolment in secondary education	111	0.971	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	—	—	—	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>				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			—

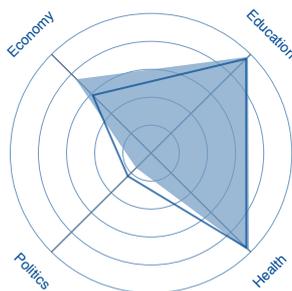
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# Madagascar

rank out of 144 countries **60**

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

## 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
<b>60</b>	<b>0.704</b>	<b>84</b>	<b>0.639</b>
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

Labour force participation	rank 11	score 0.951	avg 0.665	female 86	male 90	f/m ratio 0.95
Wage equality for similar work (survey)	rank 80	score 0.631	avg 0.622	—	—	0.63
Estimated earned income (US\$, PPP)	rank 27	score 0.708	avg 0.502	1,194	1,687	0.71
Legislators, senior officials, and managers	rank 34	score 0.577	avg 0.358	37	63	0.58
Professional and technical workers	rank 80	score 0.917	avg 0.862	48	52	0.92

### Educational attainment

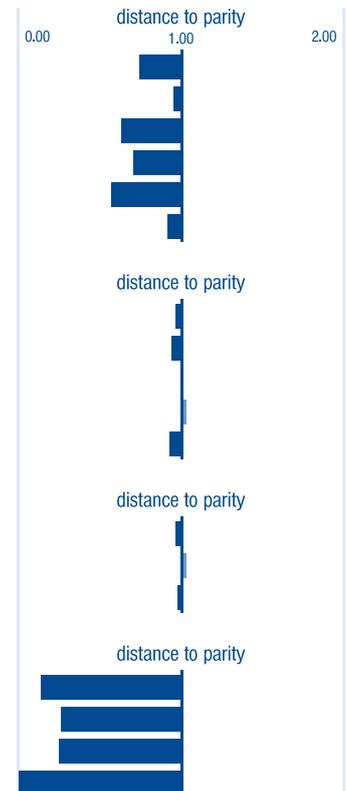
Literacy rate	rank 104	score 0.938	avg 0.897	female 63	male 67	f/m ratio 0.94
Enrolment in primary education	—	—	0.980	—	—	—
Enrolment in secondary education	rank 1	score 1.000	avg 0.970	32	31	1.04
Enrolment in tertiary education	rank 98	score 0.937	avg 0.930	4	4	0.94

### Health and survival

Sex ratio at birth	rank 1	score 0.944	avg 0.918	—	—	f/m ratio 0.97
Healthy life expectancy	rank 99	score 1.037	avg 1.043	56	54	1.04

### Political empowerment

Women in parliament	rank 71	score 0.258	avg 0.269	female 21	male 79	f/m ratio 0.26
Women in ministerial positions	rank 61	score 0.250	avg 0.238	20	80	0.25
Years with female head of state (last 50)	rank 64	score 0.000	avg 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

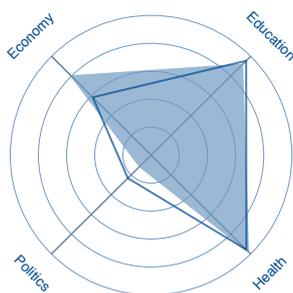
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# Malawi

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	

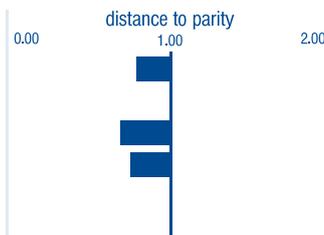
	2016		2006	
rank	score	rank	score	
<b>67</b>	<b>0.700</b>	<b>81</b>	<b>0.644</b>	
12	0.799	36	0.665	
125	0.915	96	0.860	
75	0.973	106	0.960	
94	0.113	68	0.090	
144		115		

## 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	—	—	—

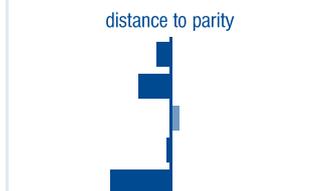
rank	score	avg	female	male	f/m ratio
<b>12</b>	<b>0.799</b>	<b>0.586</b>			<b>0.80</b>
1	1.000	0.665	81	80	1.01
45	0.695	0.622	—	—	0.70
15	0.763	0.502	712	932	0.76
—	—	0.358	—	—	—
—	—	0.862	—	—	—



### 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

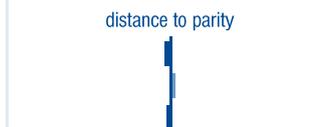
rank	score	avg	female	male	f/m ratio
<b>125</b>	<b>0.915</b>	<b>0.955</b>			<b>0.92</b>
123	0.808	0.897	59	73	0.81
1	1.000	0.980	95	90	1.06
108	0.979	0.970	33	33	0.98
123	0.636	0.930	1	1	0.64



### 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

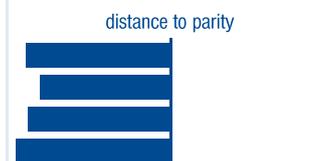
rank	score	avg	female	male	f/m ratio
<b>75</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
1	0.944	0.918	—	—	0.98
92	1.040	1.043	52	50	1.04



### 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

rank	score	avg	female	male	f/m ratio
<b>94</b>	<b>0.113</b>	<b>0.233</b>			<b>0.11</b>
93	0.200	0.269	17	83	0.20
103	0.125	0.238	11	89	0.13
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	4	4	0.86
				Cardiovascular disease	367	296	#1.24
				Cancer	116	91	#1.27
				Diabetes	24	38	#0.63
				Chronic respiratory disease	29	54	#0.52
				HIV/AIDS	324	371	#0.87
				Suicide	9	24	#0.37
				Maternal mortality ratio (per 100,000 births)	†634	[422 - 1 080]	
				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			87.4
				Antenatal care coverage, at least four visits			44.7
<b>Political leadership</b>	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			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	—	—	—				

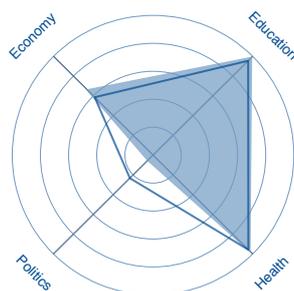
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# Malaysia

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
<b>106</b>	<b>0.666</b>	<b>72</b>	<b>0.651</b>
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
<b>Economic participation and opportunity</b>	<b>80</b>	<b>0.658</b>	<b>0.586</b>
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

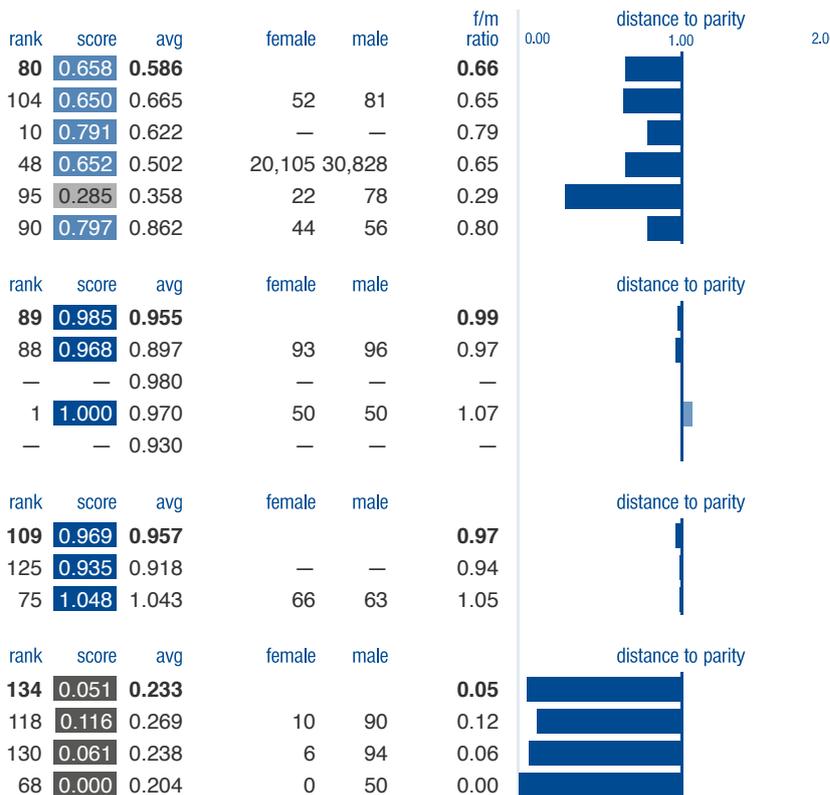
	rank	score	avg
<b>Educational attainment</b>	<b>89</b>	<b>0.985</b>	<b>0.955</b>
Literacy rate	88	0.968	0.897
Enrolment in primary education	—	—	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	—	—	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>109</b>	<b>0.969</b>	<b>0.957</b>
Sex ratio at birth	125	0.935	0.918
Healthy life expectancy	75	1.048	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>134</b>	<b>0.051</b>	<b>0.233</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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			0.78	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	69	73	0.95	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	269	325	0.83
				Cancer	93	104	0.90
				Diabetes	27	23	1.15
				Chronic respiratory disease	36	72	0.50
				HIV/AIDS	2	34	0.06
				Suicide	2	5	0.32
				Maternal mortality ratio (per 100,000 births)			40 [32-53]
				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
				Antenatal care coverage, at least four visits			—

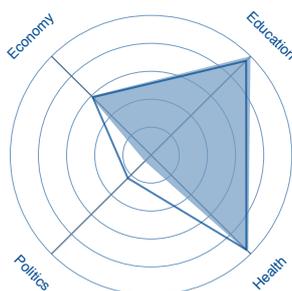
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# Maldives

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
<b>Global Gender Gap Index</b>	<b>115</b>	<b>0.650</b>	<b>99</b>	<b>0.635</b>
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
<b>Economic participation and opportunity</b>	<b>112</b>	<b>0.590</b>	<b>0.586</b>
Labour force participation	90	0.735	0.665
Wage equality for similar work (survey)	—	—	0.622
Estimated earned income (US\$, PPP)	94	0.528	0.502
Legislators, senior officials, and managers	109	0.154	0.358
Professional and technical workers	1	1.000	0.862

### Educational attainment

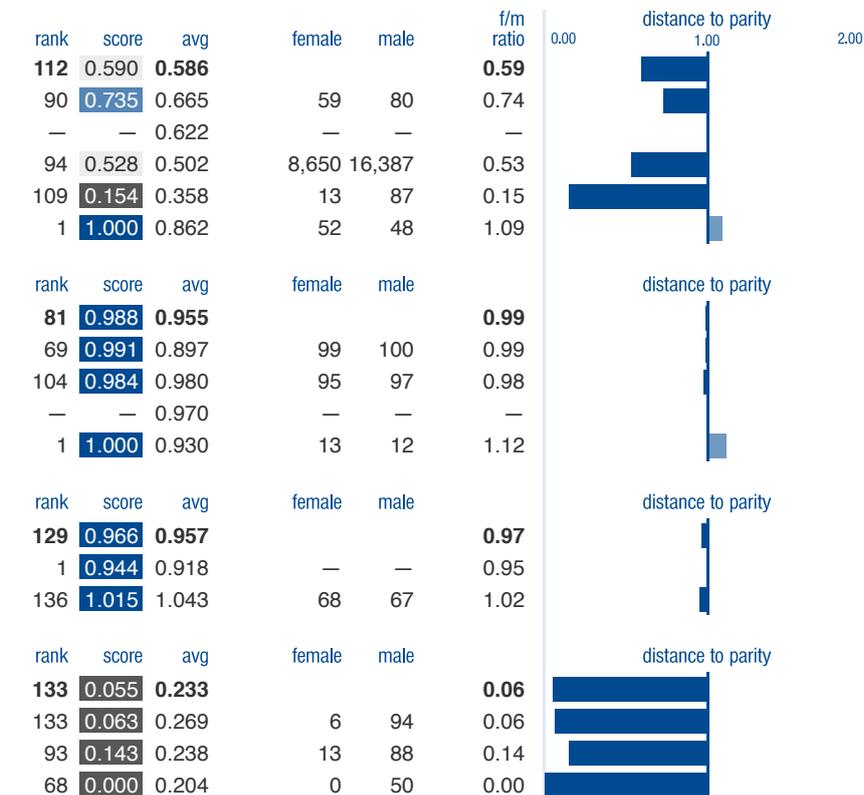
	rank	score	avg
<b>Educational attainment</b>	<b>81</b>	<b>0.988</b>	<b>0.955</b>
Literacy rate	69	0.991	0.897
Enrolment in primary education	104	0.984	0.980
Enrolment in secondary education	—	—	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>129</b>	<b>0.966</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	136	1.015	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>133</b>	<b>0.055</b>	<b>0.233</b>
Women in parliament	133	0.063	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



0.650 / 115

MDV

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			0
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

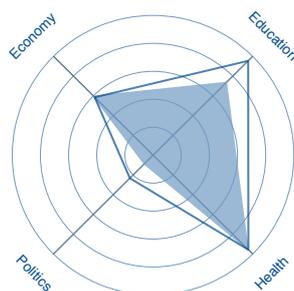
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# Mali

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	

	2016		2006	
	rank	score	rank	score
Global Gender Gap Index	138	0.591	99	0.600
Economic participation and opportunity	110	0.594	35	0.665
Educational attainment	140	0.733	111	0.674
Health and survival	140	0.949	91	0.968
Political empowerment	117	0.086	67	0.091
rank out of	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

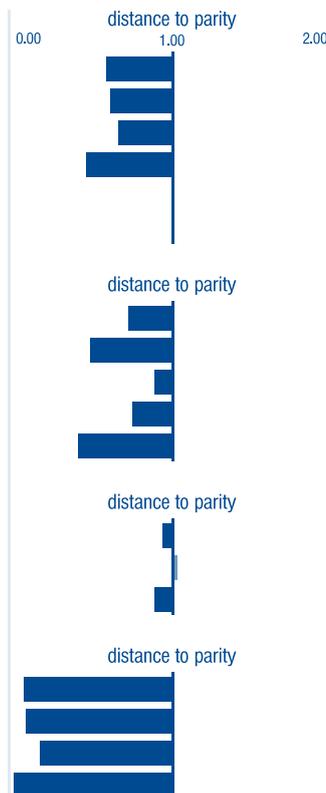
	rank	score	avg	female	male	f/m ratio
Literacy rate	143	0.493	0.897	22	45	0.49
Enrolment in primary education	122	0.899	0.980	56	62	0.90
Enrolment in secondary education	136	0.760	0.970	30	39	0.76
Enrolment in tertiary education	134	0.426	0.930	4	10	0.43

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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			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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
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
<b>Political leadership</b>	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			yes				
Seats held in upper house	—	—	—				

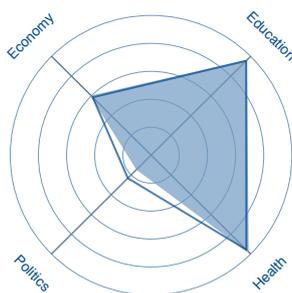
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# Malta

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

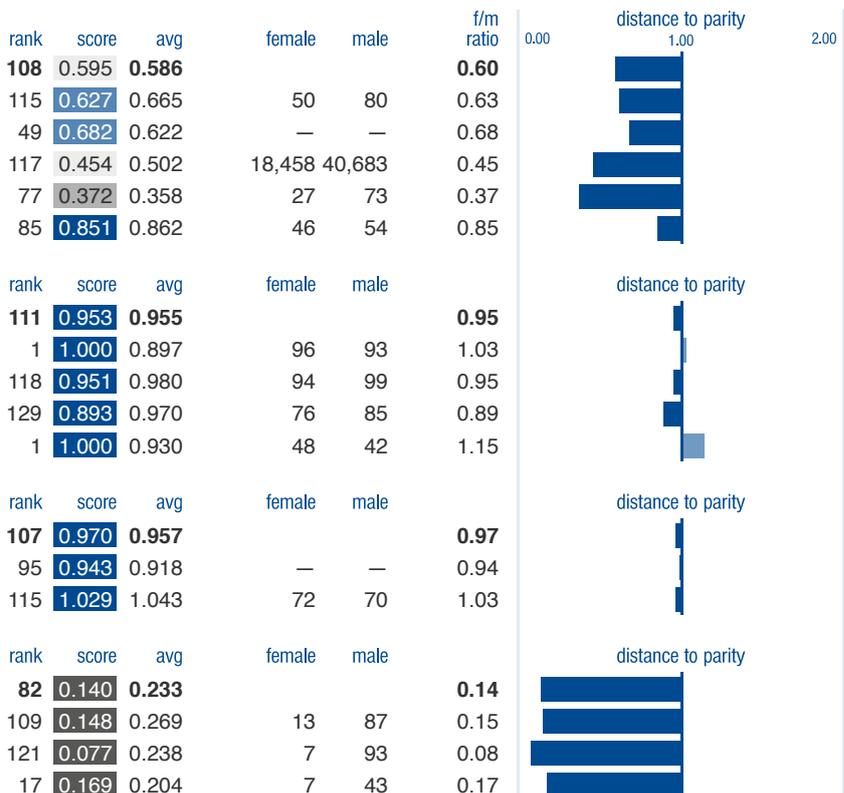
	rank	score	avg
Literacy rate	1	1.000	0.897
Enrolment in primary education	118	0.951	0.980
Enrolment in secondary education	129	0.893	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	75	78	0.97	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	125	184	#0.68
<b>Political leadership</b>	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			—

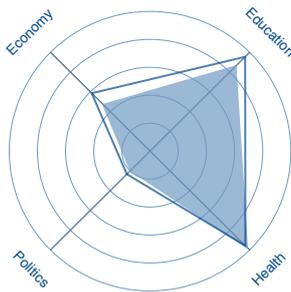
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# Mauritania

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

Economic participation and opportunity	rank 128	score 0.469
Educational attainment	rank 131	score 0.858
Health and survival	rank 85	score 0.973
Political empowerment	rank 59	score 0.195
rank out of	144	

	2016	2006	
rank	score	rank	score
<b>129</b>	<b>0.624</b>	<b>106</b>	<b>0.583</b>
128	0.469	93	0.499
131	0.858	103	0.818
85	0.973	1	0.980
59	0.195	106	0.037
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>128</b>	<b>0.469</b>	<b>0.586</b>
Labour force participation	129	0.457	0.665
Wage equality for similar work (survey)	108	0.570	0.622
Estimated earned income (US\$, PPP)	127	0.339	0.502
Legislators, senior officials, and managers	—	—	0.358
Professional and technical workers	—	—	0.862

### Educational attainment

	rank	score	avg
<b>Educational attainment</b>	<b>131</b>	<b>0.858</b>	<b>0.955</b>
Literacy rate	132	0.664	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	124	0.921	0.970
Enrolment in tertiary education	129	0.503	0.930

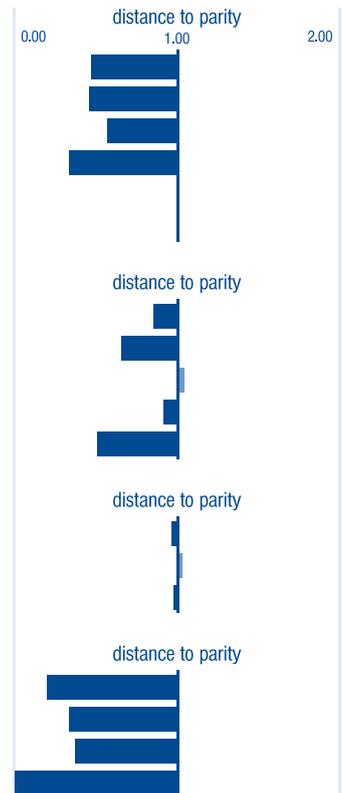
### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>85</b>	<b>0.973</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	96	1.038	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>59</b>	<b>0.195</b>	<b>0.233</b>
Women in parliament	57	0.336	0.269
Women in ministerial positions	37	0.368	0.238
Years with female head of state (last 50)	68	0.000	0.204

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>128</b>	<b>0.469</b>	<b>0.586</b>			<b>0.47</b>
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	—	—	—
<b>Educational attainment</b>	<b>131</b>	<b>0.858</b>	<b>0.955</b>			<b>0.86</b>
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
<b>Health and survival</b>	<b>85</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.97
Healthy life expectancy	96	1.038	1.043	55	53	1.04
<b>Political empowerment</b>	<b>59</b>	<b>0.195</b>	<b>0.233</b>			<b>0.20</b>
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



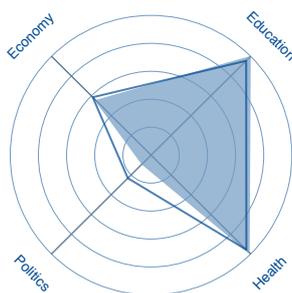


# Mauritius

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
<b>113</b>	<b>0.652</b>	<b>88</b>	<b>0.633</b>
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

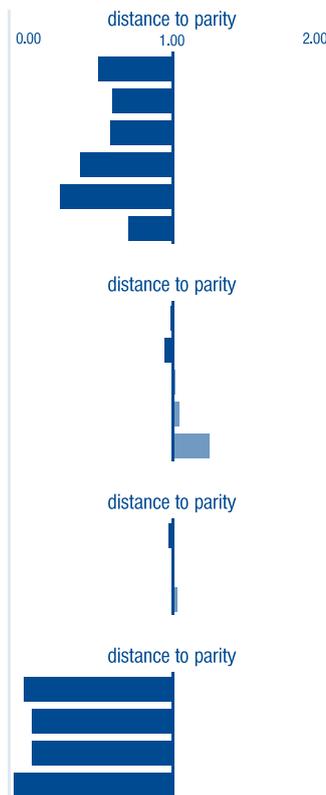
### Health and survival

	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

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>121</b>	<b>0.550</b>	<b>0.586</b>			<b>0.55</b>
Labour force participation	111	0.636	0.665	51	81	0.64
Wage equality for similar work (survey)	84	0.625	0.622	—	—	0.63
Estimated earned income (US\$, PPP)	122	0.431	0.502	11,250	26,102	0.43
Legislators, senior officials, and managers	90	0.306	0.358	23	77	0.31
Professional and technical workers	94	0.738	0.862	42	58	0.74
<b>Educational attainment</b>	<b>71</b>	<b>0.991</b>	<b>0.955</b>			<b>0.99</b>
Literacy rate	98	0.952	0.897	88	93	0.95
Enrolment in primary education	1	1.000	0.980	97	95	1.02
Enrolment in secondary education	1	1.000	0.970	50	50	1.05
Enrolment in tertiary education	1	1.000	0.930	43	35	1.23
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.95
Healthy life expectancy	1	1.060	1.043	68	62	1.10
<b>Political empowerment</b>	<b>116</b>	<b>0.087</b>	<b>0.233</b>			<b>0.09</b>
Women in parliament	113	0.131	0.269	12	88	0.13
Women in ministerial positions	98	0.136	0.238	12	88	0.14
Years with female head of state (last 50)	47	0.028	0.204	1	49	0.03



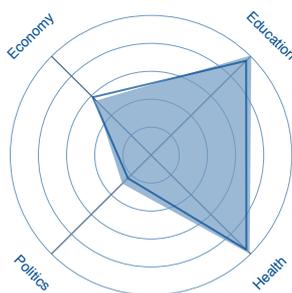


# Mexico

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
<b>66</b>	<b>0.700</b>	<b>75</b>	<b>0.646</b>
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
<b>Economic participation and opportunity</b>	<b>122</b>	<b>0.544</b>	<b>0.586</b>			<b>0.54</b>
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

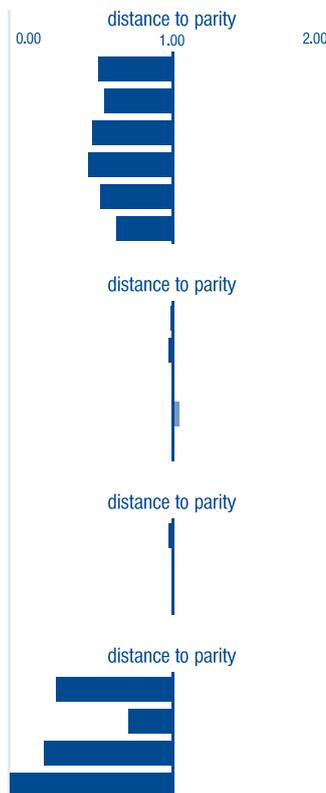
	rank	score	avg	female	male	f/m ratio
<b>Educational attainment</b>	<b>51</b>	<b>0.996</b>	<b>0.955</b>			<b>1.00</b>
Literacy rate	83	0.978	0.897	94	96	0.98
Enrolment in primary education	1	1.000	0.980	95	95	1.01
Enrolment in secondary education	1	1.000	0.970	69	66	1.04
Enrolment in tertiary education	1	1.000	0.930	30	30	1.01

### Health and survival

	rank	score	avg	female	male	f/m ratio
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
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
<b>Political empowerment</b>	<b>34</b>	<b>0.281</b>	<b>0.233</b>			<b>0.28</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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				
				<b>Care</b>	female	male	value
<b>Economic leadership</b>	female	male	value	Length of parental leave (days)			—
Law mandates equal pay			no	Length of maternity / paternity leave (days)	84 /	5	
Ability of women to rise to positions of leadership			*0.49	Wages paid during maternity / paternity leave	100 /	100	
Boards of publicly traded companies	—	—	—	Provider of parental leave benefits			—
Firms whose ownership includes women			25.70	Provider of maternity / paternity leave benefits	gov /	empl	
Firms whose top management includes women			14.60	Government supports or provides childcare			yes
R&D personnel	—	—	—	Government provides child allowance to parents			yes
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	female	male	value
Individuals with an account at a financial institution	39	39	1.01	Out-of-school children of primary school age	2	3	0.63
Women's access to financial services			*0.50	Primary education attainment in adults	78	80	0.97
Inheritance rights for daughters			*0.50	Out-of-school youth of upper secondary school age	41	43	0.95
Women's access to land use, control and ownership			*0.50	Secondary education attainment in adults	31	33	0.95
Women's access to non-land assets use, control and ownership			*1.00	Tertiary education attainment in adults	13	15	0.84
				PhD graduates	0	0	0.34
				STEM graduates	16	39	0.41
				Skill diversity	0.304	0.278	*1.09
<b>Access to technology</b>	female	male	value				
Individuals using the internet	55	61	0.90	<b>Health</b>	female	male	value
Individuals using a mobile phone	61	63	0.97	Malnutrition of children under age 5	1	2	0.78
				Cardiovascular disease	130	170	#0.77
				Cancer	69	78	#0.88
				Diabetes	86	96	#0.90
				Chronic respiratory disease	28	43	#0.65
				HIV/AIDS	2	7	#0.23
				Suicide	2	7	#0.24
				Maternal mortality ratio (per 100,000 births)			†38 [34-42]
				Existence of legislation on domestic violence			yes
				Prevalence of gender violence in lifetime			47
				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			—

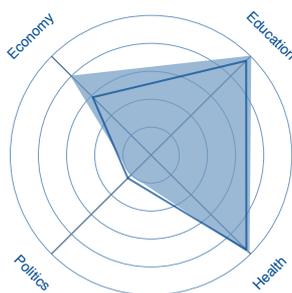
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# Moldova

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
<b>Global Gender Gap Index</b>	<b>26</b>	<b>0.741</b>	<b>17</b>	<b>0.713</b>
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
<b>15</b>	<b>0.795</b>	<b>0.586</b>			<b>0.80</b>
30	0.901	0.665	44	49	0.90
46	0.691	0.622	—	—	0.69
17	0.760	0.502	4,327	5,691	0.76
13	0.754	0.358	43	57	0.75
1	1.000	0.862	65	35	1.84

### 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
<b>52</b>	<b>0.996</b>	<b>0.955</b>			<b>1.00</b>
59	0.997	0.897	99	99	1.00
81	0.992	0.980	87	88	0.99
1	1.000	0.970	77	77	1.01
1	1.000	0.930	47	36	1.29

### Health and survival

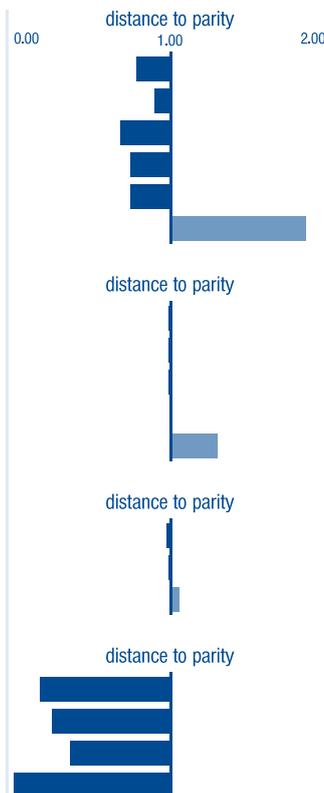
Sex ratio at birth	95	0.943	0.918	—	—	0.94
Healthy life expectancy	1	1.060	1.043	66	59	1.12

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
1	1.060	1.043	66	59	1.12

### 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
<b>58</b>	<b>0.196</b>	<b>0.233</b>			<b>0.20</b>
67	0.278	0.269	22	78	0.28
34	0.385	0.238	28	72	0.39
44	0.032	0.204	2	48	0.03



0.00 0.40

distribution of countries by score

1.00



0.741 / 26

MDA

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,039
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	...	...	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>	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			—

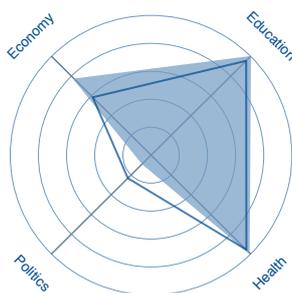
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# Mongolia

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	115

	2016	2006	
rank	score	rank	score
<b>58</b>	<b>0.705</b>	<b>42</b>	<b>0.682</b>
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

	rank	score	avg
Labour force participation	58	0.835	0.665
Wage equality for similar work (survey)	28	0.741	0.622
Estimated earned income (US\$, PPP)	25	0.713	0.502
Legislators, senior officials, and managers	31	0.614	0.358
Professional and technical workers	1	1.000	0.862

	rank	score	avg	female	male	f/m ratio
<b>0.77</b>						
0.84	59	0.84	0.665	59	71	0.84
0.74	—	0.74	0.622	—	—	0.74
0.71	25	0.713	0.502	9,960	13,972	0.71
0.61	31	0.614	0.358	38	62	0.61
1.70	1	1.000	0.862	63	37	1.70

### Educational attainment

	rank	score	avg
Literacy rate	1	1.000	0.897
Enrolment in primary education	102	0.984	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
<b>0.99</b>						
1.00	1	1.000	0.897	99	98	1.00
0.98	102	0.984	0.980	94	96	0.98
1.03	1	1.000	0.970	88	85	1.03
1.44	1	1.000	0.930	76	53	1.44

### Health and survival

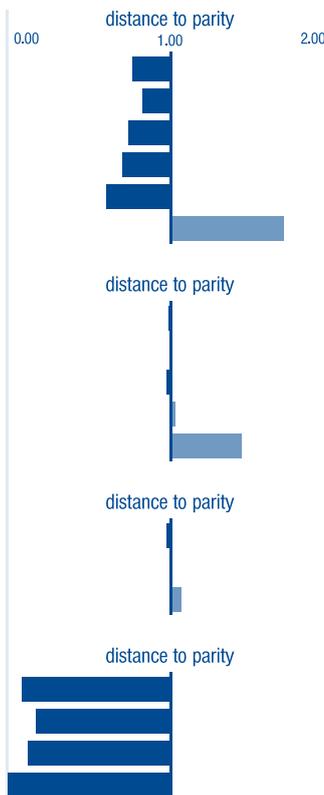
	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

	rank	score	avg	female	male	f/m ratio
<b>0.98</b>						
0.95	1	0.944	0.918	—	—	0.95
1.12	1	1.060	1.043	64	57	1.12

### Political empowerment

	rank	score	avg
Women in parliament	102	0.169	0.269
Women in ministerial positions	103	0.125	0.238
Years with female head of state (last 50)	63	0.000	0.204

	rank	score	avg	female	male	f/m ratio
<b>0.08</b>						
0.17	102	0.169	0.269	14	86	0.17
0.13	103	0.125	0.238	11	89	0.13
0.00	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

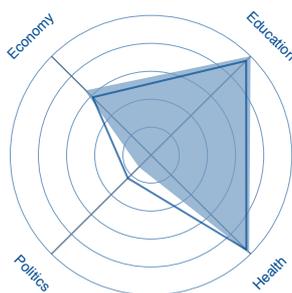
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# Montenegro

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
Global Gender Gap Index	89	0.681	74	0.693
Economic participation and opportunity	88	0.647	49	0.711
Educational attainment	79	0.989	55	0.995
Health and survival	60	0.975	129	0.964
Political empowerment	93	0.114	104	0.103
rank out of	144		142	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
Labour force participation	75	0.792	0.665	51	65	0.79
Wage equality for similar work (survey)	74	0.642	0.622	—	—	0.64
Estimated earned income (US\$, PPP)	86	0.573	0.502	10,998	19,208	0.57
Legislators, senior officials, and managers	96	0.284	0.358	22	78	0.28
Professional and technical workers	1	1.000	0.862	56	44	1.26

### Educational attainment

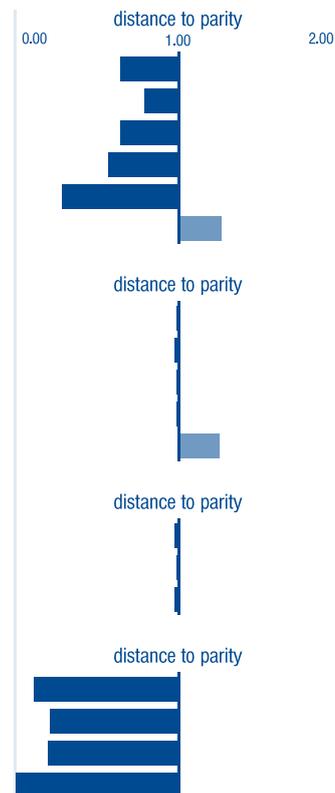
	rank	score	avg	female	male	f/m ratio
Literacy rate	75	0.986	0.897	98	99	0.99
Enrolment in primary education	94	0.988	0.980	92	93	0.99
Enrolment in secondary education	102	0.988	0.970	48	52	0.99
Enrolment in tertiary education	1	1.000	0.930	62	49	1.26

### 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	76	1.047	1.043	67	64	1.05

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	88	0.209	0.269	17	83	0.21
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



0.681 / 89

MNE

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			365
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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—
<b>Access to technology</b>							
Individuals using the internet	—	—	—	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	2	3	0.77
				Cardiovascular disease	330	406	#0.81
<b>Political leadership</b>				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

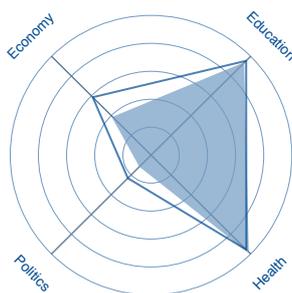
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# Morocco

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

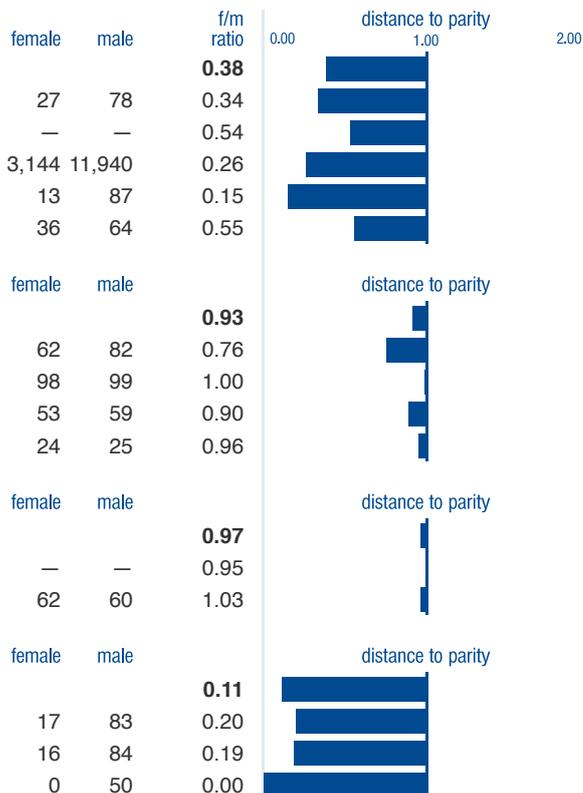
Economic participation and opportunity	rank 139	score 0.380
Educational attainment	rank 122	score 0.925
Health and survival	rank 93	score 0.971
Political empowerment	rank 98	score 0.110
rank out of	144	

	2016	2006		
rank	score	rank	score	
Global Gender Gap Index	<b>137</b>	<b>107</b>	<b>0.597</b>	<b>0.583</b>
Economic participation and opportunity	139	102	0.380	0.461
Educational attainment	122	99	0.925	0.848
Health and survival	93	90	0.971	0.968
Political empowerment	98	92	0.110	0.053
rank out of	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	51	63	0.82	<b>Health</b>	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
<b>Political leadership</b>	female	male	value				
Year women received right to vote			1959				
Years since any women received voting rights			57				
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	—	—	—				

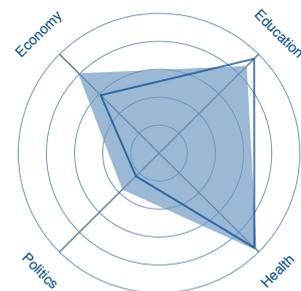
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# Mozambique

rank **21**  
out of 144 countries

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	rank 13	score 0.798
Educational attainment	rank 129	score 0.871
Health and survival	rank 113	score 0.968
Political empowerment	rank 21	score 0.361
rank out of	144	

	2016	2007	
rank	score	rank	score
<b>21</b>	<b>0.750</b>	<b>43</b>	<b>0.688</b>
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	rank 1	score 1.000	avg 0.665
Wage equality for similar work (survey)	rank 81	score 0.629	avg 0.622
Estimated earned income (US\$, PPP)	rank 5	score 0.853	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
<b>13</b>	<b>0.798</b>	<b>0.586</b>			<b>0.80</b>
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	rank 136	score 0.620	avg 0.897
Enrolment in primary education	rank 116	score 0.953	avg 0.980
Enrolment in secondary education	rank 94	score 0.997	avg 0.970
Enrolment in tertiary education	rank 118	score 0.712	avg 0.930

rank	score	avg	female	male	f/m ratio
<b>129</b>	<b>0.871</b>	<b>0.955</b>			<b>0.87</b>
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

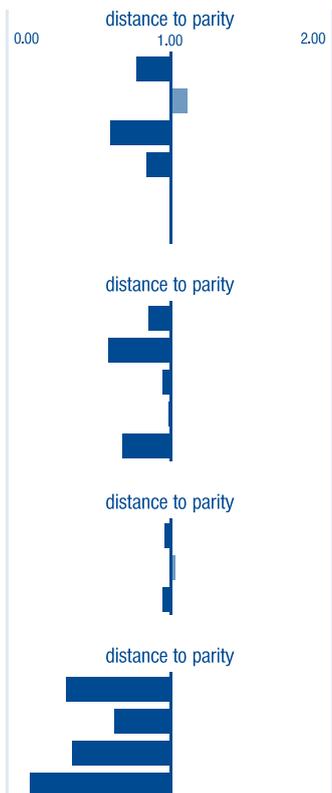
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 122	score 1.022	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>113</b>	<b>0.968</b>	<b>0.957</b>			<b>0.97</b>
1	0.944	0.918	—	—	0.98
122	1.022	1.043	47	46	1.02

### Political empowerment

Women in parliament	rank 15	score 0.656	avg 0.269
Women in ministerial positions	rank 30	score 0.400	avg 0.238
Years with female head of state (last 50)	rank 21	score 0.134	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>21</b>	<b>0.361</b>	<b>0.233</b>			<b>0.36</b>
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



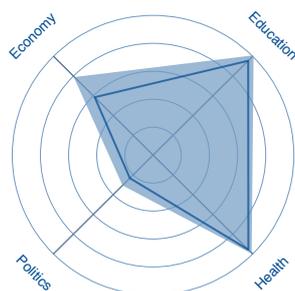


# Namibia

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
<b>14</b>	<b>0.765</b>	<b>38</b>	<b>0.686</b>
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

Labour force participation	rank 36	score 0.892	avg 0.665
Wage equality for similar work (survey)	rank 64	score 0.653	avg 0.622
Estimated earned income (US\$, PPP)	rank 16	score 0.761	avg 0.502
Legislators, senior officials, and managers	rank 14	score 0.747	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>20</b>	<b>0.781</b>	<b>0.586</b>			<b>0.78</b>
36	0.892	0.665	57	64	0.89
64	0.653	0.622	—	—	0.65
16	0.761	0.502	8,638	11,345	0.76
14	0.747	0.358	43	57	0.75
1	1.000	0.862	56	44	1.28

### Educational attainment

Literacy rate	rank 61	score 0.996	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
<b>35</b>	<b>0.999</b>	<b>0.955</b>			<b>1.00</b>
61	0.996	0.897	91	91	1.00
1	1.000	0.980	91	88	1.03
1	1.000	0.970	57	45	1.28
1	1.000	0.930	10	8	1.28

### Health and survival

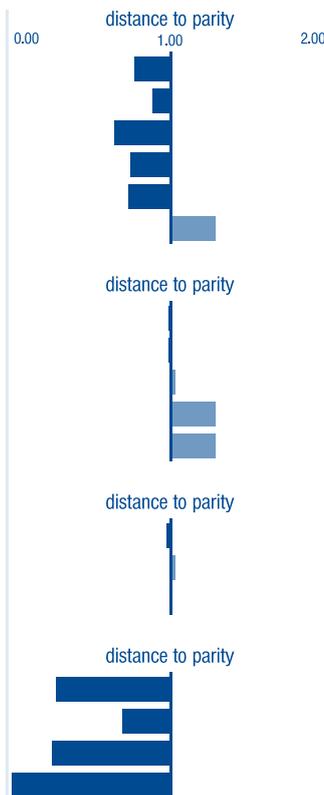
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
1	0.944	0.918	—	—	0.97
1	1.060	1.043	60	56	1.07

### Political empowerment

Women in parliament	rank 10	score 0.705	avg 0.269
Women in ministerial positions	rank 56	score 0.278	avg 0.238
Years with female head of state (last 50)	rank 48	score 0.026	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>31</b>	<b>0.299</b>	<b>0.233</b>			<b>0.30</b>
10	0.705	0.269	41	59	0.71
56	0.278	0.238	22	78	0.28
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
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

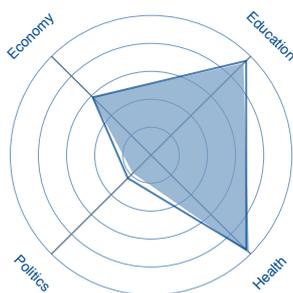
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# Nepal

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

Economic participation and opportunity	115	0.578
Educational attainment	123	0.918
Health and survival	92	0.972
Political empowerment	68	0.175
rank out of	144	

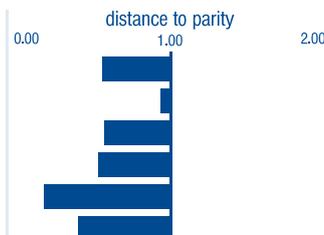
	2016	2006	
rank	score	rank	score
<b>110</b>	<b>0.661</b>	<b>111</b>	<b>0.548</b>
115	0.578	100	0.465
123	0.918	109	0.734
92	0.972	111	0.953
68	0.175	102	0.039
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
Labour force participation	16	0.938	0.665
Wage equality for similar work (survey)	96	0.591	0.622
Estimated earned income (US\$, PPP)	90	0.555	0.502
Legislators, senior officials, and managers	99	0.224	0.358
Professional and technical workers	114	0.429	0.862

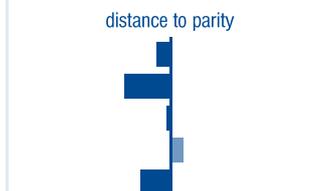
	female	male	f/m ratio
	83	89	0.94
	—	—	0.59
	1,710	3,080	0.56
	18	82	0.22
	30	70	0.43



### Educational attainment

	rank	score	avg
Literacy rate	129	0.722	0.897
Enrolment in primary education	101	0.984	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	108	0.821	0.930

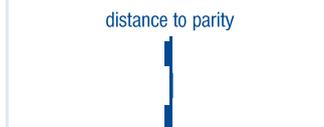
	female	male	f/m ratio
	55	76	0.72
	96	98	0.98
	63	58	1.08
	15	19	0.82



### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	102	1.034	1.043

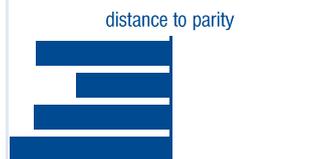
	female	male	f/m ratio
	—	—	0.96
	60	58	1.03



### Political empowerment

	rank	score	avg
Women in parliament	42	0.420	0.269
Women in ministerial positions	89	0.158	0.238
Years with female head of state (last 50)	53	0.014	0.204

	female	male	f/m ratio
	30	70	0.42
	14	86	0.16
	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

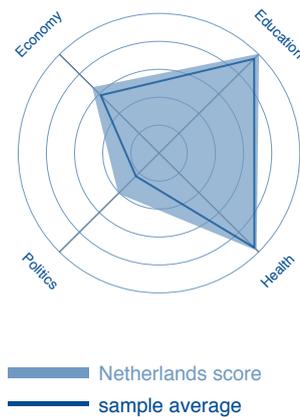
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# Netherlands

rank 16 out of 144 countries

score 0.756  
0.00 = imparity  
1.00 = parity

## SCORE AT A GLANCE



## 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	115

	2016	2006	
rank	score	rank	score
<b>16</b>	<b>0.756</b>	<b>12</b>	<b>0.725</b>
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

Labour force participation	rank 46	score 0.874	avg 0.665
Wage equality for similar work (survey)	rank 48	score 0.683	avg 0.622
Estimated earned income (US\$, PPP)	rank 111	score 0.478	avg 0.502
Legislators, senior officials, and managers	rank 81	score 0.352	avg 0.358
Professional and technical workers	rank 74	score 0.950	avg 0.862

### Educational attainment

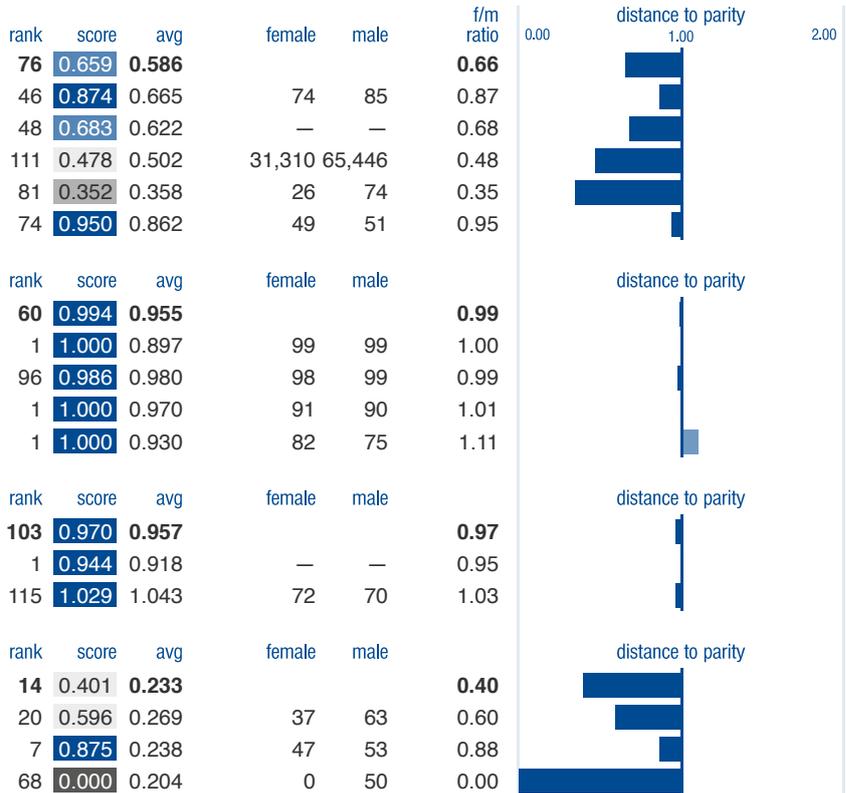
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 96	score 0.986	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### Health and survival

Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 115	score 1.029	avg 1.043

### Political empowerment

Women in parliament	rank 20	score 0.596	avg 0.269
Women in ministerial positions	rank 7	score 0.875	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



0.756 / 16

NLD

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	94	93	1.01	<b>Health</b>			
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			—

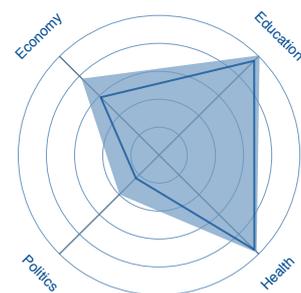
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# New Zealand

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
<b>9</b>	<b>0.781</b>	<b>7</b>	<b>0.751</b>
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
<b>24</b>	<b>0.765</b>	<b>0.586</b>			<b>0.77</b>
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
<b>40</b>	<b>0.999</b>	<b>0.955</b>			<b>1.00</b>
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

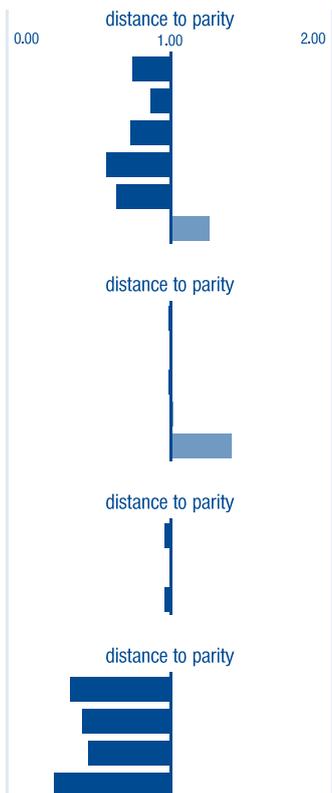
Sex ratio at birth	rank 1	score 0.944	avg 0.918
Healthy life expectancy	rank 117	score 1.028	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>104</b>	<b>0.970</b>	<b>0.957</b>			<b>0.97</b>
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
<b>16</b>	<b>0.390</b>	<b>0.233</b>			<b>0.39</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>				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	—	—	—				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	82	81	1.01	<b>Health</b>			
Individuals using a mobile phone	86	84	1.01	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	86	122	#0.71
<b>Political leadership</b>				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			—

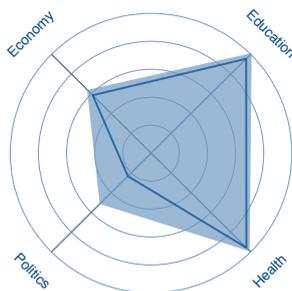
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# Nicaragua

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	
<b>10</b>	<b>0.780</b>	<b>62</b>	<b>0.657</b>	
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
Labour force participation	116	0.626	0.665
Wage equality for similar work (survey)	104	0.573	0.622
Estimated earned income (US\$, PPP)	112	0.476	0.502
Legislators, senior officials, and managers	17	0.695	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	—	—	0.930

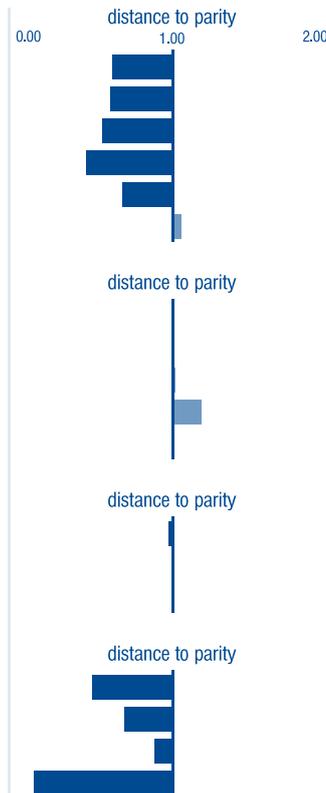
### Health and survival

	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	11	0.704	0.269
Women in ministerial positions	5	0.889	0.238
Years with female head of state (last 50)	18	0.155	0.204

	rank	score	avg	female	male	f/m ratio
<b>Economic participation and opportunity</b>	<b>92</b>	<b>0.632</b>	<b>0.586</b>			<b>0.63</b>
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
<b>Educational attainment</b>	<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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	—	—	—
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
Sex ratio at birth	1	0.944	0.918	—	—	0.95
Healthy life expectancy	1	1.060	1.043	66	62	1.07
<b>Political empowerment</b>	<b>4</b>	<b>0.506</b>	<b>0.233</b>			<b>0.51</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
				Diabetes	48	41	#1.15
<b>Political leadership</b>	female	male	value	Chronic respiratory disease	29	41	#0.70
Year women received right to vote			1950	HIV/AIDS	1	5	#0.30
Years since any women received voting rights			66	Suicide	5	15	#0.32
Number of female heads of state to date			1	Maternal mortality ratio (per 100,000 births)			†150 [115-196]
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			29
Voluntary political party quotas			yes	Law permits abortion to preserve a woman's physical health			no
Seats held in upper house	—	—	—	Births attended by skilled health personnel			88
				Antenatal care coverage, at least four visits			87.8

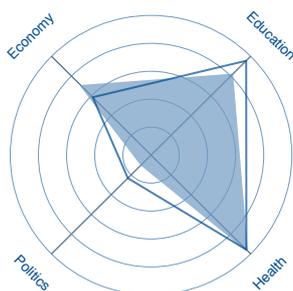
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The 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

# 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	59	0.612
Educational attainment	134	0.814	104	0.816
Health and survival	135	0.961	99	0.966
Political empowerment	109	0.097	99	0.049
rank out of	144		115	

	2016		2006	
rank	score	rank	score	
<b>118</b>	<b>0.643</b>	<b>94</b>	<b>0.610</b>	
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
<b>52</b>	<b>0.700</b>	<b>0.586</b>			<b>0.70</b>
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
<b>134</b>	<b>0.814</b>	<b>0.955</b>			<b>0.81</b>
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

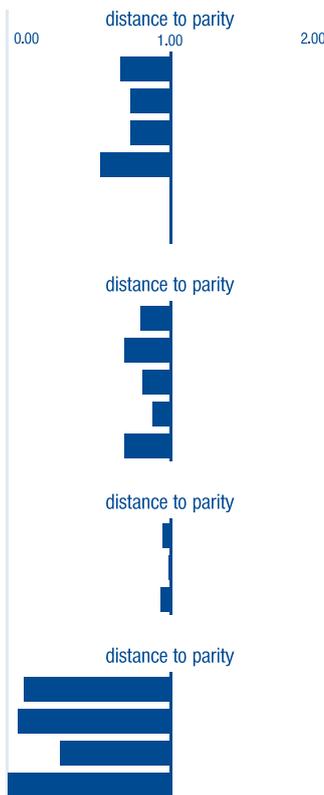
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	138	1.000	1.043

rank	score	avg	female	male	f/m ratio
<b>135</b>	<b>0.961</b>	<b>0.957</b>			<b>0.96</b>
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
<b>109</b>	<b>0.097</b>	<b>0.233</b>			<b>0.10</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

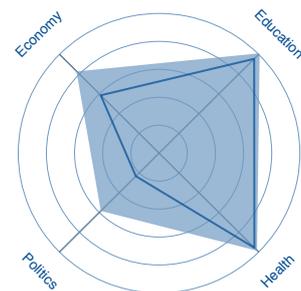
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# Norway

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
<b>3</b>	<b>0.842</b>	<b>2</b>	<b>0.799</b>
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

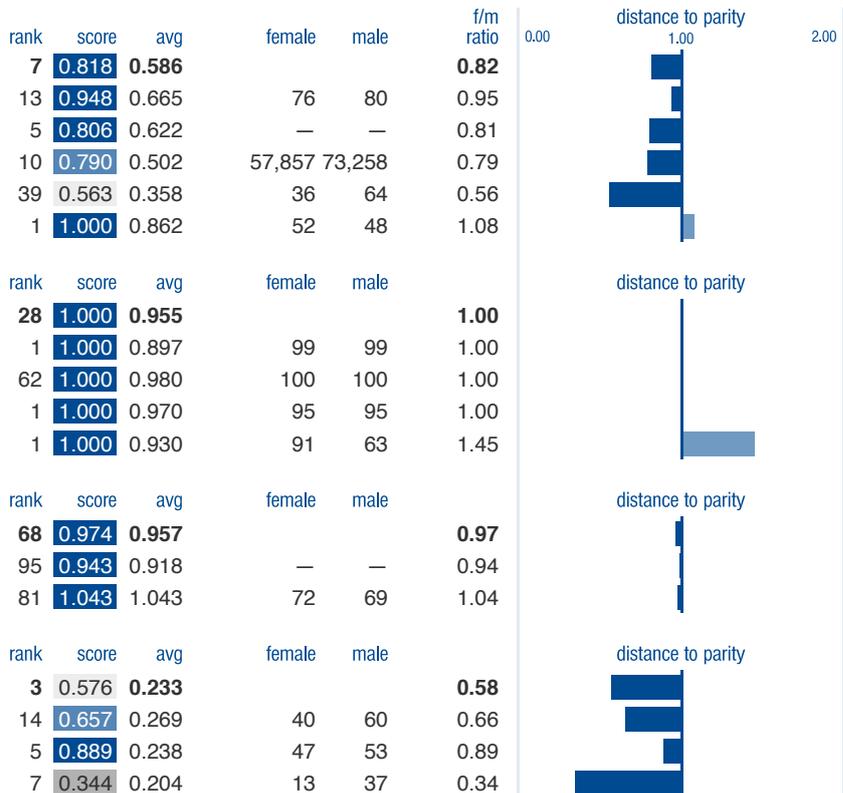
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 62	score 1.000	avg 0.980
Enrolment in secondary education	rank 1	score 1.000	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			343
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value	<b>Health</b>	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
				Diabetes	5	9	#0.59
<b>Political leadership</b>	female	male	value	Chronic respiratory disease	22	30	#0.72
Year women received right to vote			1913	HIV/AIDS	0	0	#0.33
Years since any women received voting rights			103	Suicide	5	13	#0.40
Number of female heads of state to date			3	Maternal mortality ratio (per 100,000 births)			†5 [4-6]
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			40	Prevalence of gender violence in lifetime			27
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			—

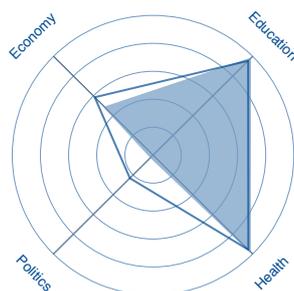
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# Oman

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
<b>126</b>	<b>0.483</b>	<b>0.586</b>			<b>0.48</b>
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
<b>97</b>	<b>0.973</b>	<b>0.955</b>			<b>0.97</b>
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

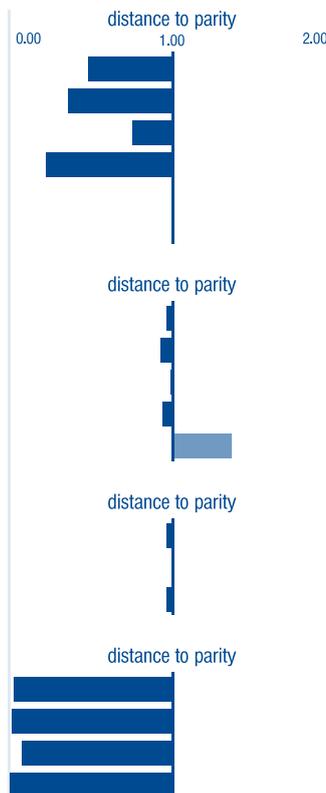
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	109	1.031	1.043

rank	score	avg	female	male	f/m ratio
<b>99</b>	<b>0.971</b>	<b>0.957</b>			<b>0.97</b>
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
<b>142</b>	<b>0.021</b>	<b>0.233</b>			<b>0.02</b>
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 / 133

OMN

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	60	71	0.84	<b>Health</b>	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
<b>Political leadership</b>	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				

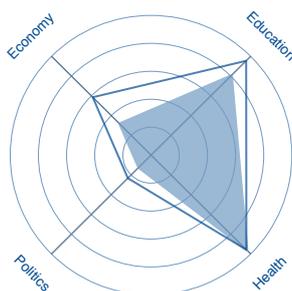
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# Pakistan

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
Labour force participation	139	0.294	0.665
Wage equality for similar work (survey)	114	0.555	0.622
Estimated earned income (US\$, PPP)	138	0.226	0.502
Legislators, senior officials, and managers	122	0.031	0.358
Professional and technical workers	119	0.284	0.862

### Educational attainment

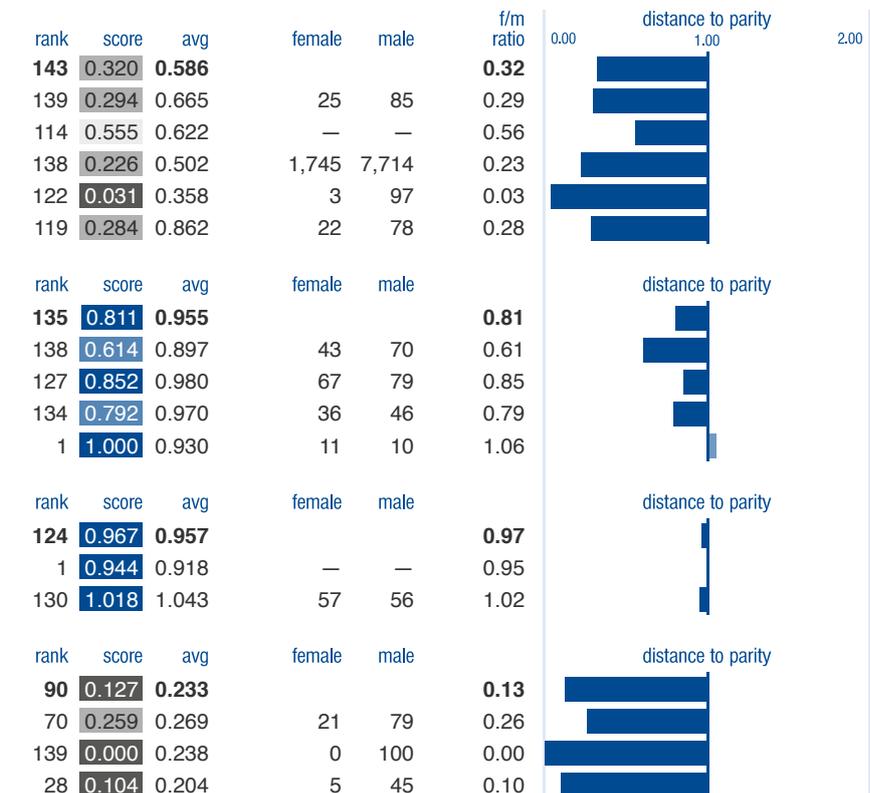
	rank	score	avg
Literacy rate	138	0.614	0.897
Enrolment in primary education	127	0.852	0.980
Enrolment in secondary education	134	0.792	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	130	1.018	1.043

### Political empowerment

	rank	score	avg
Women in parliament	70	0.259	0.269
Women in ministerial positions	139	0.000	0.238
Years with female head of state (last 50)	28	0.104	0.204



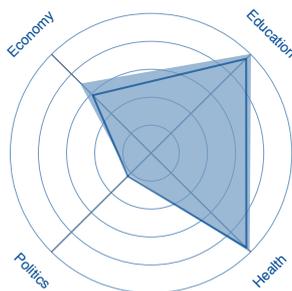


# Panama

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	
<b>47</b>	<b>0.721</b>	<b>31</b>	<b>0.693</b>	
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	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

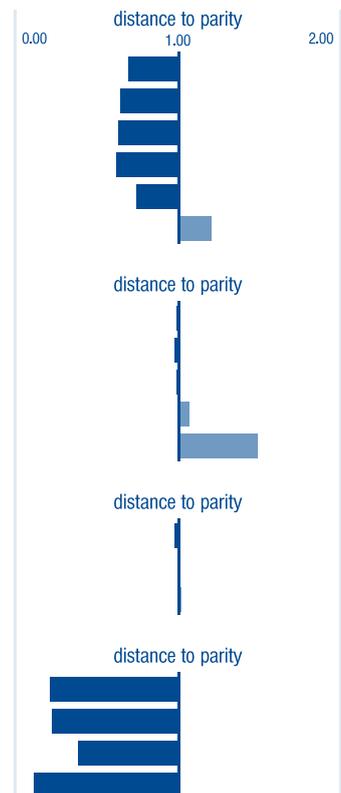
	rank	score	avg	female	male	f/m ratio
Literacy rate	74	0.987	0.897	94	96	0.99
Enrolment in primary education	85	0.991	0.980	95	96	0.99
Enrolment in secondary education	1	1.000	0.970	81	75	1.07
Enrolment in tertiary education	1	1.000	0.930	47	31	1.49

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	53	50	1.05	<b>Health</b>	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
<b>Political leadership</b>	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

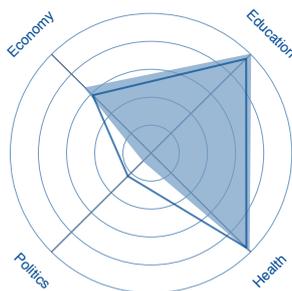
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# Paraguay

rank out of 144 countries **96**

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	

2016		2006	
rank	score	rank	score
<b>96</b>	<b>0.676</b>	<b>64</b>	<b>0.656</b>
82	0.656	80	0.554
59	0.995	83	0.944
1	0.980	1	0.980
122	0.075	38	0.144
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

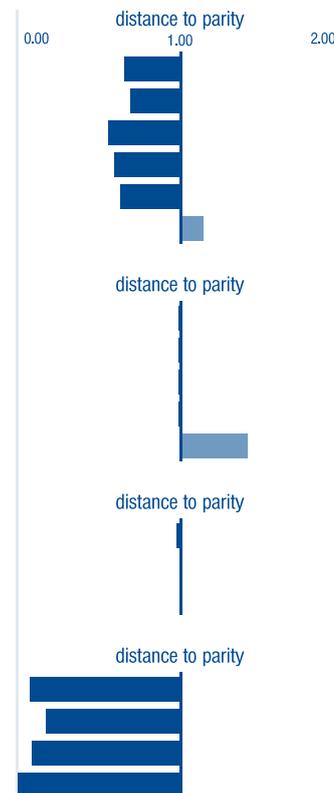
	rank	score	avg	female	male	f/m ratio
Literacy rate	71	0.988	0.897	95	96	0.99
Enrolment in primary education	76	0.995	0.980	88	89	1.00
Enrolment in secondary education	96	0.996	0.970	66	67	1.00
Enrolment in tertiary education	1	1.000	0.930	41	29	1.42

### 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



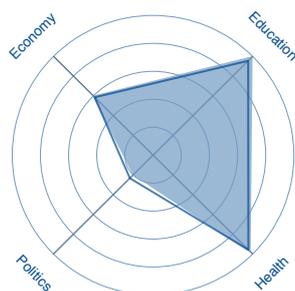


# Peru

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
<b>80</b>	<b>0.687</b>	<b>60</b>	<b>0.662</b>
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	<b>0.810</b>	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	<b>0.763</b>	0.862	43	57	0.76

### Educational attainment

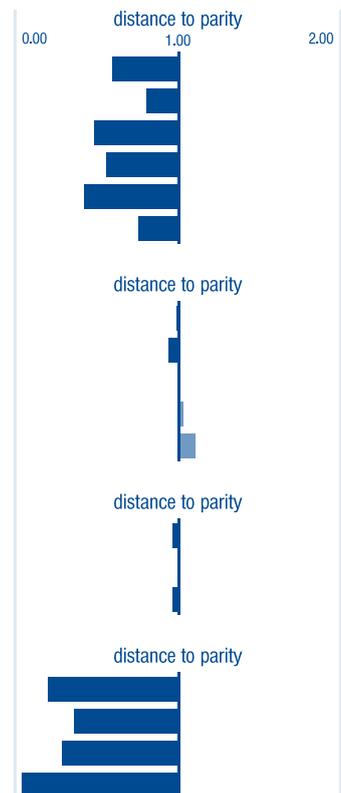
	rank	score	avg	female	male	f/m ratio
Literacy rate	102	<b>0.941</b>	0.897	92	97	0.94
Enrolment in primary education	1	<b>1.000</b>	0.980	93	93	1.01
Enrolment in secondary education	1	<b>1.000</b>	0.970	79	77	1.03
Enrolment in tertiary education	1	<b>1.000</b>	0.930	43	39	1.10

### Health and survival

	rank	score	avg	female	male	f/m ratio
Sex ratio at birth	1	<b>0.944</b>	0.918	—	—	0.95
Healthy life expectancy	111	<b>1.030</b>	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	<b>0.031</b>	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value	<b>Health</b>	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
<b>Political leadership</b>	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

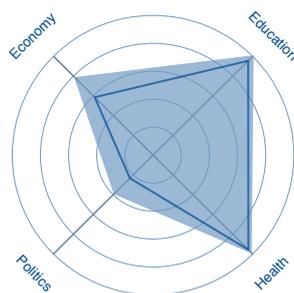
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# Philippines

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
<b>7</b>	<b>0.786</b>	<b>6</b>	<b>0.752</b>
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

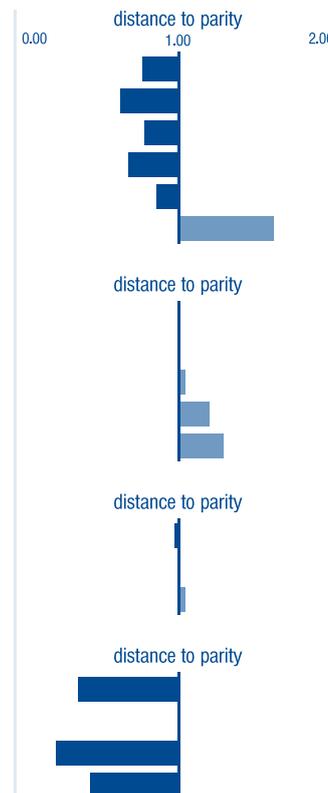
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	97	96	1.01
Enrolment in primary education	1	1.000	0.980	98	94	1.04
Enrolment in secondary education	1	1.000	0.970	74	62	1.19
Enrolment in tertiary education	1	1.000	0.930	40	31	1.28

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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				

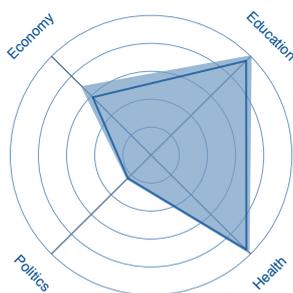
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# Poland

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
<b>38</b>	<b>0.727</b>	<b>44</b>	<b>0.680</b>
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
<b>58</b>	<b>0.690</b>	<b>0.586</b>			<b>0.69</b>
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
<b>31</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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

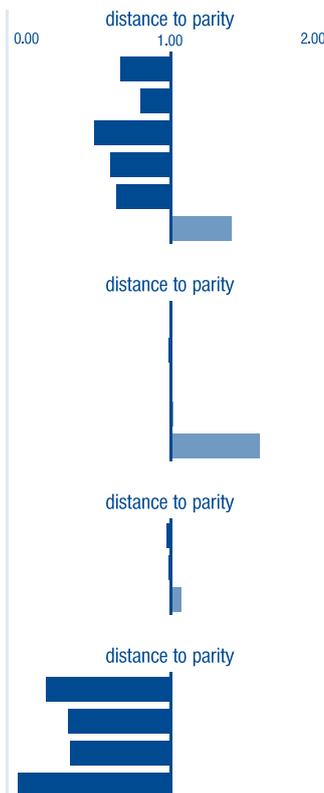
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
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
<b>44</b>	<b>0.238</b>	<b>0.233</b>			<b>0.24</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			182
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	67	69	0.97	<b>Health</b>	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			—

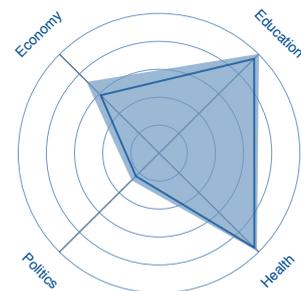
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# Portugal

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
<b>31</b>	<b>0.737</b>	<b>33</b>	<b>0.692</b>
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
<b>46</b>	<b>0.713</b>	<b>0.586</b>			<b>0.71</b>
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
<b>63</b>	<b>0.993</b>	<b>0.955</b>			<b>0.99</b>
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

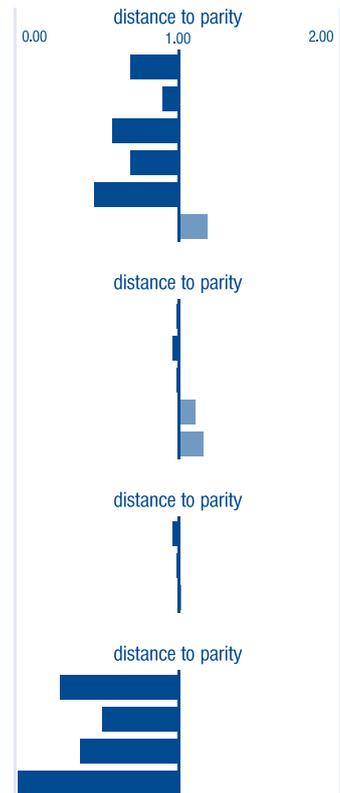
Sex ratio at birth	rank 125	score 0.935	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>76</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
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
<b>36</b>	<b>0.268</b>	<b>0.233</b>			<b>0.27</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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				
				<b>Care</b>	female	male	value
<b>Economic leadership</b>	female	male	value	Length of parental leave (days)			120
Law mandates equal pay			yes	Length of maternity / paternity leave (days)	— / —		
Ability of women to rise to positions of leadership			*0.61	Wages paid during maternity / paternity leave	— / —		
Boards of publicly traded companies	11	89	0.12	Provider of parental leave benefits			gov
Firms whose ownership includes women			50.80	Provider of maternity / paternity leave benefits	— / —		
Firms whose top management includes women			—	Government supports or provides childcare			yes
R&D personnel	43	57	0.76	Government provides child allowance to parents			yes
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	female	male	value
Individuals with an account at a financial institution	86	89	0.97	Out-of-school children of primary school age	1	1	1.24
Women's access to financial services			*1.00	Primary education attainment in adults	87	94	0.92
Inheritance rights for daughters			*1.00	Out-of-school youth of upper secondary school age	3	2	1.74
Women's access to land use, control and ownership			*1.00	Secondary education attainment in adults	36	32	1.12
Women's access to non-land assets use, control and ownership			*1.00	Tertiary education attainment in adults	20	15	1.36
				PhD graduates	0	0	0.88
				STEM graduates	17	39	0.44
				Skill diversity	0.196	0.210	*0.93
<b>Access to technology</b>	female	male	value	<b>Health</b>	female	male	value
Individuals using the internet	66	72	0.92	Malnutrition of children under age 5	—	—	—
Individuals using a mobile phone	—	—	—	Cardiovascular disease	92	140	#0.65
				Cancer	88	184	#0.48
				Diabetes	15	20	#0.75
				Chronic respiratory disease	15	33	#0.44
				HIV/AIDS	2	9	#0.26
				Suicide	4	14	#0.26
				Maternal mortality ratio (per 100,000 births)			†10 [9-13]
				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			98.9
				Antenatal care coverage, at least four visits			—
<b>Political leadership</b>	female	male	value				
Year women received right to vote		1931, 1976					
Years since any women received voting rights			85				
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			no				
Seats held in upper house	—	—	—				

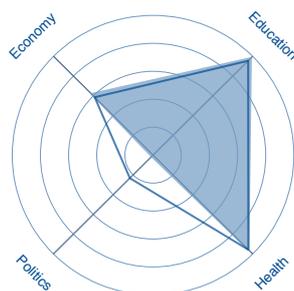
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# Qatar

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
<b>119</b>	<b>0.643</b>	<b>109</b>	<b>0.604</b>
97	0.619	115	0.456
92	0.982	45	0.993
136	0.957	123	0.947
144	0.013	124	0.021
144		128	

## COUNTRY SCORE CARD

### Economic participation and opportunity

rank	score	avg	female	male	f/m ratio
<b>97</b>	<b>0.619</b>	<b>0.586</b>			<b>0.62</b>
122	0.569	0.665	54	95	0.57
9	0.794	0.622	—	—	0.79
2	0.913	0.502	68,486	75,000	0.91
112	0.139	0.358	12	88	0.14
118	0.306	0.862	23	77	0.31

### Educational attainment

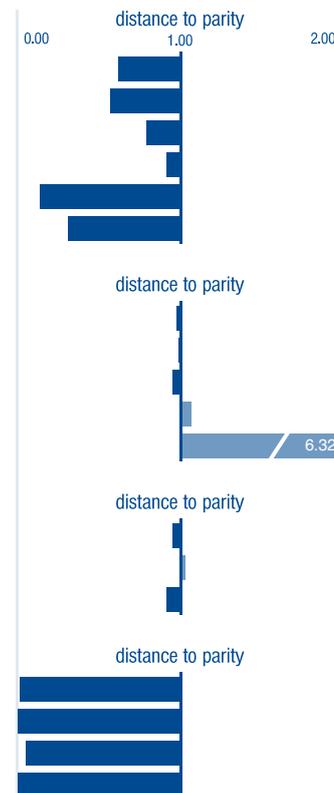
rank	score	avg	female	male	f/m ratio
<b>92</b>	<b>0.982</b>	<b>0.955</b>			<b>0.98</b>
60	0.997	0.897	98	98	1.00
115	0.961	0.980	90	94	0.96
1	1.000	0.970	93	87	1.07
1	1.000	0.930	46	7	6.32

### Health and survival

rank	score	avg	female	male	f/m ratio
<b>136</b>	<b>0.957</b>	<b>0.957</b>			<b>0.96</b>
1	0.944	0.918	—	—	0.98
142	0.985	1.043	67	68	0.99

### Political empowerment

rank	score	avg	female	male	f/m ratio
<b>144</b>	<b>0.013</b>	<b>0.233</b>			<b>0.01</b>
141	0.000	0.269	0	100	0.00
133	0.053	0.238	5	95	0.05
68	0.000	0.204	0	50	0.00



0.00 0.40

distribution of countries by score

1.00



0.643 / 119

QAT

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	92	94	0.97	<b>Health</b>	female	male	value
Individuals using a mobile phone	99	100	0.99	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	160	151	#1.06
<b>Political leadership</b>	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

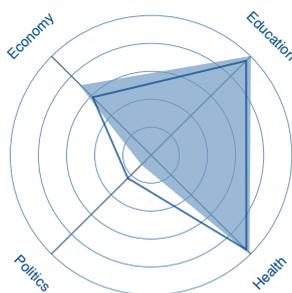
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# Romania

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
<b>76</b>	<b>0.690</b>	<b>46</b>	<b>0.680</b>
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

Labour force participation	rank 81	score 0.770	avg 0.665
Wage equality for similar work (survey)	rank 61	score 0.656	avg 0.622
Estimated earned income (US\$, PPP)	rank 33	score 0.691	avg 0.502
Legislators, senior officials, and managers	rank 63	score 0.459	avg 0.358
Professional and technical workers	rank 1	score 1.000	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>54</b>	<b>0.699</b>	<b>0.586</b>			<b>0.70</b>
81	0.770	0.665	57	74	0.77
61	0.656	0.622	—	—	0.66
33	0.691	0.502	16,721	24,209	0.69
63	0.459	0.358	31	69	0.46
1	1.000	0.862	56	44	1.26

### Educational attainment

Literacy rate	rank 64	score 0.994	avg 0.897
Enrolment in primary education	rank 97	score 0.986	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
<b>68</b>	<b>0.992</b>	<b>0.955</b>			<b>0.99</b>
64	0.994	0.897	98	99	0.99
97	0.986	0.980	86	88	0.99
1	1.000	0.970	86	86	1.00
1	1.000	0.930	59	48	1.24

### Health and survival

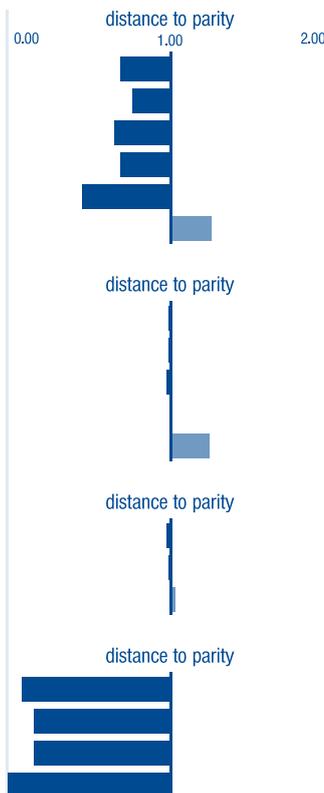
Sex ratio at birth	rank 95	score 0.943	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
95	0.943	0.918	—	—	0.94
1	1.060	1.043	69	63	1.10

### Political empowerment

Women in parliament	rank 105	score 0.159	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
<b>112</b>	<b>0.090</b>	<b>0.233</b>			<b>0.09</b>
105	0.159	0.269	14	86	0.16
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



0.690 / 76

ROU

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			302
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	53	58	0.91	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	3	4	0.94
				Cardiovascular disease	300	444	#0.68
<b>Political leadership</b>	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			—

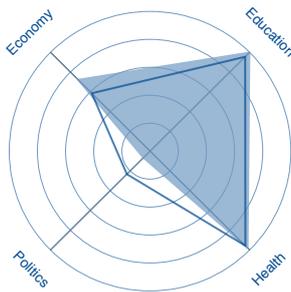
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# Russian Federation

rank **75**  
out of 144 countries

score **0.691**  
0.00 = imparity  
1.00 = parity

## SCORE AT A GLANCE



— Russian Federation score  
— sample average

## 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
<b>75</b>	<b>0.691</b>	<b>49</b>	<b>0.677</b>
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
<b>41</b>	<b>0.722</b>	<b>0.586</b>			<b>0.72</b>
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
<b>45</b>	<b>0.997</b>	<b>0.955</b>			<b>1.00</b>
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

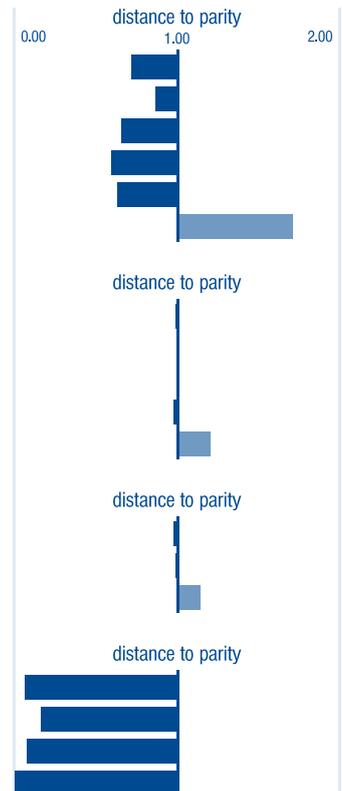
Sex ratio at birth	rank 95	score 0.943	avg 0.918
Healthy life expectancy	rank 1	score 1.060	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>40</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
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
<b>129</b>	<b>0.066</b>	<b>0.233</b>			<b>0.07</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,025
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value	<b>Health</b>	female	male	value
Individuals using the internet	73	75	0.98	Malnutrition of children under age 5	—	—	—
Individuals using a mobile phone	—	—	—	Cardiovascular disease	395	761	#0.52
				Cancer	106	223	#0.47
<b>Political leadership</b>	female	male	value	Diabetes	5	4	#1.21
Year women received right to vote			1918	Chronic respiratory disease	7	37	#0.19
Years since any women received voting rights			98	HIV/AIDS	18	58	#0.30
Number of female heads of state to date			—	Suicide	6	35	#0.18
Quota for women on candidate lists in national elections			—	Maternal mortality ratio (per 100,000 births)			†25 [18-33]
Quota for women on candidate lists in local elections			—	Existence of legislation on domestic violence			no
Voluntary political party quotas			—	Prevalence of gender violence in lifetime			21
Seats held in upper house	8	92	0.09	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			—

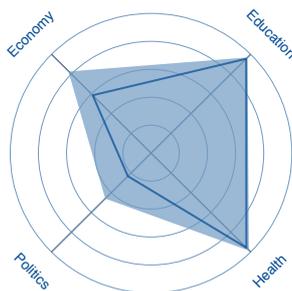
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# Rwanda

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
Global Gender Gap Index	<b>5</b>	<b>7</b>	<b>0.785</b>
Economic participation and opportunity	8	25	0.770
Educational attainment	110	114	0.929
Health and survival	89	118	0.967
Political empowerment	8	6	0.476
rank out of	144	142	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
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

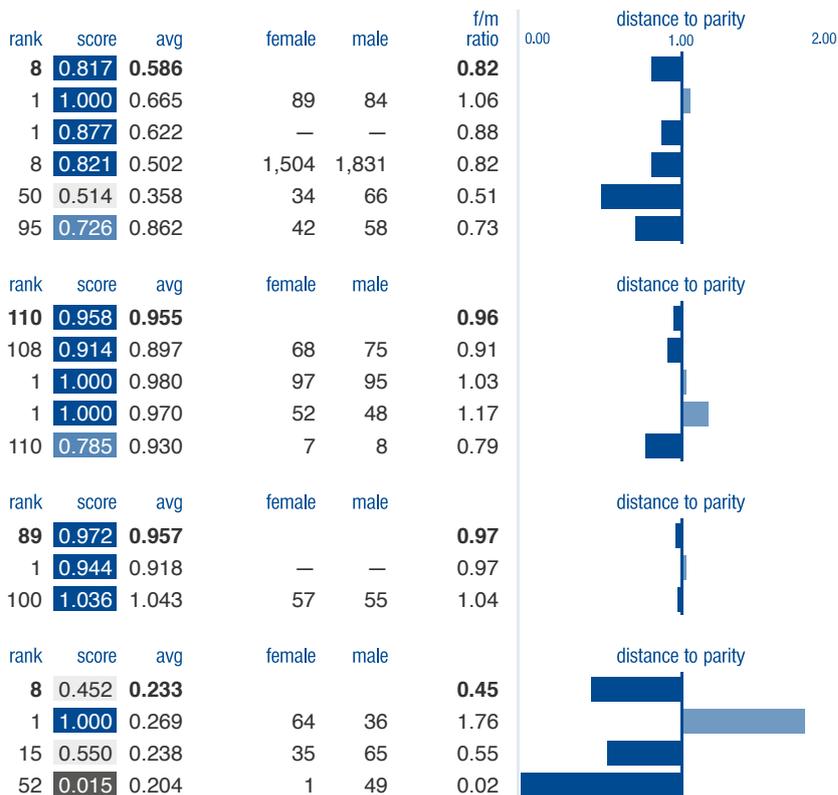
	rank	score	avg
Literacy rate	108	0.914	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	110	0.785	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	100	1.036	1.043

### Political empowerment

	rank	score	avg
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



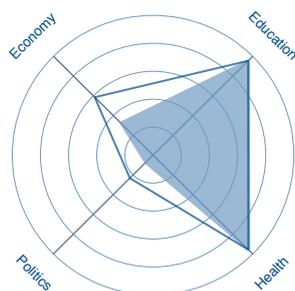


# Saudi Arabia

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	

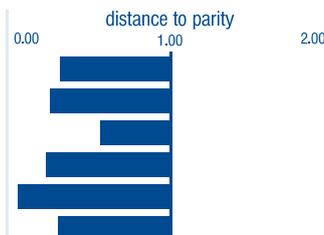
	2016	2006		
rank	score	rank	score	
Global Gender Gap Index	<b>141</b>	<b>0.583</b>	<b>114</b>	<b>0.524</b>
Economic participation and opportunity	142	0.328	115	0.240
Educational attainment	105	0.961	93	0.880
Health and survival	128	0.966	54	0.977
Political empowerment	121	0.077	115	0.000
rank out of	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

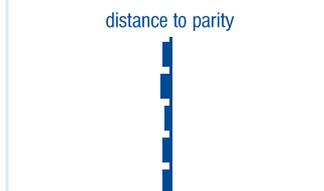
	female	male	f/m ratio
Labour force participation	21	80	0.26
Wage equality for similar work (survey)	—	—	0.57
Estimated earned income (US\$, PPP)	18,146	75,000	0.24
Legislators, senior officials, and managers	6	94	0.06
Professional and technical workers	23	77	0.31



### 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

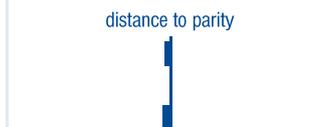
	female	male	f/m ratio
Literacy rate	92	97	0.95
Enrolment in primary education	95	98	0.97
Enrolment in secondary education	79	82	0.96
Enrolment in tertiary education	60	62	0.96



### Health and survival

	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	135	1.015	1.043

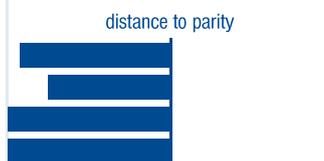
	female	male	f/m ratio
Sex ratio at birth	—	—	0.95
Healthy life expectancy	66	65	1.02



### 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

	female	male	f/m ratio
Women in parliament	20	80	0.25
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



0.583 / 141

SAU

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	60	77	0.78	<b>Health</b>	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			—

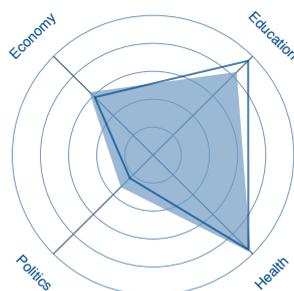
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# Senegal

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
<b>82</b>	<b>0.685</b>	<b>102</b>	<b>0.643</b>
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

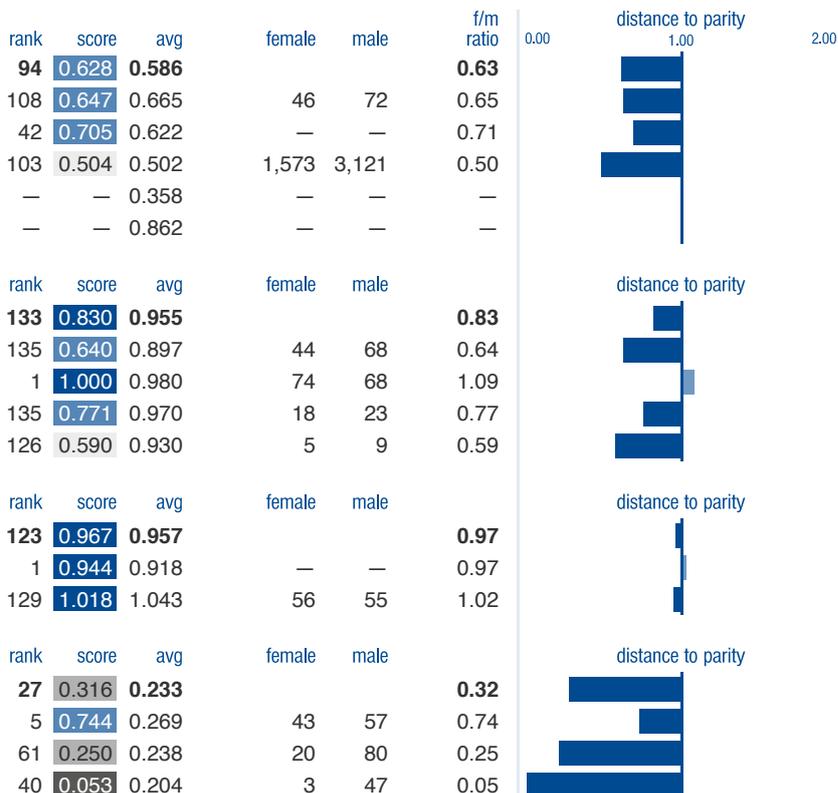
Literacy rate	rank 135	score 0.640	avg 0.897
Enrolment in primary education	rank 1	score 1.000	avg 0.980
Enrolment in secondary education	rank 135	score 0.771	avg 0.970
Enrolment in tertiary education	rank 126	score 0.590	avg 0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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

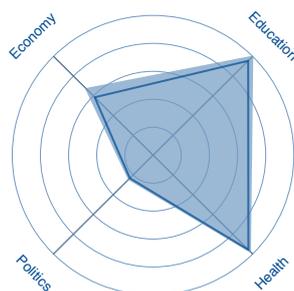
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# Serbia

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
Educational attainment	49	0.996
Health and survival	76	0.973
Political empowerment	42	0.242
rank out of	144	

2016		2012	
rank	score	rank	score
<b>48</b>	<b>0.720</b>	<b>50</b>	<b>0.704</b>
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
<b>70</b>	<b>0.670</b>	<b>0.586</b>			<b>0.67</b>
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
<b>49</b>	<b>0.996</b>	<b>0.955</b>			<b>1.00</b>
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

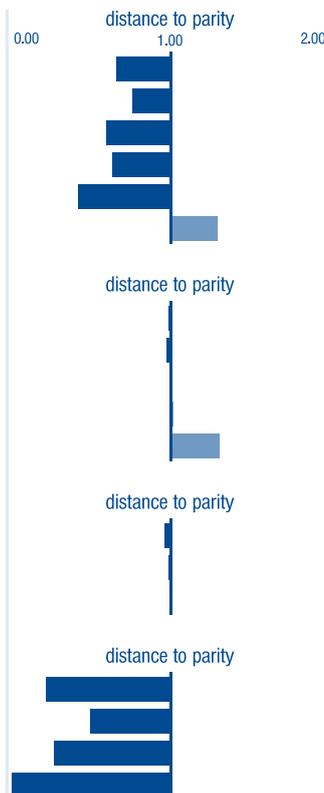
Sex ratio at birth	125	0.935	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>76</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
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
<b>42</b>	<b>0.242</b>	<b>0.233</b>			<b>0.24</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			230
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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

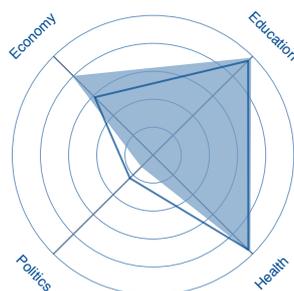
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# Singapore

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
Global Gender Gap Index	<b>55</b>	<b>65</b>	<b>0.655</b>
Economic participation and opportunity	17	45	0.646
Educational attainment	95	86	0.931
Health and survival	121	107	0.960
Political empowerment	97	75	0.083
rank out of	144	115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

Labour force participation	rank 73	score 0.798	avg 0.665
Wage equality for similar work (survey)	rank 4	score 0.810	avg 0.622
Estimated earned income (US\$, PPP)	rank 3	score 0.894	avg 0.502
Legislators, senior officials, and managers	rank 53	score 0.512	avg 0.358
Professional and technical workers	rank 81	score 0.905	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>17</b>	<b>0.793</b>	<b>0.586</b>			<b>0.79</b>
73	0.798	0.665	66	82	0.80
4	0.810	0.622	—	—	0.81
3	0.894	0.502	67,074	75,000	0.89
53	0.512	0.358	34	66	0.51
81	0.905	0.862	48	52	0.91

### Educational attainment

Literacy rate	rank 94	score 0.963	avg 0.897
Enrolment in primary education	rank —	score —	avg 0.980
Enrolment in secondary education	rank 104	score 0.985	avg 0.970
Enrolment in tertiary education	rank —	score —	avg 0.930

rank	score	avg	female	male	f/m ratio
<b>95</b>	<b>0.975</b>	<b>0.955</b>			<b>0.98</b>
94	0.963	0.897	95	99	0.96
—	—	0.980	—	—	—
104	0.985	0.970	48	52	0.99
—	—	0.930	—	—	—

### Health and survival

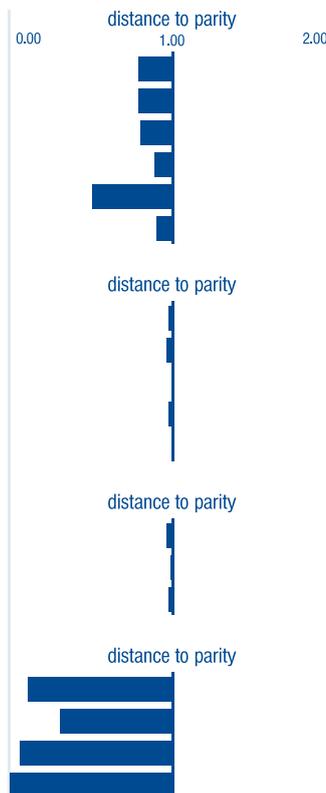
Sex ratio at birth	rank 125	score 0.935	avg 0.918
Healthy life expectancy	rank 92	score 1.040	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>121</b>	<b>0.967</b>	<b>0.957</b>			<b>0.97</b>
125	0.935	0.918	—	—	0.94
92	1.040	1.043	78	75	1.04

### Political empowerment

Women in parliament	rank 59	score 0.312	avg 0.269
Women in ministerial positions	rank 131	score 0.059	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
<b>97</b>	<b>0.111</b>	<b>0.233</b>			<b>0.11</b>
59	0.312	0.269	24	76	0.31
131	0.059	0.238	6	94	0.06
68	0.000	0.204	0	50	0.00



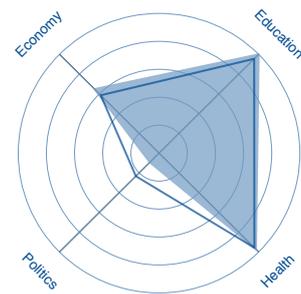


# Slovak Republic

rank  
out of 144 countries **94**

score  
0.00 = imparity  
1.00 = parity **0.679**

## 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
<b>94</b>	<b>0.679</b>	<b>50</b>	<b>0.676</b>
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 <b>0.812</b>	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 <b>1.000</b>	avg 0.862

rank	score	avg	female	male	f/m ratio
<b>86</b>	<b>0.648</b>	<b>0.586</b>			<b>0.65</b>
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 <b>1.000</b>	avg 0.897
Enrolment in primary education	rank —	score —	avg 0.980
Enrolment in secondary education	rank 1	score <b>1.000</b>	avg 0.970
Enrolment in tertiary education	rank 1	score <b>1.000</b>	avg 0.930

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
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

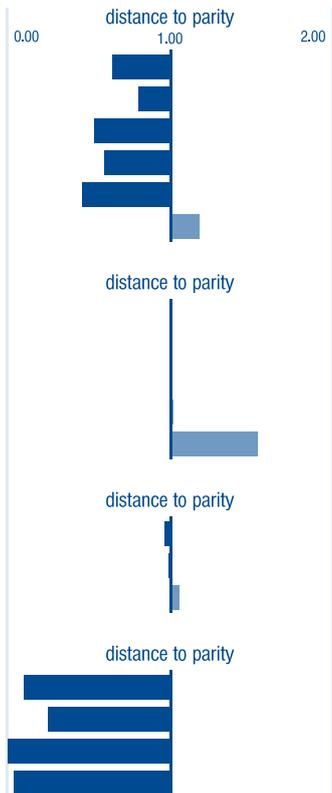
Sex ratio at birth	rank 125	score 0.935	avg 0.918
Healthy life expectancy	rank 1	score <b>1.060</b>	avg 1.043

rank	score	avg	female	male	f/m ratio
<b>76</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
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 <b>0.036</b>	avg 0.204

rank	score	avg	female	male	f/m ratio
<b>110</b>	<b>0.093</b>	<b>0.233</b>			<b>0.09</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			899
<b>Economic leadership</b>	female	male	value	Length of maternity / paternity leave (days)	238 /	—	
Law mandates equal pay			yes	Wages paid during maternity / paternity leave	65 /	—	
Ability of women to rise to positions of leadership			*0.59	Provider of parental leave benefits			gov
Boards of publicly traded companies	14	86	0.16	Provider of maternity / paternity leave benefits	gov /	—	
Firms whose ownership includes women			29.70	Government supports or provides childcare			yes
Firms whose top management includes women			14.00	Government provides child allowance to parents			yes
R&D personnel	42	58	0.73				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	—	—	—
Individuals with an account at a financial institution	80	74	1.08	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	81	90	0.90
Women's access to land use, control and ownership			*1.00	Tertiary education attainment in adults	19	18	1.06
Women's access to non-land assets use, control and ownership			*1.00	PhD graduates	0	1	0.60
				STEM graduates	12	36	0.33
				Skill diversity	0.218	0.179	*1.22
<b>Access to technology</b>	female	male	value				
Individuals using the internet	77	78	0.98	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>	female	male	value	HIV/AIDS	0	0	#0.00
Year women received right to vote			1920	Suicide	—	—	#_
Years since any women received voting rights			96	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			—	Prevalence of gender violence in lifetime			23
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			—

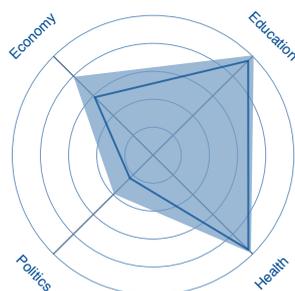
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# Slovenia

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	19	0.784	34	0.667
Educational attainment	25	1.000	22	0.999
Health and survival	76	0.973	71	0.973
Political empowerment	18	0.385	88	0.060
rank out of	144		115	

2016		2006	
rank	score	rank	score
<b>8</b>	<b>0.786</b>	<b>51</b>	<b>0.675</b>
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	27	0.905	0.665
Wage equality for similar work (survey)	44	0.698	0.622
Estimated earned income (US\$, PPP)	9	0.803	0.502
Legislators, senior officials, and managers	32	0.597	0.358
Professional and technical workers	1	1.000	0.862

rank	score	avg	female	male	f/m ratio
<b>19</b>	<b>0.784</b>	<b>0.586</b>			<b>0.78</b>
27	0.905	0.665	67	74	0.91
44	0.698	0.622	—	—	0.70
9	0.803	0.502	27,109	33,754	0.80
32	0.597	0.358	37	63	0.60
1	1.000	0.862	56	44	1.26

### Educational attainment

Literacy rate	48	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
<b>25</b>	<b>1.000</b>	<b>0.955</b>			<b>1.00</b>
48	1.000	0.897	100	100	1.00
1	1.000	0.980	98	97	1.01
1	1.000	0.970	95	95	1.01
1	1.000	0.930	98	68	1.44

### Health and survival

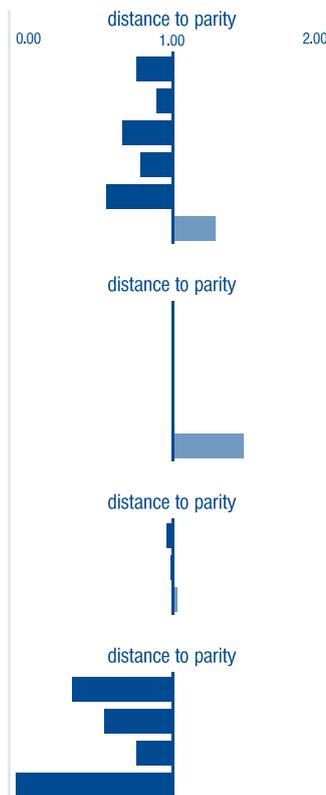
Sex ratio at birth	125	0.935	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>76</b>	<b>0.973</b>	<b>0.957</b>			<b>0.97</b>
125	0.935	0.918	—	—	0.94
1	1.060	1.043	72	66	1.09

### Political empowerment

Women in parliament	22	0.579	0.269
Women in ministerial positions	10	0.778	0.238
Years with female head of state (last 50)	46	0.031	0.204

rank	score	avg	female	male	f/m ratio
<b>18</b>	<b>0.385</b>	<b>0.233</b>			<b>0.39</b>
22	0.579	0.269	37	63	0.58
10	0.778	0.238	44	56	0.78
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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			130
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	71	75	0.94	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	114	174	#0.65
<b>Political leadership</b>				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			—

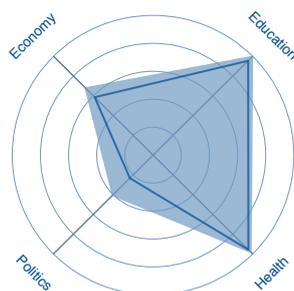
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# South Africa

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
		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

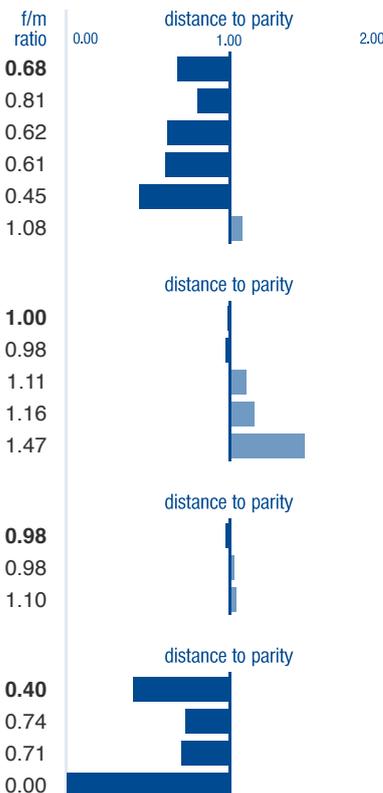
Literacy rate	85	0.975	0.897	93	96	0.98
Enrolment in primary education	1	1.000	0.980	88	79	1.11
Enrolment in secondary education	1	1.000	0.970	69	59	1.16
Enrolment in tertiary education	1	1.000	0.930	24	16	1.47

### Health and survival

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

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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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

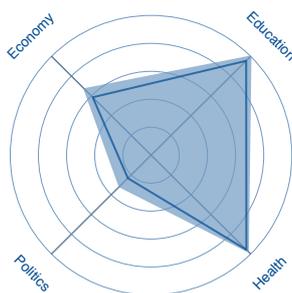
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# Spain

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
Global Gender Gap Index	29	0.738	11	0.732
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	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg	female	male	f/m ratio
Labour force participation	54	0.862	0.665	69	80	0.86
Wage equality for similar work (survey)	118	0.550	0.622	—	—	0.55
Estimated earned income (US\$, PPP)	55	0.633	0.502	26,177	41,369	0.63
Legislators, senior officials, and managers	64	0.457	0.358	31	69	0.46
Professional and technical workers	70	0.975	0.862	49	51	0.98

### Educational attainment

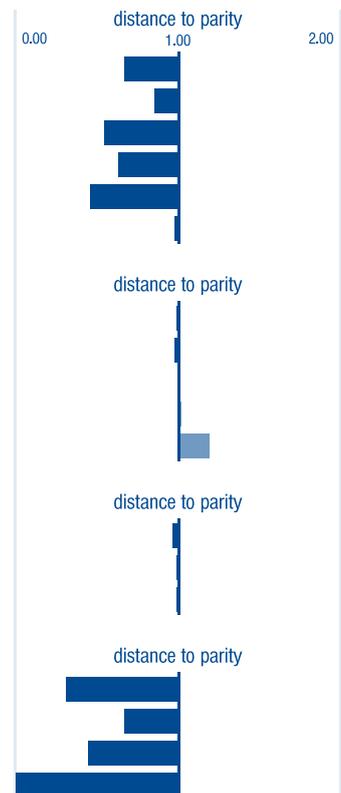
	rank	score	avg	female	male	f/m ratio
Literacy rate	73	0.987	0.897	97	99	0.99
Enrolment in primary education	1	1.000	0.980	99	99	1.00
Enrolment in secondary education	1	1.000	0.970	97	96	1.01
Enrolment in tertiary education	1	1.000	0.930	97	82	1.19

### 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	69	1.056	1.043	75	71	1.06

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	13	0.667	0.269	40	60	0.67
Women in ministerial positions	24	0.444	0.238	31	69	0.44
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



0.738 / 29

ESP

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			0
<b>Economic leadership</b>	female	male	value	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	77	80	0.96	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	76	121	#0.62
<b>Political leadership</b>	female	male	value	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			—

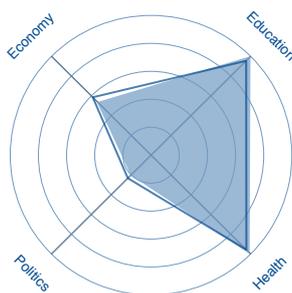
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# Sri Lanka

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
<b>100</b>	<b>0.673</b>	<b>13</b>	<b>0.720</b>
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

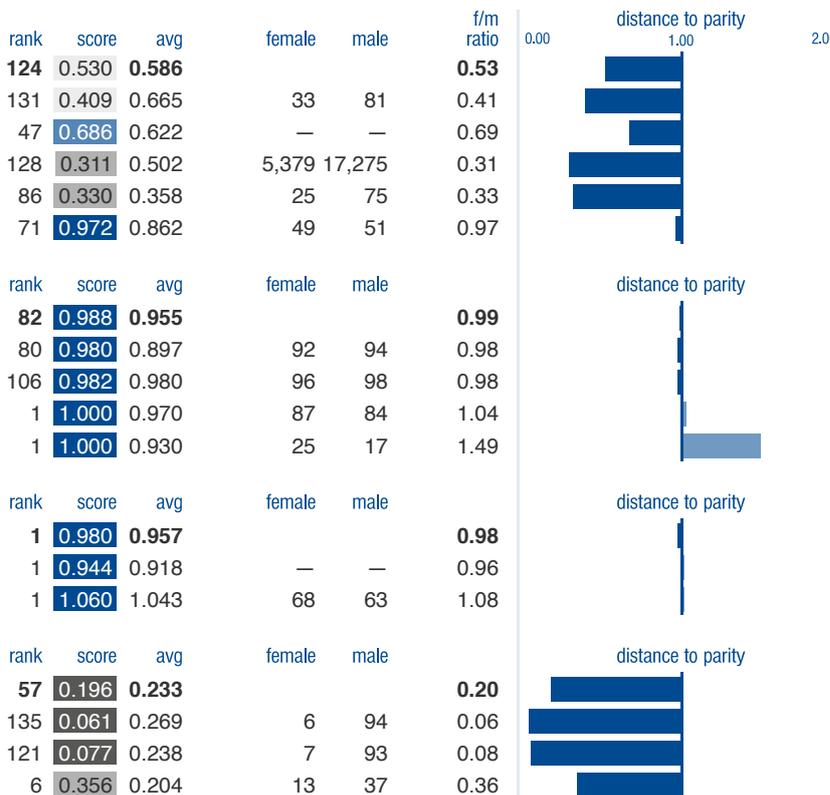
	rank	score	avg
Literacy rate	80	0.980	0.897
Enrolment in primary education	106	0.982	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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



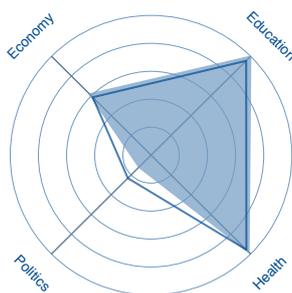


# Suriname

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
<b>95</b>	<b>0.679</b>	<b>56</b>	<b>0.679</b>
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

	rank	score	avg	female	male	f/m ratio
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

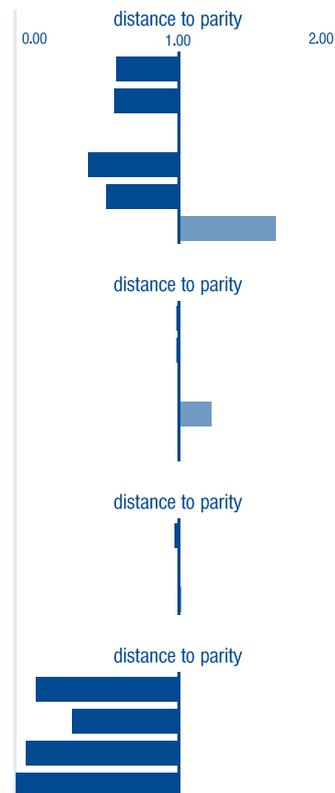
	rank	score	avg	female	male	f/m ratio
Literacy rate	72	0.988	0.897	95	96	0.99
Enrolment in primary education	1	1.000	0.980	92	91	1.01
Enrolment in secondary education	1	1.000	0.970	60	49	1.21
Enrolment in tertiary education	—	—	0.930	—	—	—

### Health and survival

	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	68	63	1.08

### Political empowerment

	rank	score	avg	female	male	f/m ratio
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

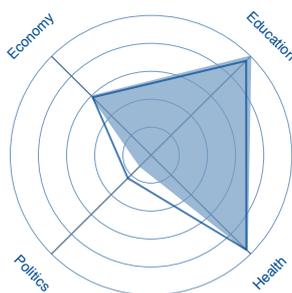
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# Swaziland

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
<b>107</b>	<b>0.665</b>	<b>92</b>	<b>0.677</b>
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

Labour force participation	110	0.637	0.665
Wage equality for similar work (survey)	63	0.653	0.622
Estimated earned income (US\$, PPP)	113	0.476	0.502
Legislators, senior officials, and managers	—	—	0.358
Professional and technical workers	—	—	0.862

rank	score	avg	female	male	f/m ratio
<b>109</b>	<b>0.595</b>	<b>0.586</b>			<b>0.60</b>
110	0.637	0.665	42	66	0.64
63	0.653	0.622	—	—	0.65
113	0.476	0.502	5,369	11,280	0.48
—	—	0.358	—	—	—
—	—	0.862	—	—	—

### Educational attainment

Literacy rate	1	1.000	0.897
Enrolment in primary education	78	0.994	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
<b>46</b>	<b>0.997</b>	<b>0.955</b>			<b>1.00</b>
1	1.000	0.897	87	87	1.00
78	0.994	0.980	78	79	0.99
1	1.000	0.970	38	31	1.24
1	1.000	0.930	5	5	1.06

### Health and survival

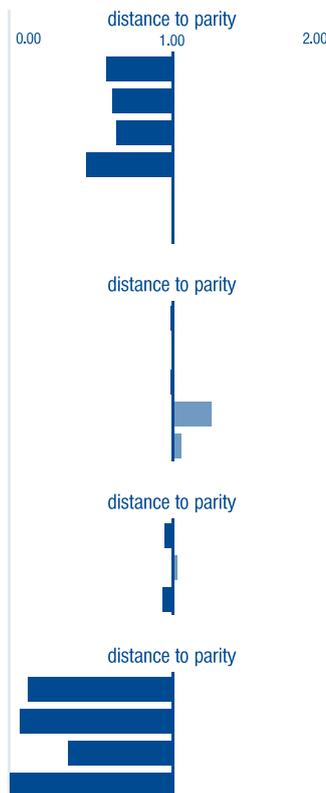
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	138	1.000	1.043

rank	score	avg	female	male	f/m ratio
<b>132</b>	<b>0.961</b>	<b>0.957</b>			<b>0.96</b>
1	0.944	0.918	—	—	0.97
138	1.000	1.043	45	45	1.00

### Political empowerment

Women in parliament	131	0.066	0.269
Women in ministerial positions	39	0.357	0.238
Years with female head of state (last 50)	68	0.000	0.204

rank	score	avg	female	male	f/m ratio
<b>100</b>	<b>0.109</b>	<b>0.233</b>			<b>0.11</b>
131	0.066	0.269	6	94	0.07
39	0.357	0.238	26	74	0.36
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	1	1	2.00
				Cardiovascular disease	331	248	#1.33
				Cancer	76	101	#0.75
				Diabetes	98	43	#2.27
				Chronic respiratory disease	83	101	#0.83
				HIV/AIDS	431	645	#0.67
				Suicide	4	9	#0.48
				Maternal mortality ratio (per 100,000 births)			†389 [251-627]
				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			88.3
				Antenatal care coverage, at least four visits			76.1

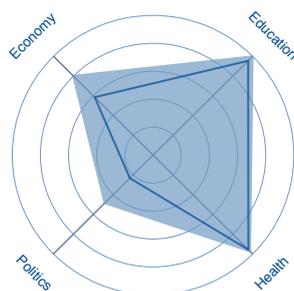
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# Sweden

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
<b>4</b>	<b>0.815</b>	<b>1</b>	<b>0.813</b>
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

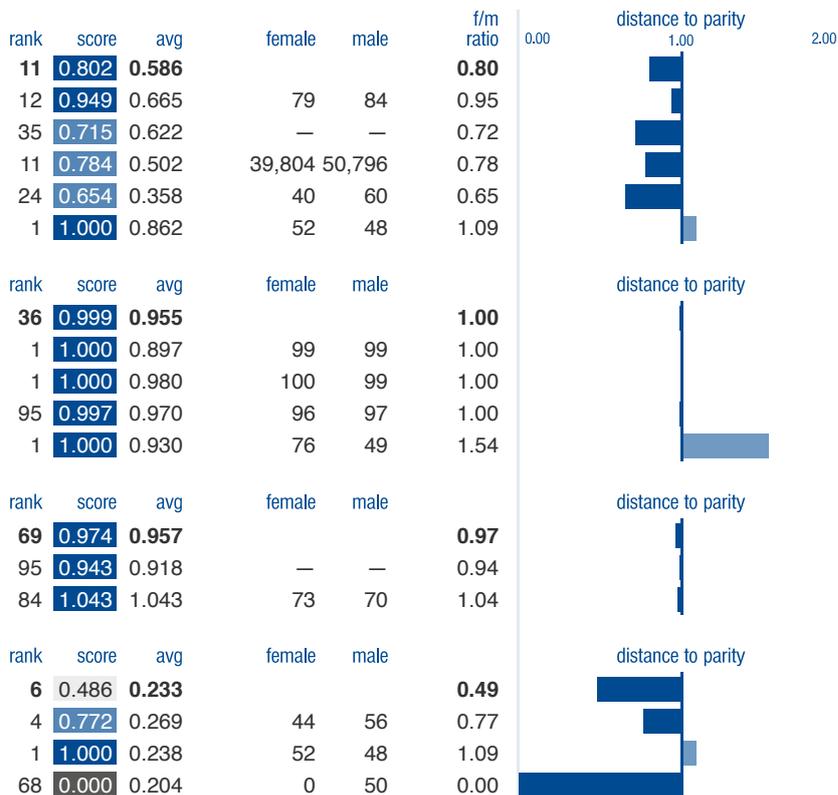
Literacy rate	rank 1	score 1.000	avg 0.897
Enrolment in primary education	rank 1	score 1.000	avg 0.980
Enrolment in secondary education	rank 95	score 0.997	avg 0.970
Enrolment in tertiary education	rank 1	score 1.000	avg 0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			480
<b>Economic leadership</b>				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				
				<b>Education and skills</b>			
<b>Access to assets</b>				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
<b>Access to technology</b>							
Individuals using the internet	91	90	1.01	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	106	163	#0.65
<b>Political leadership</b>				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			—

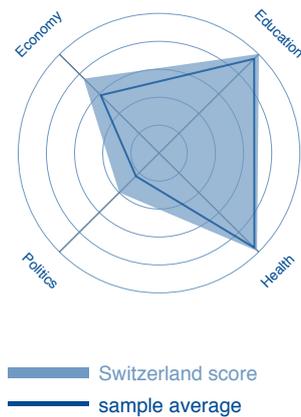
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# Switzerland

rank **11**  
out of 144 countries

score **0.776**  
0.00 = imparity  
1.00 = parity

## SCORE AT A GLANCE



## 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	30	0.745
Educational attainment	61	0.993
Health and survival	72	0.974
Political empowerment	15	0.391
rank out of	144	

	2016		2006
rank	score	rank	score
<b>11</b>	<b>0.776</b>	<b>26</b>	<b>0.700</b>
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	35	0.893	0.665
Wage equality for similar work (survey)	43	0.700	0.622
Estimated earned income (US\$, PPP)	24	0.715	0.502
Legislators, senior officials, and managers	45	0.544	0.358
Professional and technical workers	79	0.919	0.862

rank	score	avg	female	male	f/m ratio
<b>30</b>	<b>0.745</b>	<b>0.586</b>			<b>0.75</b>
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	1	1.000	0.897
Enrolment in primary education	70	0.997	0.980
Enrolment in secondary education	109	0.977	0.970
Enrolment in tertiary education	1	1.000	0.930

rank	score	avg	female	male	f/m ratio
<b>61</b>	<b>0.993</b>	<b>0.955</b>			<b>0.99</b>
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

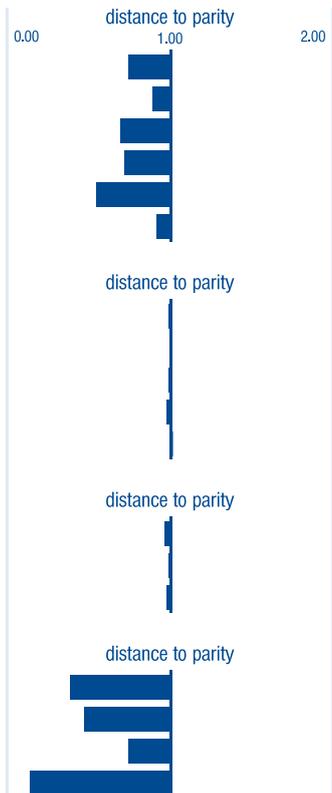
Sex ratio at birth	95	0.943	0.918
Healthy life expectancy	87	1.042	1.043

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

### Political empowerment

Women in parliament	33	0.471	0.269
Women in ministerial positions	12	0.750	0.238
Years with female head of state (last 50)	20	0.136	0.204

rank	score	avg	female	male	f/m ratio
<b>15</b>	<b>0.391</b>	<b>0.233</b>			<b>0.39</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	78	122	#0.64
<b>Political leadership</b>	female	male	value	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			—

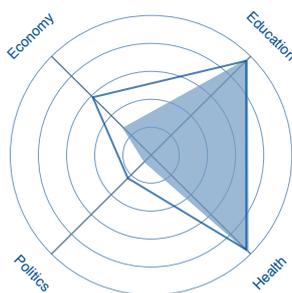
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# Syria

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

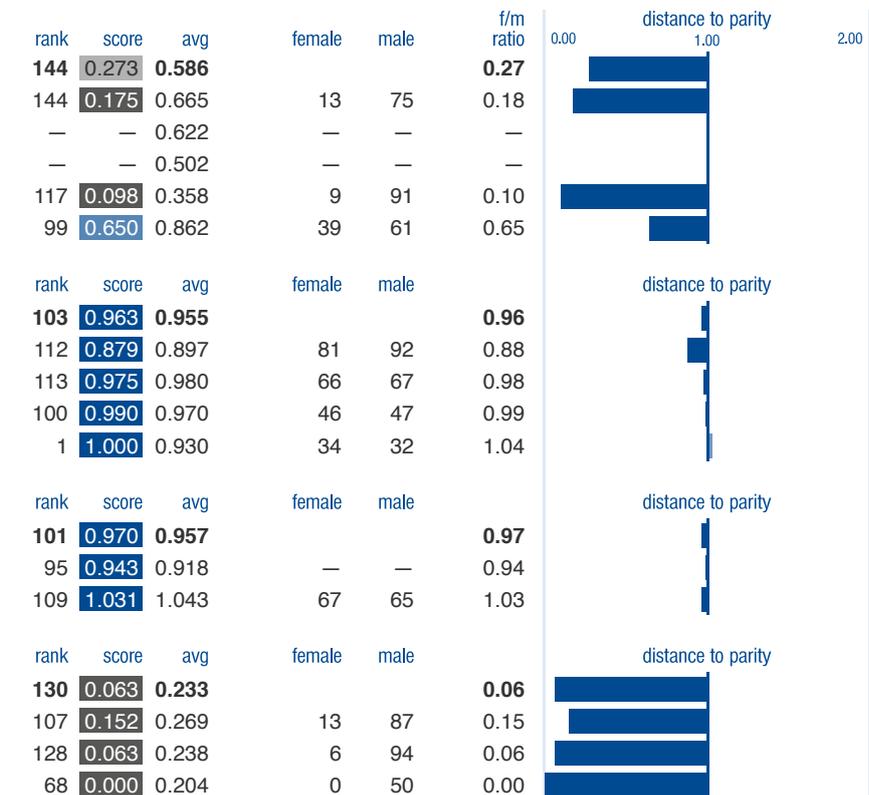
	rank	score	avg
Literacy rate	112	0.879	0.897
Enrolment in primary education	113	0.975	0.980
Enrolment in secondary education	100	0.990	0.970
Enrolment in tertiary education	1	1.000	0.930

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>	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			—

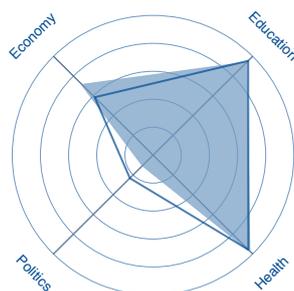
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# Tajikistan

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
<b>93</b>	<b>0.679</b>	<b>79</b>	<b>0.658</b>
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

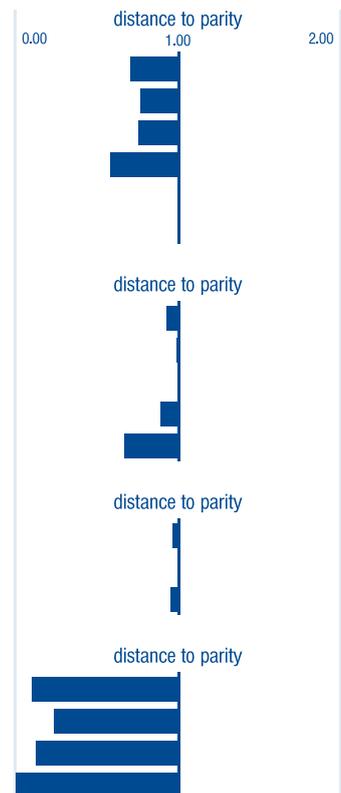
Literacy rate	rank 53	score 0.999	avg 0.897	female 100	male 100	f/m ratio 1.00
Enrolment in primary education	rank 1	score 1.000	avg 0.980	98	97	1.00
Enrolment in secondary education	rank 127	score 0.898	avg 0.970	79	88	0.90
Enrolment in tertiary education	rank 121	score 0.669	avg 0.930	21	32	0.67

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			478
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
				Chronic respiratory disease	46	45	#1.02
				HIV/AIDS	4	11	#0.42
				Suicide	3	6	#0.49
				Maternal mortality ratio (per 100,000 births)			†32 [19-51]
				Existence of legislation on domestic violence			yes
				Prevalence of gender violence in lifetime			21
				Law permits abortion to preserve a woman's physical health			yes
				Births attended by skilled health personnel			87.4
				Antenatal care coverage, at least four visits			52.5

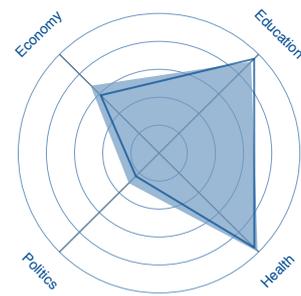
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# Tanzania

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	65	0.674	1	0.809
Educational attainment	126	0.914	97	0.859
Health and survival	53	0.979	95	0.967
Political empowerment	33	0.296	26	0.180
rank out of	144		115	

	2016		2006	
rank	score	rank	score	
<b>53</b>	<b>0.716</b>	<b>24</b>	<b>0.704</b>	
65	0.674	1	0.809	
126	0.914	97	0.859	
53	0.979	95	0.967	
33	0.296	26	0.180	
rank out of	144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

rank	score	avg	female	male	f/m ratio
<b>65</b>	<b>0.674</b>	<b>0.586</b>			<b>0.67</b>
32	0.896	0.665	75	84	0.90
62	0.655	0.622	—	—	0.66
6	0.853	0.502	2,337	2,741	0.85
104	0.197	0.358	16	84	0.20
104	0.614	0.862	38	62	0.61

### Educational attainment

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

rank	score	avg	female	male	f/m ratio
<b>126</b>	<b>0.914</b>	<b>0.955</b>			<b>0.91</b>
111	0.898	0.897	76	85	0.90
1	1.000	0.980	81	81	1.01
115	0.967	0.970	48	52	0.97
128	0.511	0.930	2	5	0.51

### Health and survival

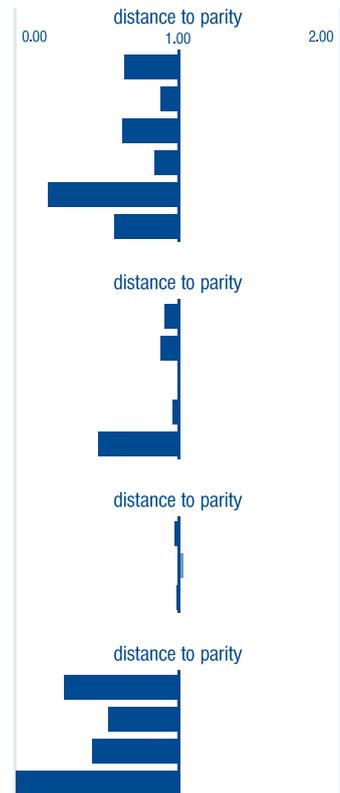
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	68	1.058	1.043

rank	score	avg	female	male	f/m ratio
<b>53</b>	<b>0.979</b>	<b>0.957</b>			<b>0.98</b>
1	0.944	0.918	—	—	0.97
68	1.058	1.043	55	52	1.06

### Political empowerment

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

rank	score	avg	female	male	f/m ratio
<b>33</b>	<b>0.296</b>	<b>0.233</b>			<b>0.30</b>
23	0.576	0.269	37	63	0.58
22	0.476	0.238	32	68	0.48
68	0.000	0.204	0	50	0.00



0.00 0.40

distribution of countries by score

1.00



0.716 / 53

TZA

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#_
				Cancer	—	—	#_
				Diabetes	—	—	#_
				Chronic respiratory disease	—	—	#_
<b>Political leadership</b>	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			—

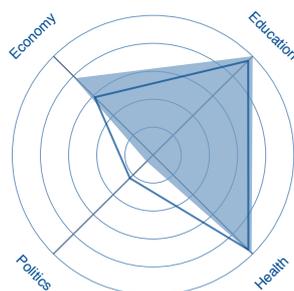
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# Thailand

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
<b>71</b>	<b>0.699</b>	<b>40</b>	<b>0.683</b>
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

	rank	score	avg
Labour force participation	65	0.814	0.665
Wage equality for similar work (survey)	16	0.771	0.622
Estimated earned income (US\$, PPP)	13	0.776	0.502
Legislators, senior officials, and managers	52	0.512	0.358
Professional and technical workers	1	1.000	0.862

	rank	score	avg	female	male	f/m ratio
<b>0.77</b>	<b>22</b>	<b>0.770</b>	<b>0.586</b>			
	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

	rank	score	avg
Literacy rate	87	0.970	0.897
Enrolment in primary education	88	0.991	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
<b>0.99</b>	<b>74</b>	<b>0.990</b>	<b>0.955</b>			
	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

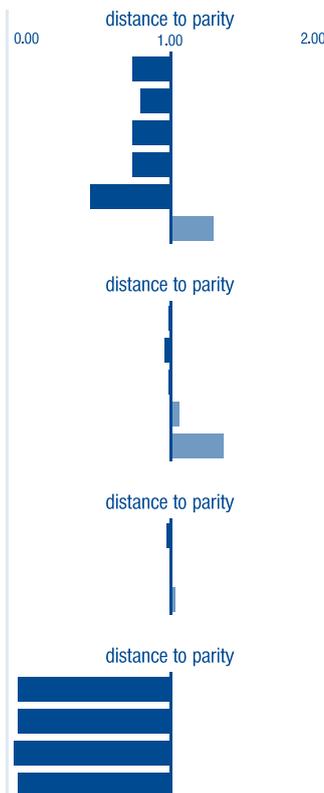
	rank	score	avg
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

	rank	score	avg	female	male	f/m ratio
<b>0.98</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>			
	1	0.944	0.918	—	—	0.95
	1	1.060	1.043	69	63	1.10

### Political empowerment

	rank	score	avg
Women in parliament	132	0.065	0.269
Women in ministerial positions	136	0.043	0.238
Years with female head of state (last 50)	38	0.058	0.204

	rank	score	avg	female	male	f/m ratio
<b>0.06</b>	<b>131</b>	<b>0.057</b>	<b>0.233</b>			
	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

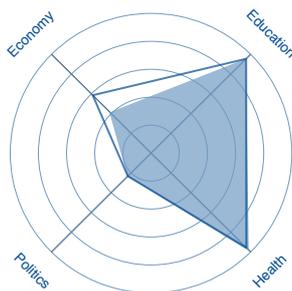
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# Timor-Leste

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
Labour force participation	126	0.486	0.665
Wage equality for similar work (survey)	—	—	0.622
Estimated earned income (US\$, PPP)	126	0.365	0.502
Legislators, senior officials, and managers	107	0.167	0.358
Professional and technical workers	100	0.640	0.862

### Educational attainment

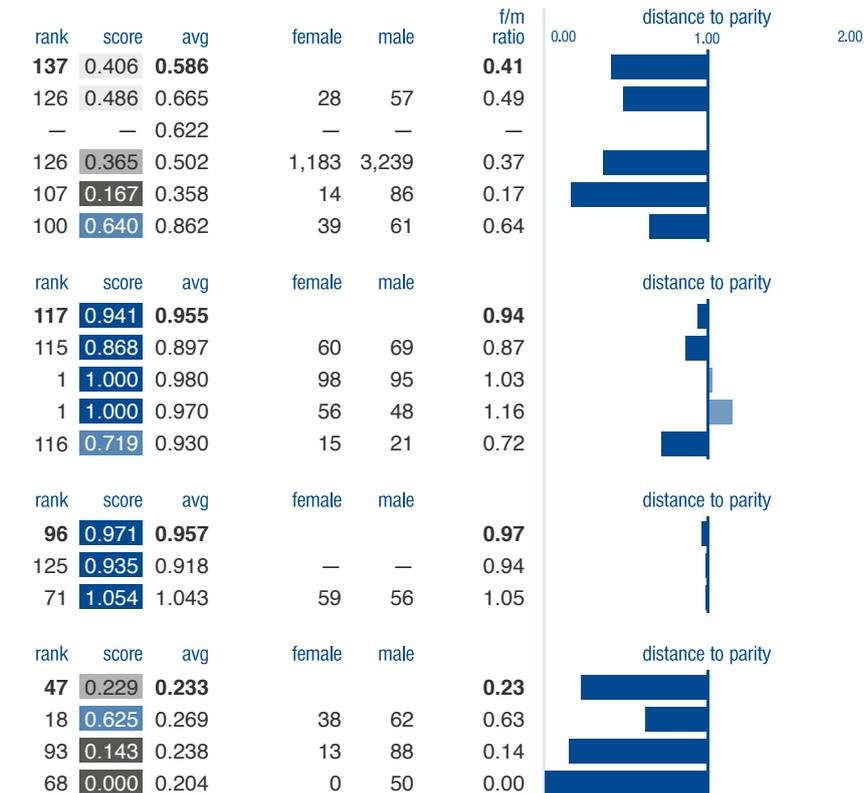
	rank	score	avg
Literacy rate	115	0.868	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	116	0.719	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	125	0.935	0.918
Healthy life expectancy	71	1.054	1.043

### Political empowerment

	rank	score	avg
Women in parliament	18	0.625	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



0.637 / 125

TLS

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

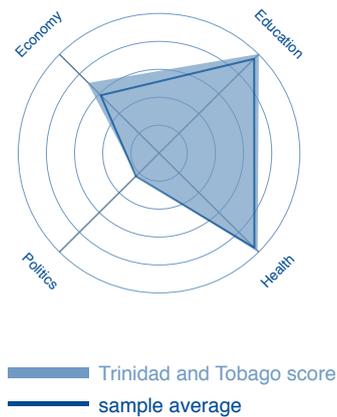
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# Trinidad and Tobago

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	

	2016	2006	
rank	score	rank	score
<b>44</b>	<b>0.723</b>	<b>45</b>	<b>0.680</b>
51	0.702	56	0.614
69	0.992	30	0.996
1	0.980	1	0.980
50	0.218	46	0.130
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

### Educational attainment

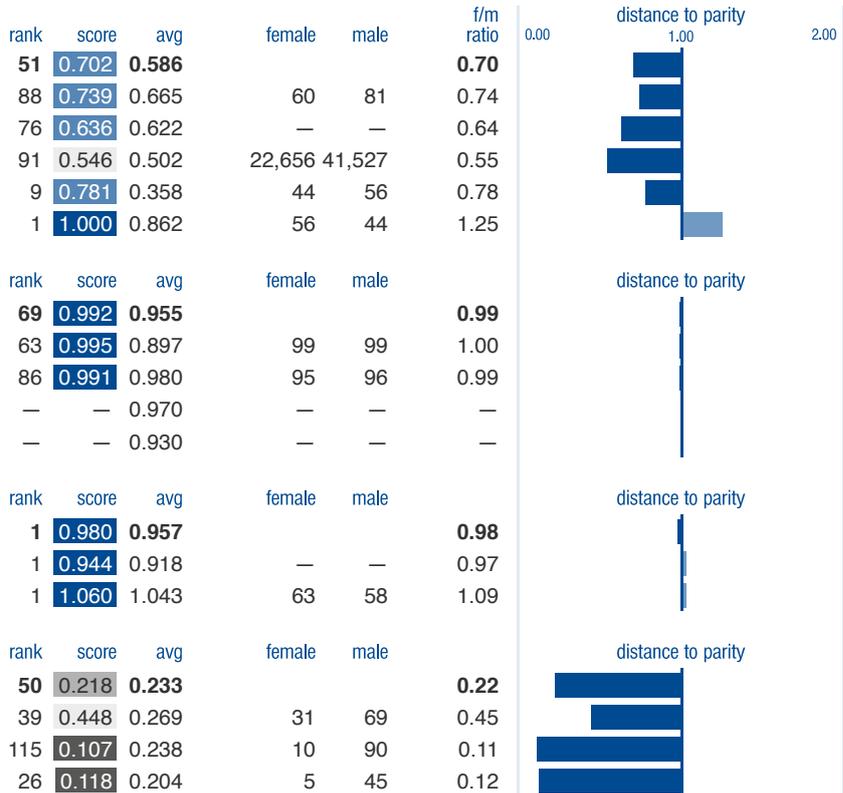
Literacy rate	rank 63	score 0.995	avg 0.897
Enrolment in primary education	rank 86	score 0.991	avg 0.980
Enrolment in secondary education	rank —	score —	avg 0.970
Enrolment in tertiary education	rank —	score —	avg 0.930

### 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 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



0.00 0.40

distribution of countries by score

1.00



0.723 / 44

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## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>	female	male	value
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	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	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	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

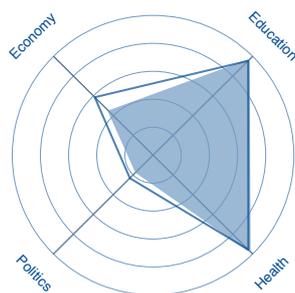
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# Tunisia

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

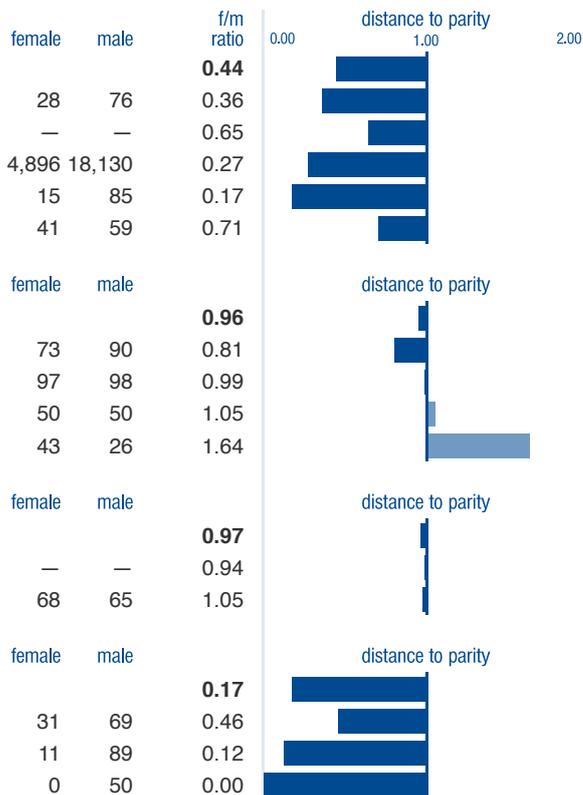
Economic participation and opportunity	rank 131	score 0.444
Educational attainment	rank 106	score 0.960
Health and survival	rank 110	score 0.969
Political empowerment	rank 71	score 0.170
rank out of	144	

2016		2006	
rank	score	rank	score
<b>126</b>	<b>0.636</b>	<b>90</b>	<b>0.629</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	Length of maternity / paternity leave (days)	30 /	1	
Law mandates equal pay			no	Wages paid during maternity / paternity leave	67 /	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	gov /	gov	
Firms whose ownership includes women			49.50	Government supports or provides childcare			yes
Firms whose top management includes women			8.50	Government provides child allowance to parents			yes
R&D personnel	58	42	1.37				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	2	1	1.68
Individuals with an account at a financial institution	21	34	0.60	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			*0.50	Tertiary education attainment in adults	—	—	—
Women's access to non-land assets use, control and ownership			*0.50	PhD graduates	—	—	—
				STEM graduates	37	58	0.64
				Skill diversity	0.207	0.224	*0.92
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	2	4	0.50
				Cardiovascular disease	271	348	#0.78
				Cancer	53	97	#0.55
				Diabetes	31	29	#1.06
				Chronic respiratory disease	26	38	#0.69
				HIV/AIDS	1	1	#1.00
				Suicide	1	3	#0.41
				Maternal mortality ratio (per 100,000 births)			†62 [42-92]
				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

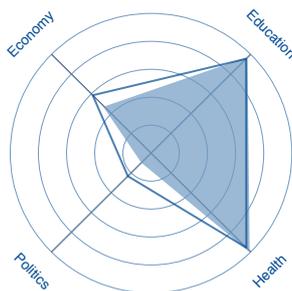
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# Turkey

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	rank 129	score 0.464
Educational attainment	rank 109	score 0.958
Health and survival	rank 1	score 0.980
Political empowerment	rank 113	score 0.090
rank out of	144	

	2016	2006	
rank	score	rank	score
<b>130</b>	<b>0.623</b>	<b>105</b>	<b>0.585</b>
129	0.464	106	0.434
109	0.958	92	0.885
1	0.980	85	0.969
113	0.090	96	0.052
144		115	

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>129</b>	<b>0.464</b>	<b>0.586</b>
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

### Educational attainment

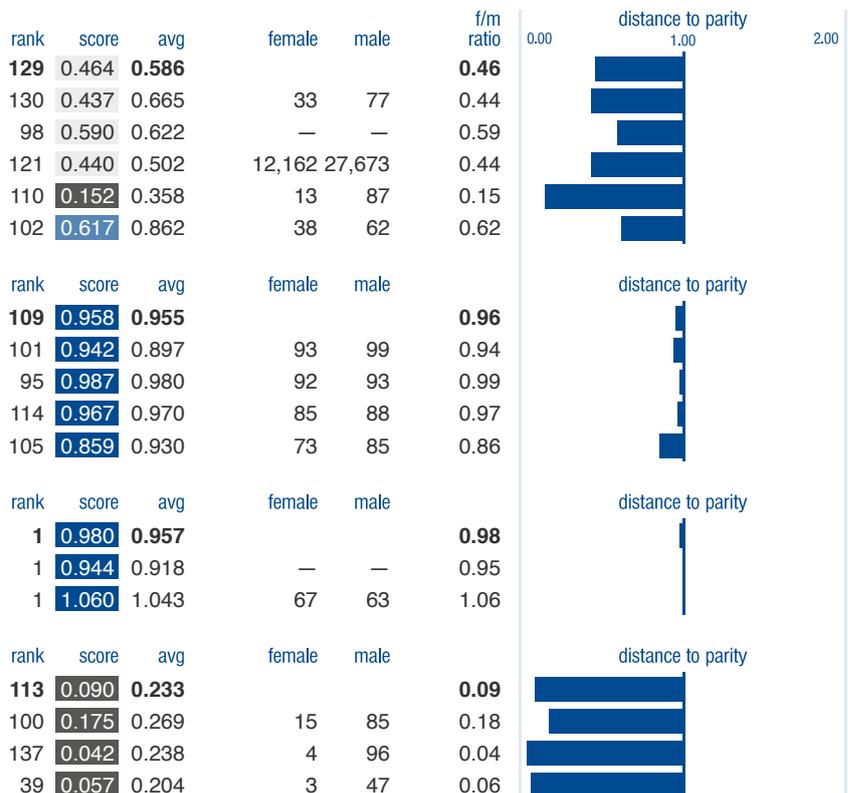
	rank	score	avg
<b>Educational attainment</b>	<b>109</b>	<b>0.958</b>	<b>0.955</b>
Literacy rate	101	0.942	0.897
Enrolment in primary education	95	0.987	0.980
Enrolment in secondary education	114	0.967	0.970
Enrolment in tertiary education	105	0.859	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>1</b>	<b>0.980</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>113</b>	<b>0.090</b>	<b>0.233</b>
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



0.00 0.40

distribution of countries by score

1.00



0.623 / 130

TUR

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	female	male	value	Length of maternity / paternity leave (days)	112 /	—	—
Law mandates equal pay			yes	Wages paid during maternity / paternity leave	67 /	—	—
Ability of women to rise to positions of leadership			*0.50	Provider of parental leave benefits			—
Boards of publicly traded companies	10	90	0.11	Provider of maternity / paternity leave benefits	gov /	—	—
Firms whose ownership includes women			25.40	Government supports or provides childcare			yes
Firms whose top management includes women			5.40	Government provides child allowance to parents			yes
R&D personnel	30	70	0.43				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	Out-of-school children of primary school age	7	6	1.18
Individuals with an account at a financial institution	44	69	0.64	Primary education attainment in adults	81	94	0.86
Women's access to financial services			*1.00	Out-of-school youth of upper secondary school age	19	15	1.27
Inheritance rights for daughters			*1.00	Secondary education attainment in adults	29	42	0.68
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	0	0	0.64
				STEM graduates	15	26	0.59
				Skill diversity	0.277	0.260	*1.07
<b>Access to technology</b>	female	male	value				
Individuals using the internet	44	64	0.69	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	2	1	1.50
				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
<b>Political leadership</b>	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	—	—	—				

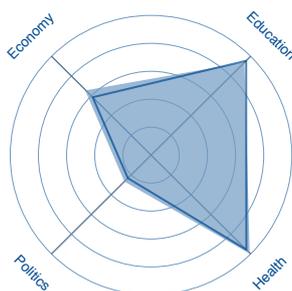
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# Uganda

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
<b>61</b>	<b>0.704</b>	<b>47</b>	<b>0.680</b>
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
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

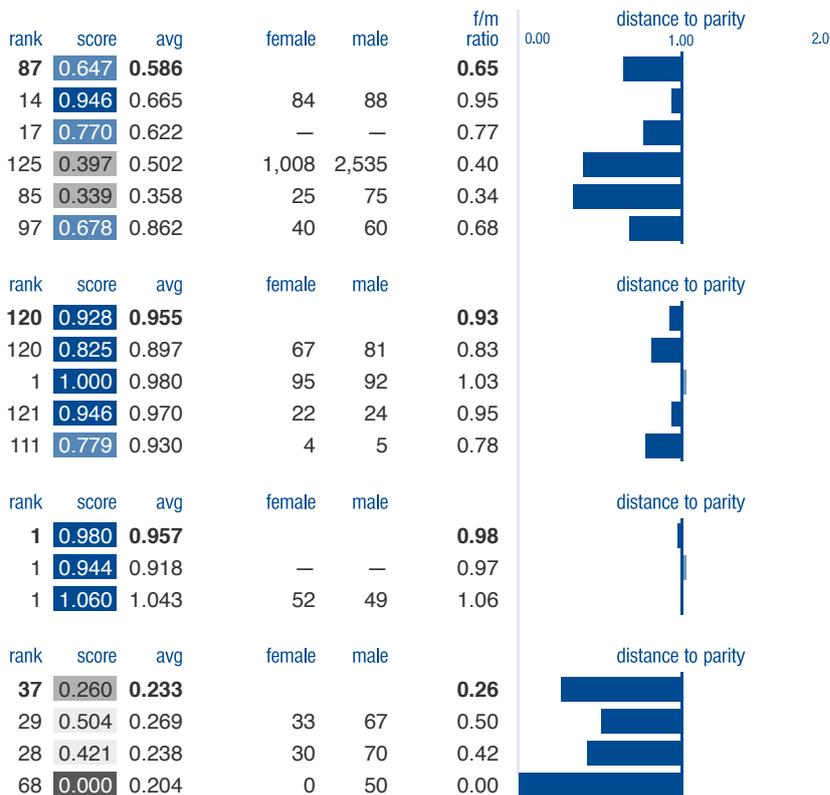
	rank	score	avg
Literacy rate	120	0.825	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	121	0.946	0.970
Enrolment in tertiary education	111	0.779	0.930

### Health and survival

	rank	score	avg
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	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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

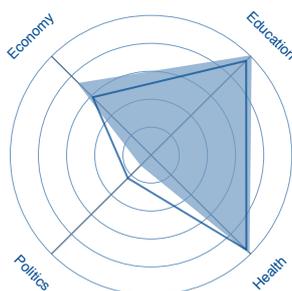
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# Ukraine

rank out of 144 countries **69**

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	40	0.722	24	0.691
Educational attainment	26	1.000	25	0.998
Health and survival	40	0.979	1	0.980
Political empowerment	107	0.098	97	0.050
rank out of	144		115	

	2016		2006	
rank	score	rank	score	
<b>69</b>	<b>0.700</b>	<b>48</b>	<b>0.680</b>	
40	0.722	24	0.691	
26	1.000	25	0.998	
40	0.979	1	0.980	
107	0.098	97	0.050	
rank out of	144	115		

## COUNTRY SCORE CARD

### Economic participation and opportunity

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

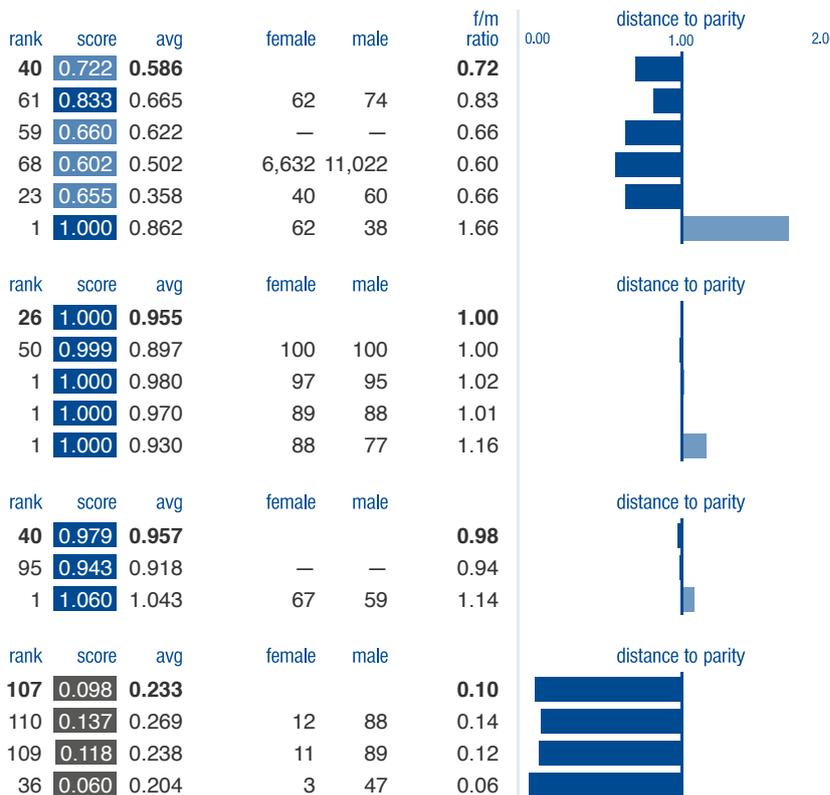
Literacy rate	50	0.999	0.897	100	100	1.00
Enrolment in primary education	1	1.000	0.980	97	95	1.02
Enrolment in secondary education	1	1.000	0.970	89	88	1.01
Enrolment in tertiary education	1	1.000	0.930	88	77	1.16

### Health and survival

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

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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			1,039
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	45	48	0.93	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

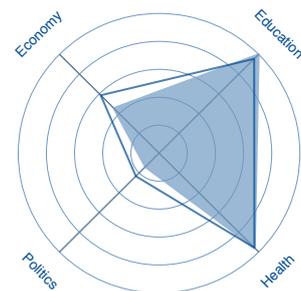
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# United Arab Emirates

rank **124**  
out of 144 countries

score **0.639**  
0.00 = imparity  
1.00 = parity

## SCORE AT A GLANCE



United Arab Emirates score  
sample average

## 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	
<b>124</b>	<b>0.639</b>	<b>101</b>	<b>0.592</b>	
130	0.456	109	0.403	
32	1.000	61	0.986	
132	0.961	100	0.964	
83	0.139	112	0.015	
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

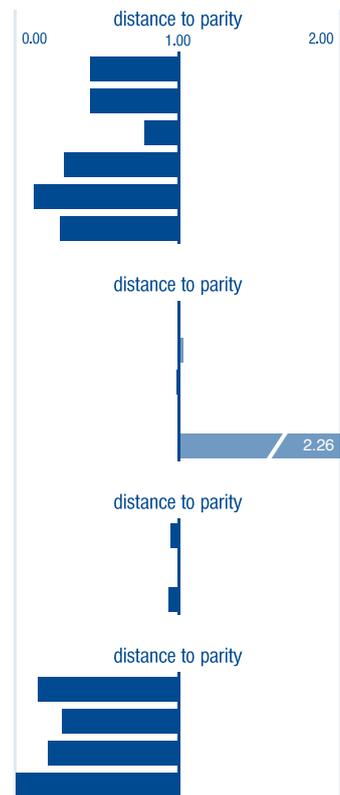
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	95	92	1.03
Enrolment in primary education	64	0.999	0.980	91	91	1.00
Enrolment in secondary education	1	1.000	0.970	49	51	1.00
Enrolment in tertiary education	1	1.000	0.930	35	15	2.26

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	83	86	0.97	<b>Health</b>	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			—
<b>Political leadership</b>	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	—	—	—				

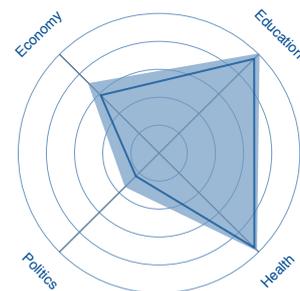
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# United Kingdom

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
<b>20</b>	<b>0.752</b>	<b>9</b>	<b>0.736</b>
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

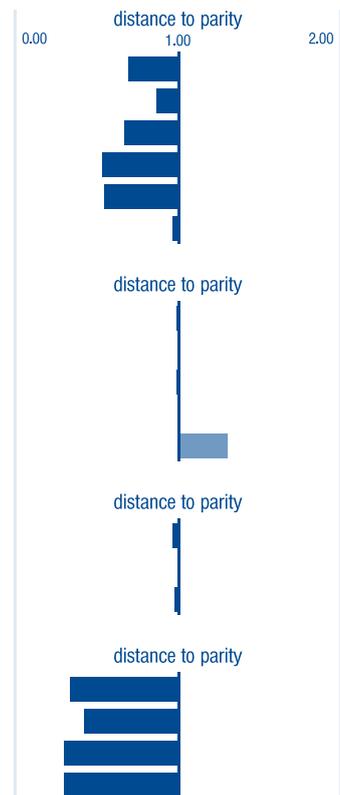
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	99	99	1.00
Enrolment in primary education	67	0.999	0.980	100	100	1.00
Enrolment in secondary education	1	1.000	0.970	99	98	1.01
Enrolment in tertiary education	1	1.000	0.930	64	49	1.31

### 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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>			
				Length of parental leave (days)			259
<b>Economic leadership</b>				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
<b>Access to assets</b>				<b>Education and skills</b>			
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
<b>Access to technology</b>							
Individuals using the internet	90	94	0.97	<b>Health</b>			
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
<b>Political leadership</b>				Diabetes	—	—	#—
Year women received right to vote		1918, 1928		Chronic respiratory disease	—	—	#—
Years since any women received voting rights			98	HIV/AIDS	0	1	#0.60
Number of female heads of state to date			1	Suicide	—	—	#—
Quota for women on candidate lists in national elections			—	Maternal mortality ratio (per 100,000 births)			†—
Quota for women on candidate lists in local elections			—	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			yes
				Births attended by skilled health personnel			—
				Antenatal care coverage, at least four visits			—

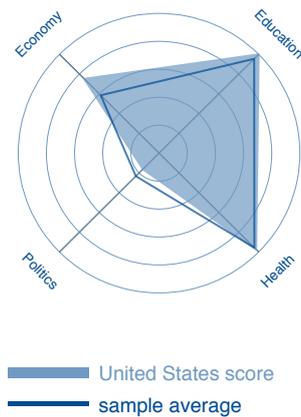
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# United States

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
<b>45</b>	<b>0.722</b>	<b>23</b>	<b>0.704</b>
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 <b>0.856</b>	avg 0.665
Wage equality for similar work (survey)	rank 66	score <b>0.653</b>	avg 0.622
Estimated earned income (US\$, PPP)	rank 50	score <b>0.650</b>	avg 0.502
Legislators, senior officials, and managers	rank 11	score <b>0.767</b>	avg 0.358
Professional and technical workers	rank 1	score <b>1.000</b>	avg 0.862

### Educational attainment

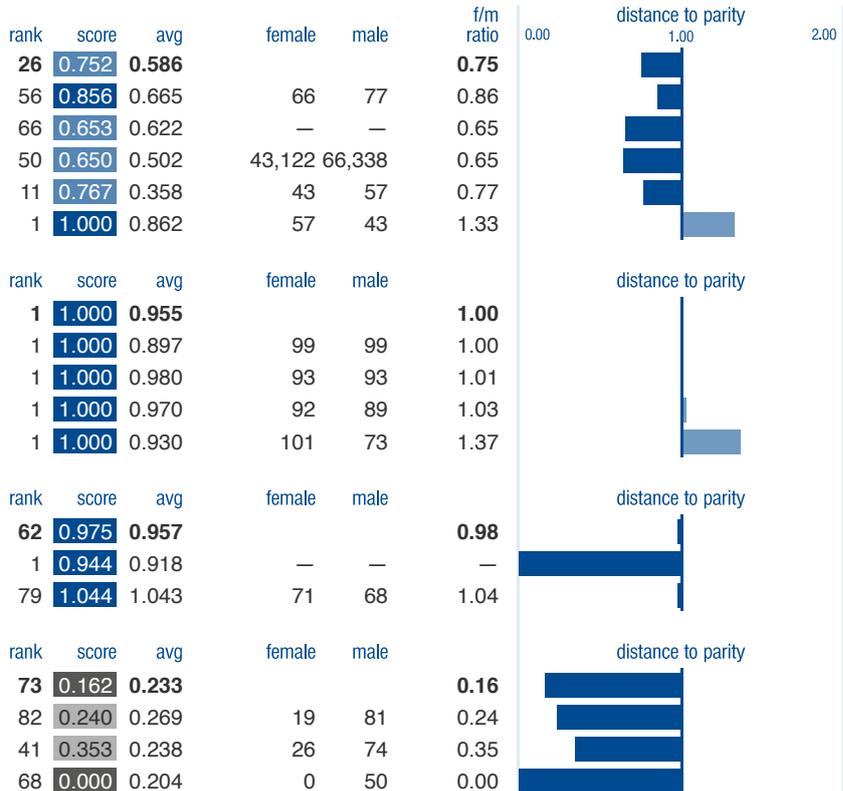
Literacy rate	rank 1	score <b>1.000</b>	avg 0.897
Enrolment in primary education	rank 1	score <b>1.000</b>	avg 0.980
Enrolment in secondary education	rank 1	score <b>1.000</b>	avg 0.970
Enrolment in tertiary education	rank 1	score <b>1.000</b>	avg 0.930

### Health and survival

Sex ratio at birth	rank 1	score <b>0.944</b>	avg 0.918
Healthy life expectancy	rank 79	score <b>1.044</b>	avg 1.043

### Political empowerment

Women in parliament	rank 82	score <b>0.240</b>	avg 0.269
Women in ministerial positions	rank 41	score <b>0.353</b>	avg 0.238
Years with female head of state (last 50)	rank 68	score <b>0.000</b>	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
<b>Workforce participation</b>				<b>Family</b>			
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	<b>Care</b>	female	male	value
				Length of parental leave (days)			0
<b>Economic leadership</b>	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			*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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	female	male	value	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	75	74	1.01	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
<b>Political leadership</b>	female	male	value	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			—

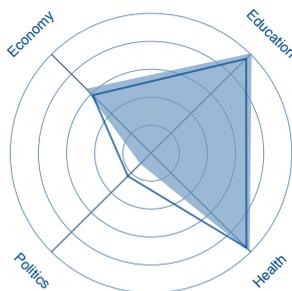
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# Uruguay

rank out of 144 countries **91**

score **0.681**  
0.00 = imparity  
1.00 = parity

## 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
<b>91</b>	<b>0.681</b>	<b>66</b>	<b>0.655</b>
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

	rank	score	avg	female	male	f/m ratio
Labour force participation	74	0.793	0.665	68	85	0.79
Wage equality for similar work (survey)	112	0.557	0.622	—	—	0.56
Estimated earned income (US\$, PPP)	89	0.562	0.502	15,173	27,005	0.56
Legislators, senior officials, and managers	68	0.449	0.358	31	69	0.45
Professional and technical workers	1	1.000	0.862	54	46	1.15

### Educational attainment

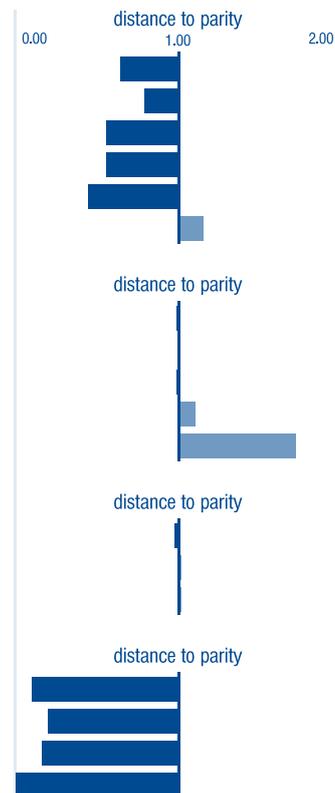
	rank	score	avg	female	male	f/m ratio
Literacy rate	1	1.000	0.897	99	98	1.01
Enrolment in primary education	69	0.997	0.980	99	99	1.00
Enrolment in secondary education	1	1.000	0.970	79	72	1.10
Enrolment in tertiary education	1	1.000	0.930	80	47	1.73

### 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	1	1.060	1.043	70	65	1.08

### Political empowerment

	rank	score	avg	female	male	f/m ratio
Women in parliament	95	0.193	0.269	16	84	0.19
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



0.681 / 91

URY

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	64	65	0.99	<b>Health</b>	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
<b>Political leadership</b>	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	—	—	—				

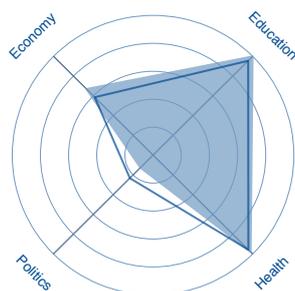
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# Venezuela

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	<b>74</b>	<b>0.694</b>	<b>57</b>	<b>0.666</b>
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
<b>71</b>	<b>0.669</b>	<b>0.586</b>			<b>0.67</b>
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
<b>33</b>	<b>0.999</b>	<b>0.955</b>			<b>1.00</b>
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

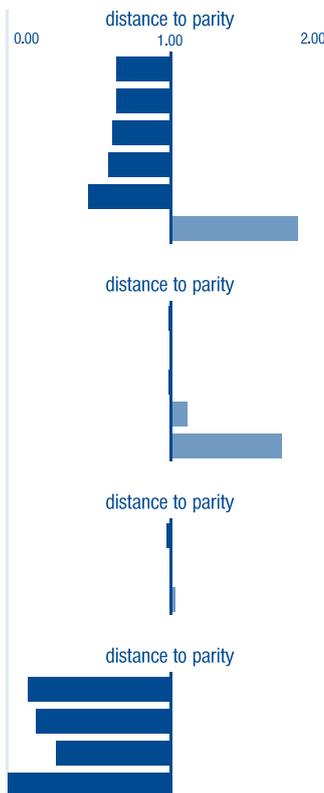
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
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
<b>89</b>	<b>0.127</b>	<b>0.233</b>			<b>0.13</b>
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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
<b>Access to assets</b>	female	male	value	<b>Education and skills</b>	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	—	—	—
<b>Access to technology</b>	female	male	value	STEM graduates	18	41	0.44
Individuals using the internet	51	48	1.07	Skill diversity	0.288	0.277	*1.04
Individuals using a mobile phone	—	—	—				
				<b>Health</b>	female	male	value
<b>Political leadership</b>	female	male	value	Malnutrition of children under age 5	—	—	—
Year women received right to vote			1946	Cardiovascular disease	—	—	#—
Years since any women received voting rights			70	Cancer	—	—	#—
Number of female heads of state to date			—	Diabetes	—	—	#—
Quota for women on candidate lists in national elections			—	Chronic respiratory disease	—	—	#—
Quota for women on candidate lists in local elections			—	HIV/AIDS	3	9	#0.36
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			no
				Births attended by skilled health personnel			—
				Antenatal care coverage, at least four visits			—

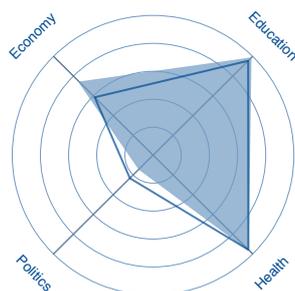
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# Vietnam

rank out of 144 countries **65**

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

## 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	score 0.736
Educational attainment	rank 93	score 0.978
Health and survival	rank 138	score 0.950
Political empowerment	rank 84	score 0.138
rank out of	144	

2016		2007	
rank	score	rank	score
<b>65</b>	<b>0.700</b>	<b>42</b>	<b>0.689</b>
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

	rank	score	avg
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

### Educational attainment

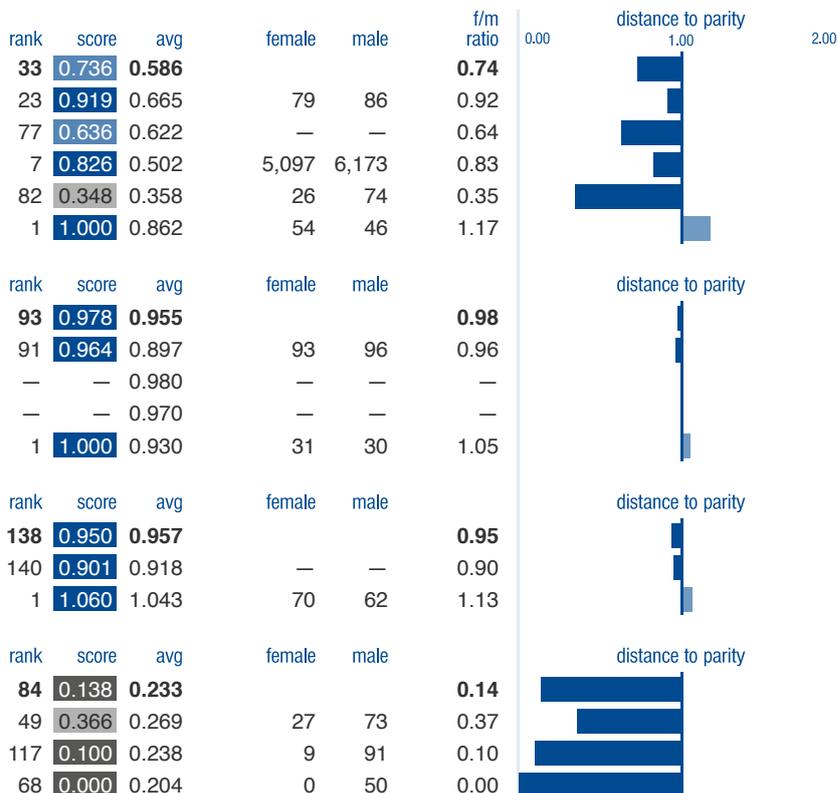
	rank	score	avg
Literacy rate	91	0.964	0.897
Enrolment in primary education	—	—	0.980
Enrolment in secondary education	—	—	0.970
Enrolment in tertiary education	1	1.000	0.930

### Health and survival

	rank	score	avg
Sex ratio at birth	140	0.901	0.918
Healthy life expectancy	1	1.060	1.043

### Political empowerment

	rank	score	avg
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



0.00 0.40

distribution of countries by score

1.00



0.700 / 65

VNM

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	—	—	—
				Cardiovascular disease	—	—	#—
				Cancer	—	—	#—
				Diabetes	—	—	#—
				Chronic respiratory disease	—	—	#—
<b>Political leadership</b>	female	male	value	HIV/AIDS	5	18	#0.31
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			—	Existence of legislation on domestic violence			yes
Quota for women on candidate lists in national elections			—	Prevalence of gender violence in lifetime			34
Quota for women on candidate lists in local elections			—	Law permits abortion to preserve a woman's physical health			yes
Voluntary political party quotas			—	Births attended by skilled health personnel			—
Seats held in upper house	—	—	—	Antenatal care coverage, at least four visits			—

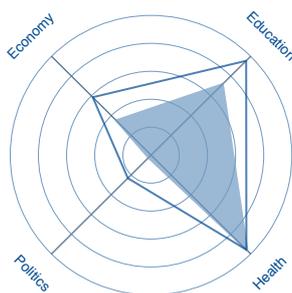
Unless otherwise indicated by a superscripted note, "female" and "male" refers to percentage rates for the corresponding indicator; "value" refers to the female-over-male ratio. Percentage rates have been rounded for reporting purposes. Exact values have been used for calculating ratios and scores. The 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

# 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

	2016	2006		
rank	score	rank	score	
<b>Global Gender Gap Index</b>	<b>144</b>	<b>115</b>	<b>0.516</b>	<b>0.459</b>
Economic participation and opportunity	141	114	0.352	0.253
Educational attainment	141	114	0.720	0.598
Health and survival	122	48	0.967	0.979
Political empowerment	139	113	0.026	0.008
rank out of	144	115		

## COUNTRY SCORE CARD

### Economic participation and opportunity

	rank	score	avg
<b>Economic participation and opportunity</b>	<b>141</b>	<b>0.352</b>	<b>0.586</b>
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

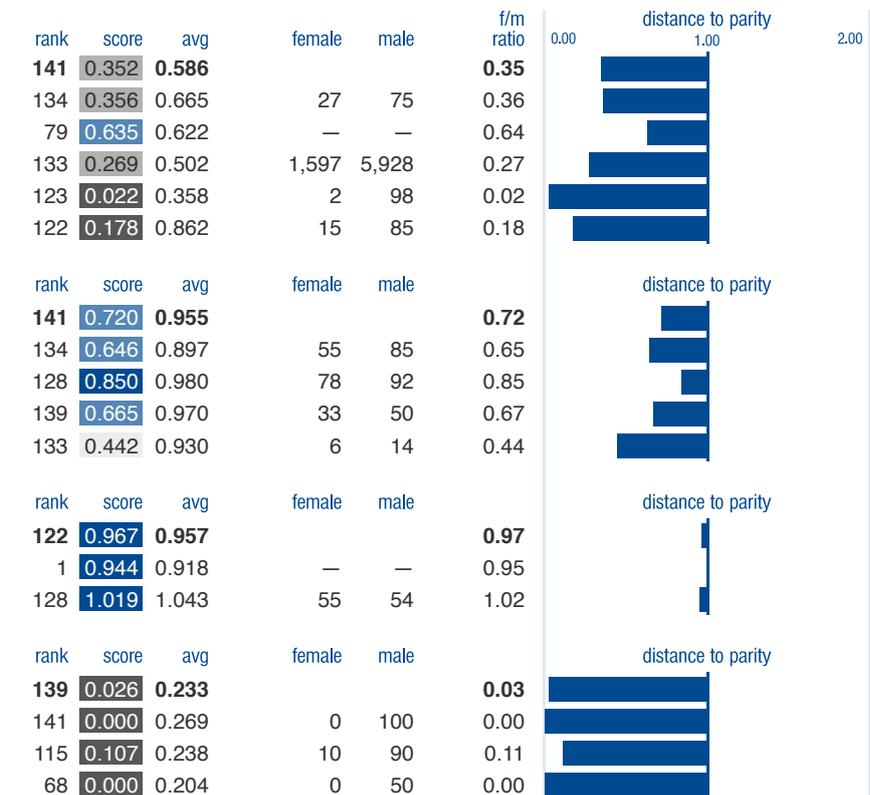
	rank	score	avg
<b>Educational attainment</b>	<b>141</b>	<b>0.720</b>	<b>0.955</b>
Literacy rate	134	0.646	0.897
Enrolment in primary education	128	0.850	0.980
Enrolment in secondary education	139	0.665	0.970
Enrolment in tertiary education	133	0.442	0.930

### Health and survival

	rank	score	avg
<b>Health and survival</b>	<b>122</b>	<b>0.967</b>	<b>0.957</b>
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	128	1.019	1.043

### Political empowerment

	rank	score	avg
<b>Political empowerment</b>	<b>139</b>	<b>0.026</b>	<b>0.233</b>
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



0.00 0.40

distribution of countries by score

1.00



0.516 / 144

YEM

## SELECTED CONTEXTUAL DATA

	female	male	value		female	male	value
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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	—	—	—				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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	—	—	×—
<b>Access to technology</b>	female	male	value				
Individuals using the internet	—	—	—	<b>Health</b>	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
<b>Political leadership</b>	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

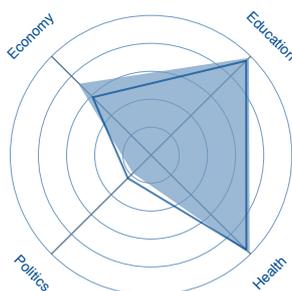
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# Zimbabwe

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
Educational attainment	96	0.973
Health and survival	1	0.980
Political empowerment	69	0.175
rank out of	144	

2016		2006	
rank	score	rank	score
<b>56</b>	<b>0.710</b>	<b>76</b>	<b>0.646</b>
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
Wage equality for similar work (survey)	36	0.715	0.622
Estimated earned income (US\$, PPP)	34	0.685	0.502
Legislators, senior officials, and managers	76	0.411	0.358
Professional and technical workers	86	0.844	0.862

rank	score	avg	female	male	f/m ratio
<b>45</b>	<b>0.714</b>	<b>0.586</b>			<b>0.71</b>
38	0.891	0.665	78	88	0.89
36	0.715	0.622	—	—	0.72
34	0.685	0.502	1,460	2,133	0.69
76	0.411	0.358	29	71	0.41
86	0.844	0.862	46	54	0.84

### Educational attainment

Literacy rate	93	0.963	0.897
Enrolment in primary education	1	1.000	0.980
Enrolment in secondary education	1	1.000	0.970
Enrolment in tertiary education	106	0.838	0.930

rank	score	avg	female	male	f/m ratio
<b>96</b>	<b>0.973</b>	<b>0.955</b>			<b>0.97</b>
93	0.963	0.897	85	89	0.96
1	1.000	0.980	86	85	1.01
1	1.000	0.970	44	44	1.01
106	0.838	0.930	5	6	0.84

### Health and survival

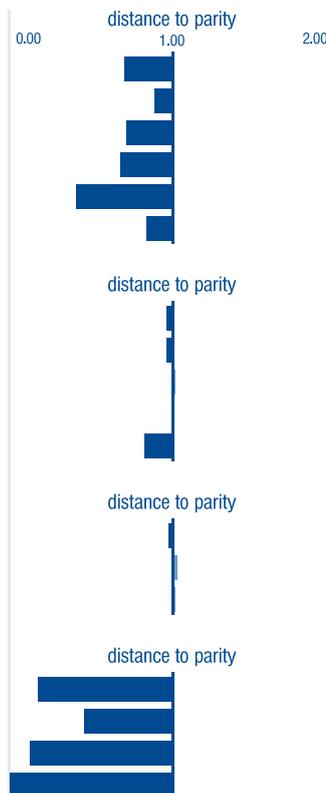
Sex ratio at birth	1	0.944	0.918
Healthy life expectancy	1	1.060	1.043

rank	score	avg	female	male	f/m ratio
<b>1</b>	<b>0.980</b>	<b>0.957</b>			<b>0.98</b>
1	0.944	0.918	—	—	0.97
1	1.060	1.043	52	48	1.08

### Political empowerment

Women in parliament	35	0.459	0.269
Women in ministerial positions	101	0.130	0.238
Years with female head of state (last 50)	68	0.000	0.204

rank	score	avg	female	male	f/m ratio
<b>69</b>	<b>0.175</b>	<b>0.233</b>			<b>0.18</b>
35	0.459	0.269	31	69	0.46
101	0.130	0.238	12	88	0.13
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
<b>Workforce participation</b>				<b>Family</b>			
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	—	—	—	<b>Care</b>			
				Length of parental leave (days)			—
<b>Economic leadership</b>	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				
				<b>Education and skills</b>	female	male	value
<b>Access to assets</b>	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
<b>Access to technology</b>	female	male	value				
Individuals using the internet	100	100	1.00	<b>Health</b>	female	male	value
Individuals using a mobile phone	—	—	—	Malnutrition of children under age 5	3	4	0.78
				Cardiovascular disease	203	187	#1.09
				Cancer	227	224	#1.01
				Diabetes	26	20	#1.30
				Chronic respiratory disease	45	65	#0.69
<b>Political leadership</b>	female	male	value	HIV/AIDS	333	408	#0.82
Year women received right to vote		1919, 1957	—	Suicide	10	27	#0.36
Years since any women received voting rights			97	Maternal mortality ratio (per 100,000 births)			†443 [363-563]
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			42
Quota for women on candidate lists in local elections			—	Law permits abortion to preserve a woman's physical health			no
Voluntary political party quotas			yes	Births attended by skilled health personnel			80
Seats held in upper house	48	53	0.91	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

**Till Alexander Leopold** is a Project Lead of the World Economic Forum's System Initiative on Education, Gender and Work. His responsibilities include leadership of the System Initiative's insights and analysis workstream; co-authorship of the Forum's *Global Gender Gap Report*, *Human Capital Report*, *Future of Jobs Report* and *Industry Gender Gap Report*; and management of the Forum's Global Future Council on Education, Gender and Work. He has presented the System Initiative's insights work at a number of high-level events and in the media and has co-organized activities at the World Economic Forum's Annual Meeting and regional summits. Leopold previously served as an economist and project manager at the United Nations and International Labour Organization, where his work focused on policy analysis, research and technical cooperation in the fields of entrepreneurship, labour economics, and innovation ecosystems, and as a consultant and analyst in the fields of impact investing and social entrepreneurship, with first-hand research and consulting experience in Sub-Saharan Africa and South Asia. He has co-authored several research reports on inclusive business and private sector development in emerging and frontier markets. He holds Masters degrees in Social Anthropology, Finance, and Development Economics from the University of Cambridge and SOAS, University of London.

**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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The Boston Consulting Group is a global management consulting firm and the world's leading adviser on business strategy. It partners with clients from the private, public and not-for-profit sectors in all regions to identify their highest value opportunities, address their most critical challenges, and transform their enterprises. The company's customized approach ensures that clients achieve sustainable competitive advantage, build more capable organizations, and secure lasting results. Founded in 1963, BCG is a private company with more than 85 offices in 48 countries.

[www.bcg.com](http://www.bcg.com)



Centene Corporation, a Fortune 500 company, is a diversified, multi-national healthcare enterprise that provides a portfolio of services to government-sponsored healthcare programs, focusing on under-insured and uninsured individuals. Many receive benefits provided under Medicaid, including the State Children's Health Insurance Program (CHIP), as well as Aged, Blind or Disabled (ABD), Foster Care and Long Term Care (LTC), in addition to other state-sponsored/hybrid programs and Medicare (Special Needs Plans). The Company operates local health plans and offers a range of health insurance solutions. It also contracts with other healthcare and commercial organizations to provide specialty services including behavioral health management, care management software, correctional healthcare services, dental benefits management, in-home health services, life and health management, managed vision, pharmacy benefits management, specialty pharmacy and telehealth services.

[www.centene.com](http://www.centene.com)

## CHOBANI®

Chobani was founded on the belief that people have great taste—they just need great options. Chobani produces high-quality, authentic, strained Greek yogurt products made with only natural ingredients from its New York and Idaho plants. Chobani is committed to using milk from regional farms and strengthening its surrounding local economies. Chobani gives 10% of its annual profits to charities worldwide through the company's charitable foundation. Chobani products are available in the US, Australia, in Asia and Latin America.

[www.chobani.com](http://www.chobani.com)

## EgonZehnder

Egon Zehnder acts as trusted adviser to many of the world's most respected organizations and is a leading executive search firm with 69 offices in 41 countries. Its clients range from the largest corporations to emerging growth companies, government and regulatory bodies, and major educational and cultural institutions. It works at the highest levels of leadership to create tangible and enduring business impact. Its core services include executive search, board consulting and leadership strategy services.

[www.egonzehnder.com](http://www.egonzehnder.com)



EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services it delivers help build trust and confidence in the capital markets and in economies the world over. EY develops outstanding leaders who team to deliver on its promises to all of its stakeholders. EY plays a critical role in building a better working world for its people, its clients and its communities.

[www.ey.com](http://www.ey.com)



GEMS Education is a leading international education provider. It runs high-performing schools and offers consulting services to the public and private sectors. For over 55 years, it has provided high-quality education to hundreds of thousands of children. GEMS has a global network of award-winning schools which provide high-quality holistic education to more than 250,000 students. It employs over 20,000 education professionals, specialists and staff. Its world-class leadership team combines business and education expertise from around the globe.

[www.gemseducation.com](http://www.gemseducation.com)



Larry Page and Sergey Brin founded Google in September 1998. Since then, the company has grown to more than 50,000 employees worldwide, with a wide range of popular products and platforms like Search, Maps, Ads, Gmail, Android, Chrome and YouTube. In October 2015, Alphabet became the parent holding company of Google.

[www.google.com](http://www.google.com)



GSK is a global healthcare company that recognizes that commercial success depends upon creating innovative new medicines, vaccines and healthcare products of value and making these accessible to as many people who need them as possible. By doing this, GSK will be able to grow its business and provide benefits to patients, consumers, society, and the company's employees and shareholders.

[www.gsk.com](http://www.gsk.com)

**HEIDRICK & STRUGGLES**

Heidrick & Struggles serves the executive talent and leadership needs of the world's top organizations as the premier provider of leadership consulting, culture shaping and senior-level executive search services. The consultants of Heidrick leverage deep expertise across every industry sector and an unparalleled global presence. Heidrick & Struggles pioneered the profession of executive search more than 60 years ago. Today, the firm serves as a trusted adviser, providing integrated leadership solutions and helping its clients change the world, one leadership team at a time.

[www.heidrick.com](http://www.heidrick.com)

**Hubert Burda Media**

At total consolidated sales of €2.46 billion and over 10,000 employees in 18 countries, Hubert Burda Media is one of Europe's largest consumer internet companies. Burda's digital activities have been the main driver of the company's growth. Hubert Burda Media reaches over 160 million users online; 40 million consumers enter into paying relationships with one of Burda's 400 brands. As Germany's leading magazine publishing house, the company offers about 80 magazines in Germany and another 240 magazines all over the world.

[www.hubert-burda-media.com](http://www.hubert-burda-media.com)



Infosys is a global leader in consulting, technology, outsourcing and next-generation services. It enables clients in more than 50 countries to stay a step ahead of the competition. Its expertise spans industries. From helping build lighter and stronger passenger jets and creating more fuel efficient cars, to enabling banks to provide financial inclusion to the most remote corners of the globe, Infosys delivers powerful innovations. And in doing so, it changes the way the world works and lives.

[www.infosys.com](http://www.infosys.com)



JLL (NYSE: JLL) is a professional services and investment management firm offering specialized real estate services to clients seeking increased value by owning, occupying and investing in real estate. With annual fee revenue of \$4.7 billion and gross revenue of \$5.4 billion, JLL has more than 230 corporate offices, operates in 80 countries and has a global workforce of approximately 58,000. On behalf of its clients, the firm provides management and real estate outsourcing services for a property portfolio of 3.4 billion square feet, or 316 million square metres, and completed \$118 billion in sales, acquisitions and finance transactions in 2014. Its investment management business, LaSalle Investment Management, has \$55.3 billion of real estate assets under management. JLL is the brand name, and a registered trademark, of Jones Lang LaSalle.

[www.joneslanglasalle.com](http://www.joneslanglasalle.com)



Johnson Controls is a global diversified technology and industrial leader serving customers in more than 150 countries. Its 170,000 employees create quality products, services and solutions to optimize energy and operational efficiencies of buildings; lead-acid automotive batteries and advanced batteries for hybrid and electric vehicles; and seating components and systems for automobiles. The company's commitment to sustainability dates back to 1885, with the invention of the first electric room thermostat. Through its growth strategies and by increasing market share, Johnson Controls is committed to delivering value to shareholders and making its customers successful. In 2014, Johnson Controls reported annual sales of \$42.8 billion and is consistently ranked on the U.S. Fortune 500 and Global Fortune 500. Johnson Controls is committed to good corporate governance and community service. In 2015, Corporate Responsibility Magazine recognized Johnson Controls the no. 14 company in its annual "100 Best Corporate Citizens" list, confirming its position as an ethical and trusted brand in the industries it serves.

[www.johnsoncontrols.com](http://www.johnsoncontrols.com)



LinkedIn connects the world's professionals to make them more productive and successful and transforms the ways companies hire, market and sell. Our vision is to create economic opportunity for every member of the global workforce through the ongoing development of the world's first Economic Graph. LinkedIn has more than 400 million members and has offices around the world.

[www.linkedin.com](http://www.linkedin.com)



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](http://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](http://www.mercer.com). Follow Mercer on Twitter @Mercer.

[www.mercer.com](http://www.mercer.com)



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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://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](http://www.workday.com)



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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](http://www.wpp.com)

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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](http://www.zain.com)



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**COMMITTED TO  
IMPROVING THE STATE  
OF THE WORLD**

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The World Economic Forum is an independent international organization committed to improving the state of the world by engaging business, political, academic and other leaders of society to shape global, regional and industry agendas.

Incorporated as a not-for-profit foundation in 1971 and headquartered in Geneva, Switzerland, the Forum is tied to no political, partisan or national interests

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