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Insight Report

Global Gender Gap Report 2020

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The Report and an interactive data platform are available at http://reports.weforum.org/global-gender-gap-report-2020/dataexplorer.

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Preface

At the dawn of the 2020s, building fairer and more inclusive economies must be the goal of global, national and industry leaders. To get there, instilling gender parity across education, health, politics and across all forms of economic participation will be critical.

Over the past 14 years the Global Gender Gap Index included in this report has served as a compass to track progress on relative gaps between women and men on health, education, economy and politics. Through this annual yardstick, stakeholders within each country are able to set priorities relevant in each specific economic, political and cultural context.

This year's report highlights the growing urgency for action. Without the equal inclusion of half of the world's talent, we will not be able to deliver on the promise of the Fourth Industrial Revolution for all of society, grow our economies for greater shared prosperity or achieve the UN Sustainable Development Goals. At the present rate of change, it will take nearly a century to achieve parity, a timeline we simply cannot accept in today's globalized world, especially among younger generations who hold increasingly progressive views of gender equality.

Fortunately, the pathways to accelerating gender parity have also become more evident. Companies must treat people with dignity and respect and offer equal opportunities to all members of the society, leveraging gender diversity and investing in all of their talent through ongoing upskilling and reskilling. Governments must create policies that provide talent development, integration and deployment opportunities for all genders, diversify the leadership pool and provide support to families and caregivers, in both youthful and ageing societies alike. And business and government must work together on creating a new economic and social narrative for action and on coordinating and speeding up the process of change.

At the World Economic Forum, in our Platform for Shaping the New Economy and Society, we are supplementing studies such as this annual report, with a growing portfolio of impact-focused initiatives. Our Closing the Gender Gap Accelerators work with advanced and developing economies to create public-private collaborations for rapid acceleration to economic parity, focusing on increasing women's participation in the workforce, closing the pay gap between men and women, and helping more women advance into leadership roles and develop in-demand skills. Our Hardwiring Gender Parity in the Future of Work initiative is starting with a commitment framework for businesses to embed parity into their fastest growing professions. We are delighted to feature in this report a special collaboration with our partner LinkedIn exploring gender gaps in some of the most critical professions of the new economy. Finally, we have set ourselves an institutional target to at least double the participation of women leaders at our Annual Meeting in Davos over the next decade, as a symbol of the leadership shift that must occur globally to make our economies and societies more inclusive.

On behalf of the Forum, I would like to express my gratitude to Roberto Crotti, Thierry Geiger, Vesselina Ratcheva and Saadia Zahidi for their leadership of this project, as well as all members of the Platform for shaping the New Economy and Society team for their support. Additionally, this report and our broader work on gender parity benefits from the outstanding engagement of the Partners of the Platform for Shaping the Future of the New Economy and Society.

We are certain that this report will contribute to shaping mindsets and catalysing action towards the achievement of gender equality. We invite business and governments to join the Platform for the New Economy and Society to collaborate with us and with each other to hasten progress on this fundamental challenge of the new decade.

Klaus Schwab
Founder and Executive Chairman,
World Economic Forum

Key Findings

Since 2006 the Global Gender Gap Index has been measuring the extent of gender-based gaps among four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment) and tracking progress towards closing these gaps over time. This year's edition of the report benchmarks 153 countries and provides country rankings that allow for effective comparisons across and within regional peers. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps. The methodology of the index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis.

The 2020 report's findings are:

1. Globally, the average (population-weighted) distance completed to parity is at 68.6%, which is a further improvement since last edition. To date, there is still a 31.4% average gender gap that remains to be closed globally. The positive increase in the average global score translates into several countries advancing towards gender parity (although often at a slow pace): 101 of the 149 countries covered both this year and last year have increased their scores.

2. Across the four subindexes, on average, the largest gender disparity is—once again—the Political Empowerment gap. Despite being the most improved dimension this year (driving the overall positive performance) only 24.7% of the global Political Empowerment gap has been closed in 2020. The second-largest gap is on Economic Participation and Opportunity; 57.8% of this gap has been closed so far, which represents a slight step back since last year. Progress towards closing the Educational Attainment and Health and Survival gaps is more advanced: 96.1% and 95.7%, respectively, of these gaps have been closed to date, both marginally improved since last year.

3. With regard to the Political Empowerment subindex, 108 countries of the 149 covered in both current and last year's editions have improved their overall scores, driven mainly by a significant increase in the number of women in parliaments compared to the last assessment. Notably, in some countries such as Latvia, Spain and Thailand the number of women in parliament has increased substantially. Nonetheless, to date only 25% of these 35,127 global seats are occupied by women and only 21% of the 3,343 ministers are women; and in some countries, women are not represented at all. In addition, over the past 50 years, in 85 of the 153 countries covered by this report there has never been a female head of state.

4. In parallel to improving representation of women among political leaders, the number of women in senior roles within the Economic Participation and Opportunity dimension has also increased. Globally, 36% of senior private sector's managers and public sector's officials are women (about 2% higher than the figure reported last year). Despite this progress, the gap to close on this aspect remains substantial as only a handful of countries are approaching parity.

5. In contrast to the slow but positive progress in terms of leadership positions, women's participation in the labour market is stalling and financial disparities are slightly larger (on average), explaining the step back registered by the Economic Participation and Opportunity subindex this year. On average, only 55% of adult women are in the labour market, versus 78% of men, while over 40% of the wage gap (the ratio of the wage of a woman to that of a man in a similar position) and over 50% of the income gap (the ratio of the total wage and non-wage income of women to that of men) are still to be bridged. Further, in many countries, women are significantly disadvantaged in accessing credit, land or financial products, which prevents opportunities for them to start a company or make a living by managing assets.

6. Educational Attainment gaps are relatively small on average but there are still countries where investment in women's talent is insufficient. While in 35 countries gender parity in education has been achieved, a few developing countries have yet to close over 20% of the gaps. Ten percent of girls aged 15–24 in the world are illiterate, with a high concentration in developing countries. Further, in these countries, education attainment is low for both girls and boys, which calls for greater investment to develop human capital in general. Even in countries where education attainment is relatively high, women's skills are not always in line with those required to succeed in the professions of the future. In addition, they encounter barriers to employment in the most dynamic and in-demand occupations. Based on data from the LinkedIn platform, women are under-represented in six of the eight micro-clusters with the highest employment growth rate (people and culture, content production, marketing, sales, specialized project managers, data and AI, engineering and cloud computing). Further, comparing where women are

currently employed with the skills they possess, it turns out that there are some occupations where women are under-utilized even if they have the needed skills. Women could further contribute to many of them—including some high-tech and managerial roles—if current barriers could be addressed.

7. Projecting current trends into the future, the overall global gender gap will close in 99.5 years, on average, across the 107 countries covered continuously since the first edition of the report. Lack of progress in closing the Economic Participation and Opportunity gap leads to an extension of the time it will be needed to close this gap. At the slow speed experienced over the period 2006–2020, it will take 257 years to close this gap. The second area where gender gaps will take longest to close is Political Empowerment. This year's evolution speeds up the pace of progress towards parity, yet it will still take 94.5 years—even at this faster rate—to close the gender gap. Third, the Educational Attainment gender gap is on track to be closed over the next 12 years, mainly thanks to advancements in some developing countries. The Health and Survival gender gap remains virtually unchanged since last year. Globally, the time to fully close this gap remains undefined, while gender parity has been already fully achieved in 40 countries among the 153 covered by this edition of the report.

8. Iceland is once again the most gender-equal country in the world for the 11th time in a row. It has closed almost 88% of its overall gender gap, further improving since last year. Iceland is followed by Norway (2nd, 84.2%), Finland (3rd, 83.2%) and Sweden (4th, 82.0%). Other economies in the top 10 include Nicaragua (5th, 80.4%), New Zealand (6th, 79.9%), Ireland (7th, 79.8%), Spain (8th, 79.5%), Rwanda (9th, 79.1%) and Germany (10th, 78.7%).

9. On average, the eight regions assessed by the report have closed between 60.5% (the average score in Middle East and North Africa) and 76.7% (the average score in Western Europe). North America is a few percentage points below Western Europe (72.9%) and Latin America and the Caribbean (72.2%) has almost caught up with Eastern Europe and Central Asia (71.3%). They are followed by East Asia and the Pacific (68.5%), Sub-Saharan Africa (68.2%) and South Asia (66.1%).

10. At the current pace, gender gaps can potentially be closed in 54 years in Western Europe, 59 years in Latin America and the Caribbean (thanks to accelerated speed registered across some countries in the region this year), 71 and a half years in South Asia, 95 years in Sub-Saharan Africa, 107 years in Eastern Europe and Central Asia, 140 years in the Middle East and North Africa, 151 years in North America (reflecting lack of progress in the region this year), and 163 years in East Asia and the Pacific. While the increased speed in some regions has reduced the estimated time to close gender gaps, progress remains slow and uneven across countries and regions. Policy-makers and other stakeholders need to further adopt policies and practices to accelerate this process going forward.

11. The top five most-improved countries in the overall index this year (Ethiopia, Spain, Mali, Albania, and Mexico) have all closed their gaps by 3.4 percentage points or more, and they all share a substantial increase in women's presence in political institutions. When it comes to Economic Participation and Opportunity, some countries improve their score compared to last edition. Among them, the most improved (Cape Verde, Mali, Nigeria, Sierra Leone and Indonesia) improved their performance by 5 percentage points or more. Further, this year the 153 countries covered by the report include four new entrants: Trinidad and Tobago (24th), Zambia (45th), Vanuatu (126th) and Papua New Guinea (127th).

Part 1
Measuring the Global Gender Gap

CHAPTER 1

The Global Gender Gap Index 2020

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 (see Figure 1), and provides country rankings that allow for effective comparisons across regions and income groups. The rankings are designed to create global awareness of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

This year's 14th edition continues to build on the well-established methodology. While it would be important to measure differences in opportunities and conditions across the full spectrum of gender identities, data availability limits the possibility to convert these aspirations into statistical measurement. As such, the index and the analysis remain focused on benchmarking progress on disparities between women and men across the four dimensions mentioned above.

This chapter presents the 2020 rankings, trends in both overall scores and subindex scores, as well as performances across regions. Chapter 2 presents the results of the analysis based on new data showing gender gaps in emerging jobs, conducted in collaboration with LinkedIn.

Country Coverage, 2020

Every year, in an effort to draw a complete picture of the global gender gap, we aim to cover as many countries as possible, within data availability constraints. To be included, a country must have data available for a minimum of 12 indicators out of the 14 that compose the index. In this edition, we have been able further increase the number of countries included in the ranking and the analysis, reaching 153 countries. Two countries (Papua New Guinea and Vanuatu) enter the index for the first time ever, while Trinidad and Tobago and Zambia are re-instated. Of the 153 countries, 107 have consistently been included in the index every year since the first edition, published in 2006.

The *Global Gender Gap Report* groups countries into eight broad geographical groupings: East Asia and the Pacific; Eastern Europe and Central Asia; Latin America and the Caribbean; Middle East and North Africa; North America; South Asia; Sub-Saharan Africa; and Western Europe. The classification of countries according to these categories is detailed in Appendix A.

Figure 1 The Global Gender Gap Index framework

Economic Participation and Opportunity

Educational Attainment

Health and Survival

Political Empowerment

Global Results

In 2020, the Global Gender Gap score (based on the population-weighted average) stands at 68.6%. This means that, on average, the gap is narrower, and the remaining gap to close is now 31.4%.

This year the progress has not only been larger than in the previous edition, but also more widespread: out of the 149 countries and economies covered both this year and last year, 101 have improved their score and 48 have seen their performance unchanged or reduced. In fact, the top 10th percentile consists of 16 countries that have improved their score by more than 3.3% year-on-year.

Table 1 shows the 2020 Global Gender Gap rankings and the score of all 153 countries covered by this year's report. No country to date has yet achieved full gender parity. All the top five countries have closed at least 80% of their gaps, and the best performer (Iceland) has closed 82% of its gap so far.

The global top ten features four Nordic countries (Iceland, 1st, Norway 2nd, Finland 3rd and Sweden 4th), one Latin American country (Nicaragua, 5th), one country from the East Asia and the Pacific region (New Zealand, 6th), three other countries from Western Europe (Ireland, 7th, Spain, 8th and Germany, 10th) and one country from Sub-Saharan Africa (Rwanda, 9th).

Table 1 The Global Gender Gap Index 2020 rankings

Rank	Country	Score	Rank change	Score change	
		0–1	2018	2018	2006
1	Iceland	0.877	–	+0.018	+0.095
2	Norway	0.842	–	+0.007	+0.043
3	Finland	0.832	1	+0.012	+0.036
4	Sweden	0.820	–1	-0.002	+0.007
5	Nicaragua	0.804	–	-0.005	+0.147
6	New Zealand	0.799	1	-0.002	+0.048
7	Ireland	0.798	2	+0.002	+0.065
8	Spain	0.795	21	+0.049	+0.063
9	Rwanda	0.791	–3	-0.013	n/a
10	Germany	0.787	4	+0.011	+0.034
11	Latvia	0.785	6	+0.027	+0.076
12	Namibia	0.784	–2	-0.005	+0.098
13	Costa Rica	0.782	9	+0.033	+0.089
14	Denmark	0.782	–1	+0.004	+0.036
15	France	0.781	–3	+0.002	+0.129
16	Philippines	0.781	–8	-0.018	+0.029
17	South Africa	0.780	2	+0.025	+0.068
18	Switzerland	0.779	2	+0.024	+0.079
19	Canada	0.772	–3	+0.001	+0.055
20	Albania	0.769	14	+0.035	+0.108
21	United Kingdom	0.767	–6	-0.007	+0.031
22	Colombia	0.758	18	+0.029	+0.053
23	Moldova	0.757	12	+0.023	+0.044
24	Trinidad and Tobago*	0.756	n/a	n/a	+0.076
25	Mexico	0.754	25	+0.034	+0.108
26	Estonia	0.751	7	+0.017	+0.057
27	Belgium	0.750	5	+0.012	+0.042
28	Barbados	0.749	–7	-0.004	n/a
29	Belarus	0.746	–1	–	n/a
30	Argentina	0.746	6	+0.014	+0.063
31	Cuba	0.746	–8	-0.004	n/a
32	Burundi	0.745	–1	+0.004	n/a
33	Lithuania	0.745	–9	-0.005	+0.037
34	Austria	0.744	19	+0.026	+0.046
35	Portugal	0.744	2	+0.011	+0.052
36	Slovenia	0.743	–25	-0.041	+0.069
37	Uruguay	0.737	19	+0.023	+0.082
38	Netherlands	0.736	–11	-0.010	+0.012
39	Serbia	0.736	–1	+0.006	n/a
40	Poland	0.736	2	+0.008	+0.056
41	Jamaica	0.735	3	+0.012	+0.034
42	Bolivia	0.734	–17	-0.014	+0.101
43	Lao PDR	0.731	–17	-0.017	n/a
44	Australia	0.731	–5	+0.001	+0.015
45	Zambia*	0.731	n/a	n/a	+0.095
46	Panama	0.730	–1	+0.008	+0.037
47	Zimbabwe	0.730	–	+0.009	+0.084
48	Ecuador	0.729	–7	–	+0.085
49	Bulgaria	0.727	–31	-0.029	+0.040
50	Bangladesh	0.726	–2	+0.004	+0.099
51	Luxembourg	0.725	10	+0.013	+0.058
52	Cape Verde	0.725	20	+0.023	n/a
53	United States	0.724	–2	+0.004	+0.020
54	Singapore	0.724	13	+0.017	+0.069
55	Romania	0.724	8	+0.013	+0.044
56	Mozambique	0.723	–7	+0.003	n/a
57	Chile	0.723	–3	+0.006	+0.077
58	Honduras	0.722	10	+0.016	+0.074
59	Ukraine	0.721	6	+0.013	+0.042
60	Croatia	0.720	–1	+0.008	+0.006
61	Bahamas	0.720	–31	-0.021	n/a
62	Madagascar	0.719	22	+0.027	+0.080
63	Slovak Republic	0.718	20	+0.026	+0.043
64	Israel	0.718	–18	-0.004	+0.029
65	Uganda	0.717	–22	-0.008	+0.037
66	Peru	0.714	–14	-0.006	+0.052
67	Venezuela	0.713	–3	+0.005	+0.047
68	Tanzania	0.713	3	+0.008	+0.009
69	Bosnia Herzegovina	0.712	–7	-0.001	n/a
70	North Macedonia	0.711	–4	+0.003	+0.013
71	Montenegro	0.710	–2	+0.004	n/a
72	Kazakhstan	0.710	–12	-0.002	+0.018
73	Botswana	0.709	–18	-0.006	+0.020
74	Georgia	0.708	25	+0.030	+0.038
75	Thailand	0.708	–2	+0.006	+0.024
76	Italy	0.707	–6	+0.001	+0.061
77	Suriname	0.707	2	+0.012	n/a
78	Czech Republic	0.706	4	+0.014	+0.035
79	Mongolia	0.706	–21	-0.007	+0.024
80	El Salvador	0.706	7	+0.016	+0.022
81	Russian Federation	0.706	–6	+0.004	+0.029
82	Ethiopia	0.705	35	+0.049	+0.111
83	Eswatini	0.703	–3	+0.009	+0.043
84	Greece	0.701	–6	+0.004	+0.047
85	Indonesia	0.700	–	+0.010	+0.046
86	Dominican Republic	0.700	–12	-0.001	+0.036
87	Viet Nam	0.700	–10	+0.001	n/a
88	Lesotho	0.695	–7	+0.001	+0.014
89	Cambodia	0.694	4	+0.011	+0.065
90	Malta	0.693	1	+0.008	+0.042
91	Cyprus	0.692	1	+0.008	+0.049
92	Brazil	0.691	3	+0.010	+0.037
93	Kyrgyz Republic	0.689	–7	-0.002	+0.014
94	Azerbaijan	0.687	3	+0.007	n/a
95	Brunei Darussalam	0.686	–5	+0.001	n/a
96	Cameroon	0.686	–39	-0.028	+0.099
97	Liberia	0.685	–1	+0.004	n/a
98	Armenia	0.684	–	+0.006	n/a
99	Senegal	0.684	–5	+0.002	n/a
100	Paraguay	0.683	4	+0.011	+0.028
101	Nepal	0.680	4	+0.009	+0.132
102	Sri Lanka	0.680	–2	+0.004	-0.040
103	Fiji	0.678	3	+0.008	n/a
104	Malaysia	0.677	–3	+0.002	+0.027
105	Hungary	0.677	–3	+0.003	+0.007
106	China	0.676	–3	+0.003	+0.020
107	Ghana	0.673	–18	-0.016	+0.007
108	Korea, Rep.	0.672	7	+0.014	+0.056
109	Kenya	0.671	–33	-0.029	+0.023
110	Belize	0.671	1	+0.008	n/a
111	Sierra Leone	0.668	3	+0.007	n/a
112	India	0.668	–4	+0.003	+0.066
113	Guatemala	0.666	–6	-0.002	+0.059
114	Myanmar	0.665	–26	-0.024	n/a
115	Mauritius	0.665	–6	+0.002	+0.032
116	Malawi	0.664	–4	+0.002	+0.020
117	Timor-Leste	0.662	7	+0.025	n/a
118	Angola	0.660	7	+0.027	+0.056
119	Benin	0.658	–1	+0.003	+0.080
120	United Arab Emirates	0.655	1	+0.013	+0.063
121	Japan	0.652	–11	-0.010	+0.008
122	Kuwait	0.650	4	+0.020	+0.016
123	Maldives	0.646	–10	-0.016	n/a
124	Tunisia	0.644	–5	-0.004	+0.015
125	Guinea	0.642	–9	-0.014	n/a
126	Vanuatu*	0.638	n/a	n/a	n/a
127	Papua New Guinea*	0.635	n/a	n/a	n/a
128	Nigeria	0.635	5	+0.015	+0.025
129	Burkina Faso	0.635	–	+0.006	+0.049
130	Turkey	0.635	–	+0.007	+0.050
131	Bhutan	0.635	–9	-0.003	n/a
132	Algeria	0.634	–4	+0.005	+0.032
133	Bahrain	0.629	–1	+0.002	+0.040
134	Egypt	0.629	1	+0.015	+0.051
135	Qatar	0.629	–8	–	n/a
136	Gambia, The	0.628	–16	-0.015	-0.017
137	Tajikistan	0.626	–14	-0.012	n/a
138	Jordan	0.623	–	+0.018	+0.012
139	Mali	0.621	4	+0.039	+0.021
140	Togo	0.615	–6	-0.003	n/a
141	Mauritania	0.614	–5	+0.006	+0.030
142	Côte d'Ivoire	0.606	–11	-0.021	n/a
143	Morocco	0.605	–6	-0.002	+0.022
144	Oman	0.602	–5	-0.003	n/a
145	Lebanon	0.599	–5	+0.004	n/a
146	Saudi Arabia	0.599	–5	+0.010	+0.075
147	Chad	0.596	–2	+0.016	+0.071
148	Iran, Islamic Rep.	0.584	–6	-0.005	+0.004
149	Congo, Dem. Rep.	0.578	–5	-0.003	n/a
150	Syria	0.567	–4	-0.001	n/a
151	Pakistan	0.564	–3	+0.014	+0.020
152	Iraq	0.530	–5	-0.021	n/a
153	Yemen	0.494	–4	-0.006	+0.034

Eastern Europe and Central Asia | Middle East and North Africa | East Asia and the Pacific | Latin America and the Caribbean | North America | South Asia | Sub-Saharan Africa | Western Europe

Notes

"–" indicates score or rank is unchanged from the previous year.

"n/a" indicates that the country was not covered in previous editions.

* New countries in 2020

Performance by Subindex

The overall gender gap performance is a synthesis of performances across the four dimensions composing the index—the Economic Participation, Educational Attainment, Health and Survival and Political Empowerment subindexes. As such it masks significant differences in gender gaps across dimensions. Overall, this year's positive result has been driven mainly by a progress on the Political Empowerment subindex, as well as by marginal improvements on the Health and Survival and Educational Attainment subindexes. Conversely, the progress towards gender parity in terms of Economic Participation and Opportunity registers a retraction.

As shown in Figure 2, global gender gaps vary significantly across these four dimensions. In two subindexes—Educational Attainment and Health and Survival—96.1% and 95.7% of the gap (respectively) have already been closed so far. By contrast, differences between women and men remain significantly larger on Political Empowerment, where only 24.7% of the gap has been closed to date, and on Economic Participation and Opportunity, where 58.8% of the gap has been closed. In order of gender gap size, **Political Empowerment** is the area where women are severely under-represented. Despite a significant improvement from the last edition (see section below for more details), so far only 25% of the gap has been closed on this subindex, and no country has fully closed this gap yet. Iceland—with approximately 70% of its Political Empowerment gap closed—is the country where the presence of women across parliament, ministries and heads of states is the most widespread compared to all other countries assessed by the index. Iceland's score is 10 percentage points higher than the second-ranked Norway and is almost four times higher than the global average.

The fact that only a handful of countries have closed at least 50% of their Political Empowerment gaps demonstrates how, globally, women's presence and participation in politics is still extremely limited. For instance, considering the sum of the seats of all parliaments of the 153 countries covered by the index, only 25% of these 35,127 global seats are occupied by women. In as many as 45 of the 153 countries women take less than 20% of the seats available, and in two countries (Vanuatu and Papua New Guinea) there are no women.

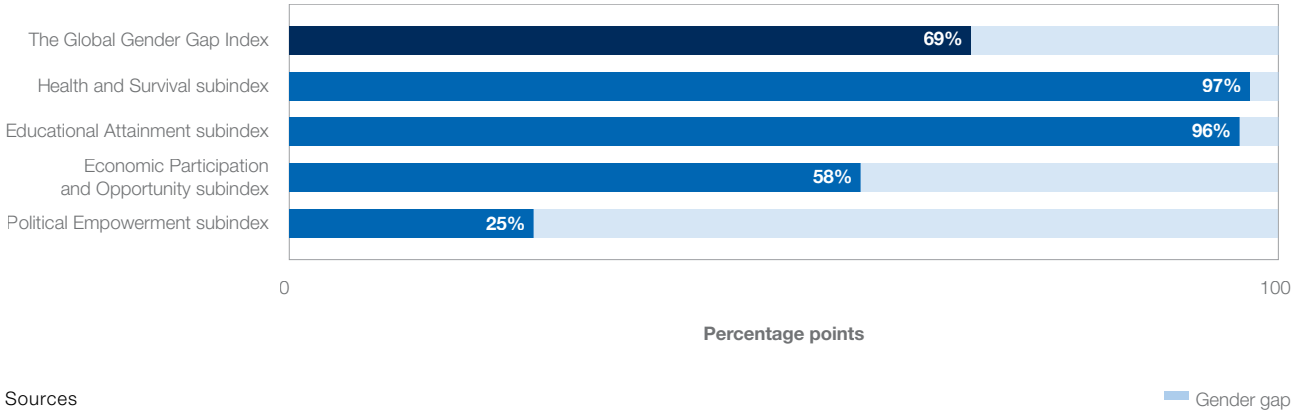
When examining higher-level institutional roles the presence of women grows even thinner. Only 21% of the 3,343 ministers are women, and there are 32 countries where women represent less than 10% of ministers in office today. Among these countries, in Azerbaijan, Belize, Brunei Darussalam, Iraq, Lithuania, Saudi Arabia, Vanuatu, Papua New Guinea and Thailand, there are no women ministers at all.

Further, considering head of states over the past 50 years, in 85 of the 153 countries covered by this report there has never been a woman in charge. This accounts for 56% of the countries covered, and, notably, includes emerging and advanced economies such as Italy, Japan, Mexico, the Netherlands, Russian Federation, South Africa, Spain, Sweden and the United States.

The second dimension where the gender gap is widest globally is the one measured by the **Economic Participation and Opportunity** subindex. Here, only 58% of the gap has been closed so far, and it has slightly widened since last year (see Progress Over Time section on page 15). The dispersion between the best performing countries and those at the bottom of the ranking is substantial. While the top 10 countries have closed at least 80% of the gap, the bottom 10 countries have only closed 40% of the gap between men and women in the workplace.

Figure 2 The state of the gender gaps

Percentage of the gender gap closed to date, 2020



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 153 economies featured in the Global Gender Gap Index 2020.

Among the 10 best performers on this subindex (see Table 2 on page 12), four are from Sub-Saharan African (Benin has closed so far 84.7% of its Economic Participation and Opportunity gap; Burundi 83.7%; Zambia, 83.1% and Guinea, 80.3%); one is from Western Europe (Iceland, 83.9%); one is from the East Asia and the Pacific region (Lao PDR, 83.9%); two are from Eastern Europe and Central Asia (Belarus, 83.7%, and Latvia, 81.0%); and two are from the Latin America and the Caribbean region (Bahamas, 83.8%, and Barbados 80.8%). At the other end of the spectrum, economic opportunities for women are extremely limited in India (35.4%), Pakistan (32.7%), Yemen (27.3%), Syria (24.9%) and Iraq (22.7%).

The fact that women are persistently less present in the labour market than men contributes to the Economic Participation and Opportunity gap. On average about 78% of adult men (15–64) are in the labour force, while only 55% of women of the same cohort are actively engaged in the labour market. This means that over 30% of the global labour force participation gender gap has yet to be closed.

Further, within the labour market, gender gaps tend to widen together with seniority level. Globally, 36% of senior private sector's managers and public sector's officials are women, while the presence of women on corporate boards or as top business leaders is even more limited: only 18.2%[1] of firms globally are led by a woman, and on average, 22.3% of board members in OECD countries are women[2] with an even lower representation in emerging economies (e.g. 9.7% in China and 13.8% in India).

Financial disparities also remain important. On average, over 40% of the wage gap (the ratio of the wage of woman to that of a man in a similar position) and over 50% of the income gap (the ratio of the total wage and non-wage income of women to that of men) are still to be bridged. These figures highlight how, not only that women in similar positions as men (for seniority and skill levels) are still paid less, but also that income disparities are larger than wage gaps. This difference is due partially to that fact that women encounter challenges to get to senior roles and/or to be employed in high-reward segments of the economy.[3] However, a second part of the story is that women are less likely than men to obtain revenues from non-employment activities (i.e. from financial investment, entrepreneurship) where financial gains are substantially higher.

In many countries, women are significantly disadvantaged in accessing credit, land or financial products which prevent them starting a company or making a living by managing financial assets. For instance, there are still 72 countries (among those 153 covered by this report) where at least some women from specific social groups do not have the right to open a bank account or obtain credit, and 25 countries where not all women have full inheritance rights.[4]

A further underlying aspect that contributes to financial disparities between women and men as well as overall economic participation and opportunities gaps worldwide is the disproportionate burden of household and care responsibilities that women continue to carry compared to men almost everywhere. In no country in the world is the amount of time spent by men on unpaid work (mainly domestic and volunteer work) equal to that of women; and in many countries, women still spend multiple-folds as much time than men on these activities. Even in countries where this ratio is lowest (i.e. Norway or the United States) women spend almost twice as much time as men on unpaid domestic work. As shown by Figure 3, the dedication of women to these activities is not only due to overall standards of living: even in advanced economies such as Japan the share of time that women spend is more than four times that of men. Across advanced and developing countries there is a negative relationship between women's relative amount of time they spend on unpaid domestic work and economic participation and opportunity gender gaps. While this analysis is partial, it suggests that in addition to ongoing cultural and social transformations that require a long time to occur, policies that offer cost- and time-effective solutions to housecare needs (i.e. kinder-gardens within a company) or change the incentives for men and women to rebalance the burden of household and care duties (i.e. paternity leave) are likely to have a significant impact on women's career opportunities.

The third-ranked gender gap dimension is **Educational Attainment**, where 96.1% of the gap has been closed so far, and therefore it is at a significantly more advanced stage than the level achieved in terms of Economic Participation and Political Empowerment.

Thirty-five countries have already achieved full parity on this subindex, and all regions feature at least one country that has completely closed this gap: nine are in Western Europe, another nine are in Latin America, eight are located in the Eastern Europe and Central Asia region, three in Sub-Saharan Africa, two from East Asia and the Pacific, two from North America, and one each in South Asia and Middle East and North Africa. Further, 120 countries have closed at least 95% of their educational gender gaps. On the other hand, eight countries have yet to close more than 20% of their gaps: Togo (77.8%); Angola (75.9%); Mali (75.7%); Benin (73.3%); Yemen (71.7%); Guinea (68.0%); Congo, Democratic Rep. (65.8%); Chad (58.9%).

As in past editions, the gap varies across levels of education. Gender gaps in literacy and basic skills are somewhat wider than those in higher levels of education: 90.4% of girls and 92.9% of boys aged 15–24 in the world are literate, and 88.2% of girls in the world were enrolled in primary education in 2018, versus 90.5% of boys.[5] While these figures highlight a persistent gap at the entry-level of education, it is also important to underscore that there are still over 10% of both boys and girls who are left behind, therefore making sure that all children receive at least a basic education is as important as closing gender gaps in this dimension.

Table 2 The Global Gender Gap Index rankings by subindex, 2020

Economic Participation and Opportunity

Rank	Country	Score (0–1)
1	Benin	0.847
2	Iceland	0.839
3	Lao PDR	0.839
4	Bahamas	0.838
5	Belarus	0.837
6	Burundi	0.837
7	Zambia*	0.831
8	Latvia	0.810
9	Barbados	0.808
10	Guinea	0.803
11	Norway	0.798
12	Slovenia	0.797
13	Lithuania	0.795
14	Philippines	0.792
15	Cape Verde	0.790
16	Sweden	0.790
17	Namibia	0.789
18	Finland	0.788
19	Moldova	0.788
20	Singapore	0.782
21	Botswana	0.779
22	Thailand	0.776
23	Madagascar	0.769
24	Jamaica	0.767
25	Cambodia	0.759
26	United States	0.756
27	New Zealand	0.753
28	Brunei Darussalam	0.752
29	Mongolia	0.751
30	Canada	0.751
31	Vietnam	0.751
32	Russian Federation	0.749
33	Azerbaijan	0.748
34	Switzerland	0.746
35	Sierra Leone	0.745
36	Albania	0.743
37	Kazakhstan	0.742
38	Nigeria	0.738
39	Ukraine	0.737
40	Estonia	0.736
41	Denmark	0.735
42	Colombia	0.735
43	Ireland	0.732
44	Romania	0.728
45	Zimbabwe	0.728
46	Portugal	0.726
47	Panama	0.725
48	Germany	0.723
49	Australia	0.722
50	Luxembourg	0.721
51	Trinidad and Tobago*	0.721
52	Bulgaria	0.715
53	Liberia	0.714
54	Belgium	0.714
55	Honduras	0.713
56	Montenegro	0.712
57	Poland	0.711
58	United Kingdom	0.704
59	Swaziland	0.703
60	Netherlands	0.702
61	Georgia	0.701
62	Serbia	0.700
63	Tanzania	0.698
64	Uruguay	0.696
65	France	0.691
66	Cameroon	0.689
67	Israel	0.688
68	Indonesia	0.685
69	Venezuela	0.683
70	Papua New Guinea*	0.683
71	Chad	0.682
72	Spain	0.681
73	Cyprus	0.681
74	Ecuador	0.680
75	Belize	0.680
76	Greece	0.675
77	Croatia	0.674
78	Armenia	0.673
79	Rwanda	0.672
80	Hungary	0.672
81	Nicaragua	0.671
82	Uganda	0.663
83	Slovak Republic	0.663
84	Lesotho	0.662
85	Dominican Republic	0.660
86	Austria	0.659
87	Czech Republic	0.657
88	Kyrgyz Republic	0.654
89	Brazil	0.653
90	Peru	0.652
91	China	0.651
92	South Africa	0.649
93	Mozambique	0.648
94	Ghana	0.642
95	Paraguay	0.641
96	Angola	0.640
97	Malaysia	0.639
98	Vanuatu*	0.637
99	Suriname	0.635
100	Macedonia	0.635
101	Nepal	0.632
102	Myanmar	0.630
103	Argentina	0.623
104	Guatemala	0.623
105	Bolivia	0.623
106	Malta	0.621
107	Cuba	0.617
108	Burkina Faso	0.614
109	Bosnia Herzegovina	0.614
110	Togo	0.608
111	Chile	0.608
112	Costa Rica	0.607
113	Malawi	0.600
114	Kenya	0.598
115	Japan	0.598
116	Mauritius	0.596
117	Italy	0.595
118	Mali	0.591
119	El Salvador	0.590
120	Kuwait	0.589
121	Congo Dem Rep	0.589
122	Gambia	0.584
123	Fiji	0.584
124	Mexico	0.574
125	Ethiopia	0.568
126	Sri Lanka	0.558
127	Korea	0.555
128	Senegal	0.552
129	Côte d'Ivoire	0.545
130	Bhutan	0.544
131	Maldives	0.518
132	Qatar	0.512
133	Bahrain	0.510
134	Tajikistan	0.496
135	Timor-Leste	0.478
136	Turkey	0.478
137	United Arab Emirates	0.472
138	Algeria	0.461
139	Lebanon	0.442
140	Egypt	0.438
141	Bangladesh	0.438
142	Tunisia	0.434
143	Oman	0.431
144	Mauritania	0.411
145	Jordan	0.408
146	Morocco	0.405
147	Iran	0.381
148	Saudi Arabia	0.375
149	India	0.354
150	Pakistan	0.327
151	Yemen	0.273
152	Syria	0.249
153	Iraq	0.227

Educational Attainment

Rank	Country	Score (0–1)
1	Australia	1.000
1	Austria	1.000
1	Bahamas	1.000
1	Belgium	1.000
1	Botswana	1.000
1	Canada	1.000
1	Colombia	1.000
1	Czech Republic	1.000
1	Denmark	1.000
1	Estonia	1.000
1	Finland	1.000
1	France	1.000
1	Honduras	1.000
1	Israel	1.000
1	Jamaica	1.000
1	Latvia	1.000
1	Lesotho	1.000
1	Luxembourg	1.000
1	Maldives	1.000
1	Malta	1.000
1	Netherlands	1.000
1	New Zealand	1.000
1	Nicaragua	1.000
1	Russian Federation	1.000
1	Slovak Republic	1.000
26	Ukraine	1.000
27	Slovenia	1.000
28	Uruguay	1.000
29	Georgia	1.000
30	Chile	1.000
31	Norway	1.000
32	Namibia	1.000
33	Costa Rica	1.000
34	United States	1.000
35	Brazil	1.000
36	Iceland	0.999
37	Philippines	0.999
38	United Kingdom	0.999
39	Belarus	0.999
40	Albania	0.999
41	Venezuela	0.998
42	Dominican Republic	0.998
43	Spain	0.998
44	Cuba	0.998
45	Armenia	0.998
46	Paraguay	0.998
47	Ireland	0.998
48	Cyprus	0.998
49	Montenegro	0.998
50	Lithuania	0.998
51	Fiji	0.997
52	Romania	0.997
53	Serbia	0.997
54	Mexico	0.997
55	Italy	0.997
56	Ecuador	0.997
57	Kuwait	0.997
58	Poland	0.996
59	Sweden	0.996
60	Azerbaijan	0.996
61	Moldova	0.996
62	Croatia	0.995
63	Kazakhstan	0.995
64	Argentina	0.995
65	Panama	0.994
66	Trinidad and Tobago*	0.994
67	South Africa	0.994
68	Suriname	0.993
69	Greece	0.993
70	Hungary	0.993
71	Mongolia	0.993
72	Brunei Darussalam	0.992
73	Portugal	0.992
74	Mauritius	0.992
75	El Salvador	0.992
76	Swaziland	0.992
77	Switzerland	0.992
78	Belize	0.991
79	Barbados	0.991
80	Thailand	0.991
81	Jordan	0.991
82	Kyrgyz Republic	0.990
83	Qatar	0.990
84	Singapore	0.990
85	Bulgaria	0.989
86	Malaysia	0.989
87	Macedonia	0.988
88	Sri Lanka	0.988
89	United Arab Emirates	0.987
90	Bahrain	0.985
91	Japan	0.983
92	Saudi Arabia	0.983
93	Vietnam	0.982
94	Peru	0.981
95	Madagascar	0.980
96	Bolivia	0.980
97	Oman	0.977
98	Zimbabwe	0.977
99	Myanmar	0.975
100	China	0.973
101	Korea	0.973
102	Egypt	0.973
103	Germany	0.972
104	Cape Verde	0.972
105	Indonesia	0.970
106	Tunisia	0.970
107	Guatemala	0.969
108	Bosnia Herzegovina	0.967
109	Algeria	0.966
110	Lao PDR	0.965
111	Lebanon	0.964
112	India	0.962
113	Turkey	0.961
114	Rwanda	0.957
115	Morocco	0.956
116	Bhutan	0.954
117	Syria	0.953
118	Iran	0.953
119	Ghana	0.951
120	Bangladesh	0.951
121	Vanuatu*	0.947
122	Timor-Leste	0.946
123	Tajikistan	0.942
124	Cambodia	0.939
125	Zambia*	0.938
126	Kenya	0.938
127	Tanzania	0.921
128	Malawi	0.915
129	Uganda	0.914
130	Mozambique	0.904
131	Burundi	0.896
132	Papua New Guinea*	0.895
133	Nepal	0.895
134	Gambia	0.891
135	Senegal	0.888
136	Cameroon	0.885
137	Mauritania	0.879
138	Burkina Faso	0.873
139	Sierra Leone	0.860
140	Ethiopia	0.850
141	Liberia	0.839
142	Côte d'Ivoire	0.828
143	Pakistan	0.823
144	Iraq	0.812
145	Nigeria	0.806
146	Togo	0.778
147	Angola	0.759
148	Mali	0.757
149	Benin	0.733
150	Yemen	0.717
151	Guinea	0.680
152	Congo Dem Rep	0.658
153	Chad	0.589

Eastern Europe and Central Asia · Middle East and North Africa · East Asia and the Pacific · Latin America and the Caribbean · North America · South Asia · Sub-Saharan Africa · Western Europe

* New countries in 2020

Health and Survival

Rank	Country	Score (0–1)
1	Angola	0.980
1	Argentina	0.980
1	Bahamas	0.980
1	Belize	0.980
1	Botswana	0.980
1	Brazil	0.980
1	Colombia	0.980
1	Czech Republic	0.980
1	Dominican Republic	0.980
1	El Salvador	0.980
1	Guatemala	0.980
1	Hungary	0.980
1	Kenya	0.980
1	Korea	0.980
1	Kyrgyz Republic	0.980
1	Lesotho	0.980
1	Malawi	0.980
1	Mauritius	0.980
1	Moldova	0.980
1	Mongolia	0.980
1	Mozambique	0.980
1	Namibia	0.980
1	Nicaragua	0.980
1	Panama	0.980
1	Poland	0.980
1	Romania	0.980
1	Russian Federation	0.980
1	Slovak Republic	0.980
1	Slovenia	0.980
1	South Africa	0.980
1	Sri Lanka	0.980
1	Swaziland	0.980
1	Syria	0.980
1	Trinidad and Tobago*	0.980
1	Uganda	0.980
1	Uruguay	0.980
1	Venezuela	0.980
1	Zambia*	0.980
1	Zimbabwe	0.980
40	Japan	0.979
41	Bulgaria	0.979
41	Fiji	0.979
41	Lithuania	0.979
41	Philippines	0.979
45	Oman	0.979
46	Mexico	0.979
47	Bolivia	0.979
48	Croatia	0.979
49	Tanzania	0.978
50	Portugal	0.978
51	Burundi	0.978
52	Thailand	0.978
52	Ukraine	0.978
54	Ecuador	0.978
55	Chile	0.977
56	Finland	0.977
57	Myanmar	0.977
58	Belarus	0.977
59	Honduras	0.977
60	Costa Rica	0.977
61	Timor-Leste	0.977
62	Peru	0.977
63	Ethiopia	0.976
64	Turkey	0.976
65	Jamaica	0.976
66	Senegal	0.976
67	Congo Dem Rep	0.976
68	Bosnia Herzegovina	0.976
68	Georgia	0.976
70	United States	0.976
71	Barbados	0.976
72	Tajikistan	0.976
73	Cambodia	0.975
74	Kazakhstan	0.975
74	Latvia	0.975
76	Iraq	0.975
77	Cuba	0.975
78	France	0.974
79	Indonesia	0.974
80	Cape Verde	0.974
81	Estonia	0.974
82	Austria	0.974
83	Madagascar	0.974
84	Malaysia	0.974
85	Egypt	0.974
86	Belgium	0.973
86	Germany	0.973
88	Cameroon	0.973
89	Macedonia	0.973
90	Rwanda	0.973
91	Luxembourg	0.972
92	Benin	0.972
93	Spain	0.972
94	United Arab Emirates	0.972
95	Norway	0.972
96	Paraguay	0.972
97	Israel	0.971
98	Lao PDR	0.971
99	Serbia	0.971
100	Greece	0.971
101	Denmark	0.971
102	Chad	0.971
103	Jordan	0.971
104	Australia	0.971
105	Canada	0.971
106	Montenegro	0.971
107	Tunisia	0.971
108	Côte d'Ivoire	0.970
109	New Zealand	0.970
110	Switzerland	0.970
111	Mauritania	0.970
112	United Kingdom	0.970
113	Ireland	0.970
114	Gambia	0.970
115	Brunei Darussalam	0.969
116	Malta	0.969
117	Sweden	0.969
118	Italy	0.969
119	Bangladesh	0.969
120	Liberia	0.968
121	Ghana	0.968
122	Netherlands	0.968
123	Iceland	0.968
124	Lebanon	0.967
125	Suriname	0.967
126	Sierra Leone	0.967
127	Cyprus	0.967
128	Vanuatu*	0.967
129	Yemen	0.966
130	Iran	0.966
131	Nepal	0.966
132	Mali	0.965
133	Singapore	0.965
134	Togo	0.965
135	Nigeria	0.964
136	Papua New Guinea*	0.964
137	Burkina Faso	0.963
138	Morocco	0.963
139	Saudi Arabia	0.963
140	Algeria	0.962
141	Guinea	0.962
142	Qatar	0.961
143	Kuwait	0.961
144	Bhutan	0.960
145	Albania	0.958
146	Bahrain	0.958
147	Maldives	0.953
148	Armenia	0.948
149	Pakistan	0.946
150	India	0.944
151	Vietnam	0.942
152	Azerbaijan	0.941
153	China	0.926

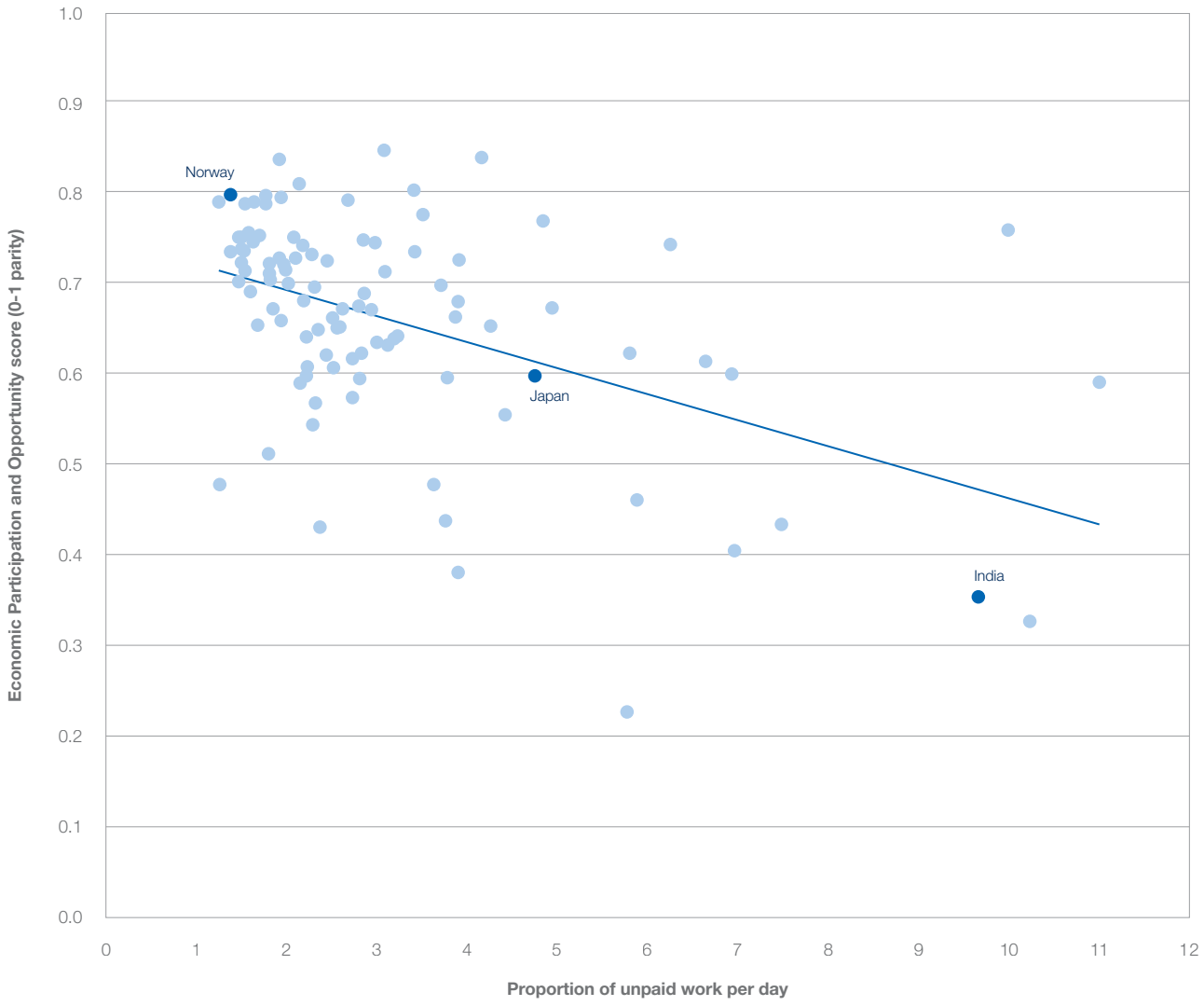
Political Empowerment

Rank	Country	Score (0–1)
1	Iceland	0.701
2	Norway	0.598
3	Nicaragua	0.565
4	Rwanda	0.563
5	Finland	0.563
6	Costa Rica	0.545
7	Bangladesh	0.545
8	Spain	0.527
9	Sweden	0.525
10	South Africa	0.497
11	Ireland	0.493
12	Germany	0.477
13	New Zealand	0.474
14	Mexico	0.468
15	France	0.459
16	Ethiopia	0.427
17	Denmark	0.421
18	India	0.411
19	Switzerland	0.407
20	United Kingdom	0.396
21	Cuba	0.392
22	Argentina	0.387
23	Albania	0.376
24	Namibia	0.369
25	Canada	0.365
26	Mozambique	0.362
27	Bolivia	0.357
28	Latvia	0.355
29	Philippines	0.353
30	Austria	0.344
31	Trinidad and Tobago*	0.329
32	Senegal	0.320
33	Colombia	0.318
34	Belgium	0.313
35	Uganda	0.309
36	Chile	0.307
37	Estonia	0.294
38	Bosnia Herzegovina	0.290
39	Portugal	0.278
40	Netherlands	0.276
41	Serbia	0.276
42	Uruguay	0.274
43	Burundi	0.269
44	Italy	0.267
45	Moldova	0.264
46	Angola	0.262
47	El Salvador	0.262
48	Ecuador	0.260
49	Poland	0.256
50	Tanzania	0.254
51	Timor-Leste	0.249
52	Macedonia	0.248
53	Peru	0.247
54	Zimbabwe	0.238
55	Croatia	0.232
56	Suriname	0.232
57	Australia	0.231
58	Slovak Republic	0.231
59	Nepal	0.227
60	Bulgaria	0.225
61	Barbados	0.222
62	Panama	0.222
63	Liberia	0.218
64	Israel	0.214
65	Lithuania	0.207
66	Luxembourg	0.206
67	Tunisia	0.201
68	Honduras	0.199
69	Jamaica	0.197
70	Cameroon	0.196
71	Slovenia	0.196
72	Mauritania	0.194
73	Sri Lanka	0.193
74	Venezuela	0.191
75	United Arab Emirates	0.191
76	Romania	0.190
77	Czech Republic	0.189
78	Malta	0.184
79	Korea	0.179
80	Zambia*	0.174
81	Belarus	0.172
82	Indonesia	0.172
83	Ukraine	0.171
84	Mali	0.171
85	Kenya	0.169
86	United States	0.164
87	Greece	0.164
88	Dominican Republic	0.163
89	Cape Verde	0.163
90	Malawi	0.162
91	Montenegro	0.161
92	Singapore	0.159
93	Pakistan	0.159
94	Georgia	0.154
95	China	0.154
96	Madagascar	0.151
97	Fiji	0.150
98	Lao PDR	0.150
99	Algeria	0.145
100	Chad	0.141
101	Swaziland	0.138
102	Lesotho	0.137
103	Egypt	0.133
104	Brazil	0.133
105	Kyrgyz Republic	0.130
106	Kazakhstan	0.130
107	Ghana	0.129
108	Guinea	0.125
109	Turkey	0.124
110	Vietnam	0.123
111	Cyprus	0.122
112	Paraguay	0.122
113	Jordan	0.121
114	Armenia	0.118
115	Maldives	0.111
116	Togo	0.111
117	Malaysia	0.108
118	Iraq	0.105
119	Cambodia	0.103
120	Mongolia	0.102
121	Sierra Leone	0.100
122	Russian Federation	0.095
123	Morocco	0.095
124	Mauritius	0.094
125	Guatemala	0.092
126	Congo Dem Rep	0.089
127	Burkina Faso	0.089
128	Tajikistan	0.088
129	Thailand	0.086
130	Syria	0.085
131	Côte d'Ivoire	0.082
132	Bhutan	0.082
133	Myanmar	0.080
134	Benin	0.079
135	Botswana	0.079
136	Saudi Arabia	0.077
137	Gambia	0.067
138	Bahrain	0.066
139	Hungary	0.065
140	Azerbaijan	0.063
141	Bahamas	0.061
142	Kuwait	0.053
143	Qatar	0.052
144	Japan	0.049
145	Iran	0.037
146	Nigeria	0.032
147	Belize	0.032
148	Brunei Darussalam	0.031
149	Lebanon	0.024
150	Oman	0.021
151	Yemen	0.018
152	Papua New Guinea*	0.000
152	Vanuatu*	0.000

Eastern Europe and Central Asia · Middle East and North Africa · East Asia and the Pacific · Latin America and the Caribbean · North America · South Asia · Sub-Saharan Africa · Western Europe

* New countries in 2020

Figure 3 Economic participation and time spent in unpaid domestic work



Sources

World Economic Forum and OECD, *Gender, Institutions and Development Database (GID-DB)*.

Notes

Economic participation corresponds to the Economic Participation and Opportunity subindex 0–1 (parity). Proportion of unpaid work per day is the ratio of the share of average time spent on unpaid domestic work by women to that of men. Unpaid domestic work includes care and volunteer work, and is expressed as a share of a 24-hour period. A ratio of 1 means that women spend the same share of their time in these activities as men; a ratio of 2 means that women spend twice as much time as men in these activities and so on.

At higher levels of education, though parity across gender is more common, participation is still relatively low for both sexes: only approximately 66% of boys and girls are enrolled in secondary education.[6] At tertiary education levels, women have surpassed men, but still only 40.6% of young women and 35.6% of young men who have graduated from high school globally are attending university.[7] Moreover, while progress has been made to achieve gender parity, more has to be done to equip new generations, especially in developing countries, with the skills to succeed in tomorrow's reality. In this respect, increasing formal education attainment is necessary but not sufficient to provide young men and women graduating from every level of education with the type of skills demanded by the job market in the Fourth Industrial Revolution era. Here, skills gaps remain—in terms of demand versus both supply and gender. While these types of gender gaps are becoming increasingly important, they are currently not systematically tracked by national statistics. To shed light on these new dynamics, Chapter 2 offers a deep dive into gender gaps in emerging jobs and the related skills required for those jobs.

The subindex where the average gender gap is the smallest is **Health and Survival**, where 95.7% of the global gap has been closed so far. Forty-eight countries have achieved near-parity, the next 71 countries have closed at least 97% of the gap, and only nine countries have yet to close more than 4% of their gap. Among the third group, four large countries — Pakistan (94.6%); India (94.4%); Viet Nam (94.2%) and China (92.6%) — trail behind, which means that millions of women in these and other countries are not yet granted the same access to health as men.

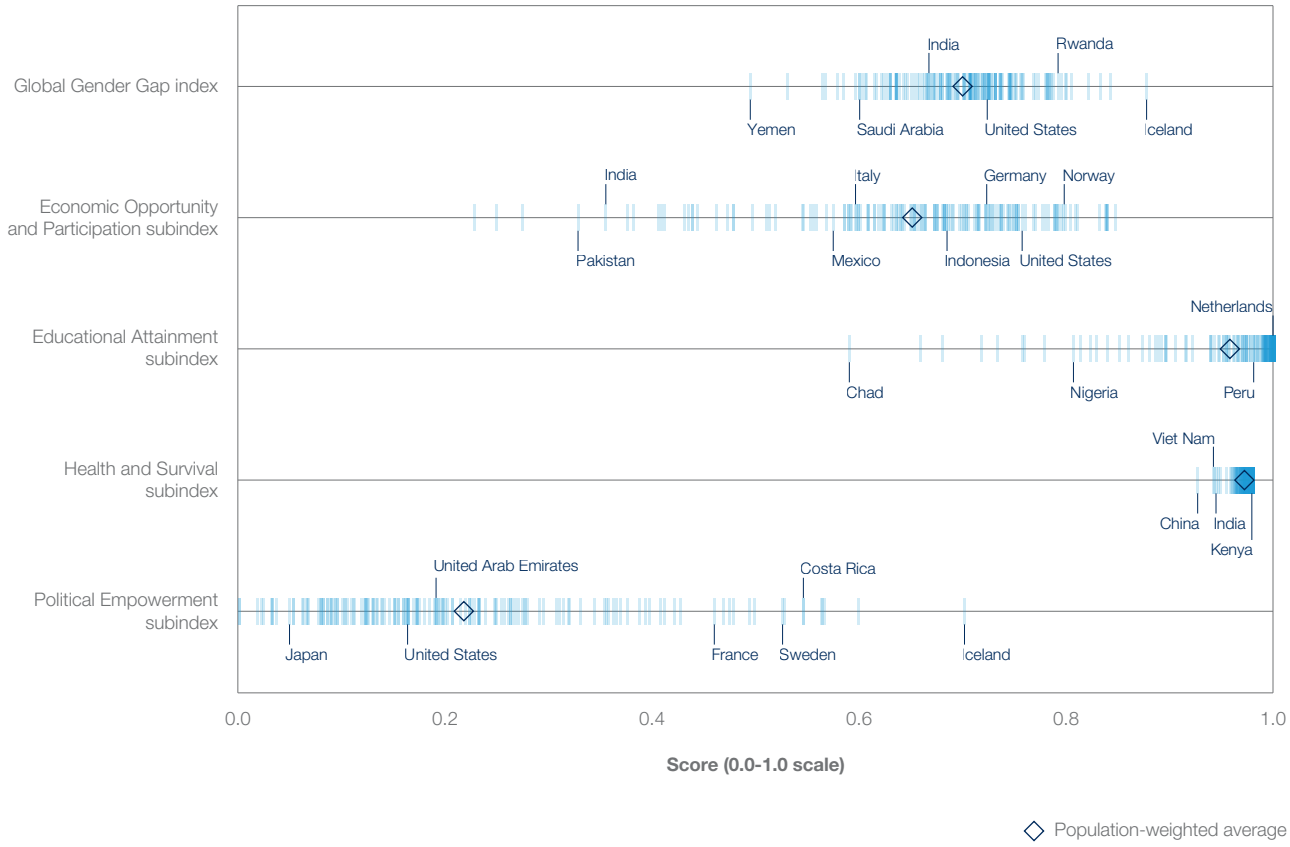
Performance on some of the specific components of this subindex shows that these results are driven by gender differences at birth. In six countries (Azerbaijan, Armenia, China,

India, Pakistan and Viet Nam) the ratio is below 92%, and in China the ratio is as low as 88.5%. These examples underscore the issue of "missing women" and gender-specific gaps on access to healthcare. In most other countries, however, gender parity on sex ratio at birth has been nearly achieved: in 128 countries, the share of girls is at the natural 94% birth level, and in almost all other countries is above 92%.

Parity has also been essentially achieved in all countries in terms of life expectancy. Women tend to live longer in all countries, except Kuwait, Bhutan and Bahrain, where the ratio is above 99%.

An overview of the global distribution of subindex performances described above is presented in Figure 4. It illustrates the range of country scores for the four subindexes. The population-weighted average for each subindex is represented with diamonds. Countries' performances are distributed unevenly among the gender gap index and the underlying subindexes. Overall, gender gap scores are clustered around the average score (69%), with a greater concentration of countries slightly above the average. The distribution is much more dispersed within the Economic Opportunity and Participation subindex, where country scores range between 23% and 85%, and most countries score somewhat above the global population-weighted average. The fact that populous countries such as India and Mexico perform below average contributes to reducing the global average result. The distribution of scores on the Educational Attainment subindex ranges from 59% to 100%. On the Health and Survival subindex countries cluster around an even more concentrated set of values between 93% and 98%, with few outliers performing below 96%. The Political Empowerment subindex is the area where country performance is the most diverse and varied, with scores between 0% and 70%, and a stronger concentration towards the lower half of the distribution.

Figure 4 Range of scores, Global Gender Gap Index and subindexes, 2020



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Progress Over Time

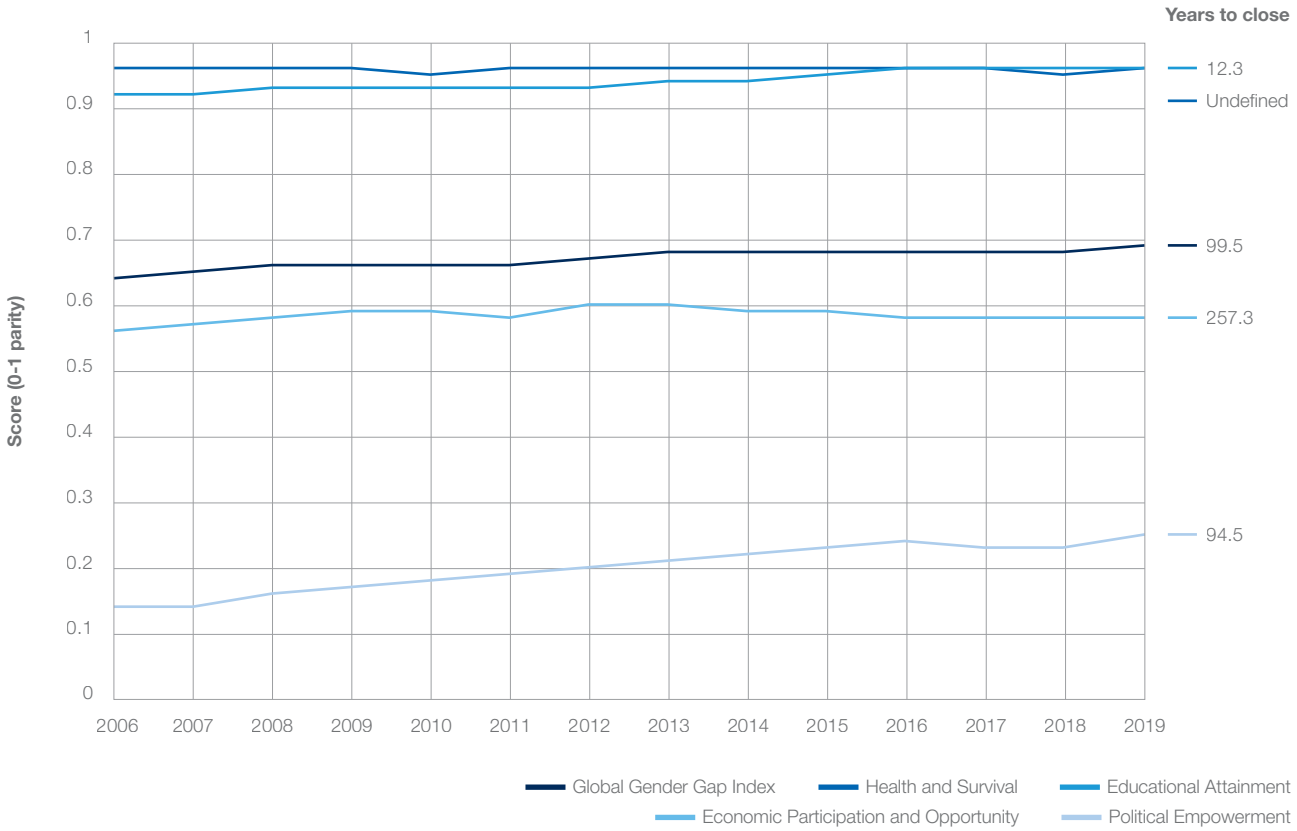
Since 2006, the *Global Gender Gap Report* has tracked progress in closing gender gaps. Each year, the rate of change can estimate the time required to close the divide between women and men in employment, education, health and politics.

Figure 5 charts the evolution of the Global Gender Gap Index and its subindexes since the report's first edition in 2006. Overall, the gender gap has reduced by 0.6 percentage points since 2018 and by a compounded 4 percentage points since 2006 (or an average of almost 0.3 points a year). All things being equal, with current trends, the overall global gender gap can be closed in 99.5 years. This is almost 10 years less than reported in the last edition and is mainly driven by faster progress in the political empowerment dimension.

The Political Empowerment gender gap globally improves to a score of 24.7%, which is 1.8 percentage points higher than last year and represents the most significant improvement since 2006. On average, this dimension has improved by 0.75 points every year. Should progress continue at the

Figure 5 Evolution of the Global Gender Gap Index and its subindexes over time

Evolution in scores, 2006-2019



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 153 economies featured in the Global Gender Gap Index 2020.

same rate, it will take 95 years to close this gap, a much more positive outlook than the 107 years registered by last year's assessment.

While, on average, all the indicators composing this subindex register an improvement this year, there has been a particular strong increase in the number of women in terms of ministerial positions in 2019. Although the number of women ministers remains low, this progress will hopefully contribute to generating a more women-friendly environment in political parties and institutions while setting role models for the private sector as well.

Conversely, the Economic Participation and Opportunity subindex gap has widened slightly and is the only subindex that has regressed this year. The global 2020 score (57.8%) is 0.35 percentage points lower than last year, but it is still better than it was 14 years ago. On average, the economic gender gap has closed by 0.15 percentage points every year over the 2006–2019 period. This progress is certainly too slow. At this rate, it will take 257 years to close this gap. This shows that while the time required to close the overall gender gap averages out the progresses across all four dimensions tracked by the Global Gender Gap Index, it may take an even longer time to ensure full gender parity is achieved across all dimensions.

Within this subindex, generally positive trends in share of women among skilled workers and senior officials are counterbalanced by stagnating or reversing gaps in labour market participation and monetary rewards. When it comes to wage gaps, the negative trend is mostly explained by diverging regional trends rather than by a common direction across all countries. As analysed in Box 1, while in OECD countries wage gaps over the past decade are on a declining trend, they are widening in emerging and developing economies. The global declining trend is therefore due to the fact that widening gaps in emerging and developing economies have outweighed the progresses made by OECD countries.

Closing gender gaps in the remaining two subindexes is likely to happen much sooner. On current trends, the Educational Attainment gender gap can be fully closed in just 12 years. Global performance is virtually unchanged since last year and remains above 96% or less than 4% from full parity. To achieve a perfect 100%, it will still require some institutional and cultural changes that would improve participation of both men and women in higher education in the countries where there is still unequal access to school.

The time it would take to close the Health and Survival gender gap remains undefined. It is the smallest gap and has remained substantially stable over the years and can be considered virtually closed in most countries. However, it won't be fully closed as long as specific issues remain in some of the most populous countries (e.g. China and India).

Box 1 Progress towards gender equality in wages, where do we stand?

Gender parity in pay is proving hard to achieve. Pay differentials between men and women are a persistent form of gender inequality in the workplace and the Global Gender Gap Index 2020 finds that the progress towards closing the gender gap on this aspect has stalled. No country (including the top-ranked ones) have yet achieved gender parity in wages. Given that women continue to be less rewarded than men in the workplace, it is important to assess the extent of this difference in monetary terms and if there has been some progress looking at a longer time series, at least in some countries.

To answer these questions, it is first necessary to define how wage gaps are measured and what they include. To start, recall that wage gaps refer only to differences in pay of employees, and therefore they do not take into account differences in men's and women's revenues due to non-employment contracts. For instance, revenues from corporate profits or from financial assets are not considered. Since there are less women than men among entrepreneurs or investors, and non-salary revenues are higher than wages, income gaps (which include all types of revenues) tend to be larger than wage gaps. According to the estimate provided by this report, income differences are quite large: the global average of woman's income is about $11,000 (in Purchasing Power Parity, PPPs) while the average income of a man is $21,000 (in PPPs).

The wage gap is somewhat smaller, but different measurements deliver different results. Four metrics are available for cross-country comparison:

1. The OECD's gender wage gap is defined as the difference between male and female median wages divided by male median wages. Wages are computed for full-time equivalent dependent employees and are expressed in Purchasing Power Parity terms.[1]

2. The ILO's gender median and mean pay gaps are two indicators computed either as the difference between the median wages of men to that of women; or as the difference between the average wages of men and women. In both cases ILO uses hourly wages.[2]

3. The ILO's factor-weighted gender pay gap is a corrected version of the measures above. Simply put, the raw mean and median wage differences are corrected (using econometric analysis) by four factors: education levels, age, working time (full-time versus part-time) and status (private-sector versus public-sector employment).

4. The World Economic Forum's wage equality for similar work is derived from the Executive Opinion Survey, a questionnaire answered by business leaders in over 140 countries. The respondents are asked: "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). These individual answers are then aggregated, and the resulting figures are converted into 0–1 scores, where 1 stands for equal pay between women and men, working in a similar position.

Each approach has advantages and disadvantages; however, it is important to be aware that to correctly measure wage gaps one needs to control for: i) incidence of part-time and hours worked: since a relatively high share of women is working part-time, wage gaps may be partially due to working fewer hours; ii) concentration in professions where salaries are higher: a relatively high share of women is working in occupations that are less well-paid then men, which of course affects the calculation of average and median wages by gender; iii) concentration in senior roles: since salaries of managers and senior professionals are higher than those in operational positions and there are fewer women in senior roles, not considering this aspect leads to over-estimating wage gaps.

Economic theory suggests that, absent frictions or distortions, wages should simply remunerate the productivity of a worker. However, this is not the case in the job market; hence, to correctly measure gender wage gaps, one should be able to disentangle productivity differentials (i.e. differences in skills), from outright gender discrimination (i.e. the part of wage differential only to a woman with a similar set of skill and same role is offered a lower salary than a man) and from other types of frictions than in turn impact wage differentials (i.e. discrimination in promoting women in senior roles).

In this respect, while OECD and ILO unweighted wage gaps have the merit to produce a quantitative measure of the monetary difference between salaries of men and women, they do not isolate the difference in pay only due to gender bias. They therefore capture overall differences in wages due to all elements that cause women to be disadvantaged in the workplace.

The ILO factor-weighted gender pay gap is a more refined estimate of differences due to gender biases, but it is still not comparing exactly wages of men and women in the same positions. In addition, this measure requires a large statistical collection effort and therefore is produced in discrete points in time in each country. As such, continuous time series are not available for most countries.

The World Economic Forum's Executive Opinion Survey score—although it is based on perceptions and does not allow for a monetary quantification of the wage gap—compares gender wage gaps for similar roles and therefore aims at isolating the gender bias, excluding frictions in the labour market structure that lead women to be employed in

different roles than men.

Having clarified what each measure captures, it is possible to compare trends in wage gap measures based on statistical data (OECD gender wage gaps) and based on Executive Opinion Survey data. Time series of wage differentials based on "hard" data are only available for OECD countries. Figure 1.1 shows trends in average wage gaps in this group of countries.

According to OECD data, the differential in men's median income and women's median income is about 13.5%. This estimate is somewhat smaller than the ILO's factor-weighted median gender pay gap, which is about 15%.

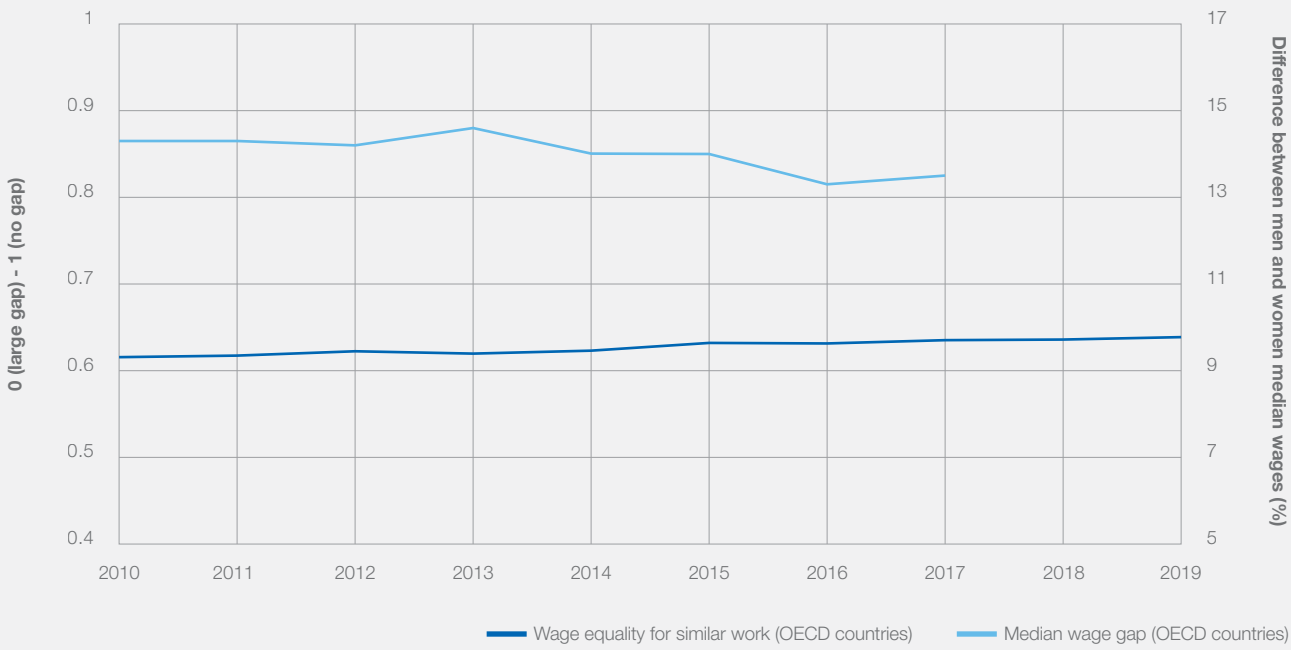
Looking at the trend, the average wage gap in OECD countries is closing but at a very slow rate. As shown in Figure 1.1, it was 14.5% a decade ago and is now 13.5%, and it has therefore reduced by 1 percentage point in 10 years. This direction is consistent with Executive Opinion Survey trends, which finds that in OECD countries, the wage equality for similar work has increased by approximately 2 percentage points in 10 years.[3] Both trends are encouraging, but too slowly.

Further, as time series for the indicator "wage equality for similar work" are available continuously for over 100 countries, it is possible to compare wage gap trends in OECD countries and all other countries.

Figure 1.2 shows that while in OECD countries gender equality is improving, albeit slowly, in the rest of the world, on average equality is worsening. As a consequence, the negative average trend observed in non-OECD countries over-weights progress achieved in high-income (OECD) countries. This clarifies why global progress towards closing the wage gap has stalled.

Further research is needed to fully explain why wage gaps are widening (on average) outside OECD countries, yet the analysis allows to conclude that: first, gender gap in wages are still large and women's wages can be estimated to be about 15% lower than those of men; second, in OECD countries wage gaps are closing but the progress is too slow; third, more efforts are needed to remove all barriers that prevent women to attain similar economic opportunities as men, especially in emerging and developing countries.

Figure 1.1 Wage gap between women and men, OECD countries, 2010-2019



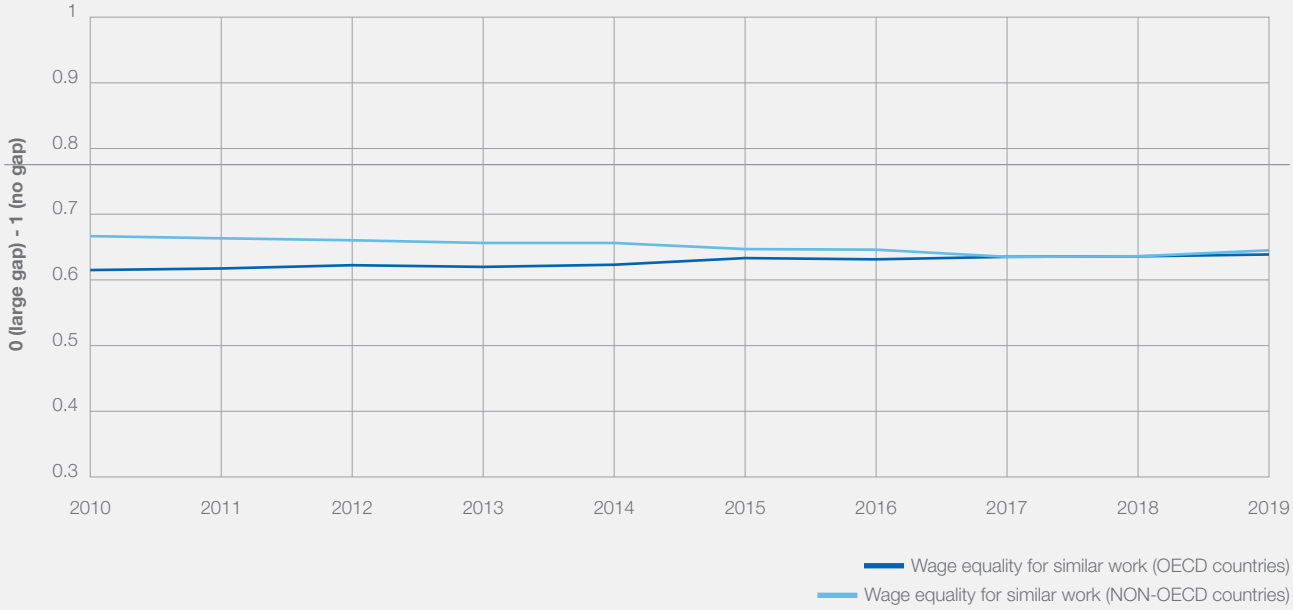
Sources

World Economic Forum, Executive Opinion Survey 2019 and OECD Employment database.

Notes

The indicator "Wage equality for similar work" is derived from the Executive Opinion Survey's 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)". It is then transformed into a 0-1 scale where 0 means "large gap", and 1 means "no gap". The indicator "Median wage gap" is defined as the difference between male and female median wages divided by male median wages. Wages are computed for full-time equivalent dependent employees and are expressed in US $ using current exchange rates and US $ Purchasing Power Parity rates (PPPs) for private consumption expenditures as conversion factors. For more details about the computation of wage estimates, refer to http://www.oecd.org/employment/emp/average_wages.pdf.

Figure 1.2 Wage equality between women and men, OECD and non-OECD countries, 2010–2019



Sources

World Economic Forum, Executive Opinion Survey 2019.

Notes

Data is taken from 153 countries covered in the 2019 Global Gender Gap Index. The indicator "Wage equality for similiar work" is derived from the Executive Opinion Survey's 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)". It is then transformed into a 0-1 scale where 0 means "large gap", and 1 means "no gap".

Endnotes

[1] For more details, refer to the OECD's *Employment* database, and to the document "Comparable estimates of average wages for full-time equivalent employees", available at http://www.oecd.org/employment/emp/average_wages.pdf.

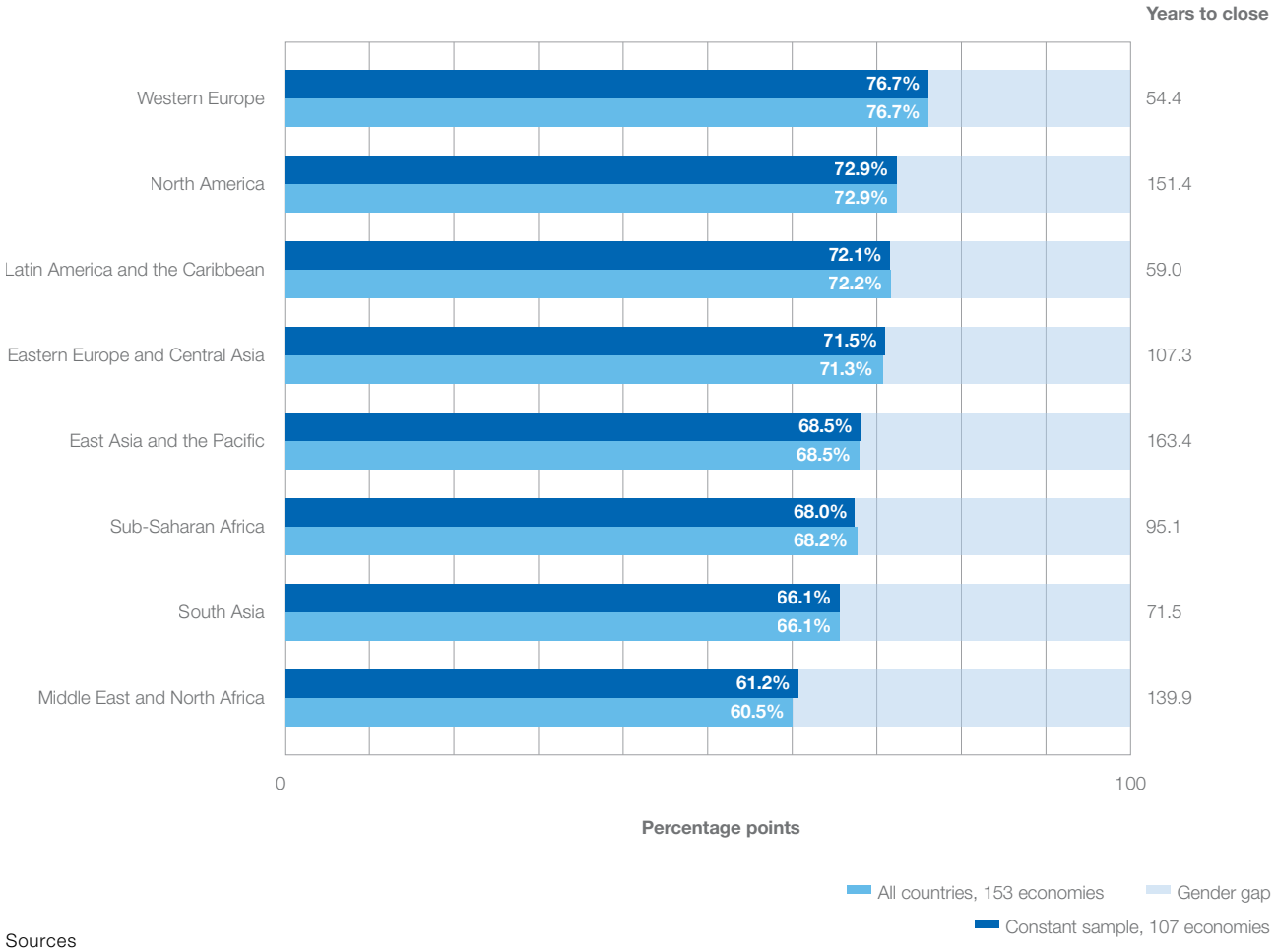
[2] For more details, refer to ILO, "What lies behind gender pay gaps" in *Global Wage Report 2018/19*, 2018, available at: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_650553.pdf.

[3] Aggregation is based on simple average across countries; as such, the score of each country has the same weight.

Performance by Region

Figure 6 provides a snapshot of the regional average gender gap closed so far. In 2020, four regions have closed at least 71% of their gaps. Western Europe is once again the region where the gender gap is smallest (76.7%), placing it ahead of North America, which has closed 72.9% of its gap, Latin America and the Caribbean (72.1%), and Eastern Europe and Central Asia (71.5%). The East Asia and the Pacific region (68.5%) is just ahead of Sub-Saharan Africa (68.0%), while South Asia has closed 66.1% of its gap and is ahead of the Middle East and North Africa, the region with the lowest performance (61.1%). The reader should note that population-weighted group averages are used throughout the report.

Figure 6 Gender gap closed to date by region, 2020



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 153 economies featured in the Global Gender Gap Index 2020 and the 107 economies featured throughout all 2006-2020 edition of the index.

Progress towards gender parity is proceeding at different speeds across the eight geographic areas benchmarked by this report. Figure 7 tracks the evolution of the overall index since 2006 by region. It highlights the local progress towards gender parity made over the past decade in East Asia and the Pacific, Eastern Europe and Central Asia, North America, Western Europe, South Asia, Sub-Saharan Africa, Middle East and North Africa, and Latin America and the Caribbean. All regions have reduced their gender gaps by at least three decimal points this year.

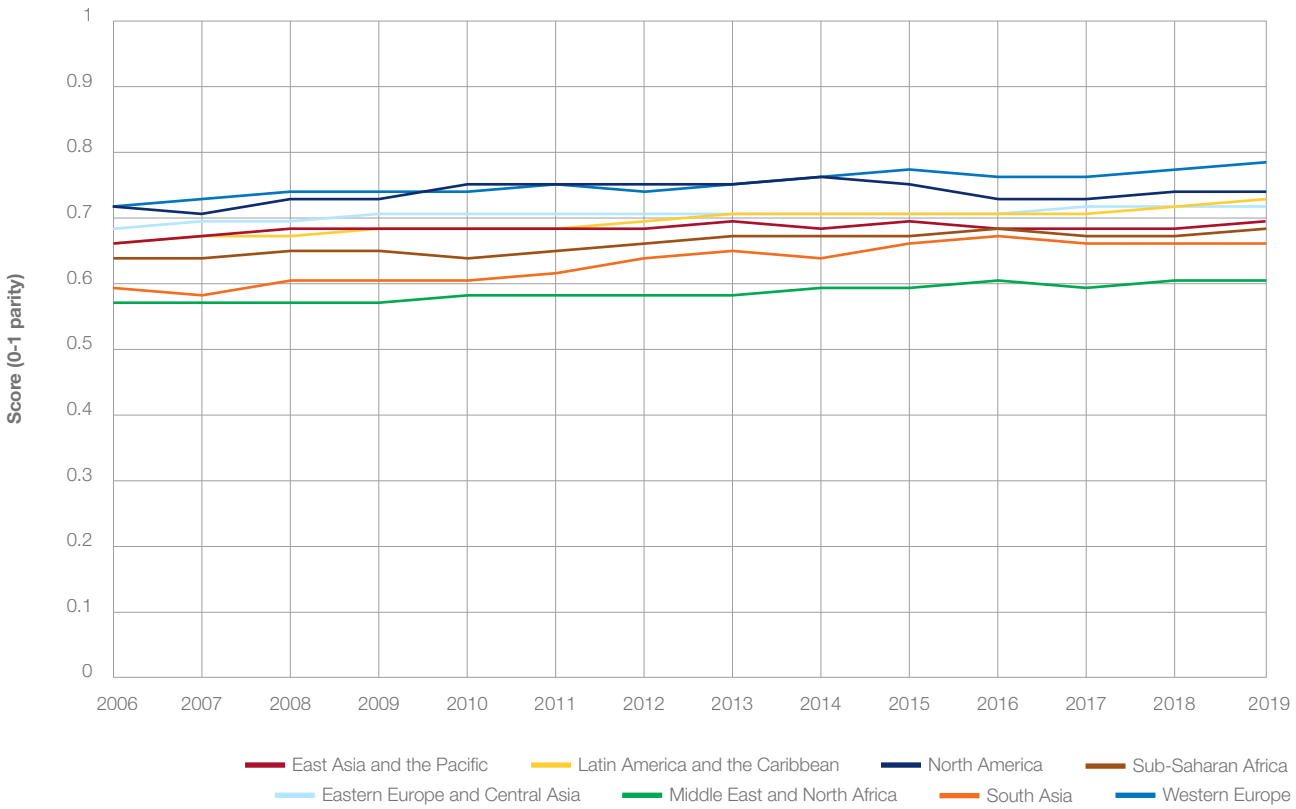
The two most improved regions this year are Sub-Saharan Africa and Latin America, which have both reduced their gaps by 1.4 percentage points, followed by Western Europe (gap reduced by 0.9 percentage points). All other regions improve at a slower rate (gaps have been reduced by 0.6 points or less).

The performances of Sub-Saharan Africa and Latin America have been driven by a significant reduction of political empowerment gaps (+4.3 and +5.0 points, respectively, compared to the 2018 edition). While six of the eight regions have improved their Political Empowerment subindex scores, the progress of these two regions are the most significant in this edition of report, and among the most remarkable year-on-year improvements in this subindex since 2012. In contrast, Political Empowerment in East Asia and the Pacific is regressing, marking the only negative trend in this subindex across all regions.

Progress in Economic Participation and Opportunity across

Figure 7 Evolution of the Global Gender Gap Index by region over time

Evolution in scores, 2006-2020



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 107 economies featured throughout all the 2006-2020 editions of the Global gender Gap Index.

regions is more mixed. Only one region improves by more than 1 percentage point (Middle East and North Africa, which began from a low base, 43%); while in two regions (North America and South Asia) gender gaps in this subindex are marginally wider than they were in the previous assessment, and in all other regions there is virtually no change on this aspect.

In terms of the Educational Attainment and Health and Survival subindexes, most regions register similar scores to those reported in the last edition. However, both East Asia and the Pacific and Sub-Saharan Africa have reduced educational gender gaps by about 1 percentage point.

Breaking down regional results by subindex reveals further differences across geographies (see Figure 8). Overall, three facts stand out from this analysis. First, while political empowerment has improved significantly in many regions, it is still the area with the largest gender gap in all regions. It is particularly low in the Middle East and North Africa, where only 10% of the gap has been closed, as well as in Eastern Europe and Central Asia (15%), East Asia and the Pacific (16%) and North America (18%). On the other hand, Western Europe is the region where progress towards gender parity in politics is the most advanced, as 41% of the gap has been closed. However, much still needs to be done to advance women's political participation even in this region.

Second, Health and Survival and Educational Attainment gaps are, as discussed above, relatively small across all regions. Third, Economic Participation and Opportunity is the subindex where gender gaps vary the most across regions. In North America and Eastern Europe and Central Asia 76% and 73% of the gaps have been closed so far, while South Asia (37%) and Middle East and North Africa (43%) are the regions where women are the most disadvantaged in the workplace.

While these conclusions can be drawn from the direct comparison of regional subindex aggregates, analysing country performances within each region brings to light a more complex reality.

As introduced above, the **East Asia and the Pacific** region has closed 68.5% of the overall gender gap. Since 2006 its progress towards gender parity has been very slow with a mere 2.5 percentage point gain. It represents the second-smallest gain over the period, after North America, but the gender gap itself in this region is considerably narrower. If the region maintains the same rate of improvement as the 2006–2019 period, and given the current gap, it will take another 163 years to close the gender gap, the most time of any region (see Figure 6). And though it is eight years shorter than what was predicted in the previous edition of the index, thanks to a small gain of 0.3 percentage points, this duration is three times longer than what is predicted for Western Europe (54 years).

Figure 8 Regional performance 2020, by subindex

	Overall Index	Subindexes: Economic Participation and Opportunity	Educational Attainment	Health and Survival	Political Empowerment
Western Europe	0.767	0.693	0.993	0.972	0.409
North America	0.729	0.756	1.000	0.975	0.184
Latin American and the Caribbean	0.721	0.642	0.996	0.979	0.269
Eastern Europe and Central Asia	0.715	0.732	0.998	0.979	0.150
East Asia and the Pacific	0.685	0.663	0.976	0.943	0.159
Sub-Saharan Africa	0.680	0.666	0.872	0.972	0.211
South Asia	0.661	0.365	0.943	0.947	0.387
Middle East and North Africa	0.611	0.425	0.950	0.969	0.102
Global average	0.685	0.582	0.957	0.958	0.241

0 1

Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 153 economies featured in the Global Gender Gap Index 2020.

This lacklustre performance is particularly concerning considering the region is home to 1.13 billion women, the most of any region. In China (score of 67.6%, 106th) alone, there are almost 700 billion women still facing major barriers to economic and political advancement. In such a vast and culturally and economically diverse region, averages necessarily conceal large differences among countries. With an overall score of 79.9%, New Zealand features among the top 10 nations globally and leads the region ahead of the Philippines (78.1%, 16th). Papua New Guinea, covered for the first time, is the region's worst performer with a score of 63.5% (127th globally).

Similar to all regions, Political Empowerment (one of the four subindexes of the Global Gender Gap Index) is where the region performs the worst by far (see Figure 8). But unlike all the other regions, the East Asia and Pacific region is where the performance has deteriorated since last year. With only 15.9% of the gap closed, the region is on par with Eastern Europe and Central Asia (15.0%) and just ahead of the Middle East (10.2%), while 25 percentage points behind Western Europe. Only four of the region's 20 countries studied have a score above 20%, including New Zealand (47.4%, 13th globally), while four countries from the region rank among the worst 10 performers, including Japan (4.9%, 144th) and Brunei Darussalam (3.1%, 148th), while Papua New Guinea and Vanuatu rank last in the world, with a score of 0. This means that, in either country, there has never been a female head of state in the past 50 years, and there is currently no woman in parliament or in ministerial positions.

The region has closed two-thirds of its economic gender gap, posting a small gain compared with last year. Based on the rate of progress between 2006 and 2019, it will take approximately another 100 years to close the gap. The region's best performing country in this subindex, Lao PDR, ranks 2nd globally with a score of 83.9%, on par with Iceland and just behind Benin (84.7%).

The region has closed 94% of the gender gap in terms of health and survival, but it remains the worst-performing of all regions and has made no progress since 2006. Since regional averages are weighted by population, the poor performances of China and, to a lesser extent, of Viet Nam (last and 151st, respectively, out of 153 countries in this subindex) contribute significantly to this result. The two countries have, respectively, the lowest and the third-lowest female/male ratio at birth, with approximately 90 girls born for every 100 boys. The global average stands at 94 girls for every 100 boys. The region's performance in terms of healthy life expectancy is in line with other regions: on average, women consistently outlive mean by a few years—specifically, by 1.3 years in China and by as many as 6.9 years in Mongolia.

Finally, Educational Attainment is the subindex where the region is the closest to parity, with 98% of the gap closed to date. There is virtual parity (score of 99% or more) in nine of the 20 countries of the region. The region's worst performer, Papua New Guinea, has closed 90% of its educational gender gap (132nd).

The **Eastern Europe and Central Asia** region has closed 71.5% of its gender gap so far, yet the five points that separate this region from Western Europe (the region where the average gaps are the narrowest) represent a significant difference. Globally, on average, progress towards gender parity have been as slow as 0.3 percentage points per year; and if the Eastern Europe and Central Asia will close its gap at this average rate it may take almost 20 years for this region to catch up with today's Western Europe performance. To date, the time to fully close its overall gender gap is estimated to be 107 years.

Overall, gender gaps across Eastern Europe and Central

Asia are relatively evenly distributed: 21 of the 26 countries in this region have closed at least 70% and the top-ranked country (Latvia 78.5%) is 16 percentage points higher than the lowest-positioned Tajikistan (62.6%), which is a significantly smaller difference than that observed in any other region. Most of the countries in this region (18 out of 26) have improved performances since last year, while eight have decreased their overall scores or remained stagnant.

Gender gaps are small across all countries in terms of Educational Attainment (above 94%) and Health and Survival, where all but three countries (Albania, Armenia and Azerbaijan) have closed at least 97% of this gap.

In terms of Economic Participation and Opportunity, thanks to a high participation of women in the labour force (74.7%) and a remarkable high share of women in senior roles (47%), Belarus achieves the best subindex performance (83.7%), which is 34.1 percentage points higher than Tajikistan's (49.6%), and 22.4 percentage points higher than the second-worst performer, Bosnia and Herzegovina.

Women's participation in the labour force is generally high in many countries of the region. Consequently, gender gaps yet to be closed in this dimension are 20% or lower in 18 of the 26 countries in this region. Notably, in both Lithuania and Latvia, over 74% of women are in the labour market, which translates into 4% and 6% of gaps yet to close, respectively.

Two additional positive aspects characterize this region: first, the share of women among senior officials is relatively high. In five countries (Belarus, Latvia, Georgia, Poland and Russian Federation) at least 40% of these senior roles are women, and in another 10 countries, women who are senior officials are above 35%. Second—and possibly related to the high participation of women in the labour force—a few countries demonstrate relatively low differences in income between genders, including Slovenia (80.9%), Lithuania (76.3%) and Moldova (74.9%).

In contrast, Political Empowerment is weak in most countries of the region. The best regional performer is Albania, which has closed only 37.6% of its gap, although this is over 30 percentage points ahead of the lowest performer, Azerbaijan (which has only closed only 6.3 percent of this gap).

The **Latin America and the Caribbean** region has closed 72.1% of its gender gap so far, progressing 1 percentage point since last year. At this rate it will take 59 years to close the gender gap.

All countries in the region fall into a 13.8% range between the best performer Nicaragua (80.4%) and the lowest-performing Guatemala (66.6%). Among the 24 countries covered in both the 2018 and 2020 editions, 15 countries have improved their overall scores and nine have registered a stagnant performance or reversal since last year. Among the most improved countries, Mexico reduced its gender gap by 3.4 points on a year-over-year basis.

Looking at the four subindexes, all countries are well positioned in terms of Health and Survival, where 13 countries have achieved full gender parity, and even the least-performing country in the region (Suriname) has closed almost 97% of its gender gap. Similarly, gender parity in Educational Attainment is complete in 11 countries, and is above 96.7% in all other countries, including the least-performing (Guatemala).

Regional performances on the Economic Participation and Opportunity subindex, however, vary within a wider range (26.4 percentage points) between the score of the Bahamas (83.8%) and that of Mexico (57.4%), which, despite a remarkable improvement in other dimensions, has not improved its gap over the past three years. In fact, Mexico attains the second-lowest labour force participation of women in the region after Guatemala. Only 47% of Mexican women are in the labour market, corresponding to a ratio between women and men of 57%. In Guatemala, 43% of women are actively engaged in the labour market, corresponding to a ratio of 49.5% relative to men's participation. In other large economies in the region women are relatively more active: in Brazil and Colombia over 60% of women are in the labour market and in Argentina, 57%. However, only one country (Barbados) is close to achieving gender parity in labour force participation, as 75% of the women and 80% of men are in the labour market today.

Among women already in the labour force, in many countries they are as equally engaged in professional and technical professions as men: in 11 countries at least 98% of the gap has been closed already, and only in one country (Cuba) is the gap still large (38.4%). Differences among countries are more marked when it comes to senior roles. In some countries gender parity has been achieved (namely, Colombia, Bahamas, Honduras and Jamaica), yet three countries (Argentina, Peru and Chile) are still halfway from achieving gender parity in this aspect. Similarly, income disparities among genders remain wide: four countries (Argentina, Guatemala, Suriname and Mexico) have closed between 46% and 50% of their income gender gap so far, and even the best performer, Nicaragua, has yet to close over 32% of its gap.

Political empowerment gaps are also large in many countries of the region. However, recent fast progress in Costa Rica and Mexico has allowed these countries to join Nicaragua as the group of countries that has closed at least 46% of the gap on this subindex. Other countries have progressed at a fast pace on this dimension this year: Colombia, notably, has closed 31.8% of its gap versus 20.3% in the previous assessment, and another six countries have doubled their scores since 2018 but remain below the 30% level. Moreover, in 2019 there were almost 50% of women among parliament members in Bolivia, Cuba and Mexico, and at least 50% of women among ministers in Colombia, Costa Rica and Nicaragua.

The **Middle East and North Africa (MENA)** region has the lowest score (61.1%) of all regions in the Global Gender Gap Index. The gap has narrowed by 0.5 percentage points since last year and by 3.6 points since 2006. Assuming the same rate of progress going forward, it will take approximately 150 years to close the gender gap in the MENA region, 15 years shorter than what was predicted last year. For now, many women in the region continue to face limitations of basic rights, including for divorce, inheritance, asset ownership, access to justice and freedom of movement.

The best-performing country, Israel, attains a middle position in ranking (64th) on the overall index. The other 18 countries in the region rank below 100. The second-best performer is the United Arab Emirates at 120th, followed by Kuwait (122nd) and Tunisia (124th). Seven of the 10 countries

with the largest gender gaps in the world are from the MENA region, including Iraq and Yemen, which are, respectively, penultimate and last in the ranking of 153 countries.

The MENA region has essentially closed the health gender gap, with an average score of 96.9% (maximum is 98.0). In all MENA countries except in Bahrain and Kuwait, women live longer than men on average. The educational gender gap of the region is extremely narrow, with a score of 98.0 (maximum of 1). However, serious gender imbalances persist in some countries when it comes to literacy. In Yemen, only 35% of women are literate, compared with 73% of men.[8] In Mauritania and Morocco, the differential is approximately 20 percentage points. While the situation is by and large satisfactory in terms of health outcomes and educational attainment, the gender gap is cavernous in the remaining two categories.

The region's average score on the Political Empowerment subindex is 10.2%, the worst performance among all regions and four times worse than the Western European average. It must be noted, however, that the average has almost trebled since 2006, when the score was 3.5%. Three-quarters of MENA countries rank beyond the 100th mark in this subindex. Women are almost absent of political life in Oman (2.1%, 150th) and Yemen (1.9%, 151st). There has been no female head of state in the last 50 years in 17 of the 19 MENA countries studied. Only Israel and Turkey have had a female head of state (for 5.7 and 2.7 years, respectively). The average female representation in parliament is 15%, the lowest share of all regions.

Finally, the economic gender gap runs deep. MENA labour markets are generally characterized by low female participation and discrimination against women, with dire consequences on economic growth, social cohesion and social mobility. The regional average score on the Economic Participation and Opportunity subindex is 42.5%, the second-lowest mark after South Asia (36.5%). In 16 countries, less than half of women participate in the labour force. The rate is even below 20% in six countries, including in Yemen, where the female participation rate of 6.3% is the lowest in the world. Furthermore, the estimated earned income of women is on average 28% of what men earn. In six countries the ratio is less than one-fifth.

The **South Asia** region has closed two-thirds of its gender gap. The region is home to 860 million women, three-fourths of whom live in India. Among the eight regions of the world, South Asia's gender gap is the second-largest after the MENA region, where only 61% of the gender gap has been closed. Since 2006, South Asia is the region that has progressed the most, gaining six percentage points. If the rate of progress of the past 15 years was to continue—a very strong hypothesis indeed—it will take 71 years to close the region's gender gap.

Reflecting the magnitude of the challenge when it comes to gender parity, Bangladesh (overall score of 72.6%) is the only one of the seven South Asian countries studied to feature in the top 100 of the Global Gender Gap Index (see Table 1). India ranks 112th (66.8%) and Pakistan (56.4%) is antepenultimate, only ahead of Iraq and Yemen.

The performance of South Asia across the four main areas of the Global Gender Gap Index is one of stark contrasts. With a score of 38.7% on the Political Empowerment subindex, the region is on par with the leading region, Western Europe (40.9). The score is four times better that of the MENA region (10.2), which otherwise has a very similar profile to South Asia in the other three subindexes. The performance is also helped by the fact that Bangladesh (1st), India (4th), and Sri Lanka (9th) are among the 10 countries with the most years with a female head of state in the past 50 years. Indeed, Bangladesh is the only country in the world where that number exceeds the number of years with a male head of state (25.6 compared with 24.4). In terms of female representation in parliament and in cabinets, however, South Asia's performance is largely in line with other emerging regions. For example, women represent 20% or less of the parliament in six of the seven countries studied, the only exception being Sri Lanka (33%, 34th).

In fact, South Asia is the only region that scores better on the Political and Empowerment subindex than on the Economic Participation and Opportunity subindex, where South Asia has only bridged 37% of its gender gap. The region ranks last in this dimension, notably standing 6 percentage points behind the MENA region and almost 40 points behind North America. The situation has been deteriorating steadily, from a peak at 45% in 2012, and the gender gap is now significantly wider than in 2006.

South Asia has made significant strides in narrowing its educational gender gap. In 2006, the gap stood at almost 20%, the largest of all regions. Since then, the gap has narrowed to 6%. Female attainment at all education levels is generally on par, or at times better than for men across the region—but absolute attainment levels for both sexes remain generally low. The main issue is gender differences in literacy rate. In India, 66% of women are literate compared with 82% of men. Pakistan's literacy rates are 46% and 71%, respectively.

Among the four areas the index looks at, health and survival is where the South Asia's gender gap is the narrowest, with a score of 94.7%, even though the region has stagnated since 2006. Women enjoy a longer healthy life expectancy than men do, except in Bhutan. The performance continues to be undermined by the abnormally low sex ratios at birth in India (91 girls for every 100 boys) and Pakistan (92 girls for every 100 boys).

Sub-Saharan Africa has closed 68.0% of its gender gap so far. This result is significant progress since the last edition of the report, which leads to a decline in the number of years it will take to close the gender gap, now estimated at 95. Performances are widespread in this region between the best performer, Rwanda (which has so far closed 79.1% of its gap), and Congo, DRC (57.8%). Among the 33 countries covered in both the 2018 and 2020 editions, 21 countries have improved their scores and 12 have regressed since last year. Seven of the 33 have narrowed their gender gap by more than 2 percentage points; the most improved country (Ethiopia) has reduced almost 5 percentage points of its gap in one year and has currently closed 70.5% of its overall gender gap.

Notably, seven countries (Madagascar, Ghana, Mozambique, Burkina Faso, Ethiopia, Liberia and Mali) have reduced their Educational Attainment gap between 1.5 and 4.7 percentage points. However, three countries (Guinea, Congo

DRC and Chad) where the educational gender gap is larger have registered a stagnant performance and have yet to close 32% and 40% of their gaps. On the other side of the spectrum, three countries have already achieved parity in education (Botswana, Lesotho and Namibia), and four have closed more than 98% of their gaps. Gender differences in education remain particularly large beyond elementary school. For instance, gender gaps in tertiary enrolment are as large as 81% in Chad, and over 50% in Ethiopia, Burundi, Benin, Guinea, Mali and Sierra Leone.

Gender parity in Health and Survival is relatively advanced in most countries of the region. All countries achieve full parity in terms of sex-ratio at birth; however, life expectancy remains low for both men and women in many countries. For instance, Guinea, the country with the largest gender gap on the Health and Survival subindex, has already closed 96.2% of this gap, yet women and men can expect to live only 52.2 and 52.1 years of healthy life, respectively.

Regional divides in Economic Participation and Opportunity gender parity are particularly stark in Sub-Saharan Africa. Benin, the best performer, has closed 84.7% of this gap while Cote d'Ivoire only 54.5%. Further, four of the five most improved on this subindex are from Sub-Saharan Africa (Cape Verde, Mali, Nigeria and Sierra Leone). However, the particularly strong performance of Benin reflects similarly low levels of income for both men and women, as well as no information on presence of women among senior positions and technical workers.

On average, labour participation of women is relatively high in most Sub-Saharan African countries. In Burundi, Guinea, Rwanda and Sierra Leone there are at least as many women as men in the labour market, and in Senegal, the lowest performer, at least 36% of the women are in the labour market.

In contrast, however, while there are many women in the labour force in most countries, senior roles are preponderantly still held my men. Only in Cameroon is the situation relatively advanced (49% of senior officials are women); while in most countries the share of women among senior officials varies between 30% and 14%.

Income and wage gender gaps are also large in most countries. In terms of wages, few countries (Burundi, Rwanda and Guinea and Gambia) have already closed at least 75% of their gaps, while Ethiopia and Lesotho have yet to close over 50% of their gaps.

Cross-country differences are even starkers in terms of income, where three countries (Burundi, Liberia and Zambia) have achieved gender parity (though granting low income levels to both men and women), while in two countries (Gambia and Ghana) gender gaps in income are as large as 65% and 68.9%.

In parallel to limited presence of women among senior officials, the presence of women in politics is also underwhelming in most countries. Rwanda (the only country with a 50% share of woman in parliament in the region) and South Africa have closed at least 50% of their political empowerment gender gaps to date, while 21 countries closed only between 20% and 30% of their gaps. Notably, there are few women in parliament in half of the countries in the region, including Nigeria, where only 3.4% of parliament members are women. Similarly, women in ministerial positions are between 18% and 8% across 15 economies. Rwanda, South Africa and Ethiopia are important positive exceptions, with more than 48% of women among their ministers.

The presence of women is even scarcer at the head-of state level; 24 countries of the 34 assessed have never had a woman as a head of state over the past 50 years.

Since 2006, **Western Europe** has been the best-performing region on the Global Gender Gap Index and the 2020 edition is no exception. With an average score of 76.7% (out of 100), the region has now closed 77% of its gender gap, up from 76% in the previous edition and 71% in 2001. If progress over the period 2006–2020 was to continue at the same pace, it will take 54 years to close the gap in Western Europe, seven years shorter that what had been predicted previously.

The region is home to the four most gender-equal countries in the world—in order, Iceland (87.7), Norway (84.2), Finland (83.2) and Sweden (82.0); seven of the top 10 (see country commentaries for top 10 countries below); and half of the top 20. Twenty-one of the 24 Western European countries studied feature in the top half of the overall rankings. The exceptions are Greece (84th), Malta (90th) and Cyprus (91st). Indeed, almost 20 percentage points separate Iceland from Cyprus.

With the educational and health gender gaps virtually closed across all countries in the region, all efforts are concentrated on the political and economic gender gaps. On the Political Empowerment subindex the region is the most advanced among all regions, but only 41% of the gender gap has been closed in this area. In terms of the Economic Participation and Opportunity subindex, Western Europe (69.3%) lags behind North America (75.6%) and Eastern Europe and Central Asia (73.2%).

Consequently, the size and evolution of the political and economic gender gaps are the two differentiating factors among Western European countries. For example, Iceland leads the Political Empowerment Category globally with a score of 70.2%, whereas Cyprus ranks 111th with a score of 11.2%, with female representation below 20% in the parliament and the cabinet. And while the score differential is smaller, Italy (59.6, 117th) trails Iceland (83.9, 2nd) by 115 places on the Economic Participation and Opportunity subindex.

Spain (79.5, 8th overall) jumps 21 places from the previous edition, largely as a result of the nomination in 2018 of the world's most female-centric government where 65% of ministers are women. It is one of the only 10 governments in the world with a share of 50% or more. Austria (74.4, 34th) also leapfrogs 19 places thanks to significantly larger female representation in both the cabinet and the parliament. On the other hand, the Netherlands loses ground (73.6, 38th, down 11 places in the rankings) as a result of lower female political representation, which remains high by international standards.

The **North America** region groups the United States (72.4, 53rd) and Canada (77.2, 19th).[9] In 2006, both Europe and North America had closed 71% of their gender gaps. Today, Europe has closed 77% and North America, 73%. As a result of this positive but much slower evolution, it is expected that it will take almost three times longer to close

the gap in North America (151 years) than in Europe (54 years). Like Europe, North America has closed its educational and health gender gaps. The region boasts the smallest gap when it comes to economic participation and opportunities (having closed 76% of the gender gap in this area), but this figure has remained exactly the same since 2006. In Europe, the gap is larger at 30% but has been reduced by almost 10 points since 2006. It is in the area of political empowerment that offers most room for improvement in North America, where only 18% of the political gender gap has been closed. This is less than half that of Europe (41%) and also worse than in Latin America (27%), South Asia (39%) and Sub-Saharan Africa (21%). In Canada and the United States, women representation in congress hovers around 25%, approximately 10% below Western Europe's average. And while Canada's cabinet achieved gender parity in 2018, only 20% of ministerial

Table 3 The Global Gender Gap Index rankings by region, 2020

East Asia and the Pacific

Country	Rank		Score
	Regional	Global	
New Zealand	1	6	0.799
Philippines	2	16	0.781
Lao PDR	3	43	0.731
Australia	4	44	0.731
Singapore	5	54	0.724
Thailand	6	75	0.708
Mongolia	7	79	0.706
Indonesia	8	85	0.700
Viet Nam	9	87	0.700
Cambodia	10	89	0.694
Brunei Darussalam	11	95	0.686
Fiji	12	103	0.678
Malaysia	13	104	0.677
China	14	106	0.676
Korea, Rep.	15	108	0.672
Myanmar	16	114	0.665
Timor-leste	17	117	0.662
Japan	18	121	0.652
Vanuatu*	19	126	0.638
Papua New Guinea*	20	127	0.635

Latin America and the Caribbean

Country	Rank		Score
	Regional	Global	
Nicaragua	1	5	0.804
Costa Rica	2	13	0.782
Colombia	3	22	0.758
Trinidad and Tobago*	4	24	0.756
Mexico	5	25	0.754
Barbados	6	28	0.749
Argentina	7	30	0.746
Cuba	8	31	0.746
Uruguay	9	37	0.737
Jamaica	10	41	0.735
Bolivia	11	42	0.734
Panama	12	46	0.730
Ecuador	13	48	0.729
Chile	14	57	0.723
Honduras	15	58	0.722
Bahamas	16	61	0.720
Peru	17	66	0.714
Venezuela	18	67	0.713
Suriname	19	77	0.707
El Salvador	20	80	0.706
Dominican Republic	21	86	0.700
Brazil	22	92	0.691
Paraguay	23	100	0.683
Belize	24	110	0.671
Guatemala	25	113	0.666

Eastern Europe and Central Asia

Country	Rank		Score
	Regional	Global	
Latvia	1	11	0.785
Albania	2	20	0.769
Moldova	3	23	0.757
Estonia	4	26	0.751
Belarus	5	29	0.746
Lithuania	6	33	0.745
Slovenia	7	36	0.743
Serbia	8	39	0.736
Poland	9	40	0.736
Bulgaria	10	49	0.727
Romania	11	55	0.724
Ukraine	12	59	0.721
Croatia	13	60	0.720
Slovak Republic	14	63	0.718
Bosnia and Herzegovina	15	69	0.712
North Macedonia	16	70	0.711
Montenegro	17	71	0.710
Kazakhstan	18	72	0.710
Georgia	19	74	0.708
Czech Republic	20	78	0.706
Russian Federation	21	81	0.706
Kyrgyz Republic	22	93	0.689
Azerbaijan	23	94	0.687
Armenia	24	98	0.684
Hungary	25	105	0.677
Tajikistan	26	137	0.626

Middle East and North Africa

Country	Rank		Score
	Regional	Global	
Israel	1	64	0.718
United Arab Emirates	2	120	0.655
Kuwait	3	122	0.650
Tunisia	4	124	0.644
Turkey	5	130	0.635
Algeria	6	132	0.634
Bahrain	7	133	0.629
Egypt	8	134	0.629
Qatar	9	135	0.629
Jordan	10	138	0.623
Mauritania	11	141	0.614
Morocco	12	143	0.605
Oman	13	144	0.602
Lebanon	14	145	0.599
Saudi Arabia	15	146	0.599
Iran, Islamic Rep.	16	148	0.584
Syria	17	150	0.567
Iraq	18	152	0.530
Yemen	19	153	0.494

South Asia

Country	Rank		Score
	Regional	Global	
Bangladesh	1	50	0.726
Nepal	2	101	0.680
Sri Lanka	3	102	0.680
India	4	112	0.668
Maldives	5	123	0.646
Bhutan	6	131	0.635
Pakistan	7	151	0.564

Western Europe and North America

Country	Rank		Score
	Regional	Global	
Iceland	1	1	0.877
Norway	2	2	0.842
Finland	3	3	0.832
Sweden	4	4	0.820
Ireland	5	7	0.798
Spain	6	8	0.795
Germany	7	10	0.787
Denmark	8	14	0.782
France	9	15	0.781
Switzerland	10	18	0.779
Canada	11	19	0.772
United Kingdom	12	21	0.767
Belgium	13	27	0.750
Austria	14	34	0.744
Portugal	15	35	0.744
Netherlands	16	38	0.736
Luxembourg	17	51	0.725
United States	18	53	0.724
Italy	19	76	0.707
Greece	20	84	0.701
Malta	21	90	0.693
Cyprus	22	91	0.692

Sub-Saharan Africa

Country	Rank		Score
	Regional	Global	
Rwanda	1	9	0.791
Namibia	2	12	0.784
South Africa	3	17	0.780
Burundi	4	32	0.745
Zambia*	5	45	0.731
Zimbabwe	6	47	0.730
Cape Verde	7	52	0.725
Mozambique	8	56	0.723
Madagascar	9	62	0.719
Uganda	10	65	0.717
Tanzania	11	68	0.713
Botswana	12	73	0.709
Ethiopia	13	82	0.705
Eswatini	14	83	0.703
Lesotho	15	88	0.695
Cameroon	16	96	0.686
Liberia	17	97	0.685
Senegal	18	99	0.684
Ghana	19	107	0.673
Kenya	20	109	0.671
Sierra Leone	21	111	0.668
Mauritius	22	115	0.665
Malawi	23	116	0.664
Angola	24	118	0.660
Benin	25	119	0.658
Guinea	26	125	0.642
Nigeria	27	128	0.635
Burkina Faso	28	129	0.635
Gambia, The	29	136	0.628
Mali	30	139	0.621
Togo	31	140	0.615
Côte d'Ivoire	32	142	0.606
Chad	33	147	0.596
Congo, Dem Rep.	34	149	0.578

* New countries in 2020

positions in the United States were filled by women. In both countries, there has been no female head of state in the past 50 years (there was a female prime minister in Canada for four months in 1993).

Selected Country Performances

This section provides a short commentary for selected countries, namely, the 10 best performers (listed in rank order) in the overall Global Gender Gap index and the 15 most populous countries in the world (listed in alphabetical order). Together, they are home to approximately 2.4 billion women who account for 65% of the world's female population.

Top 10

This year's edition of the Global Gender Gap Index still sees four Nordic countries in the top four positions and two new entrants in the global top 10 list. All but three countries in the overall Index top 10 have closed at least 80% of their overall gender gap—the same as last year.

Iceland (1), once again the country where progress towards gender parity is the most advanced, has closed almost 88% of its gender gap, 3.5 percentage points ahead of the second-ranked Norway. It has closed both its Educational Attainment and Health and Survival gaps completely, and it remains the top performer in terms of Political Empowerment, mainly thanks to long tenures of women as head of the country (over the past 50 years, 22 had a woman as the country leader) but also thanks to significant representation of women in parliament (38.1%) and among ministers (40%). Further, Iceland attains the second-best performance on Economic Participation and Opportunity, where it continues to improve. In fact, not only are 85.8% of women in the labour market (17th) but they can often achieve senior and managerial roles (41.5% of senior officials are women, ranking 21st). In addition, women are 43% of companies board members, and the country achieves these results with a significantly less generous policy towards parental leave than other Nordic countries (for instance, women receive only 68% of their gross salary during maternity leave while in

Norway it is 94%; in Sweden, 77.6%; and in France, 90%. Nonetheless, income and wage gaps are still open and will require further efforts to achieve parity on these aspects as well.

Norway (2) maintains its position and further reduces its gender gap. Norway has by now closed 84.2% of its overall gender gap, almost 1 percentage point more than reported last year. The country has already completely closed its Educational Attainment and Health and Survival gaps, while the Economic Participation and Opportunity and Political Empowerment gaps are 79.8% and 59.8% closed, respectively. On the former, women are almost equal to men when it comes to labour force participation (94.5%), and there are more women than men among professional and technical workers. However, women are still significantly less likely to hold managerial positions than men (the split between women and men in senior roles is 35.6% / 64.4%). Also, there are still 26% and 21% of wage and income gaps to be filled. When it comes to Political Empowerment, although Norway ranks 2nd overall, women are still less than 50% of both parliamentarians (40.8%) and ministers (42%).

Finland (3) climbs one place this year, reducing its overall gender gap by 1 percentage point to 84.2%. Finland had already achieved parity on the Educational Attainment and Health and Survival subindexes since the first edition of the *Gender Gap Report*, and this edition's improvement is mainly due to a narrower Political Empowerment gap, where the share of women in parliament gets closer to an equal split between women and men. In fact, this share increases to 47% from 42% in the past assessment, counterbalancing a slight decrease in the share of women in ministerial positions (37.5%). Further, Finland marginally reduces its Economic Participation and Opportunity gender gap (2 percentage points narrower than last year). This result is mainly driven by a slight increase of women in senior roles (31.8%, versus 31.3% in 2018), which does still translate into a relatively large gender gap level (over 50% of this gap is yet to be bridged). The remaining aspects of the Economic Participation and Opportunity gap remain substantially stable: the gap in labour force participation is relatively small (96% closed so far) and the share of women in skilled roles is already higher than those of men, while the wage and income gaps yet to close remain at about 20% and 28%, respectively.

Sweden (4) loses 1 place as it sees its gap stagnating at 82% and is overtaken by Finland. The country's gender gap in Economic Participation and Opportunity is marginally regressing due to stagnating labour force participation and wage gender gaps, while differences in income between women and men are slightly diverging. Nonetheless, Sweden remains among the world's top 15 countries in terms of labour force participation (81% of women are in the labour market) and income gender gaps (76.9%). In addition, women are 38.6% of managers and over 50% of skilled workers. Notably, Sweden has the highest share of women graduates from STEM programmes among Nordic countries (15.7% of female graduates attain a degree from a technical programme). Further, Sweden is ranked fourth globally for the number of women on boards of directors (36.3% of companies' board members are women). Consistent with the global trend, the political empowerment gender gap is closing in Sweden as well, as 47.3% of parliamentary seats (an increase of 4 percentage points) and 54% of ministerial positions are represented by women. However, there has not yet been a woman head of state in the country.

Nicaragua (5) has, to date, closed nearly 80% of its gender gap, the 5th best performance in the world. Nicaragua has already achieved gender parity in Educational Attainment and Health and Survival, and has the third-lowest Political Empowerment gender gap in the world (43.5% yet to close). Notably, Nicaragua has more women in ministerial positions than men, and has been led by a female head of state for almost seven years of the past 50. However, Nicaragua's Economic Participation and Opportunity gender gap is relatively large by international comparison. The country has closed so far just 67.1% of this gap, ranking 81st. This result is driven by low labour force participation of women (53.9% of them are in the labour market, versus 86% of men) and relatively large wage gaps (45% of this gap is yet to be bridged). Further, the participation of women in the labour market is concentrated in part-time jobs (51.4% of working women are employed part-time) and few women rise to managerial positions (approximately 35% of these positions are filled by women). These aspects show that, although Nicaragua attains a strong performance overall, there are still some important areas for improvement to better leverage female talent in the labour market. In parallel, further investments in skills and education should support better opportunities for all Nicaraguan citizens. For instance, secondary enrolment rates remain low for both boys and girls (52% and 44% respectively), and greater efforts should be made to increase human capital in the country.

New Zealand (6) is ranked one position higher compared to 2018, despite the fact that its overall gender gap is virtually unchanged. New Zealand has closed 79.9% of its overall gender gap so far, and since 2006 has achieved gender parity in Educational Attainment and Health and Survival. The country is also 13th globally in terms of Political Empowerment (47.4% of this gap has been closed so far). With 41% of women in parliament, and a cumulative 12.6 years of the past 50 with a woman as its head of state, New Zealand is among the countries where women are strongly represented in institutions, and one of the first to grant the right to vote to all women (1893). There were, however, fewer women in ministerial positions (30.1%). In terms of Economic Participation and Opportunity, New Zealand is ranked 27th overall, after having closed 75.3% of this gap. Women's participation in the labour force is relatively high (76.4%) but lower than that of men (85.8%), leading to a gender gap of 11%. The two aspects where New Zealand attains the lowest performances are in this subindex. Women in senior roles are a few decimal points shy of 40% (26th overall) and the wage and income gaps stand at about 29% and 49%, ranking 38th and 77th respectively.

Ireland (7) climbs two positions in 2020, having closed 79.8% of its gender gap; in particular, the country has nearly achieved parity in secondary education (99.6%). Ireland also continues to reduce Economic Participation and Opportunity gender gaps. The country has been on a constantly positive

trend for the past four editions and has now closed 73.2% of this gap. The most significant progress has been in the increase in the number of women in senior positions (36% from 34.3%) as well as estimated earned income, where 34.1% of the gap has yet to be closed. Despite these steps forward, however, wage and income gender gaps are still relatively large, both ranking 56th globally. Similarly, women engage in the labour market relatively less than in other countries (ranking 65th), and less than men (66.7% of women and 78.9% of men are in the labour force). Notably, only half of the women who work are employed part-time, and on average an Irish woman tends to spend 2.3 times more than a man on unpaid care and domestic activities. In the political domain, on the other hand, Ireland is one of a handful of countries that has been led by a woman for long periods of time (21 years in the past 50). Yet this has not coincided to a particularly strong involvement of women in politics. Only 22% of parliamentarians in the lower house, 30% in the upper house, and 26% of ministers are women.

Spain (8) is one of the most improved countries in this edition, entering the top 10 from the past edition's 29th position. Spain has improved on all dimensions, except for Health and Survival where it has already closed 97.2% of its gap. Political Empowerment is the area where the most substantial improvement is achieved. Spain advances 17.3 percentage points in this dimension compared with previous editions, closing 52.7% of this gap thanks to a large representation of women among ministers (64.7%) and an almost equal share of parliamentarians (47.4% women and 42.6%, men). Despite this large step forward however, Spain's heads of state have so far always been men. To a lesser extent, gender parity in Spain also advances in the workplace (68.1% from last edition's 66.8%). Despite improving on all aspects of economic participation, however, Spain has yet to bridge large gaps in wages (44.2% yet to close), income (33.9% yet to close) and the presence of women in managerial positions (52.7% yet to close). Only 32% of senior officials (in both public and private sectors) and only 22% of board members in Spanish firms are women. Labour participation of women is also still below that of men (68.8% versus 78.9%), showing that there are still strong cultural and business practices barriers to grant women the same opportunities as men.

Rwanda (9) is confirmed as the best performer in Sub-Saharan Africa. Rwanda has closed 79.1% of its gender gap but loses three positions from previous edition. Rwanda is still among the top 4 countries in the world for political empowerment, thanks to a high share of women (above 50%) among both parliamentarians and ministers. Rwanda has also closed its Health and Survival gap and is 4.3% shy of completing gender parity in education. Human capital formation is limited in general, yet women are relatively more penalized than men. For instance, only 69.4% of women and 77.5% of men are literate, and, while gross participation in tertiary education is below 8% for both men and women, there are almost twice as many men than women who obtain scientific and technical degrees. This is to some extent reflected by the relatively large gap that Rwanda has yet to close in terms of Economic Participation and Opportunity (67.2% so far). Despite the fact that Rwanda's women are as active as men in the labour market, their income and wages remain significantly lower (23.7% and 38.9%, respectively, of these gaps have yet to close). While this may partially due to cultural biases, the skill differences between women and men currently in the labour force also play a role. As a result, a relatively small fraction of Rwanda's women are employed in skilled professions (38.7%) and an even smaller share is found among senior officials (14%). While skills are not the only factors, the fact that women's access to education has been limited in the past is still affecting the opportunities they need to compete in the workplace today. Ongoing investments and enhancements in education and human capital promise to offer better opportunities to future generations of Rwanda's women.

Germany (10) returns into the top ten for the first time since 2007 and has so far closed 78.7% of its gender gap. Similar to several countries in this edition, Germany climbs in the rankings mainly thanks to greater participation of women in politics. Women are now 40% of German ministers, while the share of parliamentarians remains at 30.9%. The ongoing tenure of a woman as a head of state also contributes to further increase Germany's score on the Political Empowerment subindex. To date 14.1 years of the past 50 have seen a woman in charge of the highest institutional role in the country. However, gender gaps in other dimensions are essentially at the same level as last year. Germany has closed 97.2% of its Educational Attainment gap (there are still more men than women in secondary education) and has virtually achieved gender parity in terms of Health and Survival. When it comes to Economic Participation and Opportunity, however, Germany has only closed 72.3% of its gap. Among the factors that stand out as priorities in this area are the need to fast-forward reduction in wage and income disparities (only 67.1% and 69.5% of these gaps have been closed so far), and the limited presence of women among managers. Only 29.3% of these positions are held by women, which translates into a gap of 58.4%. Similarly, only 31.9% of board members of German-listed companies are women. Paternity leave is also relatively limited: only nine weeks are granted to men. Enhancing an even playing field to both genders in the workplace is the next step for Germany's progress towards full gender parity.

Top 15 most populous countries

Bangladesh has closed 72.6% of its overall gender gap and ranks 50th on the index. The country improves its score marginally by 0.4 percentage points but loses two positions nonetheless, as other countries have improved even more. Bangladesh is the best performer in South Asia, ahead of Nepal (101st) and Sri Lanka (102nd), and some 60 places ahead of India (112th). But its presence in the top 50 and regional leadership should not hide the fact that there is considerable room to bolster basic rights of women and improve their economic and political prospects. It is the only country in the world where women have had a longer tenure than men at the helm of the state over the past 50 years. This contributes to the strong performance on the Political Empowerment subindex (score of 54.5%, 7th). But there are only 8% of women in the cabinet and only 20% in the parliament. In the economic sphere, as of 2018, 38% of adult

women were part of the labour force (up from 34% in 2017), compared with 84% of men. Only one in 10 leadership roles is occupied by a woman (139th), and the estimated average annual income of women is 40% that of the men.

Progressing three places over 2018, **Brazil** ranks 92nd with an overall score of 69.1%. The country has closed 69% of its overall gender gap, up one percentage point from the previous edition. Despite this improvement, Brazil has one of Latin America's largest gender gaps, ranking 22nd out of 25 countries in the region, and almost 90 places behind Nicaragua (80.4%, 5th), the region's best performer. The country has closed both the educational and health gender gaps. There is perfect gender parity in literacy rate (93%) and primary education (95%), and a larger proportion of women than men are enrolled in both secondary and tertiary education, where there are 140 female students for every 100 male students. Furthermore, women can expect to live five years more than men in good health. The economic gender gap remains wide but has narrowed over the past year (score of 69.1%, 92nd). The low rate of female participation in the labour force, combined with persisting wage and income inequalities, weigh on the country's performance on this subindex, but the occupation gap is much narrower. Brazil ranks among the 70 countries in the world that have reached parity between women and men for technical and professional roles, and some 40% of leadership roles (managers, senior officials, legislators) are filled by women (27th). Political empowerment, or lack thereof, represents the biggest drag on Brazil's overall performance; with a score of 13.3%, the country ranks 104th in the world. As of June 2019, only two positions in the 22-member cabinet were held women (122nd) and women represent only 18% of the members of the parliament (114th).

China ranks 106th, down 3 places, on the Global Gender Gap Index 2020. The country has closed two-thirds of its gender gap (score of 67.6%), registering a very small gain of 0.3 percentage points from the previous edition. But since 2006, China has narrowed the gap only marginally (a gain of just 2 points). Meanwhile, many countries have moved closer to parity, causing China to slip from 63rd position in 2006 to today's rank. The Chinese political landscape remains dominated by men. The country ranks 95th, with a score of 15.4%, on the related subindex. Women hold only two ministerial positions and make up only one-quarter of the National People's Congress membership (as of 2018). Leadership positions in the economy also largely remain the preserve of the men, with one woman for every five men in these roles. China has virtually closed the educational gender gap, with both sexes achieving universal literacy. Although data is scant, available figures show that the share of women attending tertiary education is larger than the share of men. Finally, the very skewed sex ratio at birth (885 girls per 1,000 boys) weighs heavily on China's performance on the Health and Survival subindex, where it ranks 153rd and last with a score of 92.6%.

Egypt is home to 48.7 million women, and improvements to their conditions will have a significant impact on the country's economic and social progress. To date, Egypt has closed only 62.9% of its gender gap, ranking 134th. Much has yet to be done to grant equal opportunities to women in almost all aspects. The literacy rate is still as low as 65% among women, which translates into a 15% gender gap yet to bridge. Political empowerment is also low yet improving. Although there has never been a woman in a head of state position, and only 14.9% of parliamentarians are women, there are now significantly more women in ministerial positions (24%) than in 2018 (11.8%). This progress can hopefully stimulate further the involvement of women in politics as well as in the workplace. When it comes to economic opportunities, Egypt has a long way to go yet (140th). Only 24.7% of women are in the labour force, out of which about 20% are on a part-time contract. Further, very few women are in managerial roles (7.1%) and their presence among firms' owners and top managers is also extremely limited (2.4% and 4.9%, respectively). These facts reflect the barriers that still prevent women to access finance and assets. By law, there are still significant limitations for women (at least for some social groups) to own land, capital and financial products. As a result, differences in income (which include wage and non-wage revenues) between men and women are large. It is estimated that the income of an average man is about 3.8 times that of an average woman. Removing all barriers that grant equal access to women and men to internships should be a first step to leveraging untapped human talent of women in the country.

Ethiopia is 82nd in the 2020 rankings and has closed 70.5% of its gender gap to date. It has achieved full parity on its Health and Survival subindex and has attained the 16th position globally in terms of Political Empowerment. Almost half (47.6%) of ministers are women, and a woman was elected president in 2018. In addition, 38.8% of parliament seats are occupied by women. Despite these remarkable results, women still suffer from underdevelopment in health services. For instance, every year 400 mothers out of every 100,000 die giving birth, and only 27% of births are attended by skilled health personnel. Further, Ethiopia is struggling to progress on gender parity in education (85.0%, 140th) and economic opportunities (56.8%, 125th). Investments in human capital are insufficient in general, but women are even more penalized than men. Only 44% of women and 59% of men are literate, and almost 20% of girls and 12% of boys are not receiving formal primary education. At higher levels of education, participation is even lower: only 5.2% of women and 10.9% of men graduating from high school attend university. Delays in preparing the talent pool also translate into low employment performances. Labour force participation is skewed towards men: 87.8% of men are in active employment versus 77% of women. Wages and income are low in general, and gender gaps are still significant (51% and 42% of the wage and income gender gaps are yet to be closed). Women are also a minority among skilled workers (32.6%) and managers and senior officials (26.5%). Despite the fact that legislation does not restrain women from accessing assets, there are still some limitations for women who belong to some ethnic or social groups, which leads to a relatively low number of female entrepreneurs (16.5%) in general.

India ranks 112th on the overall Global Gender Gap Index and the country has closed two-thirds of its overall gender gap (score of 66.8%). However, the condition of women in

large fringes of India's society is precarious. It has lost four positions since the previous edition, despite a small score improvement, as some countries ranked lower than India have improved more. The economic gender gap runs particularly deep in India. Only one-third of the gap has been bridged (score of 35.4%, 149th, down 7 places). Since 2006, the gap has gotten significantly wider. Among the 153 countries studied, India is the only country where the economic gender gap is larger than the political gender gap. Only one-quarter of women, compared with 82% of men, engage actively in the labour market (i.e. working or looking for work)—one of the lowest participation rates in the world (145th). Furthermore, female estimated earned income is a mere one-fifth of male income, which is also among the world's lowest (144th). Women only account for 14% of leadership roles (136th) and 30% of professional and technical workers. India ranks a low 150th on the Health and Survival subindex (94.4), as a result of the skewed sex ratio at birth: there are 91 girls born per 100 boys born, a ratio well below the natural one. Violence, forced marriage and discrimination in access to health remain pervasive. The situation and the trend are more positive in terms of gender gaps in education. From primary to tertiary education, the share of women attending school is systematically larger than the share of men. But a large difference persists for literacy rate; only two-thirds of women are literate compared with 82% of men. Yet the gap has been narrowing in the past decade, because the literacy rate has significantly increased among women (66%) and slightly decreased among men to 79%. Finally, India ranks 18th (score of 41.1%) on the Political Empowerment subindex. Of the past 50 years, the country was headed by a woman for 20 years (4th) which largely explains this strong performance. But today, female political representation is low: women make up only 14.4% of the parliament (122nd) and 23% of the cabinet (69th).

Indonesia retains its 85th position on the Global Gender Gap Index, despite a small improvement in its score (70.0, up 1 percentage point). The country has closed 70% of its gender gap. The economic gap remains large but has narrowed considerably since 2006. For example, in the last year alone, Indonesia jumped 28 places on the Economic Participation and Opportunity subindex rankings (68.5%, 68th), constituting one of the most significant improvements on this dimension globally. Indonesia boasts the world's largest share (55%) of senior and leadership roles held by women and is one of the six countries in the world where a majority of such roles are held by women. On the other hand, the low share of women (54%) participating in the labour market and significant difference in income distribution (female earned income is half that of men) continue to weigh on the country's performance on this subindex. Both the educational and health gender gaps have nearly closed (scores of 97.0 and 97.4% on the respective subindexes). However, small imbalances persist in terms of literacy rates (94% among women compared with 97% among men) and primary enrolment rate (91% versus 96%), although levels are extremely high and rising for both sexes. Whereas the trends are overwhelmingly positive in the economic, health and educational spheres, the political gender gap has widened slightly, from a low base (17.2%, 82nd down 22 places). This results from weaker female representation in parliament (17.4%, down from 19.8%) and in the cabinet (24%, down from 26%).

Japan's gender gap is by far the largest among all advanced economies and has widened over the past year. The country ranks 121st out of 153 countries on this year's Global Gender Gap Index, down 1 percentage point and 11 positions from 2018. Japan has narrowed slightly its economic gender gap, but from a very low base (score of 59.8, 115th). Indeed, the gap in this area is the third-largest among advanced economies, after Italy (117th) and the Republic of Korea (127th). Only 15% of senior and leadership positions are held by women (131st), whose income is around half that of men (108th). The progress achieved in the economic arena has been more than offset by a widening of the political gender gap. Japan has only closed 5% of the gap in this dimension (144th). At 10%, female representation in the Japanese parliament is one of the lowest in the world (135th) and 20% below the average share across advanced economies. Furthermore, there is only one woman in the 18-member cabinet. This translates into a rate of approximately 5% (139th), 26% below the peer (high income) average. Finally, like more than half of the countries studied, Japan has had no female head of state in the last 50 years.

Mexico is one of the most improved countries this year, reaching the 25th position with a score of 75.4%. Most of this progress is due to a large increase in the number of women in ministerial positions, jumping from 15.8% in 2018 to 42.1%. In addition, women represent over 48% of seats in the country's parliament. These factors explain why Mexico has closed 46.8% of its gender gap on the Political Empowerment subindex, where it ranks 14th. Further, Mexico has almost completely closed both its Educational Attainment and Health and Survival gaps. Economically however, women are still disadvantaged. Mexico has closed just 57.4% of its Economic Participation and Opportunity gap, ranking 124th. Significant gaps in both wages (50%) and income (54%) show how women are less valued than men in the workplace. At the same time, women struggle to attain senior positions (36%) and are not very active in the labour market in the first place. Only 47% of women are in the labour force, 26.4% of them work part-time and women continue to spend three times as much as men on unpaid household care activities.

Nigeria has so far closed 63.5% of its gender gap, which places it 128th on the global rankings. Nigeria performs relatively better in offering comparable economic opportunities to both men and women than it does on the other dimensions of the index. The country has closed 73.8% of its Economic Participation and Opportunity gender gap to date (38th globally) and is one of the most improved countries globally on this aspect since 2018 (almost 8 percentage points better than last edition). Labour force participation, wages and income are low for both men and women, which has led to relatively positive gender parity outcomes that are however unsatisfactory from a human development point of view. For instance, average annual incomes are estimated to be close to 4,600 int.$ for women and 6,300 for men.

In terms of occupations, women represent a higher share of skilled professionals than men (64.6%), but a significantly lower share of senior positions (30.3%). Literacy rates are also insufficient and skewed in favour of men (52.6% and 71.3%, respectively). Similarly, participation of women in formal in education is relatively low compared to other countries in the index, leading to gender gaps of almost 17% in primary education, 13% in secondary education and nearly 30% at the university level. Only 58% of girls are in primary school, 47% of them attend secondary school and just 8.3% go to university. Among politicians, only 3.4% of parliamentarians (149th) and 8% of ministers are women (124th). Nigeria has never had a female head of state.

Pakistan ranks third-to-last (151st) on the 2020 Global Gender Gap Index, having closed only 56% of the gender gap. This performance represents an improvement from the previous edition (55.0), but it is insufficient to prevent Pakistan from falling in the rankings, as new countries have entered the rankings at a higher position. Pakistan ranks in the bottom 10 in three of the four main categories of the index and below the 100th mark in 12 of the 14 individual indicators composing the index. Encouragingly, however, Pakistan improves on a majority of them—sometimes markedly and is stable in the others. The gap remains cavernous in terms of economic participation and opportunities (32.7, 150th). Only one-quarter of women participate in the labour force (i.e. working or looking to work) compared with 85% of men (148th). Only 5% of senior and leadership roles are held by women (146th), twice the rate of 2016. It is estimated that only 18% of Pakistan's labour income goes to women (148th), one of the lowest share among countries studied. While a majority of countries have bridged or nearly bridged the educational gender gap, Pakistan's still stands at almost 20%. Less than half of women are literate, compared with 71% of men, while the share of women enrolled is systematically lower than the share of men across primary, secondary and tertiary education. The political gender gap has narrowed markedly over the past two years but remains wide (15.9, 93rd). In 2017, there was not a single female minister. As of 1 January 2019, there were three women in the 25-member cabinet.

The **Philippines** has closed 78% of its overall gender gap. Once a member of the top 10 on the Global Gender Gap Index, the country now ranks 16th as a result of a small decline in its score (78.1, down 1.8 percentage points). The Philippines boasts the smallest gender gap of the Asian continent by far—the second best is Lao PDR, which ranks 43rd. The country's performance is strong across three of the four dimensions of the index. It has closed 80% of the Economic Participation and Opportunity gender gap, with women outnumbering men in senior and leadership roles, as well as in professional and technical professions. It is only one of four countries to achieve this feat. The country ranks 5th on the indicator assessing gender wage equality, with a score of 81.2. The Philippines has closed both its Educational Attainment and Health and Survival gender gaps. Women can expect to live in good health five years longer than men. Literacy is universal, with rates above 98% for both sexes. A significantly larger share of women is enrolled in secondary education (71% compared with 60% of men) and tertiary education (57% versus 43%). However, the Political Empowerment gap has widened considerably over the past two years, albeit from a relatively high base (score of 35.3%, down 0.063), causing the country to drop from 13th to 29th position. This downgrade is almost entirely attributable to lower female representation in the cabinet, which declined from 25% to 10% between 2017 and 2019. Female representation in the parliament was also slightly down and stood at 28% at the beginning of 2019.

The **Russian Federation** has closed 70.6% of its gap so far and ranks 81st overall in 2020. Russian women are, on average, more educated than men and live longer but seldom achieve positions of leadership. Ninety-one percent of women attend high school (versus 90.4% of men), 89% of female high-school graduates are enrolled in tertiary education versus 75% of men, and women enjoy a healthy life expectancy that is almost 8 years longer than men. In addition, there are almost as many women as men holding a PhD (64% vs. 66%). Given these qualifications, Russian women not only participate in the labour force at high levels (68.9% are in the labour market), but they are employed in skilled jobs to a greater extent than men (62.3% of professional and technical workers are women). Despite their average level of skill however, women are still penalized financially: only 71.2% of the wage gap and 57.9% of the income gap have been closed so far. Income disparities are partially explained by the fact the women encounter resistance to access senior or managerial positions: 41.8% of managers and senior officials are women and only 7% of board members are women. Political participation is even more difficult. Russia has closed less than 10% of its Political Empowerment gap so far and ranks only 122nd on this subindex. Not only has there never been a woman as a head of state, but there are few women among ministers (12.9%) and parliamentarians (15.8%). As a result, despite the fact that Russian society provides women with broad access to education and some segments of the labour market, a glass ceiling is preventing most of them from accessing positions of power either in politics or in the business sector.

The **United States'** progress towards gender parity is stalling and the country registers a similar overall score to last year (72.4% of the gap closed so far). Due to this lack of progress, the United States loses two positions in the ranking and is now 53rd. The standstill is mostly explained by a small retraction in its Economic Participation and Opportunity performance, where the progress towards equal wages takes a step back and at the same time income (wages and non-wages) gaps remain large. The United States has only closed 69.9% of its wage gap and 65.6% of its income gap so far. While monetary disparities are the main source of gender inequality in the workplace, labour force participation and the presence of women in skilled and senior positions women are relatively better: 66.8% of adult women are in the labour market, with an equal split between men and women in technical occupation and a 41/59 split among senior roles, ranking 22nd. Despite

being relatively well represented in middle and high management roles, American women still struggle to enter the very top business positions: only 21.7% of corporate managing board members are women. Similarly women are under-represented in political leadership roles. Even with a significant increase in the number of women in parliament and ministerial positions compared to previous years, congresswomen are just 23.6% of the available seats (67th), and female minsters are only 21.7% of the cabinet (76th). In addition, there has never been a woman president to date. On a more positive note, gender parity is virtually achieved in Health and Survival and Educational Attainment, where female enrolment rates are above 90% across education levels, and outnumber the men in tertiary education.

Viet Nam has bridged 70% of its gender gap. The country ranks 87th in 2020, down 10 positions from the previous edition. Its performance across the four dimensions of the index is mostly unchanged, but several countries have improved over the past year and, consequently, overtaken Viet Nam. The country ranks 31st, up two positions, on the Economic Participation and Opportunity subindex (score of 75.1%). Estimates indicate that 45% of labour income accrue to women, one of the largest shares among countries studied. Limited data availability provides only a partial picture of the educational gender gap but suggests that there is almost parity in this area. The literacy rate is 94% for women and 96% for men, and a larger share of women attends tertiary education (32% compared with 26% for men). In terms of the Health and Survival subindex (94.2, 151st), Viet Nam gets penalized for the heavily skewed sex ratio at birth (89 girls for every 100), which is the lowest in the world and on par with China and Azerbaijan. Finally, female participation in political life remains limited. Women represent one-quarter of the parliament, but there is only one woman in the cabinet of 25 ministers, one of the world's lowest ratios.

Conclusion

The *Global Gender Gap Report 2020* provides a comprehensive overview of the current state of the global gender gap and of efforts and insights to close it. The index offers a benchmarking tool to track progress and to reveal best practices across countries and subjects. This year the report finds that the gender gap has closed slightly since last year, yet it will still require 99.5 years to achieve full parity at the current pace.

The report also highlights wide performance variation across countries that are due to a diverse array of underlying factors. The report's detailed Country Profiles and online Data Explorer tool—available on the report website (https://wef-gender-gap.netlify.com/)—not only allow users to understand how close each country has come to the equality benchmark in each of the four subindexes, but also provide a snapshot of the legal and social framework within which these outcomes are produced.

The 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, the report introduces a deeper analysis of gender gaps across industries and the role of gender-based occupational and skills imbalances. The report highlights the message to policy-makers that countries that want to remain competitive and inclusive will need to make gender equality a critical part of their nation's human capital development. In particular, learning between countries and public-private cooperation within countries will be critical elements of closing the gender gap.

The information contained in the *Global Gender Gap Report* series hopefully serves as a basis for continued benchmarking by countries on their progress towards gender equality, to help support the case for closing gender gaps and to encourage further research on policies and practices that are effective at promoting change. Based on this information, the World Economic Forum also engages in country-level action, which takes place through various regional activities, including the "country-accelerator" project described in Box 2.

Box 2 Closing the Gender Gap Country Accelerators

While there is growing knowledge of public policy and business actions that can help close aspects of the economic gender gap, there are no pre-existing change templates for how government and business can work together to accelerate change. As countries strive for gender parity, there must be greater public-private collaboration, access to the latest knowledge on effective interventions, and improved learning and exchange between countries on the new methods they are applying.

The World Economic Forum Platform for Shaping the Future of the New Economy and Society's Closing the Gender Gap Country Accelerators provide a solution. Each Accelerator is a national public-private collaboration platform to help governments and businesses identify, scale and accelerate initiatives to close gender gaps. The Accelerator model helps focus the different existing efforts by bringing together relevant stakeholders onto one platform.

The Accelerators' local leadership structure consists of 2 Ministers and 2–4 CEOs as Co-Chairs, a Country Coordinator who runs the initiative locally and 50–100 of the countries' largest employers who drive the in-country change. Countries sign up to the model for three years and drive impact through a locally adapted action plan based on the Forum's global framework. In addition to in-country work, countries join the Global Accelerators Learning Network, which helps create informal exchange on successful local initiatives between countries. The World Economic Forum maintains the global framework while each country leads its Accelerator independently, driving action against objectives in the local context.

The Accelerators drive change by working on initiatives at three levels: changing institutional structures and policies, working on norms and attitudes and building public and private sector leaders' collective commitment. Each country works towards the following four objectives across all countries through the country specific action plan:

1. Increasing female labour force participation broadly and in selected sectors
2. Increasing the number of women in leadership positions
3. Closing gaps in wage and remuneration
4. Building parity in emerging high-demand skills and jobs

Accelerators are currently active in nine countries, of which seven are in Latin America and in partnership with the Inter-American Development Bank. We are inviting additional countries on board and aim to have 15 Accelerators by the end of 2020.

Notes

1 See World Bank and the European Bank for Reconstruction and Development (EBRD), Business Environment and Enterprise Performance Survey (BEEPS). This figure refers to the share of women among the firms and countries where the survey is conducted.

2 See OECD, *Gender, institutions and development* database, female share of seats on boards of the largest publicly listed companies.

3 For more analysis on this aspect see Chapter 2.

4 Based on information provided by the OECD's *Gender, institutions and development* database.

5 These figures refer to year 2018 and are computed and aggregated by UNESCO.

6 These figures refer to net enrolment rates in 2018 as computed and aggregated by UNESCO.

7 These figures refer to gross enrolment rates in 2018 as computed and aggregated by UNESCO.

8 It must be noted that the literacy rate data is for 2004 and therefore it is likely that literacy rates of men and women have increased significantly since then and that the gap has possibly reduced.

9 In the computation of the population-weighted regional average, the weight of the United States is approximately that of Canada. The regional performance reflects to a very large extent the performance of the United States.

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CHAPTER 2

The Future of Gender Parity

A Labour Market Shift

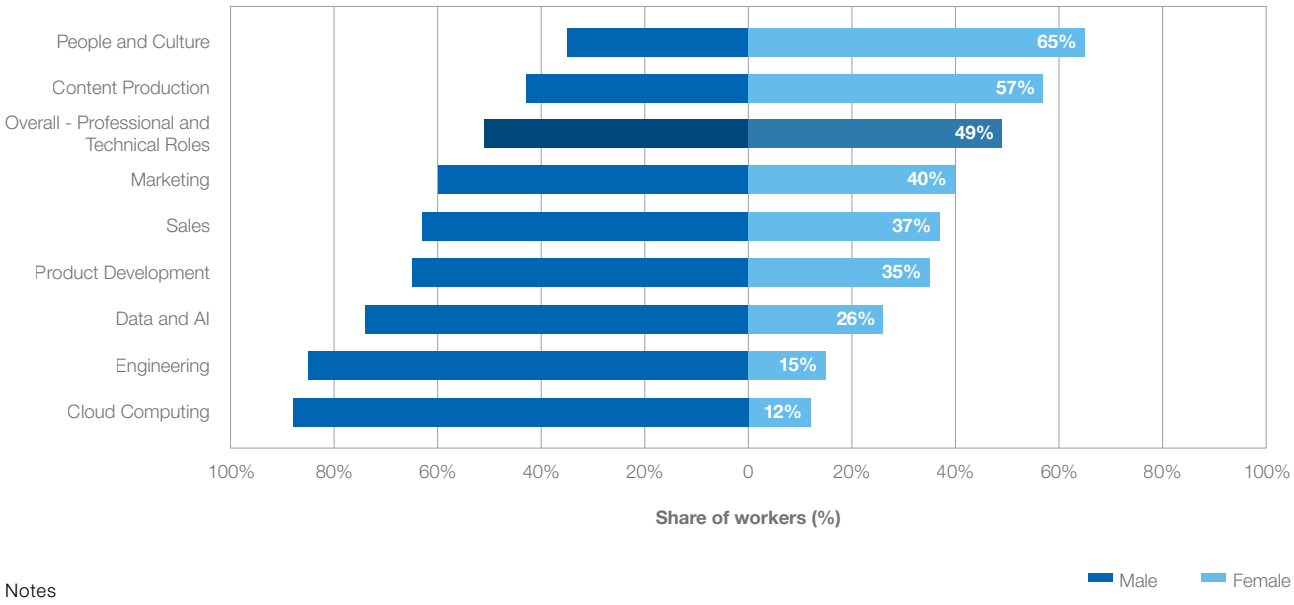
In recent decades women have entered tertiary education and formal employment at an unprecedented pace. The Global Gender Gap Index shows that gender gaps in professional roles have been narrowing – nearly 76% of the gap in these roles has been closed globally. However, structural changes to labour markets are set to threaten those gains. In 2018 the World Economic Forum's *Future of Jobs Report* projected that, in the lead up to 2022, 75 million jobs might be lost and 133 gained in some of the largest advanced and emerging markets as the nature of work changes across the global economy. The report[1] also demonstrated rising demand for roles in fields such as data analysis, human resources and sales, roles that are the frontier of the new economy. In contrast, the occupations facing declining demand are ones in data entry, accounting and administrative functions—roles which contain highly routinized tasks which are being rapidly displaced by technological advancement.

This chapter goes further in depth in the roles of the new economy and examines the gender gaps within them. The analysis provided here reveals the set of growing professions which will be at the forefront of the emerging economy and cautions that they already exhibit nascent segregation along gender lines. Without effective strategies aimed at closing gender gaps in frontier roles such trends are likely to impact the nature and quality of women's employment prospects and entrench gender gaps into the future of work.

Gender Gaps in Frontier Roles

A series of new metrics developed in collaboration between LinkedIn and the World Economic Forum can shed light on the gender dynamics of professional segregation at the frontiers of the new economy. Analysis of the roles with a growth outlook as observed in five-year hiring trends across the LinkedIn platform identified eight clusters[2] of professions with increasing employment prospects across 20 leading economies.[3] Those clusters span People and Culture, Content Production, Marketing, Sales, Product Development, Data and AI, Engineering as well as Cloud Computing. Among those eight micro-clusters, only two exhibit greater

Figure 1 Share of male and female workers across professional clusters



Notes

All data except for "General – Professional and Technical Roles" is sourced from LinkedIn. The additional data point is provided for context and sourced from ILO.

employment of women as compared to men—People and Culture, and Content Production.

Figure 1 illustrates the extent of gender gaps across the professions at the frontier of the new economy. For contrast, the figure also includes the share of women employed in professional and technical roles—a statistic which summarizes in the aggregate the degree to which women are employed in skilled roles in contrast to low-skilled or manual work across the global economy. Through LinkedIn data we can observe that gender gaps are evident in specific skilled roles. In particular, across the three technical frontier role clusters defined by LinkedIn, female workers make up an estimated 26% of workers in Data and AI roles, 15% of workers in Engineering roles and 12% of workers in Cloud Computing roles. Data and AI, the newest technology profession, is poised to see greater parity than the more established technology professions of Engineering and Cloud Computing. Roles in Marketing, Sales and Product Development stand closer to gender parity, with women making up 40%, 37% and 35% of the workforce, respectively. In addition, we were able to analyse professions with highly distinctive skill sets which do not fit within those professional clusters. These also exhibit significant gender gaps. For example, women make up 12% of Automation Engineers, 13% of Android Developers, 18% of Robotics Engineers and 19% of Cyber Security Specialists.

Gender Gaps in Frontier Skills

To understand the needed next steps for tackling gender gaps across the professions of the future, this report presents a method to identify whether professions are under- or over-utilizing the available talent pool for the professions of the future. LinkedIn data scientists identified a set of professions which have high skill similarity with the professions of the future and compared women's participation in that theoretical talent pool and in frontier professions. The results reveal that some professions are constrained by the availability of relevant talent, while others could effectively expand gender parity by embracing greater diversity in hiring and more inclusive managerial practices. The data outlines an opportunity to bring the share of women in frontier roles closer to parity by targeting recruitment of women in professions with high skill similarity to frontier jobs, and by demonstrating new career path opportunities to female workers with frontier skill sets.

The Marketing cluster has the most potential to utilize a larger breadth of existing talent pools. The estimated average share of women employed in the Marketing micro-cluster is 40%. The same figure for the talent pool is 47%. Data and AI, Sales, and Product Development professions similarly under-utilize available talent pools. Figure 2 demonstrates those opportunities by each occupation. Examining the data reveals that in the Data and AI micro-cluster women make up 25% of Data Scientists professionals but 31% of those with a relevant skill set in all other occupations. In Marketing today 41% of Digital Specialists are women, yet 53% of those in the talent pipeline are female. Such figures suggest there is scope to expand the share of women employed as Data Scientists and Digital Specialists. In fact, all professions featured above the dashed line in Figure 2 currently under-utilize their available talent pools and thus can make further gains through a diversity and inclusion agenda.

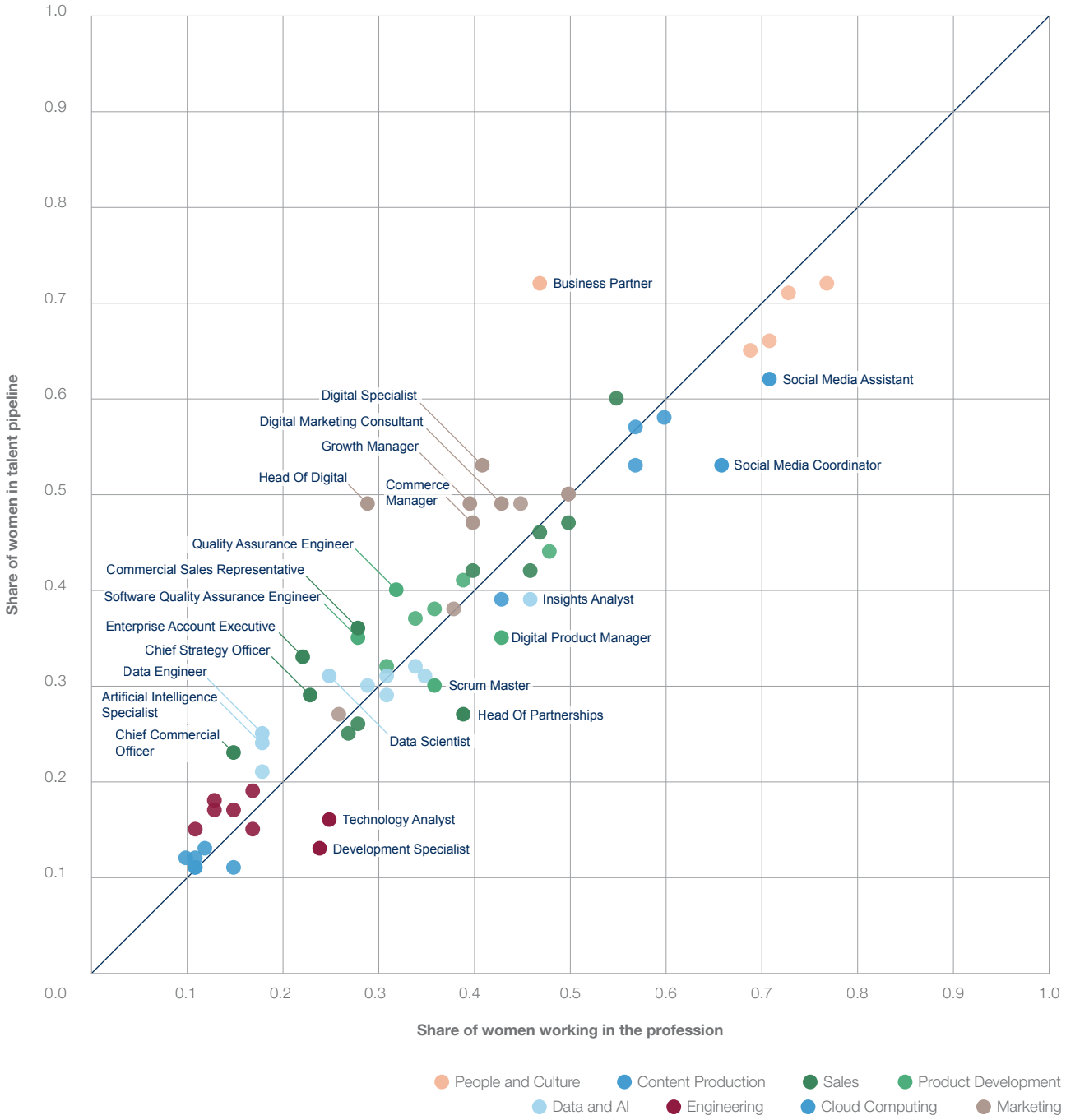
Cultural norms and practices underpin the higher education degree specialization of men and women and are a key driver of occupational segregation. Figure 3 exhibits the regional variation of women's participation across frontier professions. Three factors underpin the share of men and women across the countries presented: differences in labour force participation of men and women, differences in the participation of men and women on the professional networking platform LinkedIn, and differences in the participation of men and women across frontier professions.

Gender Gaps in Frontier Roles and Frontier Skills by Geography

Across the 20 countries covered in this analysis women make up 40% of the labour force. This figure is at its lowest in Saudi Arabia, United Arab Emirates and India, where women are 16%, 20% and 22% of the labour force, respectively. Parity comes closest in Canada, Sweden, New Zealand and France, where women make up 48% of the labour force. On average the participation of women on the LinkedIn platform closely mirrors labour force participation figures, with an average across the 20 countries of 39%. Regional variations in participation in online professional networks underlie and influence the data. Specific care should be taken with interpreting the figures for Germany and the United Arab Emirates, in particular, where the figures diverge. Insights for these two countries may not provide as full a picture as other countries; as such, we would discourage cross-country comparison for those economies.

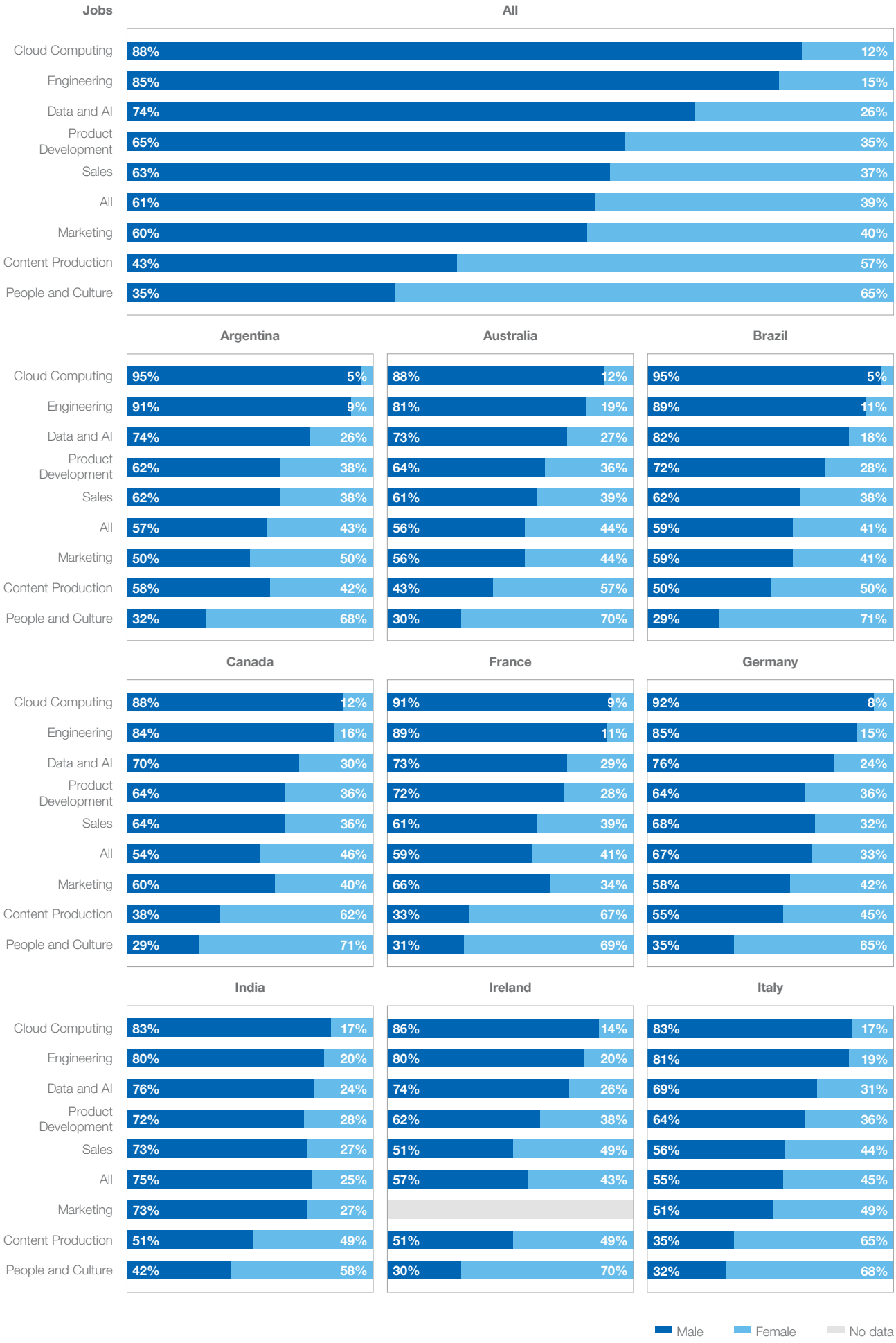
Across all countries—irrespective of labour force participation—the data reveals consistent variation in gender gaps across professional clusters, but the severity of that professional segregation varies according to economy. Singapore, the United States and India demonstrate larger shares of women across the most segregated professions – Engineering and Cloud Computing. In Argentina, New Zealand and Singapore the Marketing profession has reached gender parity. Cloud Computing, the most 'male' profession of the future, is closer to gender parity in India and Italy, two countries that have distinctively small gender gaps in STEM (Science, Technology, Engineering and Mathematics) higher education.

Figure 2 Share of women in occupations by professional cluster contrasted with share of women in the talent pipeline



There is one talent shortfall that consistently influences the ability of men and women to participate equally in roles of the future: women continue to be under-represented among workers with disruptive technical skills. Disruptive technology skills are the capabilities associated with developing new technologies such as Artificial Intelligence, Robotics and Genetic Engineering. Figure 4 (page 42) details the share of men and women who possess different types of skills. The data reveals that women make up a relatively larger share of those who state they have 'soft skills', and a relatively lower share of those with disruptive technology skills, although across both sets women make up a smaller share than men.

Figure 3 Share of men and women by professional cluster and country



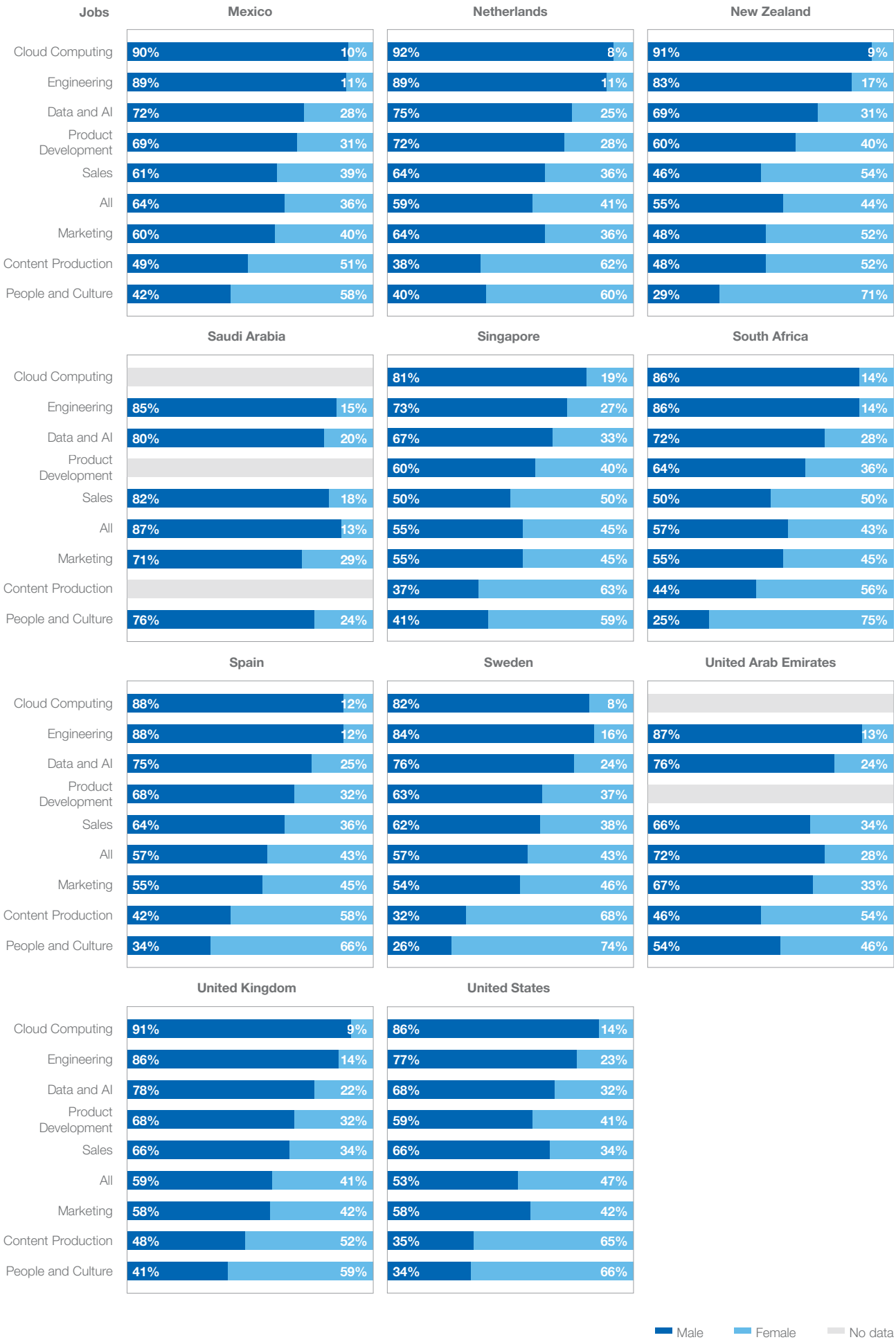
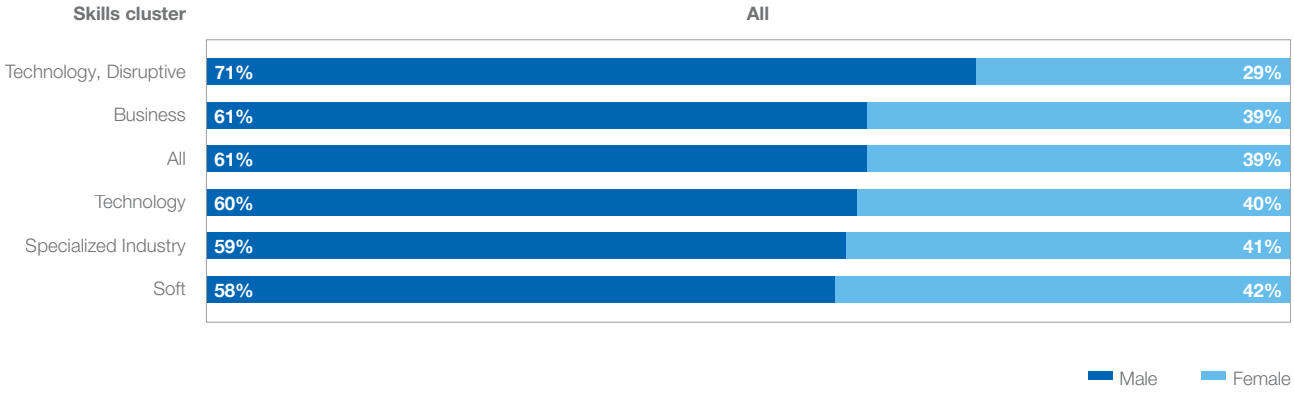

Jobs
Mexico
Cloud Computing 90% 10%
Engineering 89% 11%
Data and AI 72% 28%
Product Development 69% 31%
Sales 61% 39%
All 64% 36%
Marketing 60% 40%
Content Production 49% 51%
People and Culture 42% 58%
Netherlands
Cloud Computing 92% 8%
Engineering 89% 11%
Data and AI 75% 25%
Product Development 72% 28%
Sales 64% 36%
All 59% 41%
Marketing 64% 36%
Content Production 38% 62%
People and Culture 40% 60%
New Zealand
Cloud Computing 91% 9%
Engineering 83% 17%
Data and AI 69% 31%
Product Development 60% 40%
Sales 46% 54%
All 55% 44%
Marketing 48% 52%
Content Production 48% 52%
People and Culture 29% 71%
Saudi Arabia
Engineering 85% 15%
Data and AI 80% 20%
Sales 82% 18%
All 87% 13%
Marketing 71% 29%
People and Culture 76% 24%
Singapore
Cloud Computing 81% 19%
Engineering 73% 27%
Data and AI 67% 33%
Product Development 60% 40%
Sales 50% 50%
All 55% 45%
Marketing 55% 45%
Content Production 37% 63%
People and Culture 41% 59%
South Africa
Cloud Computing 86% 14%
Engineering 86% 14%
Data and AI 72% 28%
Product Development 64% 36%
Sales 50% 50%
All 57% 43%
Marketing 55% 45%
Content Production 44% 56%
People and Culture 25% 75%
Spain
Cloud Computing 88% 12%
Engineering 88% 12%
Data and AI 75% 25%
Product Development 68% 32%
Sales 64% 36%
All 57% 43%
Marketing 55% 45%
Content Production 42% 58%
People and Culture 34% 66%
Sweden
Cloud Computing 82% 8%
Engineering 84% 16%
Data and AI 76% 24%
Product Development 63% 37%
Sales 62% 38%
All 57% 43%
Marketing 54% 46%
Content Production 32% 68%
People and Culture 26% 74%
United Arab Emirates
Engineering 87% 13%
Data and AI 76% 24%
Sales 66% 34%
All 72% 28%
Marketing 67% 33%
Content Production 46% 54%
People and Culture 54% 46%
United Kingdom
Cloud Computing 91% 9%
Engineering 86% 14%
Data and AI 78% 22%
Product Development 68% 32%
Sales 66% 34%
All 59% 41%
Marketing 58% 42%
Content Production 48% 52%
People and Culture 41% 59%
United States
Cloud Computing 86% 14%
Engineering 77% 23%
Data and AI 68% 32%
Product Development 59% 41%
Sales 66% 34%
All 53% 47%
Marketing 58% 42%
Content Production 35% 65%
People and Culture 34% 66%
Male
Female
No data

Figure 4 Share of men and women by skills cluster



The Road to Gender Parity in the Fourth Industrial Revolution

Research on labour market segregation along gender lines has revealed that professional segregation of men and women into differentiated sectors contributes not only to lower innovation levels in professions which lack gender diversity, but also that this professional divergence has a compounding effect on gender pay gaps.[4] Monitoring gender parity in the professions of the future provides a critical opportunity to guide the emerging labour market to more equitable outcomes in the future of work.

Additionally, a wide range of studies have shown that the preferences for certain jobs and skill sets among men and women are shaped by both the expectation and experience of diversity and inclusion across occupations.[5] Over time such divisions signal preferred labour market progression to men and women, contributing to the selection of higher education degrees, progression from higher education degrees into entry level roles, and the attrition of female workers from predominantly 'male' fields.

The insights provided in this chapter showcase key metrics which can be used to track progress towards gender parity in the future of work and indicate a set of key strategies for closing gender gaps. First among those strategies is an urgent need to increase the supply and visibility of women with disruptive technical skills. To ensure that the professions of the future can target gender parity within the coming decade, reskilling and up skilling efforts for women interested in expanding their skills range should be focused on those already in the labour market or looking to re-enter the labour market after a period of inactivity. In tandem, a rigorous diversity and inclusion agenda within organizations can direct hiring practices to fully utilize existing talent pools and ensure that inclusive working environments retain and develop the women already employed in frontier professions.

It is tempting to consider that such actions should be taken in sequence—that first, the supply of equally skilled female professionals should increase and further efforts on diversifying employment in frontier professions should follow. Yet it is critical to ensure that women and young girls deliberating whether to make the investment of gaining new, technical skills can look to efforts underway in frontier professions and be assured that this investment can be realized in a future career trajectory. The World Economic Forum is supporting an emerging action agenda in this space (see Box 3).

Box 3 Hardwiring gender parity in the future of work

While many gender parity efforts have focused on the supply side of future-skills for girls and women, there have been few demand side efforts to create incentives for women and girls to enrol in Science, Technology, Engineering and Mathematics (STEM) education programmes or to create an accelerated pathway for women to be hired into the highest-growth roles of the future—particularly those applying STEM skills. As labour markets go through a period of intense change there is a unique opportunity to embed parity into the future by balancing efforts between the demand side of growing jobs and the supply side of future-ready skills.

The World Economic Forum's Platform for Shaping the New Economy and Society aims to provide a solution through the "Hardwiring Gender Parity into the Future of Work" initiative, starting with a business commitment framework. The framework aims to ensure that women are equally represented in all phases of the talent pipeline in emerging roles by asking companies to:

- Identify their top five emerging high-growth roles, including high-volume roles and leadership roles
- Recruit 50% female talent into their top five emerging high-growth roles by 2022, across all seniority levels
- Develop a strong gender-equal reward system by 2022 that addresses unconscious bias and includes equal pay and equal opportunities

Starting with a target of 50 pioneering companies over the course of 2020, the initiative aims to expand in the future to cover a variety of professions and skills, engage a wider range of global and local companies, and better connect supply and demand side initiatives.

Notes

1 World Economic Forum, 2018.

2 Micro-clusters are identified by bundling emerging jobs according to skills similarity.

3 South Africa, India, Singapore, Germany, Spain, Ireland, Sweden, Netherlands, France, United Kingdom, Italy, Argentina, Brazil, Mexico, Saudi Arabia, United Arab Emirates, United States, Canada, New Zealand and Australia.

4 The World Bank, 2019.

5 Ensmenger, 2010, Cardador, 2017, and Seron, et al., 2016.

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APPENDIX A

Regional Classifications

Table A1 Regional classifications, 2020

The following regional classifications are used for creating the regional performances tables and figures in Chapter 1.

East Asia and the Pacific

Australia
Brunei Darussalam
Cambodia
China
Fiji
Indonesia
Japan
Korea, Rep.
Lao PDR
Malaysia
Mongolia
Myanmar
New Zealand
Papua New Guinea*
Philippines
Singapore
Thailand
Timor-Leste
Vanuatu*
Viet Nam

Eastern Europe and Central Asia

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Georgia
Hungary
Kazakhstan
Kyrgyz Republic
Latvia
Lithuania
Moldova
Montenegro
North Macedonia
Poland
Romania
Russian Federation
Serbia
Slovak Republic
Slovenia
Tajikistan
Ukraine

North America

Canada
United States

Latin America and the Caribbean

Argentina
Bahamas
Barbados
Belize
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Honduras
Jamaica
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Trinidad and Tobago*
Uruguay
Venezuela

Middle East and North Africa

Algeria
Bahrain
Egypt
Iran, Islamic Rep.
Iraq
Israel
Jordan
Kuwait
Lebanon
Mauritania
Morocco
Oman
Qatar
Saudi Arabia
Syria
Tunisia
Turkey
United Arab Emirates
Yemen

South Asia

Bangladesh
Bhutan
India
Maldives
Nepal
Pakistan
Sri Lanka

Sub-Saharan Africa

Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Chad
Congo, Democratic Rep.
Côte d'Ivoire
Eswatini
Ethiopia
Gambia, The
Ghana
Guinea
Kenya
Lesotho
Liberia
Madagascar
Malawi
Mali
Mauritius
Mozambique
Namibia
Nigeria
Rwanda
Senegal
Sierra Leone
South Africa
Tanzania
Togo
Uganda
Zambia*
Zimbabwe

Western Europe

Austria
Belgium
Cyprus
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Luxembourg
Malta
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
United Kingdom

* New countries in 2020

APPENDIX B

The Global Gender Gap Index: Methodology and Technical Notes

Section A: Computation and Composition of the Global Gender Gap Index

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 doesn't introduce any change in the methodology. The 2020 results, therefore, can be seamlessly compared with those from previous years.

Three Underlying Concepts

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

Gaps vs. levels

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

Outcomes versus inputs

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

Gender equality vs. women's empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. Our aim is to focus on whether the gap between women and men in the chosen indicators has declined, rather than whether women are winning the so-called "battle of the sexes". Hence, the index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular indicators in some countries. Thus, a country that has higher enrolment for girls rather than boys in secondary school will score equal to a country where boys' and girls' enrolment is the same.

The Four Subindexes

The Global Gender Gap Index examines the gap between men and women across four fundamental categories (subindexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. Table B1 displays all four of these subindexes and the 14 indicators that compose them, along with the sources of data used for each.

Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)[2] and

Table B1 Structure of the Global Gender Gap Index, 2020

Subindex	Indicator	Source
Economic Participation and Opportunity	Labour force participation rate (%)	International Labour Organization (ILO), *ILOSTAT*, Modelled Estimates
Economic Participation and Opportunity	Wage equality for similar work (survey, 1–7 scale)	World Economic Forum, Executive Opinion Survey (EOS) 2018–2019 or latest available
Economic Participation and Opportunity	Estimated earned income (PPP, int.$)	International Labour Organization (ILO), *ILOSTAT*
Economic Participation and Opportunity	Legislators, senior officials and managers (%)	International Labour Organization (ILO), *ILOSTAT*
Economic Participation and Opportunity	Professional and technical workers (%)	International Labour Organization (ILO), *ILOSTAT*
Educational Attainment	Literacy rate (%)	UNESCO, UIS Education Statistics Data portal. 2017 or most recent available; when not available, data is sourced from United Nations Development Programme, *Human Development Reports 2009*, most recent year available between 1997 and 2007
Educational Attainment	Enrolment in primary education (%)	UNESCO, UIS Education Statistics Data portal, 2017 or most recent available
Educational Attainment	Enrolment in secondary education (%)	UNESCO, UIS Education Statistics Data portal, 2017 or most recent available
Educational Attainment	Enrolment in tertiary education (%)	UNESCO, UIS Education Statistics Data portal, 2017 or most recent available
Health and Survival	Sex ratio at birth (%)	United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision*, Estimates for 2015–2020
Health and Survival	Healthy life expectancy (years)	World Health Organization (WHO), *Global Health Observatory* database, 2016 or most recent year available
Political Empowerment	Women in parliament (%)	Inter-Parliamentary Union, situation as of 1 September 2019
Political Empowerment	Women in ministerial positions (%)	Inter-Parliamentary Union, situation as of 1 September 2019
Political Empowerment	Years with female head of state (last 50), share of tenure years	World Economic Forum calculations, taking into account the period 11 July 1970–1 July 2019

a qualitative indicator gathered through the World Economic Forum's annual Executive Opinion Survey (wage equality for similar work).[3] 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.[4] Second, we use the gap between women's and men's healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition and other relevant factors.

Political Empowerment

This subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in ministerial positions and the ratio of women to men in parliamentary positions. In addition, we've included the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any indicators capturing differences between the participation of women and men at local levels of government. Should such data become available at a globally comparative level in future years, it will be considered for inclusion in the index.

Construction of the Index

The overall Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table 1 require specific standardization or modification in order to be used in the Index. For further information on the indicator-specific calculations, please refer to Section B of this Appendix.

Step 1. Convert to ratios: Initially, all data is converted to female-to-male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women to 80 men, thus a value of 0.25. This is to ensure that the Index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

Step 2. Data truncation at equality benchmark: The ratios obtained above are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of sex ratio at birth, the equality benchmark is set at 0.944,[5] and in the case of healthy life expectancy the equality benchmark is set at 1.06[6] to capture that fact that women tend to naturally live longer than men. As such, parity is considered as achieved if, on average, women live five years longer than men. 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 rating scale chosen determines whether the Index is rewarding women's empowerment or gender equality.[7] 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.

Step 3. Calculation of subindex scores: Each of the four subindexes is computed as the weighted average of the underlying individual indicators. Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the indicators by equalizing their standard deviations. For example, within the Educational Attainment subindex, standard deviations for each of the four indicators are calculated. Then we determine what a 1% point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators.

This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the Educational Attainment subindex than an indicator with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (an indicator where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, in the case of the sex ratio at birth indicator (within the Health and Survival subindex), where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table B2 displays the values of the weights used.[8]

Step 4. Calculation of final scores: For all subindexes, the highest possible score is 1 (gender parity) and the lowest possible score is 0 (imparity), thus binding the scores between inequality and equality benchmarks.[9]

Table B2 Calculation of weights within each subindex

Economic Participation and Opportunity

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Labour force participation rate, % (females to males ratio)	0.160	0.063	0.199
Wage equality for similar work (survey), 1-7 scale (females to males ratio)	0.103	0.097	0.310
Estimated earned income, PPP, int.$ (females to males ratio)	0.144	0.069	0.221
Legislators, senior officials and managers, % (females to males ratio)	0.214	0.047	0.149
Professional and technical workers, % (females to males ratio)	0.262	0.038	0.121

Educational Attainment

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Literacy rate, % (females to males ratio)	0.145	0.069	0.191
Enrolment in primary education, % (females to males ratio)	0.060	0.167	0.459
Enrolment in secondary education, % (females to males ratio)	0.120	0.083	0.230
Enrolment in tertiary education, % (females to males ratio)	0.228	0.044	0.121

Health and Survival

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Sex ratio at birth, % (females to males ratio)	0.010	0.998	0.693
Healthy life expectancy, Years (females to males ratio)	0.023	0.441	0.307

Political Empowerment

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Women in parliament , % (females to males ratio)	0.166	0.060	0.310
Women in ministerial positions, % (females to males ratio)	0.208	0.048	0.247
Years with female head of state (last 50), Share of tenure years (females to males ratio)	0.116	0.086	0.443

Notes

Population-weighted averages, including the 107 economies featured throughout all the 2006-2020 editions of the Global Gender Gap Index.

A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score. Similar to subindex scores, this final value ranges between 1 (parity) and 0 (imparity), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.[10] 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.[11]

Section B: Indicators Definitions and Sources

Indicators Composing the Global Gender Gap Index

Labour force participation rate, %

Proportion of a country's working-age population (15–64) female population that engages actively in the labour market, either by working or looking for work. (i.e. ratio of the number of women participating in the labour force to total labour force). Labour force data doesn't take into account workers employed abroad. It includes ILO estimates for missing data.
Period: 2018 or most recent year available

Source: International Labour Organization (ILO), *ILOSTAT*, modelled estimates.

Wage equality for similar work, 1–7 (best)

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).
Period: 2018–2019 or most recent edition available
Source: World Economic Forum, Executive Opinion Survey (EOS).

Estimated earned income, int'l $ 1,000

The estimated female earned income is a proxy to command by women over a country's economic resources. For each country, it is computed using female and male shares of the economically active population, the ratio of the female to male wages (both indicators are sourced from the ILO), gross domestic product valued at constant 2011 international dollars (IMF), and female and male shares of population (World Bank). The methodology used to compute this indicator is adapted from the methodology developed by the United Nations Development Programme's Human Development Report Office for computing the Gender Development Index (UNDP, 2018, page 6). Female and male wage measures used in the computation of the gender wage ratio correspond to the mean nominal monthly earnings of female and male employees, respectively. In the absence of wage data, a gender wage ratio of 0.75 is used in the computation of the wage bill. The ILO's measure of earning corresponds to the mean of monthly earnings of all employees in nominal terms. The earnings of employees relate to the gross remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. Earnings exclude employers' contributions with respect to their what employees paid to social security and pension schemes as well as the benefits received by employees under these schemes. Earnings also exclude severance and termination pay. Statistics of earnings relate to the gross remuneration of employees, i.e. the total before any deductions are made by the employer. The measurement period of this indicator corresponds to that of the wage data. In the Country Profiles, the values reported are the estimated average annual earned income per capita in constant 2011 international dollars for women and men, respectively, and the ratio of the two values.
Period: 2018 or most recent year available
Sources: International Labour Organization (ILO), *ILOSTAT* database (accessed 28 October 2019); International Monetary Fund (IMF), *World Economic Outlook* (October 2019 edition); World Bank, *World Development Indicators* database (accessed 28 November 2019).

Legislators, senior officials and managers, %

Ratio of women to men employed in senior roles, defined by the International Labour Organization as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. It corresponds to Major Group 1 of the International Standard Classification of Occupations (ISCO-08).[12]
Period: 2018 or most recent year available
Source: International Labour Organization (ILO), *ILOSTAT* database (accessed 28 October 2019).

Professional and technical workers, %

Ratio of women to men employed in professional and technical roles, defined by the International Labour Organization as those who increase the existing stock of knowledge, apply scientific or artistic concepts and theories or those who perform technical and related tasks that require advanced knowledge and skill. It corresponds to the sum of Major Groups 2 and 3 of the International Standard Classification of Occupations (ISCO-08).
Period: 2018 or most recent year available
Source: International Labour Organization (ILO), *ILOSTAT* database (accessed 28 October 2019).

Literacy rate, %

Percentage of the adult population (over 15 years of age) of each gender with the ability to both read and write and make simple arithmetic calculations.
Period: 2018 or most recent year available
Source: UNESCO, *UIS.Stat* Education statistics data portal. When not available, data is sourced from United Nations Development Programme, *Human Development Reports 2009*, most recent year available between 1997 and 2007.

Enrolment in primary education, %

Percentage of girls and boys in the official primary school age range (net rate) who are enrolled in primary education (International Standard Classification of Education [ISCED]).[13]
Period: 2017 or most recent year available
Source: UNESCO, *UIS.Stat* Education statistics data portal.

Enrolment in secondary education, %

Percentage of girls and boys in the official primary school age range (net rate) who are enrolled in secondary education (ISCED 2 and 3). It excludes ISCED 4, which is post-secondary, non-tertiary education. Whenever data on this indicator is not available, the "Percentage of students in secondary education (ISCED 2 and 3) who are female" variable is used instead.
Period: 2017 or most recent year available
Source: UNESCO, *UIS.Stat* Education statistics data portal.

Enrolment in tertiary education, %

Total enrolment in tertiary education (gross rate), regardless of age, expressed as a percentage of the most recent five-year age cohort that has left secondary school. Tertiary education consists of ISCED levels 5 to 8, and 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.
Period: 2017 or most recent year available
Source: UNESCO, *UIS.Stat* Education statistics data portal.

Sex ratio at birth, %

Ratio of the number of boys born alive per 100 girls born alive. Data is converted to a female-over-male value. Biologically, the ratio is relatively constant, and female births should be about 94.4% of male births. Significant departure from this ratio indicates differences in treatment between newborn girls and newborn boys.
Period: Estimates for 2015–2020
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision.*

Healthy life expectancy, years

Average number of years that a person of each gender 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.
Period: 2016 or most recent year available
Source: World Health Organization (WHO), *Global Health Observatory* database.

Women in parliament, %

Percentage of women holding parliamentary seats as a share of total parliamentary seats. In instances where a parliamentary system is bicameral, the figure used is the one for the lower house.
Period: Situation as of 1 September 2019
Source: Inter-parliamentary Union.

Women in ministerial positions, %

Percentage of women holding ministerial portfolios as a share of total ministry positions in each government. Some overlap between ministers and heads of government that also hold a ministerial portfolio may occur.
Period: Situation as of 1 January 2019
Source: Inter-parliamentary Union.

Years with female/male head of state (last 50)

The number of years in the past fifty-year period for which a woman has held a post equivalent to an elected head of state or head of government in the country. It takes into account prime ministers and/or presidents, royalties are not considered.
Period: 11 July 1970–1 July 2019
Source: World Economic Forum's calculations.

Contextual Indicators

General indicators

GDP, US$ billions

Gross domestic product in billions of current US dollars.
Period: 2018
Source: IMF, *World Economic Outlook (WEO)*, October 2019 edition.

GDP per capita, constant '11, intl. $1,000

Gross domestic product per person at 2011 constant purchasing power parity (PPP).
Period: 2018
Source: IMF, *World Economic Outlook (WEO)*, October 2019 edition.

Total population, million people

Estimate of the number of people of all ages living in a country, 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).
Period: 2018
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision.*

Population growth rate, %

Year-on-year percentage change in total population, calculated based on current and previous year. It reflects the number of births and deaths during a period and the number of people migrating to and from a country.
Period: 2018
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision.*

Population sex ratio (female/male), female/male ratio

Ratio of the number of females (thousands) to males (thousands) in the population of a society.
Period: 2018
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision.*

Work participation and leadership

Labour force, million people

Total number of people (by gender) participation in the labour force. The ratio is the percentage of women participating in the labour force to the total labour force.
Period: 2018 or most recent year available
Source: World Economic Forum's calculations based on International Labour Organization (ILO), *ILOSTAT* database (accessed 20 November 2019).

Unemployed adults, % of labour force (15–64)

Share of the labour force aged 15–64 of each gender that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country.
Period: 2018 or most recent year available
Source: International Labour Organization, *ILOSTAT* database (bulk download, accessed 17 November 2019).

Workers employed part-time, % of employed people

The incidence of part-time employment, also known as the part-time employment rate, represents the percentage of employment that is part time. Part-time employment in this table is based on a common definition of less than 35 actual weekly hours worked. It is derived from both the indicator on employment by sex and actual weekly hours worked.

Period: 2018 or most recent year available
Source: World Economic Forum's calculations based on International Labour Organization (ILO), *ILOSTAT* database (accessed 20 November 2019).

Gender pay gap (OECD only), %

The gender wage gap is defined as the difference between male and female median wages divided by male median wages. Wages are computed for full-time equivalent dependent employees and are expressed in US$ using current exchange rates and US$ Purchasing Power Parity rates (PPPs) for private consumption expenditures as conversion factors. For more details about the computation of wage estimates, refer to http://www.oecd.org/employment/emp/average_wages.pdf.
Period: 2018
Source: OECD, *Employment* database.

Proportion of unpaid work per day, female/male ratio

Share of average time spent on unpaid domestic work by women relative to that of men. Unpaid domestic work includes care and volunteer work and is expressed as a share of a 24-hour period.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Advancement of women to leadership roles, 1–7 (best)

Response to the survey question: "In your country, to what extent do companies provide women with the same opportunities as men to rise to positions of leadership?" 1=not at all; 7=to a great extent.
Period: 2018–2019
Source: World Economic Forum, Executive Opinion Survey (EOS).

Gender parity in tech roles, 1–7 (best)

Response to the survey question: "In your country, to what extent are women entering information technology roles (across all sectors)?" 1=not at all; 7=to a great extent, the rate is equal to that of men.
Period: 2018–2019
Source: World Economic Forum, Executive Opinion Survey (EOS).

Boards of listed companies,% board members

Share of board members of listed companies that are women. Data differs slightly by country. For EU countries, Iceland, Norway and Turkey, data refers to the proportion of seats held by women on boards for the largest 50 members of the primary blue-chip index in the country concerned (including only those companies that are registered in the given country). "Board members" refers to all members of the highest decision-making body in the given company, such as the board of directors for a company in a unitary system or the supervisory board in the case of a company in a two-tier system. For countries with data based on MSCI 2017 (https://www.msci.com/documents/10199/239004/MSCI_Women+on+Boards+Progress+Report+2017.pdf), data refers to the proportion of seats held by women on boards for companies covered by the MSCI ACWI index—an index of around 2,400 large- and mid-cap firms from developed and emerging countries.
Period: 2017
Source: OECD, *Employment* database.

Firms with female majority ownership, % firms

Percentage of firms answering, "More than 50%" to the question "What percentage of the firm is owned by females?". For African countries surveyed in 2009–2011, this indicator is the percentage of companies answering, "Majority are women" or "All women" to the question "Are the owners of the firm?". For more details refer to: https://www.enterprisesurveys.org/content/dam/enterprisesurveys/documents/methodology/Indicator-Descriptions.pdf.
Period: 2013
Source: World Bank Enterprise Survey.

Firms with female top managers, % firms

Percentage of firms answering "yes" to the question "Is the Top Manager female?". For more details refer to: https://www.enterprisesurveys.org/content/dam/enterprisesurveys/documents/methodology/Indicator-Descriptions.pdf.
Period: 2013
Source: World Bank Enterprise Survey.

Access to finance

Right to hold a bank account and get credit, 0–1 (worst)

Index measuring whether women and men have the same legal rights to open a bank account and obtain credit in a formal financial institution. For each case, the following scores are assigned: 0 = Women and men have the same rights to open a bank account and obtain credit at a formal financial institution, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's above legal rights; 0.25 = Women and men have the same rights to open a bank account and obtain credit at a formal financial institution to women and men, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal rights; 0.5 = Women and men have the same rights to open a bank account and obtain credit at a formal financial institution to women and men. However, this does not apply to all groups of women; 0.75 = Women and men have the same rights to open a bank account at a formal financial institution. However, women do not have the same rights as men to obtain credit; 1 = Women do not have the same rights as men to open a bank account at a formal financial institution.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Inheritance rights for daughters, 0–1 (worst)

Index measuring whether women and men have the same legal rights to inheritance of land and non-land assets. For each case, the following scores are assigned: 0 = Widows

and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. Customary, religious and traditional laws or practices do not discriminate against women's inheritance rights; 0.25 = Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. However, there are some customary, religious or traditional laws that discriminate against women's inheritance rights; 0.5 = Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. However, this does not apply to all groups of women; 0.75 = Widows or daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets; 1 = Widows and daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Women's access to land use, control & ownership, 0–1 (worst)

Index measuring whether women and men have the same legal rights and secure access to land assets. For each case, the following scores are assigned: 0 = Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's legal rights. 0.25 = Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal right; 0.5 = Women and men have the same legal rights and secure access to land assets. However, this does not apply to all groups of women; 0.75 = Women and men have the same legal rights to own land assets, but not to use, make decisions and/or use land assets as collateral; 1 = Women do not have the same legal rights as men to own land assets.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Women's access to non-land assets use, control & ownership, 0–1 (worst)

Index measuring whether women and men have the same legal rights and secure access to non-land assets. For each case, the following scores are assigned: 0 = Women and men have the same legal rights and secure access to non-land assets, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's legal rights; 0.25 = Women and men have the same legal rights and secure access to non-land assets, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal right; 0.5 = Women and men have the same legal rights and secure access to non-land assets. However, this does not apply to all groups of women; 0.75 = Women and men have the same legal rights to own non-land assets, but not to use, make decisions and/or use non-land assets as collateral; 1 = Women do not have the same legal rights as men to own non-land assets.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Civil and political freedom

Year women received right to vote

Year women received right to vote. 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.
Period: Situation as of 2019
Source: World Economic Forum's calculations.

Number of female heads of state to date

The number of women who have ever taken office over the past fifty-year period as head of state or head of government in a country.
Period: 2019
Source: World Economic Forum's calculations.

Election list quotas for women, national, yes/no

Reports if a country has in place electoral laws specifying quotas for female candidates in national elections to the lower parliamentary house.
Period: 2019
Source: Quotaproject.org.

Party membership quotas, voluntary, yes/no

Reports if a country has in place voluntary quotas specifying the number of women for political party membership.
Period: 2019
Source: Quotaproject.org.

Seats held in upper house, % total seats

Percentage of women holding seats in the higher house of representatives as a share of total seats. Applies only to bicameral parliamentary systems.
Period: 2019
Source: Inter-parliamentary Union.

Right to equal justice, 0–1 (worst)

Index measuring whether women and men have the same rights to provide testimony in court, hold public or political office in the judiciary and sue. For each case, the following scores are assigned: 0 = A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue and to hold public or political office in the judiciary. Customary, religious and traditional laws or practices do not discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; 0.25 = A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same

rights as men to sue and to hold public or political office in the judiciary. Women's testimonies carry the same evidentiary weight in customary/religious courts/tribunals. However, some customary, traditional or religious practices or laws discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; 0.5 = A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue. However, women do not have the same right as men to hold public or political office in the judiciary; 0.75 = Women and men have the same rights to sue. However, a woman's testimony does not hold the same evidentiary weight as a man's in all types of court cases; 1 = Women and men do not have the same rights to sue.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Right to travel outside the country, 0–1 (worst)

Index measuring whether women and men have the same rights to apply for national identity cards (if applicable) and passports and travel outside the country. For each case, the following scores are assigned: 0 = Women and men have the same rights to apply for national identity cards (if applicable) and passports and to travel outside the country, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against these rights; 0.25 = Women and men have the same rights to apply for national identity cards (if applicable) and passports and to travel outside the country, without legal exceptions regarding some groups of women. However, some customary, traditional or religious practices or laws discriminate against these rights; 0.5 = Women and men have the same rights to apply for national identity cards (if applicable) and passports and to travel outside the country. However, this does not apply to all groups of women; 0.75 = Women do not have the same rights as men to apply for national identity cards (if applicable) or passports or to travel outside the country; 1 = Women do not have the same rights as men to apply for national identity cards (if applicable) or passports and to travel outside the country.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Family and care

Mean age of women at birth of first child

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.
Period: 2015–2020 estimates
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2019 - Special Aggregates, Online Edition. Rev. 1.*

Average number of children per woman

Measures the average number of children a hypothetical cohort of women would have at the end of their reproductive period if they were subject during their whole lives to the fertility rates of a given period and if they were not subject to mortality.
Period: 2015–2020 estimates
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2019 - Special Aggregates, Online Edition. Rev. 1.*

Women's unmet demand for family planning, % women 15–49

Percentage of currently married or in-union women of reproductive age (15–49) who want to stop or delay childbearing but are not using any method of contraception.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Right to divorce, 0–1 (worst)

Index measuring whether women and men have the same legal rights to initiate divorce and have the same requirements for divorce or annulment. For each case, the following scores are assigned: 0 = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. This applies to all groups of women. Customary, religious and traditional laws or practices do not discriminate against women's rights regarding divorce or parental authority after divorce; 0.25 = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. This applies to all groups of women. However, there are some customary, religious or traditional laws or practices that discriminate against women's rights regarding divorce and/or parental authority after divorce; 0.5 = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. However, this does not apply to all groups of women; 0.75 = Women do not have the same rights over divorce as men: either their rights to initiate divorce and/or the requirements to finalize divorce or annulment are unequal, or their freedom from parental authority after divorce is restricted; 1 = Women do not have the same rights over divorce as men: their rights to initiate divorce and/or the requirements to finalize divorce or annulment are unequal, and their freedom from parental authority after divorce is restricted.
Period: 2017
Source: OECD *Gender, Institutions and Development Database (GID-DB).*

Child marriage, % women 15-19

Percentage of girls aged 15–19 years who are or have ever been married, divorced, widowed or in an informal union.
Period: 2017
Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Length of maternity/paternity leave (days), weeks

Number of weeks of job-protected leave available for mothers/fathers just before and after childbirth. For countries where there is no separate legislation for maternity leave, the weeks of parental leave reserved for the exclusive use of mothers around childbirth are reported. Paid father-specific leave refers to the number of paid weeks reserved for the exclusive use of fathers, including entitlements to paid paternity leave, 'father quotas' or periods of paid parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of paid sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.
Period: 2018
Source: OECD, *Employment* database.

Wages paid during maternity/paternity leave, % annual gross wage

Average share of gross annual wage paid. It refers to the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national full-time earnings. For maternity leaves, it refers to paid parental leave and subsequent periods of paid home care leave to care for young children. For paternity leave rates, information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.
Period: 2018
Source: OECD, *Family* database.

Education and skills

STEMS, attainment %

Percentage of male/female tertiary education graduates from STEM (Science, Technology, Engineering and Mathematics) programmes.
Period: 2017
Source: UNESCO, Education indicators.

Agri., Forestry, Fisheries & Veterinary, attainment %

Percentage of male/female tertiary education graduates from Agriculture, Forestry, Fisheries and Veterinary programmes.
Period: 2017
Source: UNESCO, Education indicators.

Arts & Humanities, attainment %

Percentage of male/female tertiary education graduates from Arts and Humanities programmes.
Period: 2017
Source: UNESCO, Education indicators.

Business, Admin. & Law, attainment %

Percentage of male/female tertiary education graduates from Business, Administration and Law programmes.
Period: 2017
Source: UNESCO, Education indicators.

Education, attainment %

Percentage of male/female tertiary education graduates from Education programmes.
Period: 2017
Source: UNESCO, Education indicators.

Engineering, Manuf. & Construction, attainment %

Percentage of male/female tertiary education graduates from Engineering, Manufacturing and Construction programmes.
Period: 2017
Source: UNESCO, Education indicators.

Health & Welfare, attainment %

Percentage of male/female tertiary education graduates from Health and Welfare programmes.
Period: 2017
Source: UNESCO, Education indicators.

Information & Comm. Technologies, attainment %

Percentage of male/female graduates from tertiary education graduating from Information and Communication Technologies programmes
Period: 2017
Source: UNESCO, Education indicators.

Natural Sci., Mathematics & Statistics, attainment %

Percentage of male/female tertiary education graduates from Natural Sciences, Mathematics and Statistics programmes.
Period: 2017
Source: UNESCO, Education indicators.

Services, attainment %

Percentage of male/female tertiary education graduates from Services programmes.
Period: 2017
Source: UNESCO, Education indicators.

Social Sci., Journalism & Information, attainment %

Percentage of male/female tertiary education graduates from Social Sciences, Journalism and Information programmes.
Period: 2017
Source: UNESCO, Education indicators.

Vocational training, attainment %

Percentage of girls/boys aged 15–24 who are enrolled in vocational education relative to the total 15–24 year-old population.
Period: 2017
Source: UNESCO, Education indicators.

PhD graduates, attainment %

Percentage of 25+ year-old women/men who have attained a doctoral degree or equivalent (ISCED 8) relative to the total population of over 25-year-olds.
Period: 2017
Source: UNESCO, Education indicators.

Health

Maternal mortality, deaths per 100,000 live births

Number of female deaths in a specific year 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.

Period: 2017 estimates

Source: World Health Organization, *Global Health Observatory (GHO)* database, "Maternal deaths" indicator (accessed 18 November 2019).

Prevalence of gender violence in lifetime, % women

Percentage of ever-partnered women who ever suffered intimate partner physical and/or sexual violence.

Period: 2017

Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Law permits abortion to preserve a woman's health, 0–1 (worst)

Index measuring whether the legal framework protects women's reproductive health and rights. For each case, the following scores are assigned: 0 = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, without any justifications; 0.25 = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, but requires justifications; 0.5 = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with some justifications; 0.75 = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with strict justifications; 1 = The legal framework does not protect women's reproductive health and rights in case of unwanted pregnancy.

Period: 2017

Source: OECD, *Gender, Institutions and Development Database (GID-DB).*

Births attended by skilled personnel, % live births

Share of live births attended by skilled health personnel to total live births in a given year.

Period: 2017–2018 or most recent period available

Source: World Health Organization, G*lobal Health Observatory database*, "Births attended by skilled health personnel" indicator (accessed 18 November 2019).

Antenatal care, at least four visits, % women 15–49

Percentage of women aged 15–49 with a live birth in a given time period that received antenatal care provided by skilled health personnel (doctors, nurses or midwives) at least four times during pregnancy.

Period: 2017 or most recent year available

Source: WHO, *Global Health Observatory (GHO)* database, "Maternal health" indicator.

Notes

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

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

3 For more information about the Executive Opinion Survey, see World Economic Forum, 2019, Appendix B.

4 Beginning with last year's edition, the report utilizes the United Nations Population Division's World Population Prospects as its sole reference source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's World Factbook as an alternative data source. With the exception of Haiti, Kazakhstan and Pakistan, discrepancies in reported values between the two data repositories are no more than 2% for all countries covered by the index, resulting in minimal score differences in all cases.

5 This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, 2003.

6 This ratio is based on the standards used in the UNDP's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.

7 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, 2005. The 2005 index, which was attempting to capture women's empowerment, used a "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).

8 As in previous editions of the index, weights derived for the 2006 index were used again this year to allow for comparisons over time. They may be revised in future editions to reflect the evolution of the gender gap over the past decade.

9 This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.

10 Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact (1 + 1 + 1 + 0.9796) / 4 = 0.9949. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapter and in all tables, figures and Country Profiles.

11 Since the indicators in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall Index are not a pure measure of the gap vis-à-vis the equality benchmark, and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.

12 International Standard Classification of Occupations (ISCO), www.ilo.org/public/english/bureau/stat/isco/.

13 International Standard Classification of Education (ISCED), www.uis.unesco.org/Education/Documents/isced-2011-en.pdf.

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Hausmann, R., "Learning Without Theory", *Project Syndicate*, 30 March 2016, https://www.project-syndicate.org/commentary/learning-without-theory-by-ricardo-hausmann-2016-03?barrier=accesspaylog.

Klasen, S. and C. Wink, "Missing Women: Revisiting the Debate", *Feminist Economics*, vol. 9, no. 2–3, 2003, pp. 263–299.

Lopez-Claros, A. and S. Zahidi, *Women's Empowerment: Measuring the Global Gender Gap*, World Economic Forum, 2005.

UNDP (United Nations Development Programme), *Human Development Indices and Indicators: 2018 Statistical Update, 2018*, http://hdr.undp.org/sites/default/files/hdr2018_technical_notes.pdf.

World Economic Forum, *The Global Competitiveness Report 2019*, 2019.

Part 2
Country Profiles

How to Read the Country Profiles

This Country Profiles section presents a two-page profile for each of the 153 countries covered by this report.

The *Global Gender Gap Report 2020* is complemented by a digital portal, which provides detailed Country Profiles of all countries featured in the index as well as a Data Explorer tool enabling the reader to explore detailed index results, rankings and comparisons by country, region, indicator and subindex. The Global Gender Gap Data Explorer can be found at http://reports.weforum.org/global-gender-gap-report-2020/, and an Excel spreadsheet containing this year's index results may also be downloaded from the report website.

Country Selection

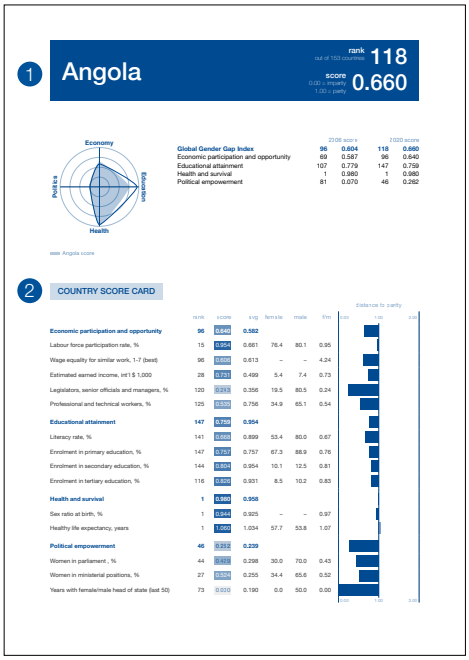
To monitor the condition of women across the widest possible range of countries, the index for a country is only computed when recent data are available for at least 12 of the 14 indicators composing the index. The obsolescence varies by indicator, yet, while most datapoints refer to the past two years, in few cases 10-year-old data points are used for the calculation of the index.

Country Profiles

To facilitate the reader, we have divided the country profile into three sections, and we describe each section as follows:

The first section 1 presents each country's overall Global Gender Gap Index 2020 rank out of the 153 reviewed countries and its progress, represented on a 0-to-1 scale, towards closing the gender gap and achieving full gender parity (benchmark score of 1).[1] The radar chart on the top left-hand side of each Country Profile gives an overview of the country's scores for each of the four subindexes relative to the ideal outcome of full gender parity (score 1) and the global average score of all countries in the Index weighted by population across all 153 countries.

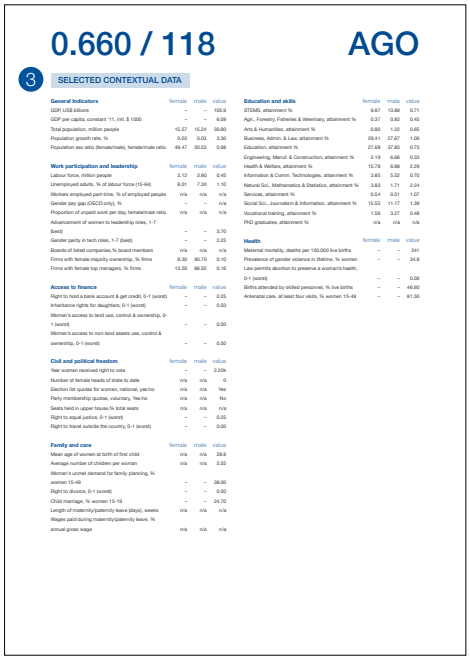
The second section 2 of each Country Profile provides an overview of each country's ranks and scores on the four subindexes of the Global Gender Gap Index, as well as on the individual indicators that compose each subindex. For each of the indicators, column one displays the country's rank; column two displays the country's score; column three displays the population-weighted sample average (out of 153 countries);



column four displays the female value; column five displays the male value; and, finally, column six displays the female-to-male ratio. Although full-precision values have been used for calculating ratios and scores, rounded values to one decimal are displayed to facilitate reading. The "n/a" symbol indicates where data is not available, and the symbol "-" indicates where the statistic cannot be computed. Country scores are highlighted by a colour scale—ranging in 20% intervals from light blue (0.0–0.2; worst) to dark blue (0.8–1.0; best)—to help the reader visually interpret the index results. To calculate the index, all ratios were truncated at the parity benchmark of 1 and thus the highest score possible is 1—except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06) indicators.

The bar charts visually display the magnitude of female-to-male ratio imbalances for each of the 14 indicators, allowing the reader to see clearly when the female-to-male ratio is above or below the gender parity benchmark. Values above 1 (the parity benchmark) favour women and values below 1 favour men. Please note that the parity benchmark is 1 for all indicators except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the parity benchmark of 1 in the bar charts for these two indicators is not strictly accurate. In the few cases where the ratio exceeds the scale of the bar chart (which ends at 2), the reader should refer to the number under the "female-to-male ratio" column for the actual value.

The third section 3 of a Country Profile includes contextual indicators, which are not incorporated into the calculation of the index but provide relevant information about gender parity on many different aspects. These indicators are displayed separately because data is available for only few countries or are not updated regularly. They are in turn organized into seven thematic groups: a) General indicators; b) Work participation and leadership; c) Access to finance; d) Civil and political freedom; e) Family and care; f) Education and skills; g) Health. The full definitions of all indicators are provided in Appendix B.



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3 SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP US$ billions	–	–	105.9
GDP per capita, constant '11, int$ $ 1000	–	–	6.09
Total population, million people	15.57	15.24	30.80
Population growth rate, %	0.03	0.03	3.30
Population sex ratio (female/male), female/male ratio	49.47	50.53	0.98

Work participation and leadership	female	male	value
Labour force, million people	3.12	3.80	0.45
Unemployed adults, % of labour force (15-64)	8.01	7.30	1.10
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.70
Gender parity in tech roles, 1-7 (best)	–	–	2.25
Boards of listed companies, % board members	n/a	n/a	n/a
Firms with female-majority ownership, % firms	9.30	90.70	0.10
Firms with female top managers, % firms	13.50	86.50	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	2.20k
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	5.55
Women's unmet demand for family planning, % women 15-49	–	–	38.00
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	24.70
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

Education and skills	female	male	value
STEMS, attainment %	8.87	13.88	0.71
Agri., Forestry, Fisheries & Veterinary, attainment %	0.37	0.83	0.45
Arts & Humanities, attainment %	0.80	1.22	0.65
Business, Admin. & Law, attainment %	29.41	27.67	1.06
Education, attainment %	27.68	37.83	0.73
Engineering, Manuf. & Construction, attainment %	2.19	6.66	0.33
Health & Welfare, attainment %	15.78	6.88	2.29
Information & Comm. Technologies, attainment %	3.85	5.52	0.70
Natural Sci., Mathematics & Statistics, attainment %	3.83	1.71	2.24
Services, attainment %	0.54	0.51	1.07
Social Sci., Journalism & Information, attainment %	15.55	11.17	1.39
Vocational training, attainment %	1.56	3.27	0.48
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	241
Prevalence of gender violence in lifetime, % women	–	–	34.8
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	46.60
Antenatal care, at least four visits, % women 15-49	–	–	81.50

Data Explorer Online Features

A number of additional features may be accessed in the online Data Explorer (available at http://reports.weforum.org/global-gender-gap-report-2020/dataexplorer). The reader has the possibility to switch between Country Profiles and interactive Index rankings in a tile, bar chart or world map format by clicking on the menu option at the top-left corner of the page 4. There is also the possibility to directly compare two countries side-by-side by clicking on the menu option in the top-right corner of the page 5. Finally, the reader may directly access a shortcut to the rankings for a specific indicator by clicking on the blue Go to Explorer button in the dialogue field in the Country Score Card section 6.

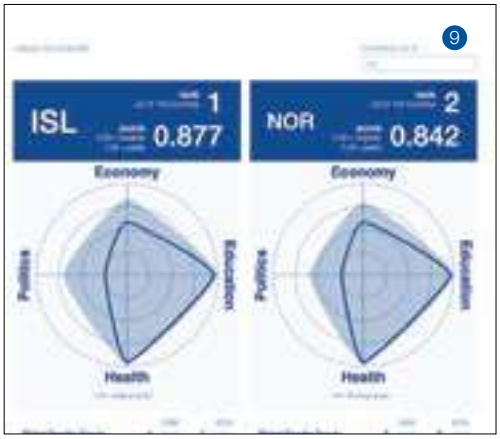
Interactive Ranking Tables

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

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

Country Comparison

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



Notes

1 Please note that the parity benchmark is 1 for all indicators, except sex ratio at birth (0.944) and healthy life expectancy (1.06). As a consequence, gender parity for the Health and Survival subindex corresponds to a score of 1.002 rather than 1.

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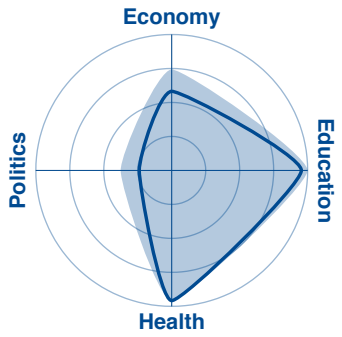
Albania

rank
out of 153 countries
20

score
0.00 = imparity
1.00 = parity
0.769



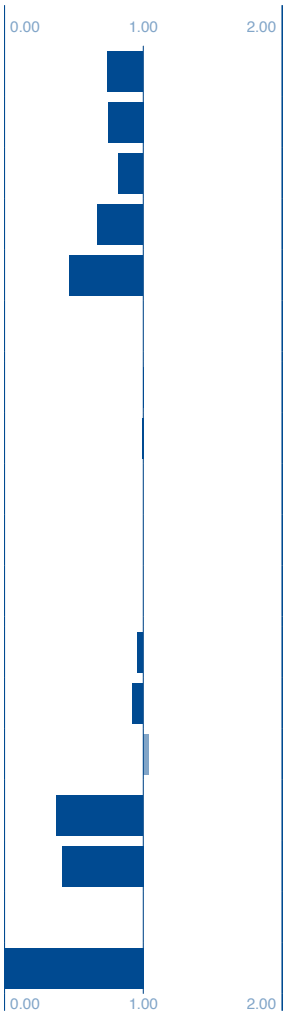
Albania score
average score

	2006 score		2020 score	
Global Gender Gap Index	**61**	**0.661**	**20**	**0.769**
Economic participation and opportunity	38	0.661	36	0.743
Educational attainment	58	0.989	40	0.999
Health and survival	110	0.955	145	0.958
Political empowerment	105	0.038	23	0.376

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**36**	**0.743**	**0.582**			
Labour force participation rate, %	94	0.747	0.661	55.9	74.8	0.75
Wage equality for similar work, 1-7 (best)	3	0.823	0.613	–	–	5.76
Estimated earned income, int'l $ 1,000	49	0.670	0.499	9.5	14.2	0.67
Legislators, senior officials and managers, %	76	0.469	0.356	31.9	68.1	0.47
Professional and technical workers, %	1	1.000	0.756	53.6	46.4	1.15
Educational attainment	**40**	**0.999**	**0.954**			
Literacy rate, %	65	0.992	0.899	97.8	98.5	0.99
Enrolment in primary education, %	1	1.000	0.757	93.7	90.3	1.04
Enrolment in secondary education, %	1	1.000	0.954	89.2	84.3	1.06
Enrolment in tertiary education, %	1	1.000	0.931	67.6	43.1	1.57
Health and survival	**145**	**0.958**	**0.958**			
Sex ratio at birth, %	147	0.921	0.925	–	–	0.92
Healthy life expectancy, years	89	1.043	1.034	69.6	66.7	1.04
Political empowerment	**23**	**0.376**	**0.239**			
Women in parliament , %	49	0.414	0.298	29.3	70.7	0.41
Women in ministerial positions, %	1	1.000	0.255	53.3	46.7	1.14
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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ALB

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	15.06
GDP per capita, constant '11, intl. $ 1000	–	–	11.84
Total population, million people	1.41	1.47	2.90
Population growth rate, %	-0.02	-0.11	-0.06
Population sex ratio (female/male), female/male ratio	50.94	49.06	1.04

Work participation and leadership	female	male	value
Labour force, million people	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	12.83	15.11	0.85
Workers employed part-time, % of employed people	28.63	20.35	1.41
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	21.74	3.47	6.26
Advancement of women to leadership roles, 1-7 (best)	–	–	5.65
Gender parity in tech roles, 1-7 (best)	–	–	3.34
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.90	83.10	0.20
Firms with female top managers, % firms	18.10	81.90	0.22

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1920
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.5
Average number of children per woman	n/a	n/a	1.62
Women's unmet demand for family planning, % women 15-49	–	–	12.90
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	7.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

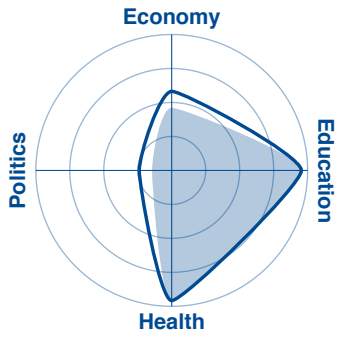
Education and skills	female	male	value
STEMS, attainment %	15.20	30.01	0.51
Agri., Forestry, Fisheries & Veterinary, attainment %	2.91	5.90	0.49
Arts & Humanities, attainment %	11.99	7.20	1.67
Business, Admin. & Law, attainment %	27.36	30.09	0.91
Education, attainment %	11.94	5.93	2.02
Engineering, Manuf. & Construction, attainment %	5.79	16.10	0.36
Health & Welfare, attainment %	17.51	8.07	2.17
Information & Comm. Technologies, attainment %	4.66	10.37	0.45
Natural Sci., Mathematics & Statistics, attainment %	4.75	3.53	1.34
Services, attainment %	1.25	5.29	0.24
Social Sci., Journalism & Information, attainment %	11.85	7.51	1.58
Vocational training, attainment %	1.77	7.87	0.22
PhD graduates, attainment %	0.11	0.07	1.59

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	15
Prevalence of gender violence in lifetime, % women	–	–	24.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Algeria

rank
out of 153 countries **132**

score
0.00 = imparity
1.00 = parity **0.634**



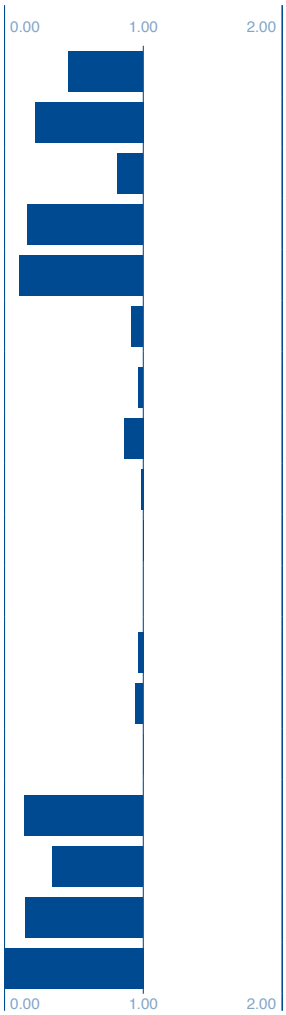
Algeria score
average score

	2006 score		2020 score	
Global Gender Gap Index	**97**	**0.602**	**132**	**0.634**
Economic participation and opportunity	103	0.443	138	0.461
Educational attainment	84	0.944	109	0.966
Health and survival	78	0.971	140	0.962
Political empowerment	98	0.049	99	0.145

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**138**	**0.461**	**0.582**			
Labour force participation rate, %	150	0.223	0.661	16.4	73.4	0.22
Wage equality for similar work, 1-7 (best)	4	0.815	0.613	–	–	5.71
Estimated earned income, int'l $ 1,000	150	0.167	0.499	3.9	23.4	0.17
Legislators, senior officials and managers, %	141	0.110	0.356	9.9	90.1	0.11
Professional and technical workers, %	89	0.916	0.756	47.8	52.2	0.92
Educational attainment	**109**	**0.966**	**0.954**			
Literacy rate, %	121	0.862	0.899	75.3	87.4	0.86
Enrolment in primary education, %	121	0.983	0.757	95.5	97.2	0.98
Enrolment in secondary education, %	105	0.998	0.954	50.0	50.0	1.00
Enrolment in tertiary education, %	1	1.000	0.931	64.4	38.8	1.66
Health and survival	**140**	**0.962**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	147	1.003	1.034	65.6	65.4	1.00
Political empowerment	**99**	**0.145**	**0.239**			
Women in parliament , %	58	0.347	0.298	25.8	74.2	0.35
Women in ministerial positions, %	107	0.153	0.255	13.3	86.7	0.15
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	173.8
GDP per capita, constant '11, intl. $ 1000	–	–	13.62
Total population, million people	20.90	21.33	42.20
Population growth rate, %	1.95	1.96	1.95
Population sex ratio (female/male), female/male ratio	50.52	49.48	1.02

Work participation and leadership	female	male	value
Labour force, million people	1.95	8.77	0.18
Unemployed adults, % of labour force (15-64)	19.24	8.20	2.35
Workers employed part-time, % of employed people	36.23	15.67	2.31
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	21.67	3.75	5.78
Advancement of women to leadership roles, 1-7 (best)	–	–	5.05
Gender parity in tech roles, 1-7 (best)	–	–	2.96
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1962
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	6.82	93.18	0.07
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.7
Average number of children per woman	n/a	n/a	3.05
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	3.10
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

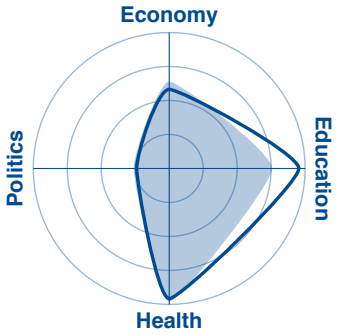
Education and skills	female	male	value
STEMS, attainment %	30.89	40.30	0.77
Agri., Forestry, Fisheries & Veterinary, attainment %	1.59	0.87	1.82
Arts & Humanities, attainment %	25.97	11.36	2.29
Business, Admin. & Law, attainment %	17.65	23.52	0.75
Education, attainment %	3.57	1.58	2.26
Engineering, Manuf. & Construction, attainment %	16.57	31.96	0.52
Health & Welfare, attainment %	3.98	3.01	1.32
Information & Comm. Technologies, attainment %	1.99	3.77	0.53
Natural Sci., Mathematics & Statistics, attainment %	12.33	4.56	2.70
Services, attainment %	0.14	0.37	0.39
Social Sci., Journalism & Information, attainment %	15.76	13.23	1.19
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	112
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	96.60
Antenatal care, at least four visits, % women 15-49	–	–	74.40

Angola

rank 118
out of 153 countries

score 0.660
0.00 = imparity
1.00 = parity

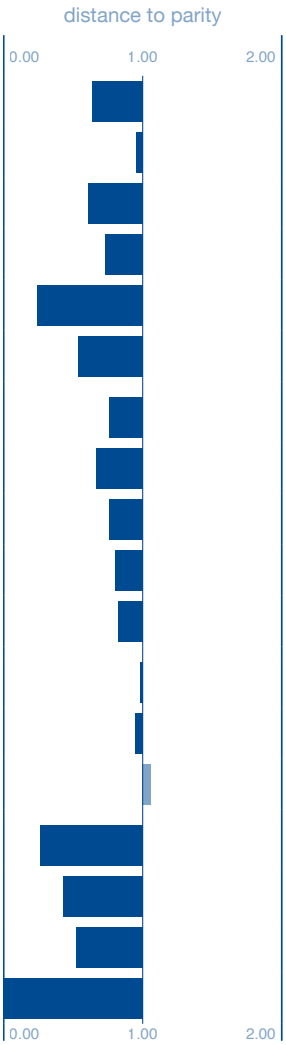


Angola score
average score

	2006 score		2020 score	
Global Gender Gap Index	**96**	**0.604**	**118**	**0.660**
Economic participation and opportunity	69	0.587	96	0.640
Educational attainment	107	0.779	147	0.759
Health and survival	1	0.980	1	0.980
Political empowerment	81	0.070	46	0.262

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**96**	**0.640**	**0.582**			
Labour force participation rate, %	15	0.954	0.661	76.4	80.1	0.95
Wage equality for similar work, 1-7 (best)	96	0.606	0.613	–	–	4.24
Estimated earned income, int'l $ 1,000	28	0.731	0.499	5.4	7.4	0.73
Legislators, senior officials and managers, %	120	0.243	0.356	19.5	80.5	0.24
Professional and technical workers, %	125	0.535	0.756	34.9	65.1	0.54
Educational attainment	**147**	**0.759**	**0.954**			
Literacy rate, %	141	0.668	0.899	53.4	80.0	0.67
Enrolment in primary education, %	147	0.757	0.757	67.3	88.9	0.76
Enrolment in secondary education, %	144	0.804	0.954	10.1	12.5	0.81
Enrolment in tertiary education, %	116	0.826	0.931	8.5	10.2	0.83
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	57.7	53.8	1.07
Political empowerment	**46**	**0.262**	**0.239**			
Women in parliament , %	44	0.429	0.298	30.0	70.0	0.43
Women in ministerial positions, %	27	0.524	0.255	34.4	65.6	0.52
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.660 / 118 AGO

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	105.9
GDP per capita, constant '11, intl. $ 1000	–	–	6.09
Total population, million people	15.57	15.24	30.80
Population growth rate, %	3.29	3.30	3.30
Population sex ratio (female/male), female/male ratio	49.47	50.53	0.98

Work participation and leadership	female	male	value
Labour force, million people	3.12	3.80	0.45
Unemployed adults, % of labour force (15-64)	8.01	7.30	1.10
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.70
Gender parity in tech roles, 1-7 (best)	–	–	2.25
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.30	90.70	0.10
Firms with female top managers, % firms	13.50	86.50	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1975
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	5.55
Women's unmet demand for family planning, % women 15-49	–	–	38.00
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	24.70
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

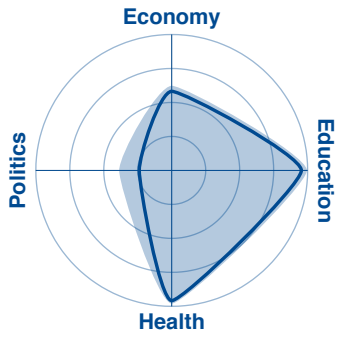
Education and skills	female	male	value
STEMS, attainment %	9.87	13.89	0.71
Agri., Forestry, Fisheries & Veterinary, attainment %	0.37	0.83	0.45
Arts & Humanities, attainment %	0.80	1.22	0.65
Business, Admin. & Law, attainment %	29.41	27.67	1.06
Education, attainment %	27.68	37.83	0.73
Engineering, Manuf. & Construction, attainment %	2.19	6.66	0.33
Health & Welfare, attainment %	15.78	6.88	2.29
Information & Comm. Technologies, attainment %	3.85	5.52	0.70
Natural Sci., Mathematics & Statistics, attainment %	3.83	1.71	2.24
Services, attainment %	0.54	0.51	1.07
Social Sci., Journalism & Information, attainment %	15.55	11.17	1.39
Vocational training, attainment %	1.56	3.27	0.48
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	241
Prevalence of gender violence in lifetime, % women	–	–	34.8
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	46.60
Antenatal care, at least four visits, % women 15-49	–	–	81.50

Argentina

rank
out of 153 countries **30**

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



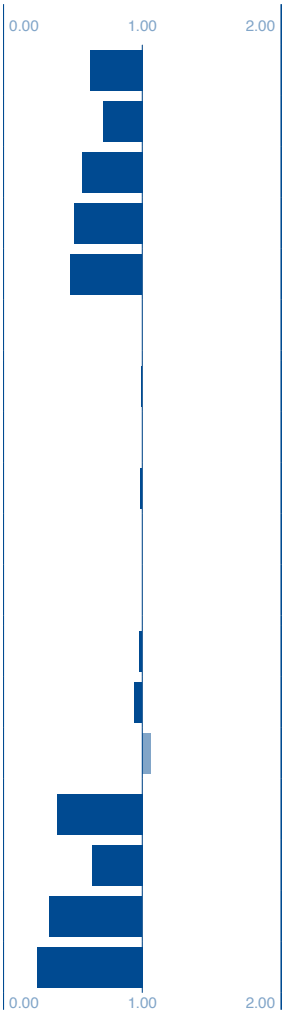
Argentina score
average score

	2006 score		2020 score	
Global Gender Gap Index	**41**	**0.683**	**30**	**0.746**
Economic participation and opportunity	82	0.551	103	0.623
Educational attainment	29	0.997	64	0.995
Health and survival	1	0.980	1	0.980
Political empowerment	23	0.204	22	0.387

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**103**	**0.623**	**0.582**			
Labour force participation rate, %	102	0.716	0.661	57.1	79.8	0.72
Wage equality for similar work, 1-7 (best)	112	0.566	0.613	–	–	3.96
Estimated earned income, int'l $ 1,000	115	0.509	0.499	12.4	24.4	0.51
Legislators, senior officials and managers, %	70	0.483	0.356	32.6	67.4	0.48
Professional and technical workers, %	1	1.000	0.756	54.0	46.0	1.17
Educational attainment	**64**	**0.995**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.1	98.9	1.00
Enrolment in primary education, %	113	0.989	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	93.1	88.6	1.05
Enrolment in tertiary education, %	1	1.000	0.931	112.8	67.8	1.66
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	1	1.060	1.034	70.7	65.9	1.07
Political empowerment	**22**	**0.387**	**0.239**			
Women in parliament , %	20	0.637	0.298	38.9	61.1	0.64
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	16	0.242	0.190	9.7	40.3	0.24

distance to parity



0.746 / 30 ARG

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	519.5
GDP per capita, constant '11, intl. $ 1000	–	–	18.26
Total population, million people	22.73	21.63	44.40
Population growth rate, %	0.92	0.97	0.95
Population sex ratio (female/male), female/male ratio	48.76	51.24	0.95

Work participation and leadership	female	male	value
Labour force, million people	5.49	6.85	0.44
Unemployed adults, % of labour force (15-64)	10.72	8.28	1.30
Workers employed part-time, % of employed people	52.05	26.80	1.94
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	23.42	9.25	2.53
Advancement of women to leadership roles, 1-7 (best)	–	–	3.95
Gender parity in tech roles, 1-7 (best)	–	–	3.67
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	7.90	92.10	0.09
Firms with female top managers, % firms	8.00	92.00	0.09

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1947
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	41.67	58.33	0.71
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.2
Average number of children per woman	n/a	n/a	2.27
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	12.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

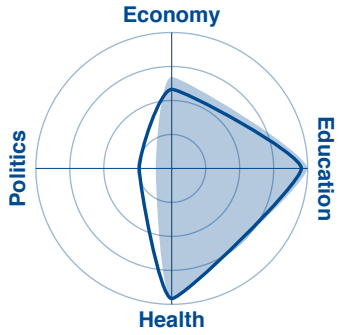
Education and skills	female	male	value
STEMS, attainment %	9.14	21.89	0.42
Agri., Forestry, Fisheries & Veterinary, attainment %	1.99	4.01	0.50
Arts & Humanities, attainment %	10.57	7.94	1.33
Business, Admin. & Law, attainment %	21.30	28.32	0.75
Education, attainment %	21.58	9.31	2.32
Engineering, Manuf. & Construction, attainment %	3.60	12.25	0.29
Health & Welfare, attainment %	19.79	13.38	1.48
Information & Comm. Technologies, attainment %	1.80	6.70	0.27
Natural Sci., Mathematics & Statistics, attainment %	3.74	2.94	1.27
Services, attainment %	4.42	6.42	0.69
Social Sci., Journalism & Information, attainment %	11.21	8.71	1.29
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	39
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	93.90
Antenatal care, at least four visits, % women 15-49	–	–	89.40

Armenia

rank
out of 153 countries **98**

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

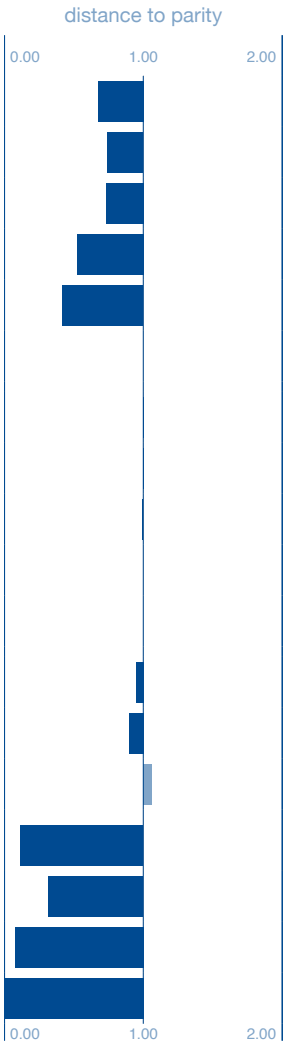


Armenia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**98**	**0.684**
Economic participation and opportunity	n/a	-	78	0.673
Educational attainment	n/a	-	45	0.998
Health and survival	n/a	-	148	0.948
Political empowerment	n/a	-	114	0.118

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**78**	**0.673**	**0.582**			
Labour force participation rate, %	96	0.742	0.661	55.8	75.2	0.74
Wage equality for similar work, 1-7 (best)	25	0.731	0.613	–	–	5.12
Estimated earned income, int'l $ 1,000	112	0.522	0.499	6.1	11.7	0.52
Legislators, senior officials and managers, %	88	0.419	0.356	29.5	70.5	0.42
Professional and technical workers, %	1	1.000	0.756	64.2	35.8	1.80
Educational attainment	**45**	**0.998**	**0.954**			
Literacy rate, %	56	0.999	0.899	99.7	99.8	1.00
Enrolment in primary education, %	94	0.996	0.757	90.6	90.9	1.00
Enrolment in secondary education, %	1	1.000	0.954	88.1	87.5	1.01
Enrolment in tertiary education, %	1	1.000	0.931	62.7	47.1	1.33
Health and survival	**148**	**0.948**	**0.958**			
Sex ratio at birth, %	150	0.898	0.925	–	–	0.90
Healthy life expectancy, years	1	1.060	1.034	68.7	63.6	1.08
Political empowerment	**114**	**0.118**	**0.239**			
Women in parliament , %	64	0.320	0.298	24.2	75.8	0.32
Women in ministerial positions, %	127	0.076	0.255	7.1	92.9	0.08
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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ARM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	12.43
GDP per capita, constant '11, intl. $ 1000	–	–	9.13
Total population, million people	1.56	1.39	3.00
Population growth rate, %	0.21	0.19	0.20
Population sex ratio (female/male), female/male ratio	47.04	52.96	0.89

Work participation and leadership	female	male	value
Labour force, million people	0.55	0.60	0.48
Unemployed adults, % of labour force (15-64)	18.23	18.31	1.00
Workers employed part-time, % of employed people	42.94	23.88	1.80
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	21.66	4.37	4.96
Advancement of women to leadership roles, 1-7 (best)	–	–	4.94
Gender parity in tech roles, 1-7 (best)	–	–	3.52
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	14.50	85.50	0.17
Firms with female top managers, % firms	19.10	80.90	0.24

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.1
Average number of children per woman	n/a	n/a	1.76
Women's unmet demand for family planning, % women 15-49	–	–	12.50
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	4.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

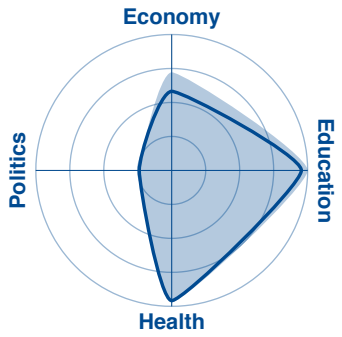
Education and skills	female	male	value
STEMS, attainment %	10.16	22.50	0.45
Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	1.98	0.22
Arts & Humanities, attainment %	26.84	8.35	3.21
Business, Admin. & Law, attainment %	11.24	16.60	0.68
Education, attainment %	9.20	4.61	2.00
Engineering, Manuf. & Construction, attainment %	2.55	12.96	0.20
Health & Welfare, attainment %	13.65	7.59	1.80
Information & Comm. Technologies, attainment %	1.64	3.85	0.43
Natural Sci., Mathematics & Statistics, attainment %	5.97	5.70	1.05
Services, attainment %	2.20	5.73	0.38
Social Sci., Journalism & Information, attainment %	22.84	23.83	0.96
Vocational training, attainment %	2.21	3.74	0.59
PhD graduates, attainment %	0.21	0.43	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	26
Prevalence of gender violence in lifetime, % women	–	–	8.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	97.40

Australia

rank
out of 153 countries **44**

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



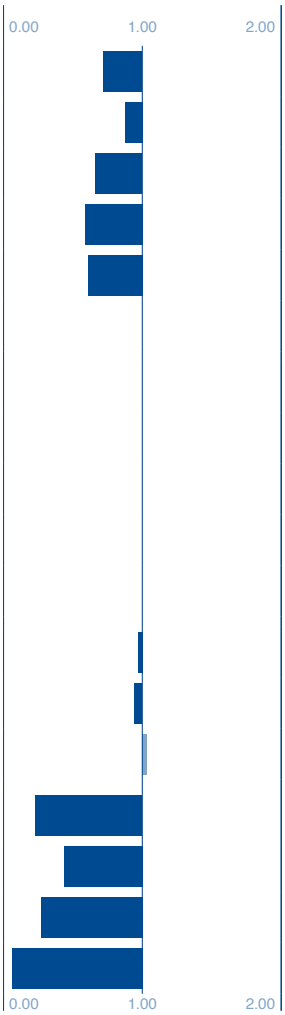
Australia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**15**	**0.716**	**44**	**0.731**
Economic participation and opportunity	12	0.726	49	0.722
Educational attainment	1	1.000	1	1.000
Health and survival	57	0.976	104	0.971
Political empowerment	32	0.163	57	0.231

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**49**	**0.722**	**0.582**			
Labour force participation rate, %	53	0.877	0.661	72.5	82.7	0.88
Wage equality for similar work, 1-7 (best)	70	0.662	0.613	–	–	4.63
Estimated earned income, int'l $ 1,000	89	0.589	0.499	34.2	58.0	0.59
Legislators, senior officials and managers, %	41	0.608	0.356	37.8	62.2	0.61
Professional and technical workers, %	1	1.000	0.756	55.1	44.9	1.23
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	96.7	96.0	1.01
Enrolment in secondary education, %	1	1.000	0.954	92.7	91.9	1.01
Enrolment in tertiary education, %	1	1.000	0.931	133.3	93.8	1.42
Health and survival	**104**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	113	1.032	1.034	74.1	71.8	1.03
Political empowerment	**57**	**0.231**	**0.239**			
Women in parliament , %	43	0.438	0.298	30.5	69.5	0.44
Women in ministerial positions, %	78	0.272	0.255	21.4	78.6	0.27
Years with female/male head of state (last 50)	41	0.064	0.190	3.0	47.0	0.06

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.14k
GDP per capita, constant '11, intl. $ 1000	–	–	46.54
Total population, million people	12.50	12.40	24.90
Population growth rate, %	1.22	1.23	1.23
Population sex ratio (female/male), female/male ratio	49.80	50.20	0.99

Work participation and leadership	female	male	value
Labour force, million people	6.02	6.72	0.47
Unemployed adults, % of labour force (15-64)	5.46	5.45	1.00
Workers employed part-time, % of employed people	59.16	34.06	1.74
Gender pay gap (OECD only), %	–	–	11.70
Proportion of unpaid work per day, female/male ratio	-	-	-
Advancement of women to leadership roles, 1-7 (best)	–	–	5.14
Gender parity in tech roles, 1-7 (best)	–	–	4.70
Boards of listed companies,% board members	28.70	71.30	0.40
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1902
Number of female heads of state to date	v	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	48.68	51.32	0.95
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.0
Average number of children per woman	n/a	n/a	1.83
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.60
Length of maternity/paternity leave (days), weeks	18.00	2.00	0.11
Wages paid during maternity/paternity leave, % annual gross wage	42.85	42.85	1.00

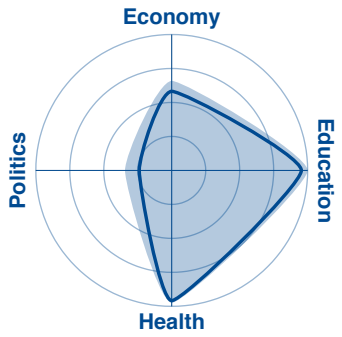
Education and skills	female	male	value
STEMS, attainment %	10.23	29.64	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	0.82	0.80	1.03
Arts & Humanities, attainment %	11.75	9.31	1.26
Business, Admin. & Law, attainment %	30.49	37.32	0.82
Education, attainment %	13.75	4.86	2.83
Engineering, Manuf. & Construction, attainment %	3.33	15.04	0.22
Health & Welfare, attainment %	23.62	10.93	2.16
Information & Comm. Technologies, attainment %	1.55	7.64	0.20
Natural Sci., Mathematics & Statistics, attainment %	5.35	6.95	0.77
Services, attainment %	1.16	1.62	0.72
Social Sci., Journalism & Information, attainment %	8.15	5.51	1.48
Vocational training, attainment %	17.97	21.75	0.83
PhD graduates, attainment %	1.08	1.20	0.90

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	6
Prevalence of gender violence in lifetime, % women	–	–	16.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	97.00
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Austria

rank 34
out of 153 countries

score 0.744
0.00 = imparity
1.00 = parity



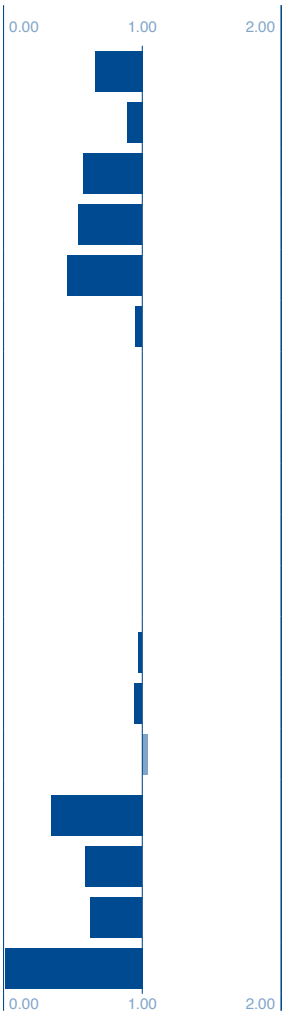
Austria score
average score

	2006 score		2020 score	
Global Gender Gap Index	**27**	**0.699**	**34**	**0.744**
Economic participation and opportunity	81	0.553	86	0.659
Educational attainment	68	0.980	1	1.000
Health and survival	1	0.980	82	0.974
Political empowerment	14	0.282	30	0.344

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**86**	**0.659**	**0.582**			
Labour force participation rate, %	48	0.889	0.661	71.8	80.8	0.89
Wage equality for similar work, 1-7 (best)	108	0.575	0.613	–	–	4.02
Estimated earned income, int'l $ 1,000	107	0.542	0.499	32.2	59.4	0.54
Legislators, senior officials and managers, %	81	0.462	0.356	31.6	68.4	0.46
Professional and technical workers, %	81	0.951	0.756	48.8	51.2	0.95
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	89.7	88.0	1.02
Enrolment in secondary education, %	1	1.000	0.954	87.1	86.9	1.00
Enrolment in tertiary education, %	1	1.000	0.931	92.5	78.1	1.18
Health and survival	**82**	**0.974**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	94	1.042	1.034	73.9	70.9	1.04
Political empowerment	**30**	**0.344**	**0.239**			
Women in parliament , %	26	0.591	0.298	37.2	62.8	0.59
Women in ministerial positions, %	19	0.626	0.255	38.5	61.5	0.63
Years with female/male head of state (last 50)	61	0.013	0.190	0.6	49.4	0.01

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	456.2
GDP per capita, constant '11, intl. $ 1000	–	–	46.36
Total population, million people	4.52	4.37	8.90
Population growth rate, %	0.58	0.86	0.72
Population sex ratio (female/male), female/male ratio	49.17	50.83	0.97

Work participation and leadership	female	male	value
Labour force, million people	2.09	2.37	0.47
Unemployed adults, % of labour force (15-64)	4.72	5.10	0.92
Workers employed part-time, % of employed people	34.80	8.60	4.05
Gender pay gap (OECD only), %	–	–	15.40
Proportion of unpaid work per day, female/male ratio	19.07	10.05	1.90
Advancement of women to leadership roles, 1-7 (best)	–	–	4.62
Gender parity in tech roles, 1-7 (best)	–	–	4.62
Boards of listed companies,% board members	19.20	80.80	0.24
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	36.07	63.93	0.56
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.6
Average number of children per woman	n/a	n/a	1.53
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.80
Length of maternity/paternity leave (days), weeks	60.00	8.70	0.15
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00

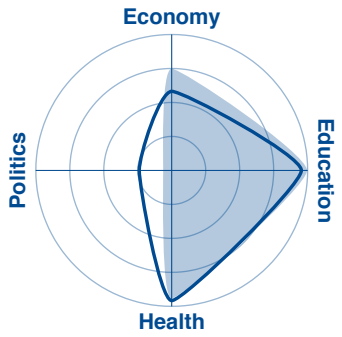
Education and skills	female	male	value
STEMS, attainment %	14.29	49.81	0.29
Agri., Forestry, Fisheries & Veterinary, attainment %	1.41	1.94	0.73
Arts & Humanities, attainment %	9.36	5.21	1.80
Business, Admin. & Law, attainment %	22.56	20.72	1.09
Education, attainment %	18.31	4.84	3.78
Engineering, Manuf. & Construction, attainment %	8.04	35.67	0.23
Health & Welfare, attainment %	9.27	5.00	1.85
Information & Comm. Technologies, attainment %	1.05	7.70	0.14
Natural Sci., Mathematics & Statistics, attainment %	5.20	6.44	0.81
Services, attainment %	11.48	3.41	3.37
Social Sci., Journalism & Information, attainment %	13.26	8.99	1.48
Vocational training, attainment %	26.24	29.07	0.90
PhD graduates, attainment %	0.64	1.27	0.51

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	13.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.40
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Azerbaijan

rank 94
out of 153 countries

score 0.687
0.00 = imparity
1.00 = parity

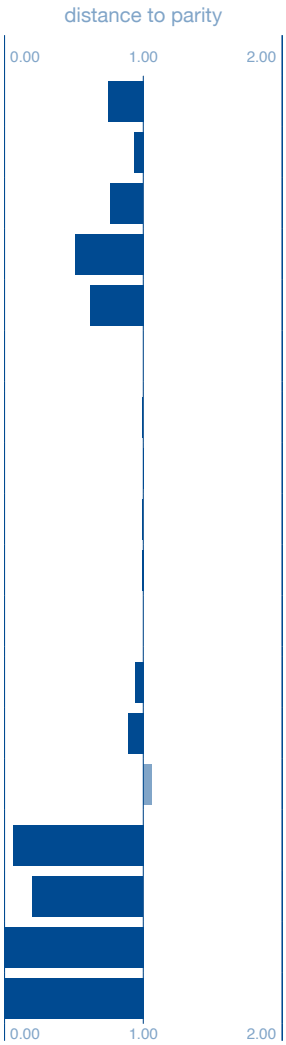


Azerbaijan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**94**	**0.687**
Economic participation and opportunity	n/a	-	33	0.748
Educational attainment	n/a	-	60	0.996
Health and survival	n/a	-	152	0.941
Political empowerment	n/a	-	140	0.063

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**33**	**0.748**	**0.582**			
Labour force participation rate, %	22	0.933	0.661	69.2	74.2	0.93
Wage equality for similar work, 1-7 (best)	12	0.764	0.613	–	–	5.35
Estimated earned income, int'l $ 1,000	114	0.510	0.499	10.8	21.2	0.51
Legislators, senior officials and managers, %	39	0.615	0.356	38.1	61.9	0.61
Professional and technical workers, %	1	1.000	0.756	58.2	41.8	1.39
Educational attainment	**60**	**0.996**	**0.954**			
Literacy rate, %	57	0.999	0.899	99.7	99.9	1.00
Enrolment in primary education, %	93	0.996	0.757	92.3	92.6	1.00
Enrolment in secondary education, %	109	0.992	0.954	88.2	88.9	0.99
Enrolment in tertiary education, %	1	1.000	0.931	29.7	25.9	1.15
Health and survival	**152**	**0.941**	**0.958**			
Sex ratio at birth, %	152	0.889	0.925	–	–	0.89
Healthy life expectancy, years	1	1.060	1.034	66.9	62.8	1.07
Political empowerment	**140**	**0.063**	**0.239**			
Women in parliament , %	107	0.202	0.298	16.8	83.2	0.20
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.687 / 94

AZE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	46.94
GDP per capita, constant '11, intl. $ 1000	–	–	16.01
Total population, million people	4.99	4.96	9.90
Population growth rate, %	0.91	1.06	0.99
Population sex ratio (female/male), female/male ratio	49.88	50.12	1.00

Work participation and leadership	female	male	value
Labour force, million people	2.48	2.61	0.49
Unemployed adults, % of labour force (15-64)	5.91	4.12	1.43
Workers employed part-time, % of employed people	23.91	14.72	1.62
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	25.42	8.89	2.86
Advancement of women to leadership roles, 1-7 (best)	–	–	5.47
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	2.00	98.00	0.02
Firms with female top managers, % firms	2.40	97.60	0.02

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	25.6
Average number of children per woman	n/a	n/a	2.08
Women's unmet demand for family planning, % women 15-49	–	–	15.40
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	9.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

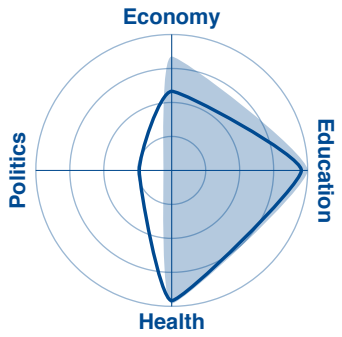
Education and skills	female	male	value
STEMS, attainment %	14.57	35.22	0.41
Agri., Forestry, Fisheries & Veterinary, attainment %	1.08	1.31	0.83
Arts & Humanities, attainment %	9.71	5.75	1.69
Business, Admin. & Law, attainment %	16.48	32.92	0.50
Education, attainment %	43.76	11.35	3.86
Engineering, Manuf. & Construction, attainment %	7.96	28.75	0.28
Health & Welfare, attainment %	8.37	3.04	2.76
Information & Comm. Technologies, attainment %	2.23	3.43	0.65
Natural Sci., Mathematics & Statistics, attainment %	4.39	3.04	1.44
Services, attainment %	1.71	6.17	0.28
Social Sci., Journalism & Information, attainment %	4.32	4.24	1.02
Vocational training, attainment %	16.13	13.77	1.17
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	26
Prevalence of gender violence in lifetime, % women	–	–	13.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	66.10

Bahamas

rank
out of 153 countries **61**

score
0.00 = imparity
1.00 = parity **0.720**

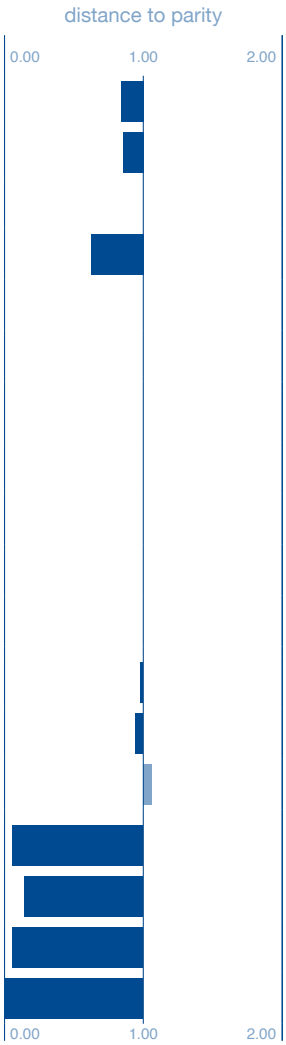


Bahamas score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**61**	**0.720**
Economic participation and opportunity	n/a	-	4	0.838
Educational attainment	n/a	-	1	1.000
Health and survival	n/a	-	1	0.980
Political empowerment	n/a	-	141	0.061

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**4**	**0.838**	**0.582**			
Labour force participation rate, %	63	0.856	0.661	75.6	88.3	0.86
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	69	0.624	0.499	22.1	35.3	0.62
Legislators, senior officials and managers, %	1	1.000	0.356	51.6	48.4	1.07
Professional and technical workers, %	1	1.000	0.756	60.3	39.7	1.52
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	95.0	95.0	1.00
Enrolment in primary education, %	1	1.000	0.757	76.4	74.3	1.03
Enrolment in secondary education, %	1	1.000	0.954	68.1	65.3	1.04
Enrolment in tertiary education, %	n/a	-	0.931	–	–	-
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	68.8	64.7	1.06
Political empowerment	**141**	**0.061**	**0.239**			
Women in parliament , %	126	0.147	0.298	12.8	87.2	0.15
Women in ministerial positions, %	136	0.059	0.255	5.6	94.4	0.06
Years with female/male head of state (last 50)	67	0.002	0.190	0.1	49.9	0.00



0.720 / 61 BHS

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	12.43
GDP per capita, constant '11, intl. $ 1000	–	–	29.16
Total population, million people	0.20	0.19	0.40
Population growth rate, %	0.98	1.02	1.00
Population sex ratio (female/male), female/male ratio	48.57	51.43	0.94

Work participation and leadership	female	male	value
Labour force, million people	0.09	0.09	0.51
Unemployed adults, % of labour force (15-64)	14.21	14.43	0.98
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	33.20	66.80	0.50

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	43.75	56.25	0.78
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.7
Average number of children per woman	n/a	n/a	1.76
Women's unmet demand for family planning, % women 15-49	–	–	12.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

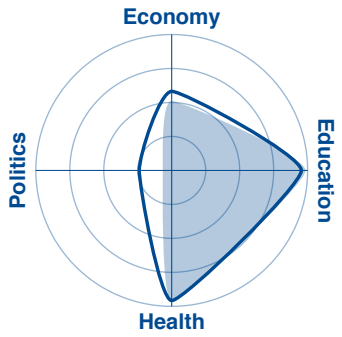
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.39	0.53	0.74

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	70
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.00
Antenatal care, at least four visits, % women 15-49	–	–	85.00

Bahrain

rank
out of 153 countries **133**

score
0.00 = imparity
1.00 = parity **0.629**



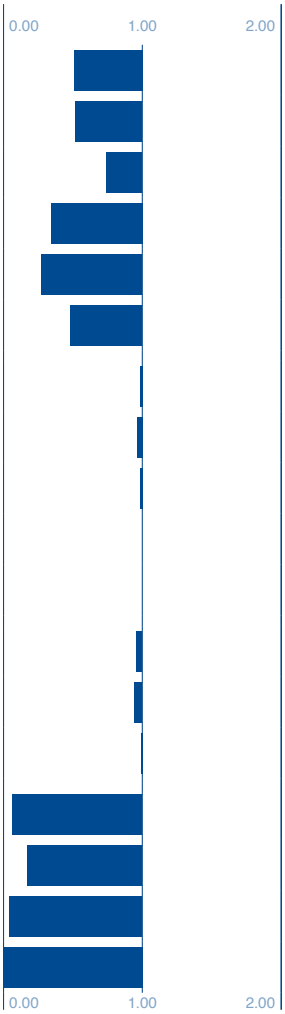
Bahrain score
average score

	2006 score		2020 score	
Global Gender Gap Index	**102**	**0.589**	**133**	**0.629**
Economic participation and opportunity	111	0.383	133	0.510
Educational attainment	54	0.989	90	0.985
Health and survival	104	0.962	146	0.958
Political empowerment	110	0.024	138	0.066

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**133**	**0.510**	**0.582**			
Labour force participation rate, %	130	0.521	0.661	46.1	88.4	0.52
Wage equality for similar work, 1-7 (best)	21	0.743	0.613	–	–	5.20
Estimated earned income, int'l $ 1,000	135	0.344	0.499	19.0	55.1	0.34
Legislators, senior officials and managers, %	114	0.275	0.356	21.6	78.4	0.27
Professional and technical workers, %	130	0.483	0.756	32.6	67.4	0.48
Educational attainment	**90**	**0.985**	**0.954**			
Literacy rate, %	95	0.961	0.899	95.0	98.8	0.96
Enrolment in primary education, %	124	0.982	0.757	95.9	97.6	0.98
Enrolment in secondary education, %	1	1.000	0.954	93.8	87.0	1.08
Enrolment in tertiary education, %	1	1.000	0.931	67.8	37.0	1.83
Health and survival	**146**	**0.958**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	153	0.990	1.034	67.6	68.3	0.99
Political empowerment	**138**	**0.066**	**0.239**			
Women in parliament , %	115	0.176	0.298	15.0	85.0	0.18
Women in ministerial positions, %	140	0.045	0.255	4.3	95.7	0.04
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.629 / 133 BHR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	37.75
GDP per capita, constant '11, intl. $ 1000	–	–	44.47
Total population, million people	0.57	1.00	1.60
Population growth rate, %	2.79	5.59	4.57
Population sex ratio (female/male), female/male ratio	63.65	36.35	1.75

Work participation and leadership	female	male	value
Labour force, million people	0.17	0.60	0.22
Unemployed adults, % of labour force (15-64)	3.90	0.47	8.30
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.46
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1973
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	22.50	77.50	0.29
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.7
Average number of children per woman	n/a	n/a	2.00
Women's unmet demand for family planning, % women 15-49	–	–	12.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	5.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

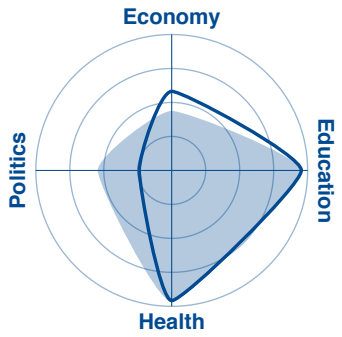
Education and skills	female	male	value
STEMS, attainment %	10.46	26.07	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	9.67	3.39	2.86
Business, Admin. & Law, attainment %	47.41	50.37	0.94
Education, attainment %	7.73	2.88	2.69
Engineering, Manuf. & Construction, attainment %	4.59	18.23	0.25
Health & Welfare, attainment %	10.94	7.00	1.56
Information & Comm. Technologies, attainment %	3.72	7.28	0.51
Natural Sci., Mathematics & Statistics, attainment %	2.15	0.56	3.87
Services, attainment %	2.50	2.74	0.91
Social Sci., Journalism & Information, attainment %	8.58	5.47	1.57
Vocational training, attainment %	0.92	5.58	0.17
PhD graduates, attainment %	0.19	0.27	0.72

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	14
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	100.0

Bangladesh

rank
out of 153 countries **50**

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

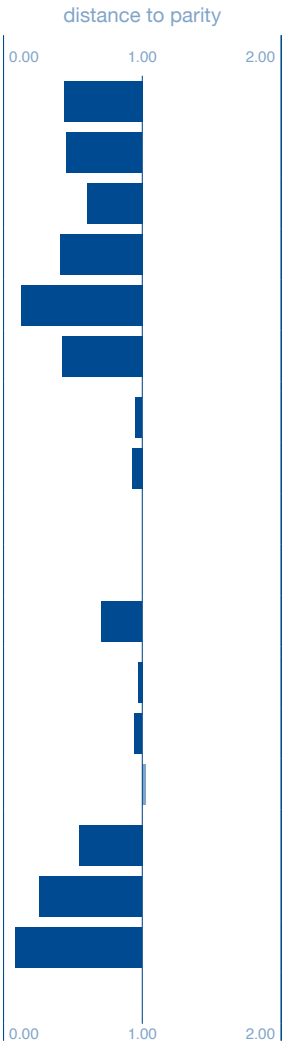


Bangladesh score
average score

	2006 score		2020 score	
Global Gender Gap Index	**91**	**0.627**	**50**	**0.726**
Economic participation and opportunity	107	0.423	141	0.438
Educational attainment	95	0.868	120	0.951
Health and survival	113	0.950	119	0.969
Political empowerment	17	0.267	7	0.545

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**141**	**0.438**	**0.582**			
Labour force participation rate, %	139	0.454	0.661	38.1	83.9	0.45
Wage equality for similar work, 1-7 (best)	98	0.603	0.613	–	–	4.22
Estimated earned income, int'l $ 1,000	131	0.408	0.499	2.3	5.6	0.41
Legislators, senior officials and managers, %	139	0.128	0.356	11.4	88.6	0.13
Professional and technical workers, %	134	0.421	0.756	29.7	70.4	0.42
Educational attainment	**120**	**0.951**	**0.954**			
Literacy rate, %	105	0.928	0.899	71.2	76.7	0.93
Enrolment in primary education, %	1	1.000	0.757	93.7	91.5	1.02
Enrolment in secondary education, %	1	1.000	0.954	68.9	58.8	1.17
Enrolment in tertiary education, %	127	0.707	0.931	17.0	24.0	0.71
Health and survival	**119**	**0.969**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	129	1.024	1.034	64.1	62.6	1.02
Political empowerment	**7**	**0.545**	**0.239**			
Women in parliament , %	86	0.260	0.298	20.6	79.4	0.26
Women in ministerial positions, %	124	0.087	0.255	8.0	92.0	0.09
Years with female/male head of state (last 50)	1	1.000	0.190	25.6	24.4	1.05



0.726 / 50 BGD

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	288.4
GDP per capita, constant '11, intl. $ 1000	–	–	4.11
Total population, million people	79.70	81.68	161.4
Population growth rate, %	1.10	0.98	1.03
Population sex ratio (female/male), female/male ratio	50.61	49.39	1.02

Work participation and leadership	female	male	value
Labour force, million people	19.69	41.47	0.32
Unemployed adults, % of labour force (15-64)	6.78	3.49	1.94
Workers employed part-time, % of employed people	40.69	10.06	4.04
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.06
Gender parity in tech roles, 1-7 (best)	–	–	3.08
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	1.70	98.30	0.02
Firms with female top managers, % firms	4.80	95.20	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1935
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	25.4
Average number of children per woman	n/a	n/a	2.05
Women's unmet demand for family planning, % women 15-49	–	–	12.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	45.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

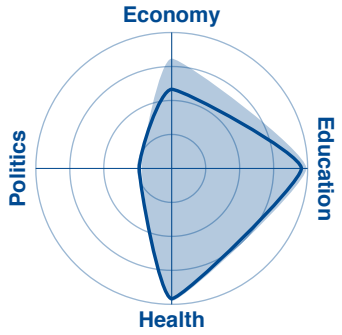
Education and skills	female	male	value
STEMS, attainment %	8.24	12.39	0.67
Agri., Forestry, Fisheries & Veterinary, attainment %	0.85	1.23	0.69
Arts & Humanities, attainment %	37.09	29.07	1.28
Business, Admin. & Law, attainment %	25.29	27.76	0.91
Education, attainment %	0.93	1.29	0.73
Engineering, Manuf. & Construction, attainment %	2.13	0.97	2.20
Health & Welfare, attainment %	1.90	2.18	0.87
Information & Comm. Technologies, attainment %	1.80	1.87	0.96
Natural Sci., Mathematics & Statistics, attainment %	4.30	9.54	0.45
Services, attainment %	0.15	0.25	0.57
Social Sci., Journalism & Information, attainment %	25.56	25.83	0.99
Vocational training, attainment %	0.71	1.94	0.37
PhD graduates, attainment %	0.13	0.26	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	173
Prevalence of gender violence in lifetime, % women	–	–	53.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	67.80
Antenatal care, at least four visits, % women 15-49	–	–	31.20

Barbados

rank
out of 153 countries **28**

score
0.00 = imparity
1.00 = parity **0.749**

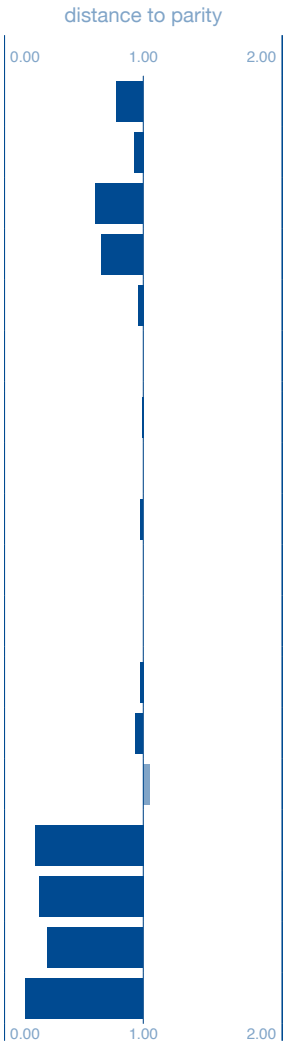


Barbados score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**28**	**0.749**
Economic participation and opportunity	n/a	-	9	0.808
Educational attainment	n/a	-	79	0.991
Health and survival	n/a	-	71	0.976
Political empowerment	n/a	-	61	0.222

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**9**	**0.808**	**0.582**			
Labour force participation rate, %	21	0.933	0.661	75.0	80.4	0.93
Wage equality for similar work, 1-7 (best)	72	0.655	0.613	–	–	4.58
Estimated earned income, int'l $ 1,000	39	0.701	0.499	13.7	19.6	0.70
Legislators, senior officials and managers, %	8	0.963	0.356	49.1	50.9	0.96
Professional and technical workers, %	1	1.000	0.756	55.7	44.3	1.26
Educational attainment	**79**	**0.991**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.6	99.6	1.00
Enrolment in primary education, %	127	0.981	0.757	95.7	97.6	0.98
Enrolment in secondary education, %	1	1.000	0.954	96.8	90.6	1.07
Enrolment in tertiary education, %	1	1.000	0.931	90.6	40.3	2.25
Health and survival	**71**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	83	1.047	1.034	68.5	65.4	1.05
Political empowerment	**61**	**0.222**	**0.239**			
Women in parliament , %	92	0.250	0.298	20.0	80.0	0.25
Women in ministerial positions, %	66	0.312	0.255	23.8	76.2	0.31
Years with female/male head of state (last 50)	22	0.153	0.190	6.6	43.4	0.15



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.09
GDP per capita, constant '11, intl. $ 1000	–	–	16.58
Total population, million people	0.15	0.14	0.30
Population growth rate, %	0.06	0.21	0.13
Population sex ratio (female/male), female/male ratio	48.33	51.67	0.94

Work participation and leadership	female	male	value
Labour force, million people	0.07	0.07	0.50
Unemployed adults, % of labour force (15-64)	10.21	9.52	1.07
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.76
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	25.40	74.60	0.34

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1950
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	42.86	57.14	0.75
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.0
Average number of children per woman	n/a	n/a	1.62
Women's unmet demand for family planning, % women 15-49	–	–	19.90
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

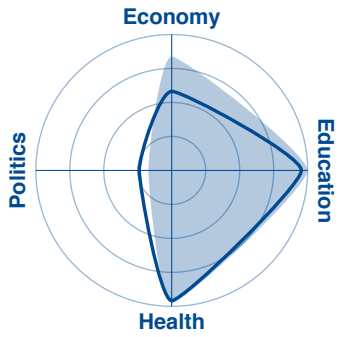
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	27
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.00
Antenatal care, at least four visits, % women 15-49	–	–	90.10

Belarus

rank
out of 153 countries
29

score
0.00 = imparity
1.00 = parity
0.746

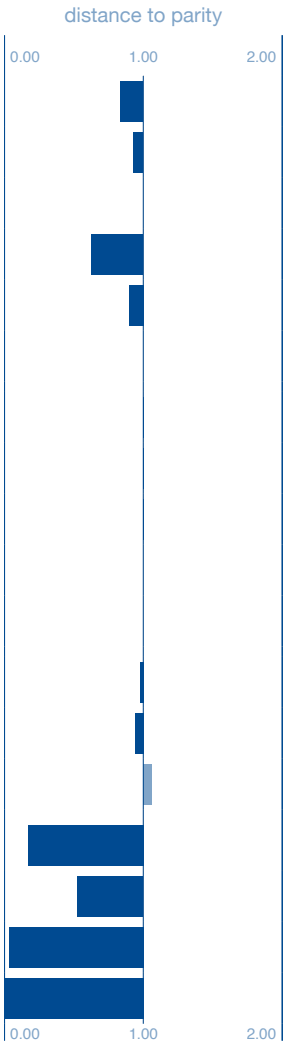


Belarus score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**29**	**0.746**
Economic participation and opportunity	n/a	-	5	0.837
Educational attainment	n/a	-	39	0.999
Health and survival	n/a	-	58	0.977
Political empowerment	n/a	-	81	0.172

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**5**	**0.837**	**0.582**			
Labour force participation rate, %	23	0.929	0.661	74.7	80.4	0.93
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	68	0.626	0.499	13.9	22.2	0.63
Legislators, senior officials and managers, %	10	0.897	0.356	47.3	52.7	0.90
Professional and technical workers, %	1	1.000	0.756	69.1	30.9	2.24
Educational attainment	**39**	**0.999**	**0.954**			
Literacy rate, %	52	0.999	0.899	99.7	99.8	1.00
Enrolment in primary education, %	85	0.997	0.757	94.8	95.1	1.00
Enrolment in secondary education, %	1	1.000	0.954	96.2	95.1	1.01
Enrolment in tertiary education, %	1	1.000	0.931	95.1	80.2	1.19
Health and survival	**58**	**0.977**	**0.958**			
Sex ratio at birth, %	126	0.941	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.3	61.4	1.13
Political empowerment	**81**	**0.172**	**0.239**			
Women in parliament , %	33	0.528	0.298	34.6	65.5	0.53
Women in ministerial positions, %	143	0.035	0.255	3.4	96.6	0.04
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	59.64
GDP per capita, constant '11, intl. $ 1000	–	–	17.72
Total population, million people	5.05	4.40	9.50
Population growth rate, %	-0.01	0.01	0.00
Population sex ratio (female/male), female/male ratio	46.54	53.46	0.87

Work participation and leadership	female	male	value
Labour force, million people	2.49	2.58	0.49
Unemployed adults, % of labour force (15-64)	3.55	5.94	0.60
Workers employed part-time, % of employed people	23.77	7.96	2.99
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.17	9.51	2.01
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	19.20	80.80	0.24
Firms with female top managers, % firms	21.10	78.90	0.27

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	30.36	69.64	0.44
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.5
Average number of children per woman	n/a	n/a	1.71
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	8.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

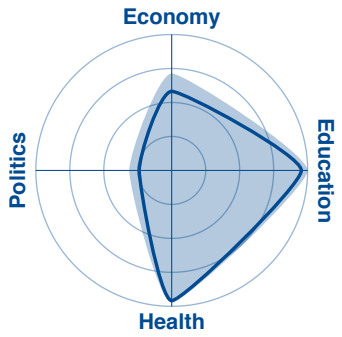
Education and skills	female	male	value
STEMS, attainment %	15.38	57.65	0.27
Agri., Forestry, Fisheries & Veterinary, attainment %	3.89	4.79	0.81
Arts & Humanities, attainment %	6.83	2.96	2.31
Business, Admin. & Law, attainment %	42.12	20.43	2.06
Education, attainment %	12.91	5.61	2.30
Engineering, Manuf. & Construction, attainment %	10.52	46.88	0.22
Health & Welfare, attainment %	9.84	2.63	3.74
Information & Comm. Technologies, attainment %	1.87	8.13	0.23
Natural Sci., Mathematics & Statistics, attainment %	2.99	2.65	1.13
Services, attainment %	4.32	4.24	1.02
Social Sci., Journalism & Information, attainment %	4.72	1.69	2.79
Vocational training, attainment %	7.64	12.15	0.63
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	2
Prevalence of gender violence in lifetime, % women	–	–	25.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	100.0

Belgium

rank
out of 153 countries **27**

score
0.00 = imparity
1.00 = parity **0.750**

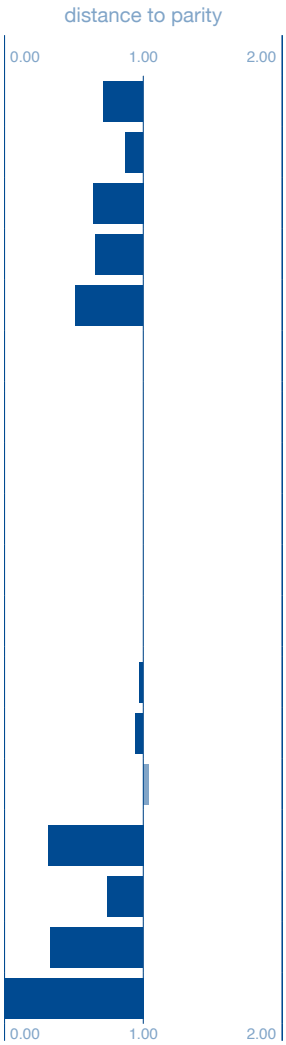


Belgium score
average score

	2006 score		2020 score	
Global Gender Gap Index	**20**	**0.708**	**27**	**0.750**
Economic participation and opportunity	54	0.620	54	0.714
Educational attainment	1	1.000	1	1.000
Health and survival	1	0.980	86	0.973
Political empowerment	19	0.232	34	0.313

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**54**	**0.714**	**0.582**			
Labour force participation rate, %	56	0.871	0.661	63.4	72.8	0.87
Wage equality for similar work, 1-7 (best)	80	0.638	0.613	–	–	4.46
Estimated earned income, int'l $ 1,000	59	0.657	0.499	33.3	50.7	0.66
Legislators, senior officials and managers, %	64	0.513	0.356	33.9	66.1	0.51
Professional and technical workers, %	1	1.000	0.756	51.6	48.5	1.06
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	98.9	98.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	95.1	94.8	1.00
Enrolment in tertiary education, %	1	1.000	0.931	90.5	69.3	1.31
Health and survival	**86**	**0.973**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	98	1.040	1.034	73.0	70.2	1.04
Political empowerment	**34**	**0.313**	**0.239**			
Women in parliament , %	12	0.744	0.298	42.7	57.3	0.74
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	532.3
GDP per capita, constant '11, intl. $ 1000	–	–	42.94
Total population, million people	5.81	5.67	11.50
Population growth rate, %	0.32	0.68	0.50
Population sex ratio (female/male), female/male ratio	49.41	50.59	0.98

Work participation and leadership	female	male	value
Labour force, million people	2.34	2.66	0.47
Unemployed adults, % of labour force (15-64)	5.61	6.35	0.88
Workers employed part-time, % of employed people	27.80	6.50	4.28
Gender pay gap (OECD only), %	–	–	3.70
Proportion of unpaid work per day, female/male ratio	2.43	2.04	1.20
Advancement of women to leadership roles, 1-7 (best)	–	–	4.73
Gender parity in tech roles, 1-7 (best)	–	–	5.04
Boards of listed companies,% board members	30.70	69.30	0.44
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	46.67	53.33	0.88
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.1
Average number of children per woman	n/a	n/a	1.71
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.20
Length of maternity/paternity leave (days), weeks	32.30	19.30	0.60
Wages paid during maternity/paternity leave, % annual gross wage	63.68	73.04	0.87

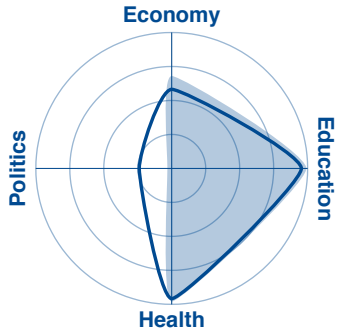
Education and skills	female	male	value
STEMS, attainment %	7.23	30.75	0.24
Agri., Forestry, Fisheries & Veterinary, attainment %	2.21	2.00	1.11
Arts & Humanities, attainment %	10.18	9.03	1.13
Business, Admin. & Law, attainment %	19.33	24.30	0.80
Education, attainment %	10.88	4.68	2.32
Engineering, Manuf. & Construction, attainment %	4.39	21.30	0.21
Health & Welfare, attainment %	34.38	16.41	2.09
Information & Comm. Technologies, attainment %	0.31	4.14	0.07
Natural Sci., Mathematics & Statistics, attainment %	2.53	5.31	0.48
Services, attainment %	1.19	1.50	0.80
Social Sci., Journalism & Information, attainment %	11.31	7.07	1.60
Vocational training, attainment %	23.10	27.04	0.85
PhD graduates, attainment %	0.45	0.86	0.53

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	24.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	n/a	n/a	n/a
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Belize

rank
out of 153 countries **110**

score
0.00 = imparity
1.00 = parity **0.671**

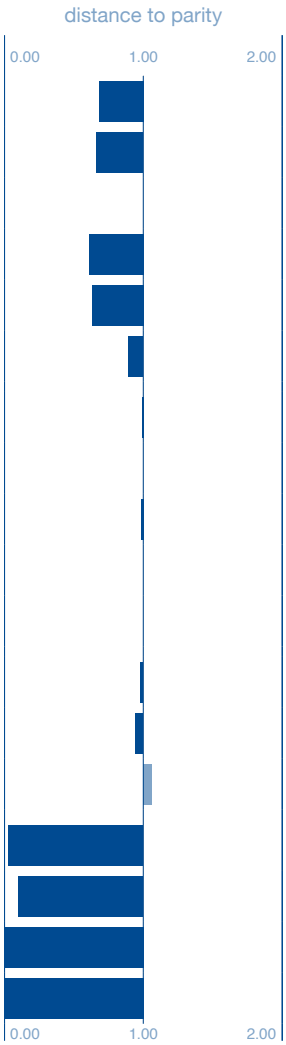


Belize score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**110**	**0.671**
Economic participation and opportunity	n/a	-	75	0.680
Educational attainment	n/a	-	78	0.991
Health and survival	n/a	-	1	0.980
Political empowerment	n/a	-	147	0.032

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**75**	**0.680**	**0.582**			
Labour force participation rate, %	110	0.663	0.661	55.6	83.9	0.66
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	82	0.610	0.499	5.9	9.7	0.61
Legislators, senior officials and managers, %	32	0.630	0.356	38.7	61.3	0.63
Professional and technical workers, %	93	0.895	0.756	47.2	52.8	0.90
Educational attainment	**78**	**0.991**	**0.954**			
Literacy rate, %	n/a	-	0.899	–	–	-
Enrolment in primary education, %	116	0.985	0.757	95.0	96.5	0.98
Enrolment in secondary education, %	1	1.000	0.954	73.4	69.0	1.06
Enrolment in tertiary education, %	1	1.000	0.931	30.5	18.8	1.62
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	64.5	60.7	1.06
Political empowerment	**147**	**0.032**	**0.239**			
Women in parliament , %	140	0.104	0.298	9.4	90.6	0.10
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.671 / 110 BLZ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.93
GDP per capita, constant '11, intl. $ 1000	–	–	7.56
Total population, million people	0.19	0.19	0.40
Population growth rate, %	1.97	1.83	1.90
Population sex ratio (female/male), female/male ratio	49.81	50.19	0.99

Work participation and leadership	female	male	value
Labour force, million people	0.06	0.09	0.39
Unemployed adults, % of labour force (15-64)	10.04	4.74	2.12
Workers employed part-time, % of employed people	28.76	21.08	1.36
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	25.50	74.50	0.34

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1954
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	15.38	84.62	0.18
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.0
Average number of children per woman	n/a	n/a	2.32
Women's unmet demand for family planning, % women 15-49	–	–	22.20
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	17.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

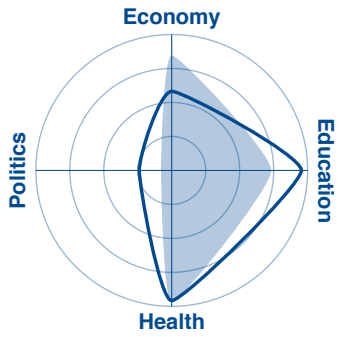
Education and skills	female	male	value
STEMS, attainment %	11.72	29.32	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	1.10	3.62	0.30
Arts & Humanities, attainment %	3.21	2.31	1.39
Business, Admin. & Law, attainment %	41.67	34.27	1.22
Education, attainment %	20.97	7.58	2.77
Engineering, Manuf. & Construction, attainment %	0.18	3.29	0.06
Health & Welfare, attainment %	4.67	3.62	1.29
Information & Comm. Technologies, attainment %	1.28	9.56	0.13
Natural Sci., Mathematics & Statistics, attainment %	10.26	16.47	0.62
Services, attainment %	9.80	11.53	0.85
Social Sci., Journalism & Information, attainment %	3.39	2.64	1.29
Vocational training, attainment %	2.44	3.33	0.73
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	36
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	92.20
Antenatal care, at least four visits, % women 15-49	–	–	94.60

Benin

rank
out of 153 countries **119**

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

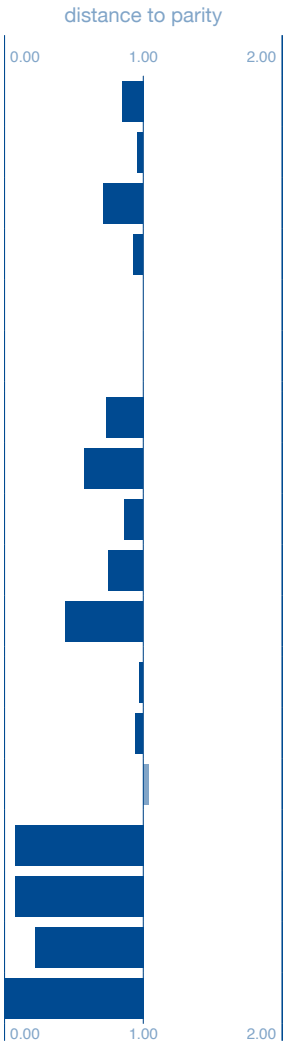


Benin score
average score

	2006 score		2020 score	
Global Gender Gap Index	**110**	**0.578**	**119**	**0.658**
Economic participation and opportunity	55	0.618	1	0.847
Educational attainment	113	0.643	149	0.733
Health and survival	86	0.969	92	0.972
Political empowerment	76	0.082	134	0.079

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**1**	**0.847**	**0.582**			
Labour force participation rate, %	12	0.959	0.661	70.6	73.6	0.96
Wage equality for similar work, 1-7 (best)	35	0.715	0.613	–	–	5.01
Estimated earned income, int'l $ 1,000	5	0.929	0.499	2.4	2.6	0.93
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	n/a	-	0.756	–	–	-
Educational attainment	**149**	**0.733**	**0.954**			
Literacy rate, %	146	0.576	0.899	31.1	54.0	0.58
Enrolment in primary education, %	142	0.866	0.757	83.6	96.5	0.87
Enrolment in secondary education, %	146	0.749	0.954	39.8	53.2	0.75
Enrolment in tertiary education, %	144	0.439	0.931	7.5	17.0	0.44
Health and survival	**92**	**0.972**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	104	1.036	1.034	54.4	52.5	1.04
Political empowerment	**134**	**0.079**	**0.239**			
Women in parliament , %	143	0.078	0.298	7.2	92.8	0.08
Women in ministerial positions, %	90	0.222	0.255	18.2	81.8	0.22
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.27
GDP per capita, constant '11, intl. $ 1000	–	–	2.90
Total population, million people	5.75	5.73	11.50
Population growth rate, %	2.71	2.79	2.75
Population sex ratio (female/male), female/male ratio	49.90	50.10	1.00

Work participation and leadership	female	male	value
Labour force, million people	1.51	1.37	0.52
Unemployed adults, % of labour force (15-64)	2.95	2.52	1.17
Workers employed part-time, % of employed people	31.69	20.18	1.57
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.23
Gender parity in tech roles, 1-7 (best)	–	–	2.91
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	21.30	78.70	0.27
Firms with female top managers, % firms	25.90	74.10	0.35

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1956
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	4.87
Women's unmet demand for family planning, % women 15-49	–	–	33.10
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	16.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

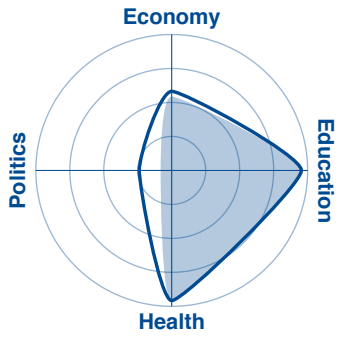
Education and skills	female	male	value
STEMS, attainment %	19.08	23.11	0.83
Agri., Forestry, Fisheries & Veterinary, attainment %	2.96	2.84	1.04
Arts & Humanities, attainment %	9.67	11.16	0.87
Business, Admin. & Law, attainment %	50.71	47.07	1.08
Education, attainment %	0.27	0.18	1.48
Engineering, Manuf. & Construction, attainment %	5.64	6.90	0.82
Health & Welfare, attainment %	9.02	7.58	1.19
Information & Comm. Technologies, attainment %	4.96	5.97	0.83
Natural Sci., Mathematics & Statistics, attainment %	8.47	10.24	0.83
Services, attainment %	2.02	2.06	0.98
Social Sci., Journalism & Information, attainment %	4.47	4.12	1.08
Vocational training, attainment %	0.83	1.61	0.52
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	397
Prevalence of gender violence in lifetime, % women	–	–	68.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	78.10
Antenatal care, at least four visits, % women 15-49	–	–	67.60

Bhutan

rank
out of 153 countries
131

score
0.00 = imparity
1.00 = parity
0.635

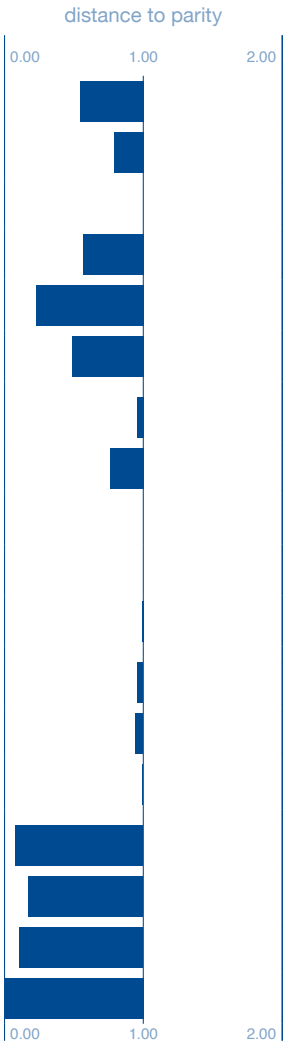


Bhutan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**131**	**0.635**
Economic participation and opportunity	n/a	-	130	0.544
Educational attainment	n/a	-	116	0.954
Health and survival	n/a	-	144	0.960
Political empowerment	n/a	-	132	0.082

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**130**	**0.544**	**0.582**			
Labour force participation rate, %	85	0.790	0.661	60.7	76.8	0.79
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	100	0.566	0.499	6.4	11.3	0.57
Legislators, senior officials and managers, %	121	0.227	0.356	18.5	81.5	0.23
Professional and technical workers, %	128	0.487	0.756	32.8	67.3	0.49
Educational attainment	**116**	**0.954**	**0.954**			
Literacy rate, %	131	0.761	0.899	57.1	75.0	0.76
Enrolment in primary education, %	1	1.000	0.757	88.5	87.5	1.01
Enrolment in secondary education, %	1	1.000	0.954	76.6	64.1	1.19
Enrolment in tertiary education, %	106	0.992	0.931	15.5	15.6	0.99
Health and survival	**144**	**0.960**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	152	0.995	1.034	60.5	60.8	1.00
Political empowerment	**132**	**0.082**	**0.239**			
Women in parliament , %	118	0.175	0.298	14.9	85.1	0.17
Women in ministerial positions, %	119	0.111	0.255	10.0	90.0	0.11
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.58
GDP per capita, constant '11, intl. $ 1000	–	–	8.30
Total population, million people	0.35	0.40	0.80
Population growth rate, %	0.98	1.31	1.15
Population sex ratio (female/male), female/male ratio	53.00	47.00	1.13

Work participation and leadership	female	male	value
Labour force, million people	0.16	0.18	0.47
Unemployed adults, % of labour force (15-64)	3.26	1.97	1.65
Workers employed part-time, % of employed people	10.56	5.61	1.88
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.00	5.90	2.54
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	32.80	67.20	0.49
Firms with female top managers, % firms	26.30	73.70	0.36

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1953
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	16.00	84.00	0.19
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.7
Average number of children per woman	n/a	n/a	2.00
Women's unmet demand for family planning, % women 15-49	–	–	11.70
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	16.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

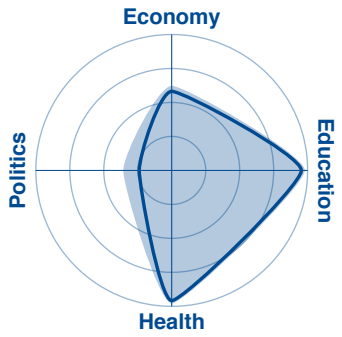
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.11	0.27	0.43

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	183
Prevalence of gender violence in lifetime, % women	–	–	26.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	96.40
Antenatal care, at least four visits, % women 15-49	–	–	85.00

Bolivia

rank
out of 153 countries **42**

score
0.00 = imparity
1.00 = parity **0.734**

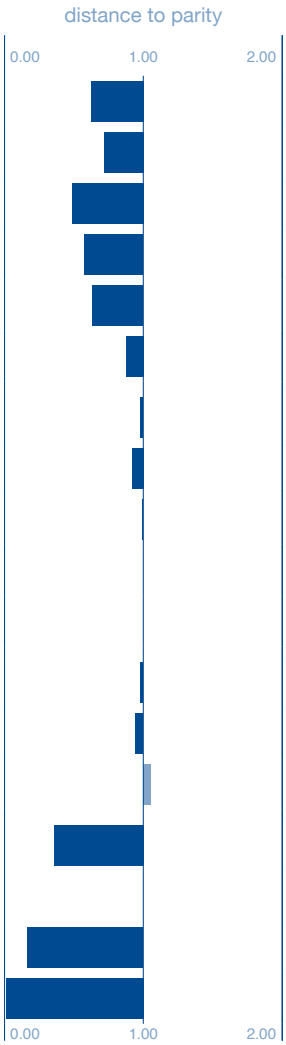


Bolivia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**87**	**0.634**	**42**	**0.734**
Economic participation and opportunity	77	0.559	105	0.623
Educational attainment	89	0.917	96	0.980
Health and survival	79	0.970	47	0.979
Political empowerment	71	0.087	27	0.357

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**105**	**0.623**	**0.582**			
Labour force participation rate, %	101	0.717	0.661	58.1	81.0	0.72
Wage equality for similar work, 1-7 (best)	134	0.488	0.613	–	–	3.42
Estimated earned income, int'l $ 1,000	94	0.579	0.499	5.1	8.8	0.58
Legislators, senior officials and managers, %	31	0.635	0.356	38.8	61.2	0.64
Professional and technical workers, %	95	0.875	0.756	46.7	53.4	0.87
Educational attainment	**96**	**0.980**	**0.954**			
Literacy rate, %	107	0.918	0.899	88.6	96.5	0.92
Enrolment in primary education, %	100	0.995	0.757	90.6	91.1	0.99
Enrolment in secondary education, %	1	1.000	0.954	76.9	76.0	1.01
Enrolment in tertiary education, %	n/a	-	0.931	–	–	-
Health and survival	**47**	**0.979**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	64	1.057	1.034	64.8	61.3	1.06
Political empowerment	**27**	**0.357**	**0.239**			
Women in parliament , %	1	1.000	0.298	53.1	46.9	1.13
Women in ministerial positions, %	102	0.167	0.255	14.3	85.7	0.17
Years with female/male head of state (last 50)	60	0.014	0.190	0.7	49.3	0.01



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	40.58
GDP per capita, constant '11, intl. $ 1000	–	–	6.97
Total population, million people	5.65	5.70	11.40
Population growth rate, %	1.44	1.38	1.41
Population sex ratio (female/male), female/male ratio	50.22	49.78	1.01

Work participation and leadership	female	male	value
Labour force, million people	2.32	2.76	0.46
Unemployed adults, % of labour force (15-64)	3.96	3.70	1.07
Workers employed part-time, % of employed people	40.60	24.10	1.68
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	23.12	12.13	1.91
Advancement of women to leadership roles, 1-7 (best)	–	–	3.28
Gender parity in tech roles, 1-7 (best)	–	–	3.02
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	41.60	58.40	0.71
Firms with female top managers, % firms	26.30	73.70	0.36

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1938
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	47.22	52.78	0.89
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	2.75
Women's unmet demand for family planning, % women 15-49	–	–	20.10
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	12.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

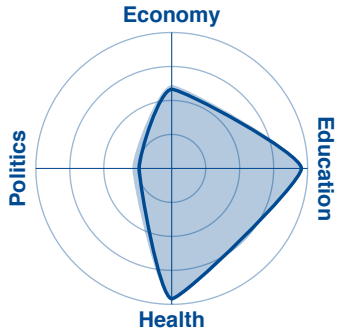
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	29.19	30.44	0.96
PhD graduates, attainment %	0.16	0.28	0.56

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	155
Prevalence of gender violence in lifetime, % women	–	–	64.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	71.30
Antenatal care, at least four visits, % women 15-49	–	–	79.40

Bosnia and Herzegovina

rank
out of 153 countries **69**

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



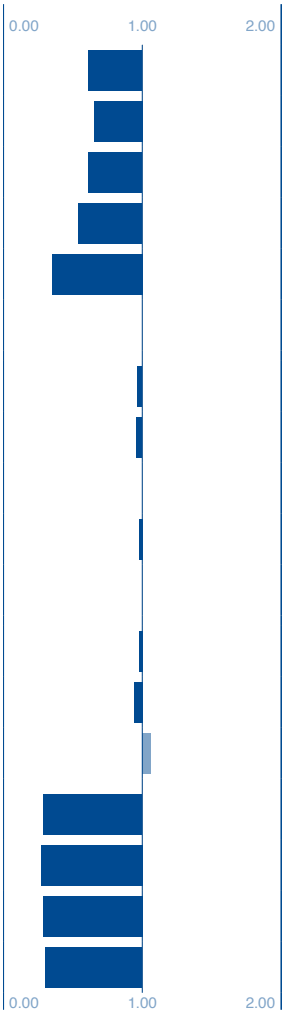
Bosnia and Herzegovina score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**69**	**0.712**
Economic participation and opportunity	n/a	-	109	0.614
Educational attainment	n/a	-	108	0.967
Health and survival	n/a	-	68	0.976
Political empowerment	n/a	-	38	0.290

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**109**	**0.614**	**0.582**			
Labour force participation rate, %	113	0.653	0.661	45.2	69.2	0.65
Wage equality for similar work, 1-7 (best)	94	0.614	0.613	–	–	4.30
Estimated earned income, int'l $ 1,000	106	0.543	0.499	9.0	16.6	0.54
Legislators, senior officials and managers, %	104	0.350	0.356	25.9	74.1	0.35
Professional and technical workers, %	1	1.000	0.756	51.3	48.7	1.05
Educational attainment	**108**	**0.967**	**0.954**			
Literacy rate, %	97	0.957	0.899	94.9	99.2	0.96
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	116	0.976	0.954	49.4	50.6	0.98
Enrolment in tertiary education, %	n/a	-	0.931	–	–	-
Health and survival	**68**	**0.976**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.4	64.9	1.07
Political empowerment	**38**	**0.290**	**0.239**			
Women in parliament , %	80	0.273	0.298	21.4	78.6	0.27
Women in ministerial positions, %	73	0.285	0.255	22.2	77.8	0.29
Years with female/male head of state (last 50)	13	0.304	0.190	11.7	38.3	0.30

distance to parity



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BIH

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	20.16
GDP per capita, constant '11, intl. $ 1000	–	–	12.07
Total population, million people	1.70	1.63	3.30
Population growth rate, %	-0.67	-0.71	-0.69
Population sex ratio (female/male), female/male ratio	48.99	51.01	0.96

Work participation and leadership	female	male	value
Labour force, million people	0.36	0.55	0.40
Unemployed adults, % of labour force (15-64)	19.70	14.22	1.39
Workers employed part-time, % of employed people	14.05	9.99	1.41
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.79
Gender parity in tech roles, 1-7 (best)	–	–	2.95
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.30	90.70	0.10
Firms with female top managers, % firms	24.10	75.90	0.32

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	4
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	20.00	80.00	0.25
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.3
Average number of children per woman	n/a	n/a	1.27
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.70
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

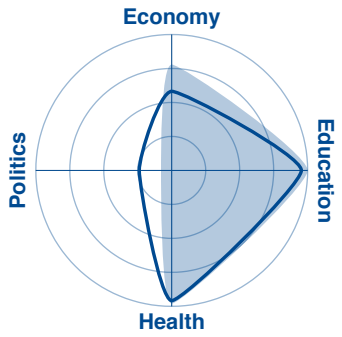
Education and skills	female	male	value
STEMS, attainment %	16.12	28.43	0.57
Agri., Forestry, Fisheries & Veterinary, attainment %	4.29	4.57	0.94
Arts & Humanities, attainment %	9.85	6.33	1.56
Business, Admin. & Law, attainment %	24.90	26.38	0.94
Education, attainment %	14.67	7.17	2.05
Engineering, Manuf. & Construction, attainment %	8.31	18.09	0.46
Health & Welfare, attainment %	14.95	7.68	1.95
Information & Comm. Technologies, attainment %	1.98	7.12	0.28
Natural Sci., Mathematics & Statistics, attainment %	5.83	3.22	1.81
Services, attainment %	4.10	8.46	0.48
Social Sci., Journalism & Information, attainment %	10.15	10.10	1.01
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.17	0.21	0.84

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	10
Prevalence of gender violence in lifetime, % women	–	–	13.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	86.50

Botswana

rank
out of 153 countries **73**

score
0.00 = imparity
1.00 = parity **0.709**

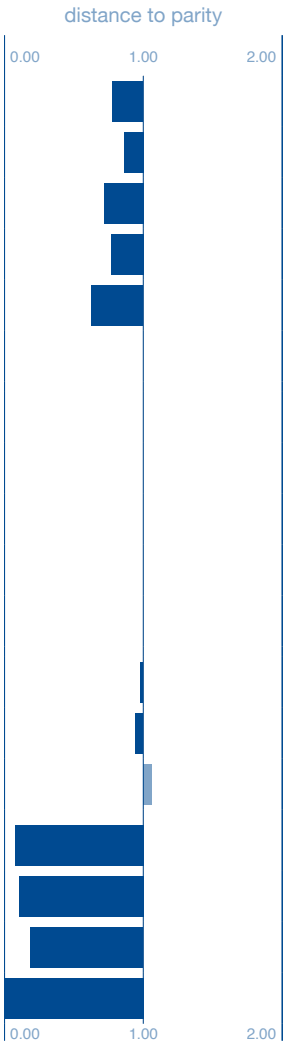


Botswana score
average score

	2006 score		2020 score	
Global Gender Gap Index	**34**	**0.690**	**73**	**0.709**
Economic participation and opportunity	23	0.693	21	0.779
Educational attainment	67	0.981	1	1.000
Health and survival	109	0.956	1	0.980
Political empowerment	47	0.129	135	0.079

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**21**	**0.779**	**0.582**			
Labour force participation rate, %	60	0.862	0.661	69.1	80.2	0.86
Wage equality for similar work, 1-7 (best)	33	0.717	0.613	–	–	5.02
Estimated earned income, int'l $ 1,000	16	0.769	0.499	12.1	15.7	0.77
Legislators, senior officials and managers, %	33	0.629	0.356	38.6	61.4	0.63
Professional and technical workers, %	1	1.000	0.756	50.2	49.8	1.01
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	88.7	86.7	1.02
Enrolment in primary education, %	1	1.000	0.757	88.1	87.2	1.01
Enrolment in secondary education, %	1	1.000	0.954	63.8	55.8	1.14
Enrolment in tertiary education, %	1	1.000	0.931	29.2	20.5	1.43
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	59.5	55.2	1.08
Political empowerment	**135**	**0.079**	**0.239**			
Women in parliament , %	138	0.105	0.298	9.5	90.5	0.11
Women in ministerial positions, %	99	0.188	0.255	15.8	84.2	0.19
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.709 / 73 BWA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	18.62
GDP per capita, constant '11, intl. $ 1000	–	–	15.95
Total population, million people	1.17	1.09	2.30
Population growth rate, %	2.02	2.40	2.20
Population sex ratio (female/male), female/male ratio	48.27	51.73	0.93

Work participation and leadership	female	male	value
Labour force, million people	0.42	0.44	0.49
Unemployed adults, % of labour force (15-64)	22.31	15.33	1.46
Workers employed part-time, % of employed people	19.06	12.43	1.53
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.58
Gender parity in tech roles, 1-7 (best)	–	–	2.95
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	8.90	91.10	0.10
Firms with female top managers, % firms	16.50	83.50	0.20

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1965
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.1
Average number of children per woman	n/a	n/a	2.89
Women's unmet demand for family planning, % women 15-49	–	–	9.60
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	7.10
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

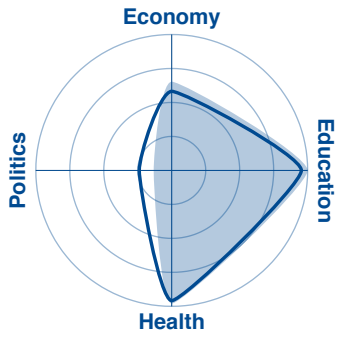
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	144
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Brazil

rank
out of 153 countries **92**

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

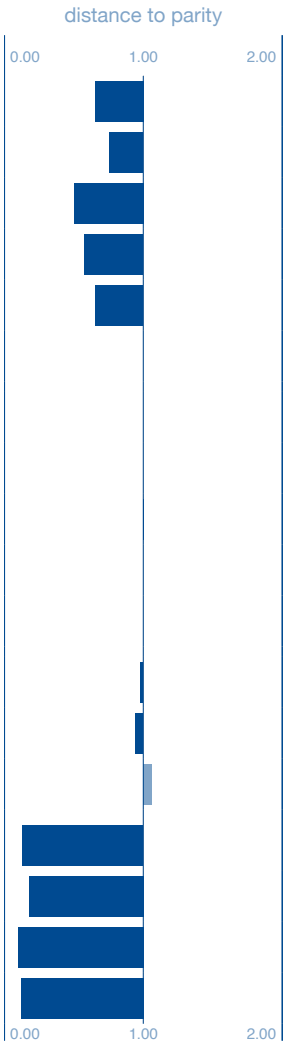


Brazil score
average score

	2006 score		2020 score	
Global Gender Gap Index	**67**	**0.654**	**92**	**0.691**
Economic participation and opportunity	63	0.604	89	0.653
Educational attainment	74	0.972	35	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	86	0.061	104	0.133

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**89**	**0.653**	**0.582**			
Labour force participation rate, %	93	0.756	0.661	60.6	80.2	0.76
Wage equality for similar work, 1-7 (best)	130	0.503	0.613	–	–	3.52
Estimated earned income, int'l $ 1,000	96	0.578	0.499	10.5	18.2	0.58
Legislators, senior officials and managers, %	27	0.655	0.356	39.6	60.4	0.66
Professional and technical workers, %	1	1.000	0.756	54.1	46.0	1.18
Educational attainment	**35**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	93.4	93.0	1.00
Enrolment in primary education, %	79	0.999	0.757	94.7	94.8	1.00
Enrolment in secondary education, %	1	1.000	0.954	83.2	80.3	1.04
Enrolment in tertiary education, %	1	1.000	0.931	59.5	43.5	1.37
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	68.7	63.4	1.08
Political empowerment	**104**	**0.133**	**0.239**			
Women in parliament , %	114	0.177	0.298	15.0	85.0	0.18
Women in ministerial positions, %	122	0.100	0.255	9.1	90.9	0.10
Years with female/male head of state (last 50)	27	0.120	0.190	5.4	44.6	0.12



0.691 / 92 BRA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.19k
GDP per capita, constant '11, intl. $ 1000	–	–	14.35
Total population, million people	106.5	103.0	209.5
Population growth rate, %	0.79	0.72	0.75
Population sex ratio (female/male), female/male ratio	49.17	50.83	0.97

Work participation and leadership	female	male	value
Labour force, million people	45.09	55.08	0.45
Unemployed adults, % of labour force (15-64)	14.46	11.14	1.30
Workers employed part-time, % of employed people	35.51	21.00	1.69
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	13.33	3.13	4.27
Advancement of women to leadership roles, 1-7 (best)	–	–	3.44
Gender parity in tech roles, 1-7 (best)	–	–	3.98
Boards of listed companies,% board members	8.40	91.60	0.09
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	19.40	80.60	0.24

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1932
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	14.81	85.19	0.17
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.1
Average number of children per woman	n/a	n/a	1.74
Women's unmet demand for family planning, % women 15-49	–	–	10.80
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	15.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

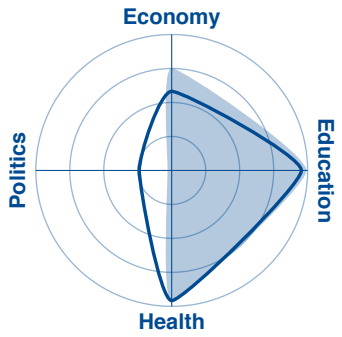
Education and skills	female	male	value
STEMS, attainment %	10.70	28.60	0.37
Agri., Forestry, Fisheries & Veterinary, attainment %	2.10	3.31	0.63
Arts & Humanities, attainment %	2.94	3.70	0.80
Business, Admin. & Law, attainment %	31.99	35.80	0.89
Education, attainment %	25.20	12.84	1.96
Engineering, Manuf. & Construction, attainment %	7.23	19.29	0.37
Health & Welfare, attainment %	18.31	9.09	2.01
Information & Comm. Technologies, attainment %	0.70	6.39	0.11
Natural Sci., Mathematics & Statistics, attainment %	2.77	2.92	0.95
Services, attainment %	3.31	3.21	1.03
Social Sci., Journalism & Information, attainment %	5.45	3.45	1.58
Vocational training, attainment %	3.91	3.10	1.26
PhD graduates, attainment %	0.21	0.31	0.67

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	60
Prevalence of gender violence in lifetime, % women	–	–	33.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.10
Antenatal care, at least four visits, % women 15-49	–	–	90.90

Brunei Darussalam

rank 95
out of 153 countries

score 0.686
0.00 = imparity
1.00 = parity

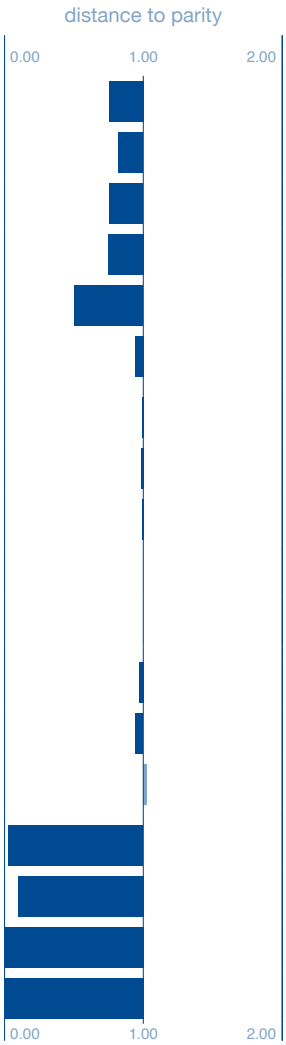


Brunei Darussalam score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**95**	**0.686**
Economic participation and opportunity	n/a	-	28	0.752
Educational attainment	n/a	-	72	0.992
Health and survival	n/a	-	115	0.969
Political empowerment	n/a	-	148	0.031

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**28**	**0.752**	**0.582**			
Labour force participation rate, %	75	0.823	0.661	62.1	75.5	0.82
Wage equality for similar work, 1-7 (best)	15	0.756	0.613	–	–	5.29
Estimated earned income, int'l $ 1,000	23	0.746	0.499	61.7	82.7	0.75
Legislators, senior officials and managers, %	68	0.507	0.356	33.6	66.4	0.51
Professional and technical workers, %	84	0.940	0.756	48.5	51.5	0.94
Educational attainment	**72**	**0.992**	**0.954**			
Literacy rate, %	80	0.982	0.899	96.3	98.1	0.98
Enrolment in primary education, %	111	0.990	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	84.1	81.3	1.03
Enrolment in tertiary education, %	1	1.000	0.931	38.7	24.8	1.56
Health and survival	**115**	**0.969**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	126	1.027	1.034	68.8	67.0	1.03
Political empowerment	**148**	**0.031**	**0.239**			
Women in parliament , %	141	0.100	0.298	9.1	90.9	0.10
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.686 / 95 BRN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	13.57
GDP per capita, constant '11, intl. $ 1000	–	–	69.62
Total population, million people	0.21	0.22	0.40
Population growth rate, %	1.10	0.93	1.01
Population sex ratio (female/male), female/male ratio	51.96	48.04	1.08

Work participation and leadership	female	male	value
Labour force, million people	0.09	0.11	0.45
Unemployed adults, % of labour force (15-64)	10.02	8.89	1.13
Workers employed part-time, % of employed people	10.68	8.41	1.27
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.16
Gender parity in tech roles, 1-7 (best)	–	–	3.66
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	0
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	1.85
Women's unmet demand for family planning, % women 15-49	–	–	n/a
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	3.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

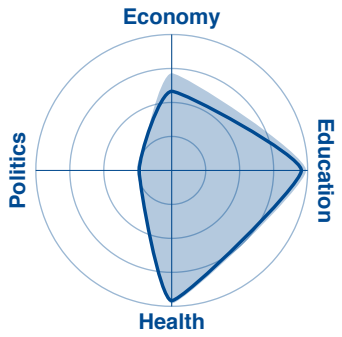
Education and skills	female	male	value
STEMS, attainment %	33.74	48.60	0.69
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	12.64	13.66	0.92
Business, Admin. & Law, attainment %	28.22	22.44	1.26
Education, attainment %	13.45	8.54	1.58
Engineering, Manuf. & Construction, attainment %	12.55	19.64	0.64
Health & Welfare, attainment %	4.12	2.17	1.90
Information & Comm. Technologies, attainment %	8.97	21.35	0.42
Natural Sci., Mathematics & Statistics, attainment %	12.23	7.61	1.61
Services, attainment %	0.45	0.16	2.92
Social Sci., Journalism & Information, attainment %	7.38	4.43	1.67
Vocational training, attainment %	7.47	7.53	0.99
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	31
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	93.20

Bulgaria

rank
out of 153 countries **49**

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

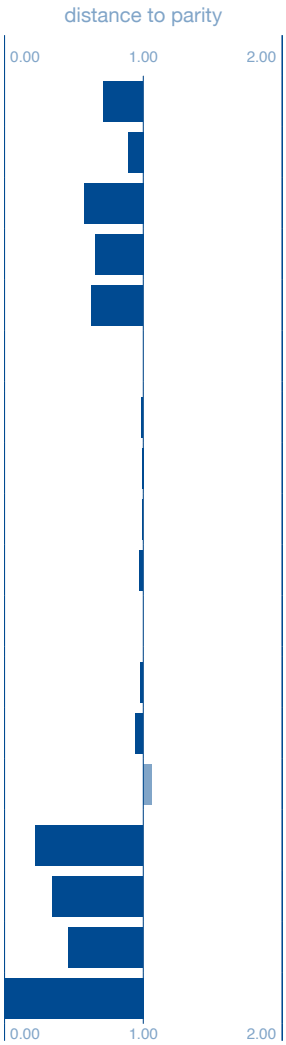


Bulgaria score
average score

	2006 score		2020 score	
Global Gender Gap Index	**37**	**0.687**	**49**	**0.727**
Economic participation and opportunity	58	0.613	52	0.715
Educational attainment	56	0.989	85	0.989
Health and survival	36	0.979	41	0.979
Political empowerment	30	0.167	60	0.225

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**52**	**0.715**	**0.582**			
Labour force participation rate, %	44	0.892	0.661	67.5	75.7	0.89
Wage equality for similar work, 1-7 (best)	109	0.574	0.613	–	–	4.02
Estimated earned income, int'l $ 1,000	61	0.654	0.499	15.7	24.0	0.65
Legislators, senior officials and managers, %	36	0.628	0.356	38.6	61.4	0.63
Professional and technical workers, %	1	1.000	0.756	58.4	41.6	1.41
Educational attainment	**85**	**0.989**	**0.954**			
Literacy rate, %	66	0.992	0.899	98.0	98.8	0.99
Enrolment in primary education, %	105	0.993	0.757	87.3	87.9	0.99
Enrolment in secondary education, %	117	0.974	0.954	88.9	91.3	0.97
Enrolment in tertiary education, %	1	1.000	0.931	79.3	63.7	1.24
Health and survival	**41**	**0.979**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.2	63.5	1.09
Political empowerment	**60**	**0.225**	**0.239**			
Women in parliament , %	57	0.348	0.298	25.8	74.2	0.35
Women in ministerial positions, %	33	0.462	0.255	31.6	68.4	0.46
Years with female/male head of state (last 50)	65	0.006	0.190	0.3	49.7	0.01



0.727 / 49 BGR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	65.20
GDP per capita, constant '11, intl. $ 1000	–	–	20.59
Total population, million people	3.63	3.43	7.10
Population growth rate, %	-0.70	-0.76	-0.73
Population sex ratio (female/male), female/male ratio	48.59	51.41	0.94

Work participation and leadership	female	male	value
Labour force, million people	1.50	1.74	0.46
Unemployed adults, % of labour force (15-64)	4.70	5.77	0.81
Workers employed part-time, % of employed people	13.49	9.53	1.42
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.47	9.24	2.00
Advancement of women to leadership roles, 1-7 (best)	–	–	4.51
Gender parity in tech roles, 1-7 (best)	–	–	3.94
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.40	87.60	0.14
Firms with female top managers, % firms	23.90	76.10	0.31

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1937
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	1.56
Women's unmet demand for family planning, % women 15-49	–	–	14.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	1.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	90.00	90.00	1.00

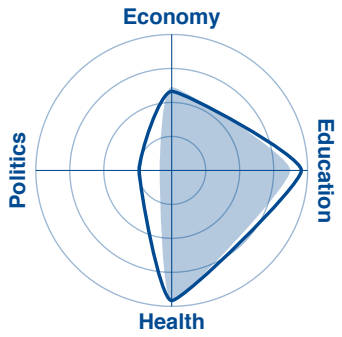
Education and skills	female	male	value
STEMS, attainment %	12.29	31.30	0.39
Agri., Forestry, Fisheries & Veterinary, attainment %	1.44	2.07	0.70
Arts & Humanities, attainment %	7.93	5.73	1.38
Business, Admin. & Law, attainment %	37.36	28.96	1.29
Education, attainment %	11.84	4.08	2.90
Engineering, Manuf. & Construction, attainment %	6.63	23.96	0.28
Health & Welfare, attainment %	8.33	5.62	1.48
Information & Comm. Technologies, attainment %	1.88	4.44	0.42
Natural Sci., Mathematics & Statistics, attainment %	3.78	2.90	1.30
Services, attainment %	4.62	9.38	0.49
Social Sci., Journalism & Information, attainment %	16.19	12.87	1.26
Vocational training, attainment %	12.39	18.21	0.68
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	10
Prevalence of gender violence in lifetime, % women	–	–	23.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Burkina Faso

rank
out of 153 countries **129**

score
0.00 = imparity
1.00 = parity **0.635**

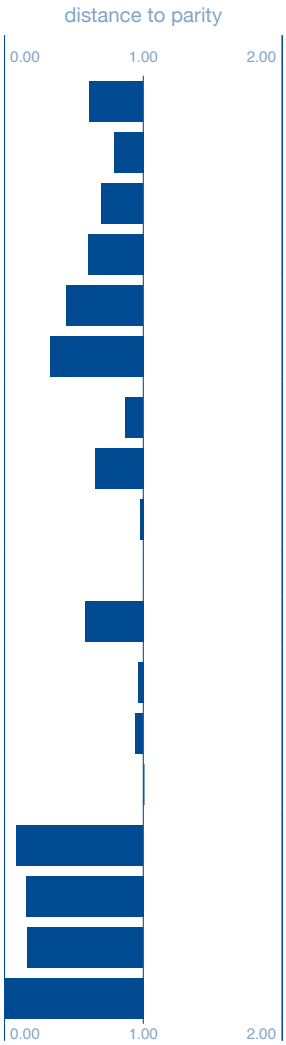


Burkina Faso score
average score

	2006 score		2020 score	
Global Gender Gap Index	**104**	**0.585**	**129**	**0.635**
Economic participation and opportunity	49	0.639	108	0.614
Educational attainment	112	0.646	138	0.873
Health and survival	68	0.973	137	0.963
Political empowerment	74	0.084	127	0.089

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**108**	**0.614**	**0.582**			
Labour force participation rate, %	86	0.788	0.661	60.0	76.1	0.79
Wage equality for similar work, 1-7 (best)	45	0.701	0.613	–	–	4.91
Estimated earned income, int'l $ 1,000	83	0.603	0.499	1.3	2.2	0.60
Legislators, senior officials and managers, %	83	0.448	0.356	31.0	69.1	0.45
Professional and technical workers, %	138	0.328	0.756	24.7	75.3	0.33
Educational attainment	**138**	**0.873**	**0.954**			
Literacy rate, %	144	0.653	0.899	32.7	50.1	0.65
Enrolment in primary education, %	128	0.976	0.757	77.7	79.6	0.98
Enrolment in secondary education, %	1	1.000	0.954	31.7	30.3	1.04
Enrolment in tertiary education, %	136	0.582	0.931	4.8	8.2	0.58
Health and survival	**137**	**0.963**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	144	1.008	1.034	53.1	52.7	1.01
Political empowerment	**127**	**0.089**	**0.239**			
Women in parliament , %	123	0.155	0.298	13.4	86.6	0.15
Women in ministerial positions, %	102	0.167	0.255	14.3	85.7	0.17
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.635 / 129 BFA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.14
GDP per capita, constant '11, intl. $ 1000	–	–	1.76
Total population, million people	9.89	9.86	19.80
Population growth rate, %	2.82	2.95	2.89
Population sex ratio (female/male), female/male ratio	49.90	50.10	1.00

Work participation and leadership	female	male	value
Labour force, million people	2.69	2.85	0.47
Unemployed adults, % of labour force (15-64)	9.54	3.97	2.40
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.45
Gender parity in tech roles, 1-7 (best)	–	–	2.86
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	8.10	91.90	0.09
Firms with female top managers, % firms	11.30	88.70	0.13

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1958
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.2
Average number of children per woman	n/a	n/a	5.23
Women's unmet demand for family planning, % women 15-49	–	–	29.10
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	32.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

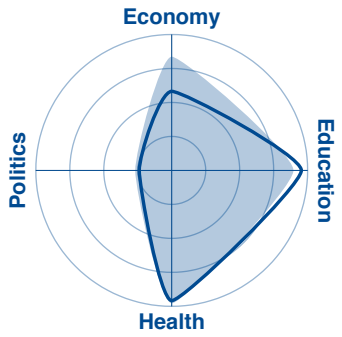
Education and skills	female	male	value
STEMS, attainment %	10.08	26.13	0.39
Agri., Forestry, Fisheries & Veterinary, attainment %	1.15	1.51	0.76
Arts & Humanities, attainment %	1.08	3.41	0.32
Business, Admin. & Law, attainment %	65.60	46.52	1.41
Education, attainment %	0.34	2.41	0.14
Engineering, Manuf. & Construction, attainment %	6.87	16.78	0.41
Health & Welfare, attainment %	5.77	5.21	1.11
Information & Comm. Technologies, attainment %	0.22	0.28	0.76
Natural Sci., Mathematics & Statistics, attainment %	3.21	9.35	0.34
Services, attainment %	5.46	6.18	0.88
Social Sci., Journalism & Information, attainment %	10.51	8.51	1.23
Vocational training, attainment %	0.58	0.88	0.66
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	320
Prevalence of gender violence in lifetime, % women	–	–	11.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	79.80
Antenatal care, at least four visits, % women 15-49	–	–	44.40

Burundi

rank 32
out of 153 countries

score 0.745
0.00 = imparity
1.00 = parity

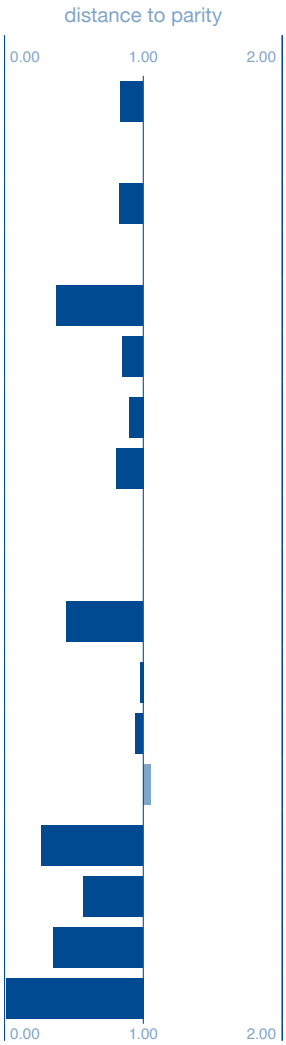


Burundi score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**32**	**0.745**
Economic participation and opportunity	n/a	-	6	0.837
Educational attainment	n/a	-	131	0.896
Health and survival	n/a	-	51	0.978
Political empowerment	n/a	-	43	0.269

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**6**	**0.837**	**0.582**			
Labour force participation rate, %	1	1.000	0.661	81.6	78.1	1.04
Wage equality for similar work, 1-7 (best)	2	0.829	0.613	–	–	5.81
Estimated earned income, int'l $ 1,000	1	1.000	0.499	0.9	0.7	1.36
Legislators, senior officials and managers, %	96	0.377	0.356	27.4	72.6	0.38
Professional and technical workers, %	98	0.852	0.756	46.0	54.0	0.85
Educational attainment	**131**	**0.896**	**0.954**			
Literacy rate, %	126	0.802	0.899	61.2	76.3	0.80
Enrolment in primary education, %	1	1.000	0.757	94.1	91.5	1.03
Enrolment in secondary education, %	1	1.000	0.954	31.0	24.0	1.29
Enrolment in tertiary education, %	142	0.449	0.931	3.8	8.4	0.45
Health and survival	**51**	**0.978**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	67	1.055	1.034	54.0	51.2	1.05
Political empowerment	**43**	**0.269**	**0.239**			
Women in parliament , %	28	0.571	0.298	36.4	63.6	0.57
Women in ministerial positions, %	55	0.353	0.255	26.1	73.9	0.35
Years with female/male head of state (last 50)	62	0.012	0.190	0.6	49.4	0.01



0.745 / 32 BDI

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	3.44
GDP per capita, constant '11, intl. $ 1000	–	–	0.65
Total population, million people	5.63	5.54	11.20
Population growth rate, %	3.14	3.22	3.18
Population sex ratio (female/male), female/male ratio	49.58	50.42	0.98

Work participation and leadership	female	male	value
Labour force, million people	1.96	1.61	0.55
Unemployed adults, % of labour force (15-64)	n/a	2.15	n/a
Workers employed part-time, % of employed people	25.92	23.66	1.10
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.66
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.30	90.70	0.10
Firms with female top managers, % firms	16.30	83.70	0.19

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	n/a
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	46.15	53.85	0.86
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.1
Average number of children per woman	n/a	n/a	5.45
Women's unmet demand for family planning, % women 15-49	–	–	29.70
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	9.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

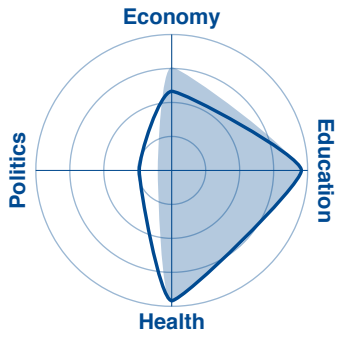
Education and skills	female	male	value
STEMS, attainment %	10.39	18.54	0.56
Agri., Forestry, Fisheries & Veterinary, attainment %	2.98	0.63	4.70
Arts & Humanities, attainment %	2.82	8.08	0.35
Business, Admin. & Law, attainment %	35.00	24.75	1.41
Education, attainment %	4.02	11.08	0.36
Engineering, Manuf. & Construction, attainment %	1.70	7.70	0.22
Health & Welfare, attainment %	30.60	17.90	1.71
Information & Comm. Technologies, attainment %	5.29	5.80	0.91
Natural Sci., Mathematics & Statistics, attainment %	3.40	5.03	0.67
Services, attainment %	10.87	13.72	0.79
Social Sci., Journalism & Information, attainment %	1.94	0.63	3.10
Vocational training, attainment %	2.70	2.91	0.93
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	548
Prevalence of gender violence in lifetime, % women	–	–	46.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	85.10
Antenatal care, at least four visits, % women 15-49	–	–	47.60

Cambodia

rank
out of 153 countries **89**

score
0.00 = imparity
1.00 = parity **0.694**

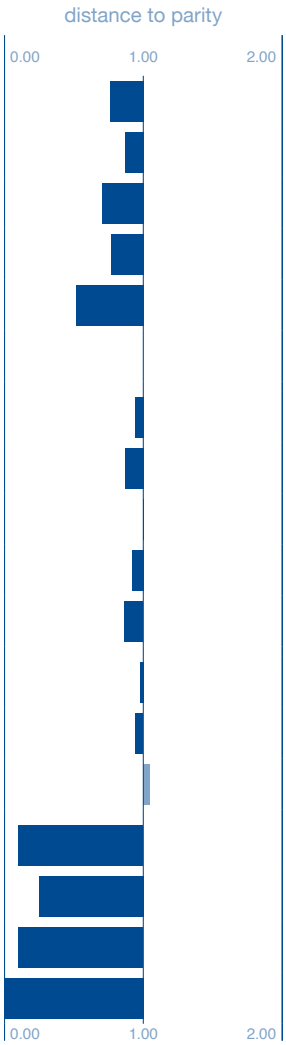


Cambodia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**89**	**0.629**	**89**	**0.694**
Economic participation and opportunity	29	0.675	25	0.759
Educational attainment	105	0.809	124	0.939
Health and survival	1	0.980	73	0.975
Political empowerment	94	0.053	119	0.103

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**25**	**0.759**	**0.582**			
Labour force participation rate, %	57	0.870	0.661	77.3	88.8	0.87
Wage equality for similar work, 1-7 (best)	44	0.703	0.613	–	–	4.92
Estimated earned income, int'l $ 1,000	17	0.767	0.499	3.0	3.9	0.77
Legislators, senior officials and managers, %	61	0.518	0.356	34.1	65.9	0.52
Professional and technical workers, %	1	1.000	0.756	52.4	47.6	1.10
Educational attainment	**124**	**0.939**	**0.954**			
Literacy rate, %	119	0.867	0.899	75.0	86.5	0.87
Enrolment in primary education, %	80	0.998	0.757	90.2	90.3	1.00
Enrolment in secondary education, %	133	0.919	0.954	36.7	39.9	0.92
Enrolment in tertiary education, %	113	0.865	0.931	12.2	14.1	0.87
Health and survival	**73**	**0.975**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	85	1.045	1.034	62.1	59.4	1.05
Political empowerment	**119**	**0.103**	**0.239**			
Women in parliament , %	92	0.250	0.298	20.0	80.0	0.25
Women in ministerial positions, %	121	0.104	0.255	9.4	90.6	0.10
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.694 / 89 KHM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	24.44
GDP per capita, constant '11, intl. $ 1000	–	–	3.86
Total population, million people	8.32	7.93	16.20
Population growth rate, %	1.44	1.48	1.46
Population sex ratio (female/male), female/male ratio	48.80	51.20	0.95

Work participation and leadership	female	male	value
Labour force, million people	4.20	4.46	0.48
Unemployed adults, % of labour force (15-64)	0.87	0.53	1.62
Workers employed part-time, % of employed people	4.72	2.09	2.26
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	12.50	1.25	10.00
Advancement of women to leadership roles, 1-7 (best)	–	–	4.62
Gender parity in tech roles, 1-7 (best)	–	–	3.32
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	43.70	56.30	0.78
Firms with female top managers, % firms	57.30	42.70	1.34

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1955
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	17.74	82.26	0.22
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.25

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.0
Average number of children per woman	n/a	n/a	2.52
Women's unmet demand for family planning, % women 15-49	–	–	12.50
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	16.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

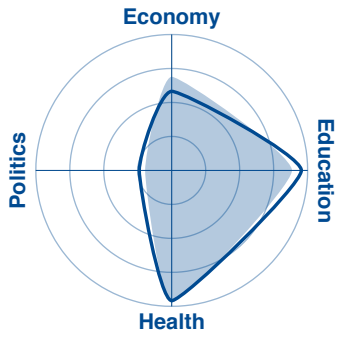
Education and skills	female	male	value
STEMS, attainment %	6.02	22.46	0.27
Agri., Forestry, Fisheries & Veterinary, attainment %	2.68	4.41	0.61
Arts & Humanities, attainment %	0.99	1.23	0.81
Business, Admin. & Law, attainment %	63.67	48.67	1.31
Education, attainment %	14.52	14.06	1.03
Engineering, Manuf. & Construction, attainment %	1.48	6.19	0.24
Health & Welfare, attainment %	9.41	5.49	1.71
Information & Comm. Technologies, attainment %	1.46	11.82	0.12
Natural Sci., Mathematics & Statistics, attainment %	3.08	4.46	0.69
Services, attainment %	1.46	1.20	1.21
Social Sci., Journalism & Information, attainment %	0.64	1.61	0.40
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.01	0.20	0.03

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	160
Prevalence of gender violence in lifetime, % women	–	–	20.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	89.00
Antenatal care, at least four visits, % women 15-49	–	–	75.60

Cameroon

rank
out of 153 countries **96**

score
0.00 = imparity
1.00 = parity **0.686**



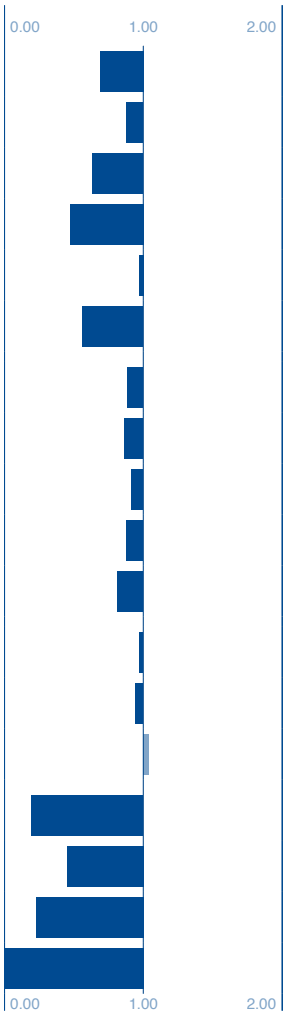
Cameroon score
average score

	2006 score		2020 score	
Global Gender Gap Index	**103**	**0.587**	**96**	**0.686**
Economic participation and opportunity	94	0.495	66	0.689
Educational attainment	101	0.824	136	0.885
Health and survival	97	0.966	88	0.973
Political empowerment	85	0.061	70	0.196

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**66**	**0.689**	**0.582**			
Labour force participation rate, %	51	0.878	0.661	72.2	82.2	0.88
Wage equality for similar work, 1-7 (best)	81	0.636	0.613	–	–	4.45
Estimated earned income, int'l $ 1,000	122	0.474	0.499	2.0	4.3	0.48
Legislators, senior officials and managers, %	7	0.971	0.356	49.3	50.7	0.97
Professional and technical workers, %	121	0.563	0.756	36.0	64.0	0.56
Educational attainment	**136**	**0.885**	**0.954**			
Literacy rate, %	120	0.866	0.899	71.6	82.6	0.87
Enrolment in primary education, %	137	0.915	0.757	90.3	98.7	0.91
Enrolment in secondary education, %	137	0.879	0.954	43.0	48.9	0.88
Enrolment in tertiary education, %	117	0.814	0.931	11.4	14.1	0.81
Health and survival	**88**	**0.973**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	101	1.038	1.034	52.0	50.1	1.04
Political empowerment	**70**	**0.196**	**0.239**			
Women in parliament , %	39	0.452	0.298	31.1	68.9	0.45
Women in ministerial positions, %	87	0.229	0.255	18.6	81.4	0.23
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	38.71
GDP per capita, constant '11, intl. $ 1000	–	–	3.40
Total population, million people	12.61	12.61	25.20
Population growth rate, %	2.60	2.64	2.62
Population sex ratio (female/male), female/male ratio	50.00	50.00	1.00

Work participation and leadership	female	male	value
Labour force, million people	4.01	4.22	0.49
Unemployed adults, % of labour force (15-64)	4.27	3.23	1.32
Workers employed part-time, % of employed people	43.00	31.93	1.35
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.82	4.57	3.46
Advancement of women to leadership roles, 1-7 (best)	–	–	3.99
Gender parity in tech roles, 1-7 (best)	–	–	2.91
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	31.00	69.00	0.45
Firms with female top managers, % firms	22.90	77.10	0.30

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	26.00	74.00	0.35
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	4.60
Women's unmet demand for family planning, % women 15-49	–	–	18.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	22.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

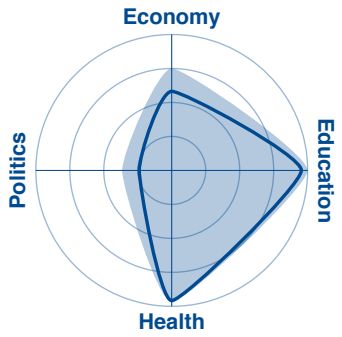
Education and skills	female	male	value
STEMS, attainment %	16.07	32.01	0.50
Agri., Forestry, Fisheries & Veterinary, attainment %	0.80	1.85	0.43
Arts & Humanities, attainment %	12.37	6.77	1.83
Business, Admin. & Law, attainment %	57.21	45.58	1.26
Education, attainment %	9.62	11.55	0.83
Engineering, Manuf. & Construction, attainment %	4.52	12.73	0.35
Health & Welfare, attainment %	2.99	1.84	1.63
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	11.56	19.28	0.60
Services, attainment %	0.93	0.40	2.34
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	5.21	9.11	0.57
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	529
Prevalence of gender violence in lifetime, % women	–	–	51.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	64.70
Antenatal care, at least four visits, % women 15-49	–	–	58.80

Canada

rank 19
out of 153 countries

score 0.772
0.00 = imparity
1.00 = parity

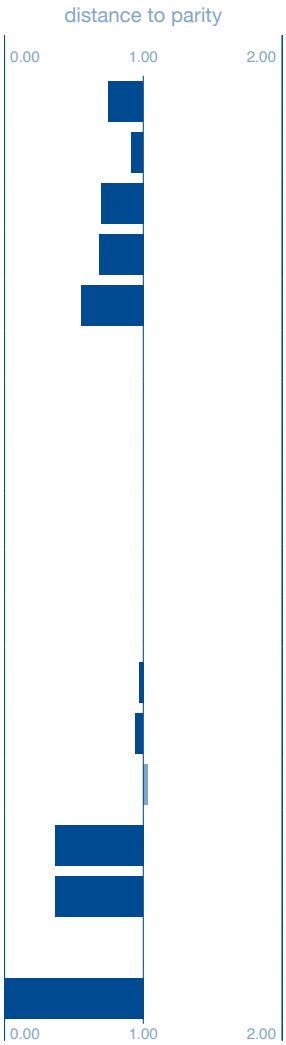


Canada score
average score

	2006 score		2020 score	
Global Gender Gap Index	**14**	**0.716**	**19**	**0.772**
Economic participation and opportunity	10	0.730	30	0.751
Educational attainment	21	0.999	1	1.000
Health and survival	51	0.978	105	0.971
Political empowerment	33	0.159	25	0.365

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**30**	**0.751**	**0.582**			
Labour force participation rate, %	29	0.917	0.661	75.1	81.9	0.92
Wage equality for similar work, 1-7 (best)	49	0.695	0.613	–	–	4.86
Estimated earned income, int'l $ 1,000	46	0.680	0.499	35.7	52.6	0.68
Legislators, senior officials and managers, %	55	0.551	0.356	35.5	64.5	0.55
Professional and technical workers, %	1	1.000	0.756	57.6	42.4	1.36
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	100.0	99.6	1.00
Enrolment in tertiary education, %	1	1.000	0.931	79.3	59.1	1.34
Health and survival	**105**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	114	1.032	1.034	74.3	72.0	1.03
Political empowerment	**25**	**0.365**	**0.239**			
Women in parliament , %	54	0.369	0.298	27.0	73.1	0.37
Women in ministerial positions, %	1	1.000	0.255	50.0	50.0	1.00
Years with female/male head of state (last 50)	64	0.007	0.190	0.4	49.6	0.01



0.772 / 19 CAN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.17k
GDP per capita, constant '11, intl. $ 1000	–	–	44.15
Total population, million people	18.68	18.39	37.10
Population growth rate, %	0.88	0.93	0.91
Population sex ratio (female/male), female/male ratio	49.61	50.39	0.98

Work participation and leadership	female	male	value
Labour force, million people	9.07	9.88	0.48
Unemployed adults, % of labour force (15-64)	5.56	6.21	0.90
Workers employed part-time, % of employed people	47.82	29.84	1.60
Gender pay gap (OECD only), %	–	–	18.20
Proportion of unpaid work per day, female/male ratio	14.58	9.58	1.52
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25
Gender parity in tech roles, 1-7 (best)	–	–	5.04
Boards of listed companies,% board members	25.80	74.20	0.35
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1917
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	46.67	53.33	0.88
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.8
Average number of children per woman	n/a	n/a	1.53
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	1.70
Length of maternity/paternity leave (days), weeks	52.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	49.86	0.00	0.00

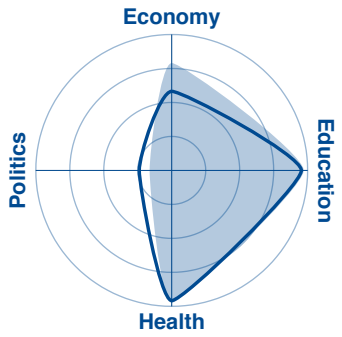
Education and skills	female	male	value
STEMS, attainment %	11.63	34.41	0.34
Agri., Forestry, Fisheries & Veterinary, attainment %	1.77	2.03	0.87
Arts & Humanities, attainment %	11.23	8.97	1.25
Business, Admin. & Law, attainment %	24.70	26.50	0.93
Education, attainment %	9.95	4.27	2.33
Engineering, Manuf. & Construction, attainment %	4.07	22.57	0.18
Health & Welfare, attainment %	18.45	7.70	2.40
Information & Comm. Technologies, attainment %	1.51	4.80	0.32
Natural Sci., Mathematics & Statistics, attainment %	6.04	7.05	0.86
Services, attainment %	1.87	3.17	0.59
Social Sci., Journalism & Information, attainment %	18.57	10.67	1.74
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	10
Prevalence of gender violence in lifetime, % women	–	–	1.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	97.90
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Cape Verde

rank 52
out of 153 countries

score 0.725
0.00 = imparity
1.00 = parity



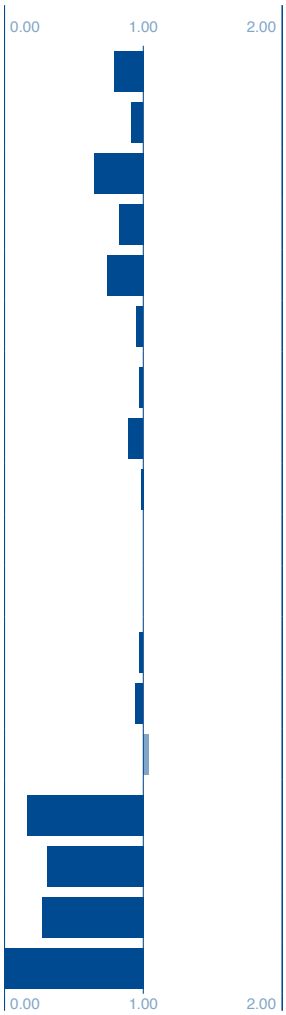
Cape Verde score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**52**	**0.725**
Economic participation and opportunity	n/a	-	15	0.790
Educational attainment	n/a	-	104	0.972
Health and survival	n/a	-	80	0.974
Political empowerment	n/a	-	89	0.163

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**15**	**0.790**	**0.582**			
Labour force participation rate, %	31	0.915	0.661	69.8	76.3	0.91
Wage equality for similar work, 1-7 (best)	74	0.647	0.613	–	–	4.53
Estimated earned income, int'l $ 1,000	7	0.826	0.499	5.4	6.6	0.83
Legislators, senior officials and managers, %	17	0.740	0.356	42.5	57.5	0.74
Professional and technical workers, %	82	0.950	0.756	48.7	51.3	0.95
Educational attainment	**104**	**0.972**	**0.954**			
Literacy rate, %	110	0.895	0.899	82.0	91.7	0.89
Enrolment in primary education, %	126	0.982	0.757	92.6	94.3	0.98
Enrolment in secondary education, %	1	1.000	0.954	74.5	66.4	1.12
Enrolment in tertiary education, %	1	1.000	0.931	29.3	19.6	1.50
Health and survival	**80**	**0.974**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	93	1.043	1.034	65.8	63.1	1.04
Political empowerment	**89**	**0.163**	**0.239**			
Women in parliament , %	66	0.309	0.298	23.6	76.4	0.31
Women in ministerial positions, %	78	0.272	0.255	21.4	78.6	0.27
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.725 / 52 CPV

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.98
GDP per capita, constant '11, intl. $ 1000	–	–	6.50
Total population, million people	0.27	0.27	0.50
Population growth rate, %	1.11	1.16	1.14
Population sex ratio (female/male), female/male ratio	50.18	49.82	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.10	0.12	0.44
Unemployed adults, % of labour force (15-64)	11.74	12.84	0.91
Workers employed part-time, % of employed people	28.23	20.05	1.41
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.27
Gender parity in tech roles, 1-7 (best)	–	–	3.49
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	14.80	85.20	0.17
Firms with female top managers, % firms	16.70	83.30	0.20

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1975
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.4
Average number of children per woman	n/a	n/a	2.29
Women's unmet demand for family planning, % women 15-49	–	–	16.70
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	10.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

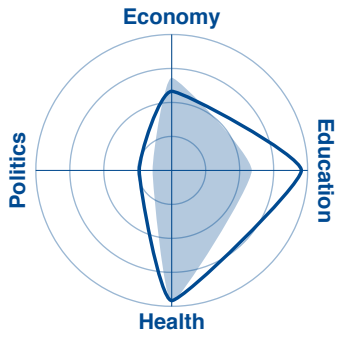
Education and skills	female	male	value
STEMS, attainment %	8.01	30.64	0.26
Agri., Forestry, Fisheries & Veterinary, attainment %	0.70	1.66	0.42
Arts & Humanities, attainment %	2.11	1.90	1.11
Business, Admin. & Law, attainment %	27.67	20.90	1.32
Education, attainment %	19.38	16.39	1.18
Engineering, Manuf. & Construction, attainment %	2.95	17.81	0.17
Health & Welfare, attainment %	16.99	7.36	2.31
Information & Comm. Technologies, attainment %	1.40	3.80	0.37
Natural Sci., Mathematics & Statistics, attainment %	3.65	9.03	0.40
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	25.14	21.14	1.19
Vocational training, attainment %	1.00	1.51	0.66
PhD graduates, attainment %	0.08	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	58
Prevalence of gender violence in lifetime, % women	–	–	12.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	92.60
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Chad

rank
out of 153 countries **147**

score
0.00 = imparity
1.00 = parity **0.596**



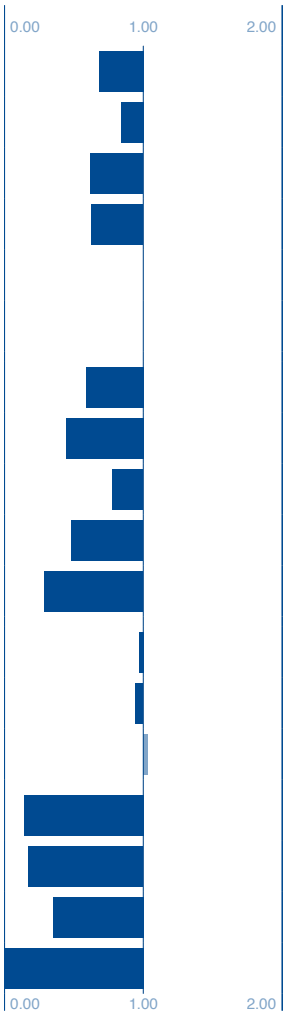
Chad score
average score

	2006 score		2020 score	
Global Gender Gap Index	**113**	**0.525**	**147**	**0.596**
Economic participation and opportunity	65	0.601	71	0.682
Educational attainment	115	0.468	153	0.589
Health and survival	56	0.976	102	0.971
Political empowerment	91	0.054	100	0.141

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**71**	**0.682**	**0.582**			
Labour force participation rate, %	68	0.839	0.661	65.2	77.7	0.84
Wage equality for similar work, 1-7 (best)	91	0.619	0.613	–	–	4.33
Estimated earned income, int'l $ 1,000	67	0.628	0.499	1.4	2.2	0.63
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	n/a	-	0.756	–	–	-
Educational attainment	**153**	**0.589**	**0.954**			
Literacy rate, %	151	0.445	0.899	14.0	31.3	0.45
Enrolment in primary education, %	146	0.779	0.757	64.1	82.2	0.78
Enrolment in secondary education, %	151	0.484	0.954	12.3	25.4	0.48
Enrolment in tertiary education, %	148	0.290	0.931	1.5	5.0	0.29
Health and survival	**102**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	111	1.032	1.034	48.0	46.5	1.03
Political empowerment	**100**	**0.141**	**0.239**			
Women in parliament , %	119	0.175	0.298	14.9	85.1	0.17
Women in ministerial positions, %	56	0.350	0.255	25.9	74.1	0.35
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	11.05
GDP per capita, constant '11, intl. $ 1000	–	–	2.17
Total population, million people	7.75	7.73	15.50
Population growth rate, %	3.02	3.04	3.03
Population sex ratio (female/male), female/male ratio	49.92	50.08	1.00

Work participation and leadership	female	male	value
Labour force, million people	1.05	1.12	0.49
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.41
Gender parity in tech roles, 1-7 (best)	–	–	2.33
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.00	91.00	0.10
Firms with female top managers, % firms	12.00	88.00	0.14

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	1.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1958
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	5.80
Women's unmet demand for family planning, % women 15-49	–	–	22.90
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	40.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

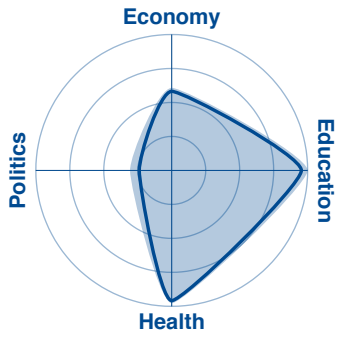
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.01	0.09	0.08

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	1140
Prevalence of gender violence in lifetime, % women	–	–	28.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	20.20
Antenatal care, at least four visits, % women 15-49	–	–	31.00

Chile

rank
out of 153 countries **57**

score
0.00 = imparity
1.00 = parity **0.723**

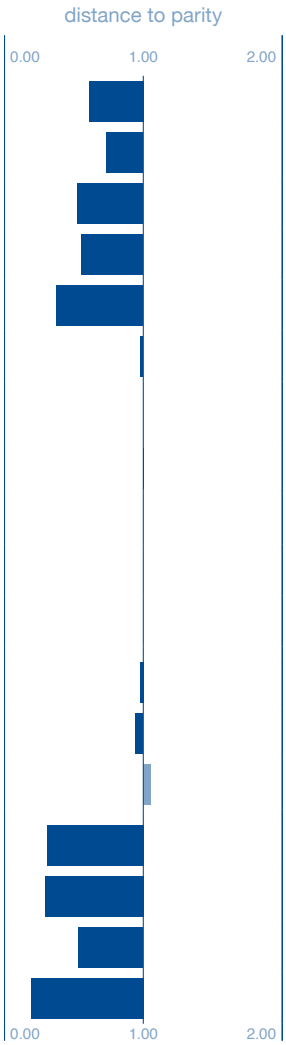


Chile score
average score

	2006 score		2020 score	
Global Gender Gap Index	**78**	**0.645**	**57**	**0.723**
Economic participation and opportunity	90	0.514	111	0.608
Educational attainment	69	0.980	30	1.000
Health and survival	1	0.980	55	0.977
Political empowerment	56	0.109	36	0.307

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**111**	**0.608**	**0.582**			
Labour force participation rate, %	99	0.734	0.661	58.2	79.3	0.73
Wage equality for similar work, 1-7 (best)	126	0.528	0.613	–	–	3.70
Estimated earned income, int'l $ 1,000	103	0.557	0.499	16.0	28.8	0.56
Legislators, senior officials and managers, %	98	0.375	0.356	27.3	72.7	0.37
Professional and technical workers, %	72	0.981	0.756	49.5	50.5	0.98
Educational attainment	**30**	**1.000**	**0.954**			
Literacy rate, %	59	0.998	0.899	96.3	96.5	1.00
Enrolment in primary education, %	1	1.000	0.757	94.8	94.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	89.9	87.5	1.03
Enrolment in tertiary education, %	1	1.000	0.931	94.7	82.5	1.15
Health and survival	**55**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	69	1.053	1.034	71.5	67.9	1.05
Political empowerment	**36**	**0.307**	**0.239**			
Women in parliament , %	73	0.292	0.298	22.6	77.4	0.29
Women in ministerial positions, %	26	0.534	0.255	34.8	65.2	0.53
Years with female/male head of state (last 50)	18	0.191	0.190	8.0	42.0	0.19



0.723 / 57 CHL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	298.2
GDP per capita, constant '11, intl. $ 1000	–	–	22.84
Total population, million people	9.50	9.23	18.70
Population growth rate, %	1.15	1.23	1.19
Population sex ratio (female/male), female/male ratio	49.27	50.73	0.97

Work participation and leadership	female	male	value
Labour force, million people	3.57	4.79	0.43
Unemployed adults, % of labour force (15-64)	8.32	7.12	1.17
Workers employed part-time, % of employed people	38.85	24.72	1.57
Gender pay gap (OECD only), %	–	–	12.50
Proportion of unpaid work per day, female/male ratio	15.93	5.07	3.14
Advancement of women to leadership roles, 1-7 (best)	–	–	3.92
Gender parity in tech roles, 1-7 (best)	–	–	4.40
Boards of listed companies,% board members	8.20	91.80	0.09
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	4.50	95.50	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1949
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	23.26	76.74	0.30
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	1.65
Women's unmet demand for family planning, % women 15-49	–	–	13.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	5.90
Length of maternity/paternity leave (days), weeks	30.00	1.00	0.03
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

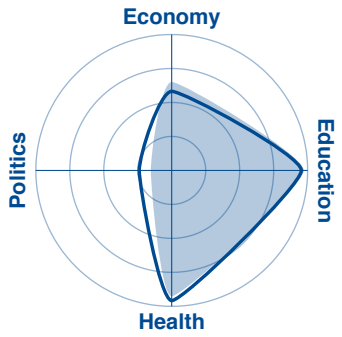
Education and skills	female	male	value
STEMS, attainment %	6.76	38.61	0.18
Agri., Forestry, Fisheries & Veterinary, attainment %	1.45	2.14	0.68
Arts & Humanities, attainment %	3.30	3.37	0.98
Business, Admin. & Law, attainment %	23.77	24.40	0.97
Education, attainment %	21.53	6.27	3.43
Engineering, Manuf. & Construction, attainment %	5.07	31.10	0.16
Health & Welfare, attainment %	29.67	11.07	2.68
Information & Comm. Technologies, attainment %	0.65	5.91	0.11
Natural Sci., Mathematics & Statistics, attainment %	1.05	1.60	0.66
Services, attainment %	8.77	11.01	0.80
Social Sci., Journalism & Information, attainment %	4.73	3.13	1.51
Vocational training, attainment %	16.78	16.99	0.99
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	13
Prevalence of gender violence in lifetime, % women	–	–	6.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

China

rank
out of 153 countries **106**

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

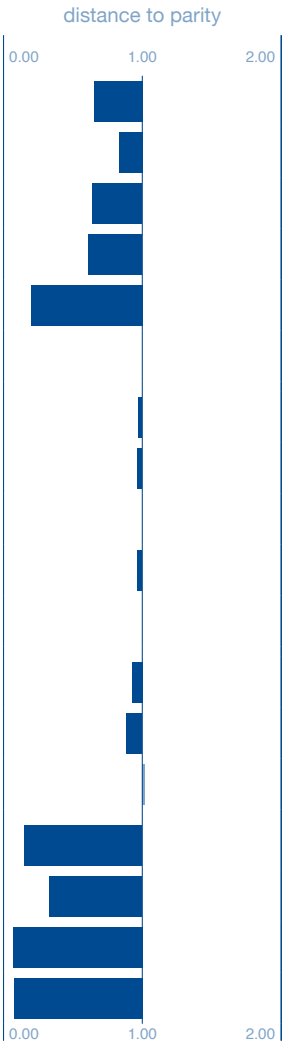


China score
average score

	2006 score		2020 score	
Global Gender Gap Index	**63**	**0.656**	**106**	**0.676**
Economic participation and opportunity	53	0.621	91	0.651
Educational attainment	78	0.957	100	0.973
Health and survival	114	0.936	153	0.926
Political empowerment	52	0.111	95	0.154

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**91**	**0.651**	**0.582**			
Labour force participation rate, %	70	0.831	0.661	69.0	83.0	0.83
Wage equality for similar work, 1-7 (best)	75	0.643	0.613	–	–	4.50
Estimated earned income, int'l $ 1,000	79	0.612	0.499	12.2	19.9	0.61
Legislators, senior officials and managers, %	125	0.201	0.356	16.8	83.3	0.20
Professional and technical workers, %	1	1.000	0.756	51.7	48.3	1.07
Educational attainment	**100**	**0.973**	**0.954**			
Literacy rate, %	90	0.966	0.899	95.2	98.5	0.97
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	124	0.965	0.954	–	–	-
Enrolment in tertiary education, %	1	1.000	0.931	55.9	45.9	1.22
Health and survival	**153**	**0.926**	**0.958**			
Sex ratio at birth, %	153	0.885	0.925	–	–	0.89
Healthy life expectancy, years	136	1.019	1.034	69.3	68.0	1.02
Political empowerment	**95**	**0.154**	**0.239**			
Women in parliament , %	62	0.332	0.298	24.9	75.1	0.33
Women in ministerial positions, %	132	0.070	0.255	6.5	93.5	0.07
Years with female/male head of state (last 50)	36	0.076	0.190	3.5	46.5	0.08



0.676 / 106 CHN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	13.4k
GDP per capita, constant '11, intl. $ 1000	–	–	16.10
Total population, million people	695.0	732.7	1.14k
Population growth rate, %	0.46	0.40	0.43
Population sex ratio (female/male), female/male ratio	51.32	48.68	1.05

Work participation and leadership	female	male	value
Labour force, million people	320.7	391.0	0.45
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.35	5.90	2.60
Advancement of women to leadership roles, 1-7 (best)	–	–	4.56
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	9.70	90.30	0.11
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	17.50	82.50	0.21

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1949
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.6
Average number of children per woman	n/a	n/a	1.69
Women's unmet demand for family planning, % women 15-49	–	–	4.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	3.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

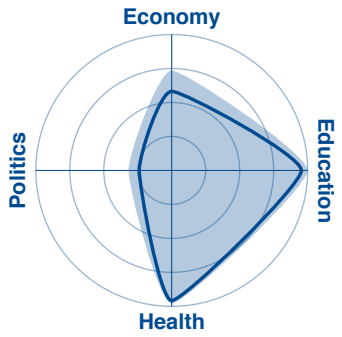
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	6.76	5.79	1.17
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	29
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	69.10

Colombia

rank
out of 153 countries
22

score
0.00 = imparity
1.00 = parity
0.758



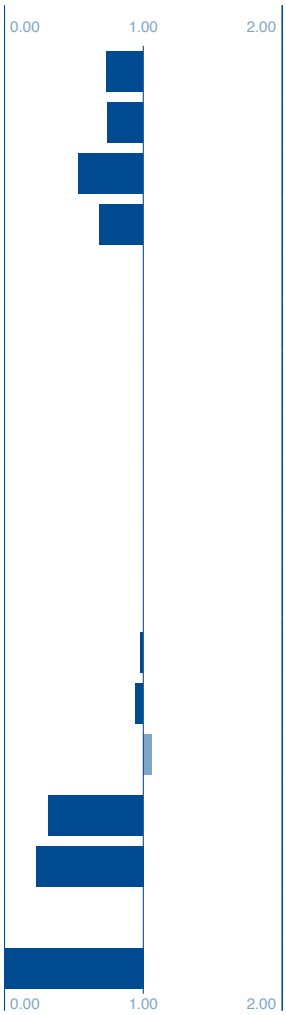
Colombia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**22**	**0.705**	**22**	**0.758**
Economic participation and opportunity	39	0.661	42	0.735
Educational attainment	14	1.000	1	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	27	0.180	33	0.318

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**42**	**0.735**	**0.582**			
Labour force participation rate, %	97	0.742	0.661	63.7	85.9	0.74
Wage equality for similar work, 1-7 (best)	122	0.535	0.613	–	–	3.75
Estimated earned income, int'l $ 1,000	44	0.684	0.499	10.9	15.9	0.68
Legislators, senior officials and managers, %	1	1.000	0.356	53.4	46.6	1.15
Professional and technical workers, %	1	1.000	0.756	54.2	45.8	1.18
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	95.3	94.9	1.00
Enrolment in primary education, %	1	1.000	0.757	93.2	92.7	1.01
Enrolment in secondary education, %	1	1.000	0.954	80.2	74.9	1.07
Enrolment in tertiary education, %	1	1.000	0.931	59.7	51.1	1.17
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	69.8	64.4	1.08
Political empowerment	**33**	**0.318**	**0.239**			
Women in parliament , %	100	0.230	0.298	18.7	81.3	0.23
Women in ministerial positions, %	1	1.000	0.255	52.9	47.1	1.12
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.758 / 22 COL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	331.0
GDP per capita, constant '11, intl. $ 1000	–	–	13.27
Total population, million people	25.29	24.37	49.70
Population growth rate, %	1.33	1.41	1.37
Population sex ratio (female/male), female/male ratio	49.07	50.93	0.96

Work participation and leadership	female	male	value
Labour force, million people	121.4	158.7	0.43
Unemployed adults, % of labour force (15-64)	12.12	7.34	1.65
Workers employed part-time, % of employed people	26.10	8.50	3.07
Gender pay gap (OECD only), %	–	–	5.80
Proportion of unpaid work per day, female/male ratio	17.54	4.54	3.86
Advancement of women to leadership roles, 1-7 (best)	–	–	3.94
Gender parity in tech roles, 1-7 (best)	–	–	4.04
Boards of listed companies,% board members	15.10	84.90	0.18
Firms with female majority ownership, % firms	17.30	82.70	0.21
Firms with female top managers, % firms	18.90	81.10	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1954
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	20.95	79.05	0.27
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.0
Average number of children per woman	n/a	n/a	1.82
Women's unmet demand for family planning, % women 15-49	–	–	6.70
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	14.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

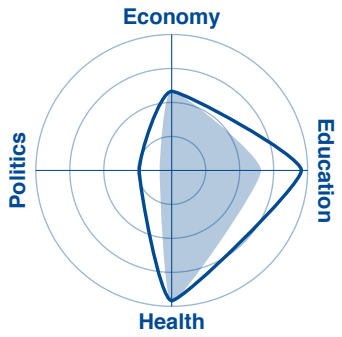
Education and skills	female	male	value
STEMS, attainment %	13.76	35.12	0.39
Agri., Forestry, Fisheries & Veterinary, attainment %	1.24	1.97	0.63
Arts & Humanities, attainment %	3.29	4.12	0.80
Business, Admin. & Law, attainment %	51.32	39.11	1.31
Education, attainment %	10.26	6.01	1.71
Engineering, Manuf. & Construction, attainment %	10.43	25.24	0.41
Health & Welfare, attainment %	8.22	4.08	2.01
Information & Comm. Technologies, attainment %	2.00	8.44	0.24
Natural Sci., Mathematics & Statistics, attainment %	1.33	1.44	0.92
Services, attainment %	2.76	4.72	0.58
Social Sci., Journalism & Information, attainment %	9.14	4.87	1.88
Vocational training, attainment %	9.03	8.46	1.07
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	83
Prevalence of gender violence in lifetime, % women	–	–	37.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.20
Antenatal care, at least four visits, % women 15-49	–	–	89.90

Congo, Democratic Rep.

rank
out of 153 countries
149

score
0.00 = imparity
1.00 = parity
0.578



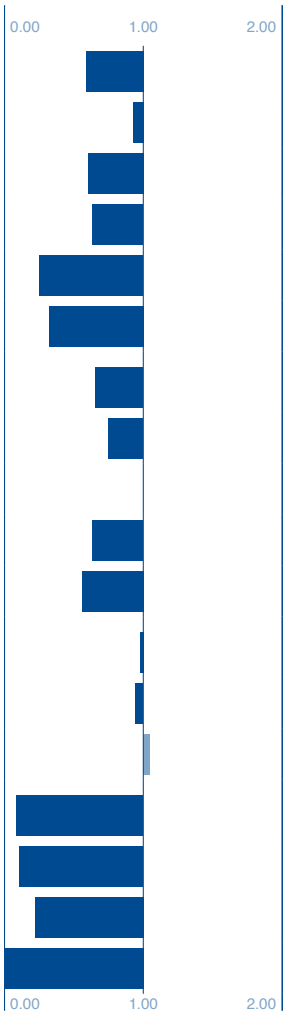
Congo, Democratic Rep. score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**149**	**0.578**
Economic participation and opportunity	n/a	-	121	0.589
Educational attainment	n/a	-	152	0.658
Health and survival	n/a	-	67	0.976
Political empowerment	n/a	-	126	0.089

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**121**	**0.589**	**0.582**			
Labour force participation rate, %	24	0.928	0.661	61.7	66.5	0.93
Wage equality for similar work, 1-7 (best)	97	0.603	0.613	–	–	4.22
Estimated earned income, int'l $ 1,000	65	0.636	0.499	0.6	0.9	0.64
Legislators, senior officials and managers, %	117	0.253	0.356	20.2	79.8	0.25
Professional and technical workers, %	139	0.322	0.756	24.4	75.6	0.32
Educational attainment	**152**	**0.658**	**0.954**			
Literacy rate, %	134	0.751	0.899	66.5	88.5	0.75
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	150	0.634	0.954	38.8	61.2	0.63
Enrolment in tertiary education, %	137	0.559	0.931	4.7	8.5	0.56
Health and survival	**67**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	81	1.049	1.034	53.8	51.3	1.05
Political empowerment	**126**	**0.089**	**0.239**			
Women in parliament , %	136	0.111	0.298	10.0	90.0	0.11
Women in ministerial positions, %	93	0.222	0.255	18.2	81.8	0.22
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	47.10
GDP per capita, constant '11, intl. $ 1000	–	–	0.73
Total population, million people	44.85	44.71	89.60
Population growth rate, %	3.22	3.26	3.24
Population sex ratio (female/male), female/male ratio	49.90	50.10	1.00

Work participation and leadership	female	male	value
Labour force, million people	13.53	13.86	0.49
Unemployed adults, % of labour force (15-64)	3.73	5.45	0.68
Workers employed part-time, % of employed people	46.16	39.16	1.18
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.39
Gender parity in tech roles, 1-7 (best)	–	–	2.49
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	8.00	92.00	0.09
Firms with female top managers, % firms	10.80	89.20	0.12

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	–
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	21.10	78.90	0.27
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.4
Average number of children per woman	n/a	n/a	5.96
Women's unmet demand for family planning, % women 15-49	–	–	27.70
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	23.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

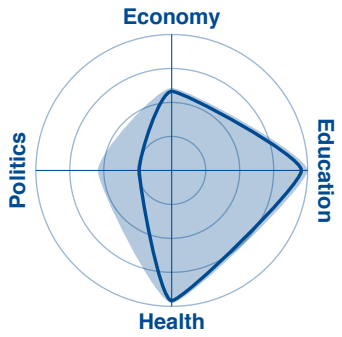
Education and skills	female	male	value
STEMS, attainment %	11.04	17.86	0.62
Agri., Forestry, Fisheries & Veterinary, attainment %	5.53	8.59	0.64
Arts & Humanities, attainment %	6.17	2.91	2.12
Business, Admin. & Law, attainment %	22.04	19.20	1.15
Education, attainment %	8.33	13.88	0.60
Engineering, Manuf. & Construction, attainment %	1.74	8.66	0.20
Health & Welfare, attainment %	23.77	15.25	1.56
Information & Comm. Technologies, attainment %	6.66	6.24	1.07
Natural Sci., Mathematics & Statistics, attainment %	2.65	2.96	0.89
Services, attainment %	0.09	0.14	0.63
Social Sci., Journalism & Information, attainment %	19.84	19.65	1.01
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.01	0.03	0.41

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	473
Prevalence of gender violence in lifetime, % women	–	–	50.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	80.10
Antenatal care, at least four visits, % women 15-49	–	–	48.60

Costa Rica

rank 13
out of 153 countries

score 0.782
0.00 = imparity
1.00 = parity

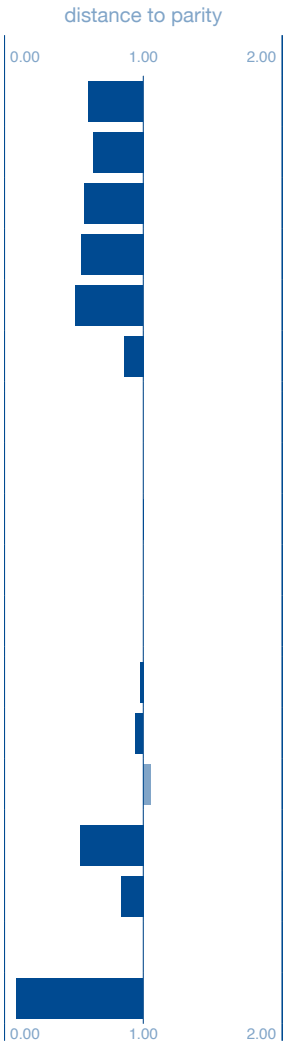


Costa Rica score
average score

	2006 score		2020 score	
Global Gender Gap Index	**30**	**0.694**	**13**	**0.782**
Economic participation and opportunity	89	0.522	112	0.607
Educational attainment	32	0.995	33	1.000
Health and survival	1	0.980	60	0.977
Political empowerment	15	0.277	6	0.545

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**112**	**0.607**	**0.582**			
Labour force participation rate, %	118	0.637	0.661	51.8	81.3	0.64
Wage equality for similar work, 1-7 (best)	111	0.573	0.613	–	–	4.01
Estimated earned income, int'l $ 1,000	105	0.551	0.499	11.2	20.2	0.55
Legislators, senior officials and managers, %	66	0.513	0.356	33.9	66.1	0.51
Professional and technical workers, %	96	0.862	0.756	46.3	53.7	0.86
Educational attainment	**33**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	97.9	97.8	1.00
Enrolment in primary education, %	77	0.999	0.757	96.3	96.4	1.00
Enrolment in secondary education, %	1	1.000	0.954	84.3	80.7	1.05
Enrolment in tertiary education, %	1	1.000	0.931	60.7	50.0	1.21
Health and survival	**60**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	73	1.052	1.034	72.7	69.1	1.05
Political empowerment	**6**	**0.545**	**0.239**			
Women in parliament , %	10	0.839	0.298	45.6	54.4	0.84
Women in ministerial positions, %	1	1.000	0.255	51.9	48.1	1.08
Years with female/male head of state (last 50)	32	0.087	0.190	4.0	46.0	0.09



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	60.46
GDP per capita, constant '11, intl. $ 1000	–	–	15.61
Total population, million people	2.50	2.50	5.00
Population growth rate, %	0.99	0.93	0.96
Population sex ratio (female/male), female/male ratio	49.99	50.01	1.00

Work participation and leadership	female	male	value
Labour force, million people	0.88	1.37	0.39
Unemployed adults, % of labour force (15-64)	12.43	8.23	1.51
Workers employed part-time, % of employed people	27.50	10.10	2.72
Gender pay gap (OECD only), %	–	–	4.70
Proportion of unpaid work per day, female/male ratio	22.15	8.38	2.64
Advancement of women to leadership roles, 1-7 (best)	–	–	4.39
Gender parity in tech roles, 1-7 (best)	–	–	4.44
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	15.40	84.60	0.18

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.75
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1949
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.2
Average number of children per woman	n/a	n/a	1.76
Women's unmet demand for family planning, % women 15-49	–	–	7.60
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	8.40
Length of maternity/paternity leave (days), weeks	17.30	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00

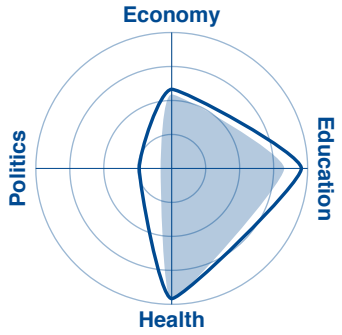
Education and skills	female	male	value
STEMS, attainment %	8.08	27.28	0.30
Agri., Forestry, Fisheries & Veterinary, attainment %	1.01	2.17	0.46
Arts & Humanities, attainment %	3.14	3.45	0.91
Business, Admin. & Law, attainment %	33.59	33.74	1.00
Education, attainment %	26.14	16.41	1.59
Engineering, Manuf. & Construction, attainment %	4.40	12.90	0.34
Health & Welfare, attainment %	18.45	9.35	1.97
Information & Comm. Technologies, attainment %	1.85	11.65	0.16
Natural Sci., Mathematics & Statistics, attainment %	1.83	2.74	0.67
Services, attainment %	2.54	2.53	1.01
Social Sci., Journalism & Information, attainment %	7.04	5.07	1.39
Vocational training, attainment %	8.17	7.16	1.14
PhD graduates, attainment %	0.31	0.32	0.95

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	27
Prevalence of gender violence in lifetime, % women	–	–	36.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	98.70
Antenatal care, at least four visits, % women 15-49	–	–	98.00

Côte d'Ivoire

rank
out of 153 countries **142**

score
0.00 = imparity
1.00 = parity **0.606**



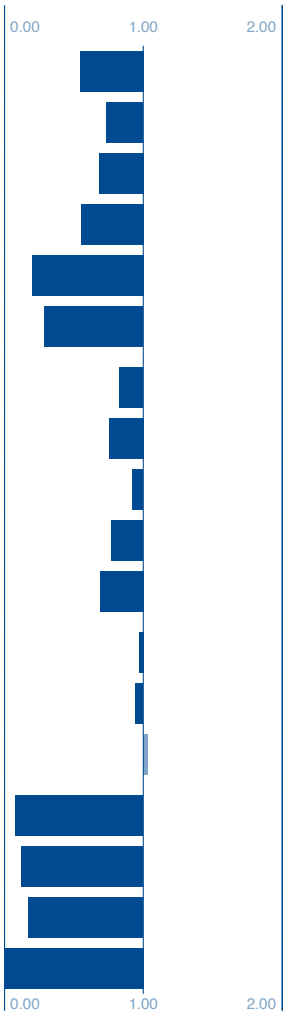
Côte d'Ivoire score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**142**	**0.606**
Economic participation and opportunity	n/a	-	129	0.545
Educational attainment	n/a	-	142	0.828
Health and survival	n/a	-	108	0.970
Political empowerment	n/a	-	131	0.082

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**129**	**0.545**	**0.582**			
Labour force participation rate, %	98	0.737	0.661	49.3	66.9	0.74
Wage equality for similar work, 1-7 (best)	57	0.683	0.613	–	–	4.78
Estimated earned income, int'l $ 1,000	104	0.553	0.499	2.6	4.7	0.55
Legislators, senior officials and managers, %	126	0.200	0.356	16.7	83.4	0.20
Professional and technical workers, %	141	0.289	0.756	22.5	77.6	0.29
Educational attainment	**142**	**0.828**	**0.954**			
Literacy rate, %	133	0.755	0.899	40.5	53.7	0.75
Enrolment in primary education, %	136	0.921	0.757	86.6	94.0	0.92
Enrolment in secondary education, %	145	0.773	0.954	35.1	45.3	0.77
Enrolment in tertiary education, %	130	0.690	0.931	7.6	11.1	0.69
Health and survival	**108**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	118	1.029	1.034	49.0	47.6	1.03
Political empowerment	**131**	**0.082**	**0.239**			
Women in parliament , %	133	0.123	0.298	11.0	89.0	0.12
Women in ministerial positions, %	100	0.176	0.255	15.0	85.0	0.18
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	43.05
GDP per capita, constant '11, intl. $ 1000	–	–	3.71
Total population, million people	12.41	12.66	25.10
Population growth rate, %	2.64	2.52	2.58
Population sex ratio (female/male), female/male ratio	50.48	49.52	1.02

Work participation and leadership	female	male	value
Labour force, million people	3.16	4.57	0.41
Unemployed adults, % of labour force (15-64)	3.89	2.96	1.31
Workers employed part-time, % of employed people	31.07	17.54	1.77
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.49
Gender parity in tech roles, 1-7 (best)	–	–	3.46
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.00	87.00	0.15
Firms with female top managers, % firms	14.30	85.70	0.17

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1952
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	19.19	80.81	0.24
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.1
Average number of children per woman	n/a	n/a	4.68
Women's unmet demand for family planning, % women 15-49	–	–	30.50
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	22.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

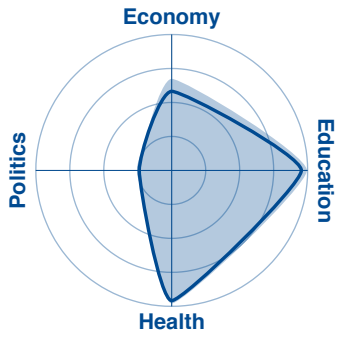
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	1.86	2.12	0.87
PhD graduates, attainment %	0.11	0.41	0.27

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	617
Prevalence of gender violence in lifetime, % women	–	–	25.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	73.70
Antenatal care, at least four visits, % women 15-49	–	–	69.40

Croatia

rank
out of 153 countries **60**

score
0.00 = imparity
1.00 = parity **0.720**

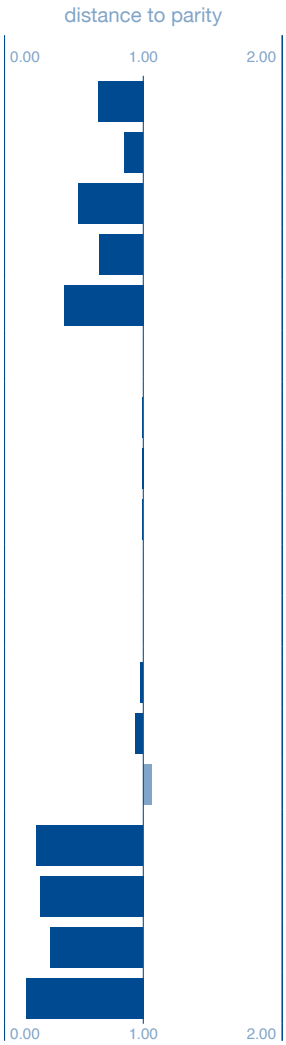


Croatia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**16**	**0.714**	**60**	**0.720**
Economic participation and opportunity	42	0.651	77	0.674
Educational attainment	51	0.990	62	0.995
Health and survival	36	0.979	48	0.979
Political empowerment	18	0.238	55	0.232

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**77**	**0.674**	**0.582**			
Labour force participation rate, %	58	0.864	0.661	62.0	71.8	0.86
Wage equality for similar work, 1-7 (best)	123	0.534	0.613	–	–	3.74
Estimated earned income, int'l $ 1,000	42	0.686	0.499	16.8	24.5	0.69
Legislators, senior officials and managers, %	86	0.428	0.356	30.0	70.0	0.43
Professional and technical workers, %	1	1.000	0.756	53.5	46.5	1.15
Educational attainment	**62**	**0.995**	**0.954**			
Literacy rate, %	70	0.990	0.899	98.7	99.6	0.99
Enrolment in primary education, %	104	0.994	0.757	87.4	87.9	0.99
Enrolment in secondary education, %	1	1.000	0.954	93.5	90.4	1.03
Enrolment in tertiary education, %	1	1.000	0.931	77.4	56.2	1.38
Health and survival	**48**	**0.979**	**0.958**			
Sex ratio at birth, %	123	0.943	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	71.7	66.4	1.08
Political empowerment	**55**	**0.232**	**0.239**			
Women in parliament , %	87	0.258	0.298	20.5	79.5	0.26
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	20	0.158	0.190	6.8	43.2	0.16



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	60.81
GDP per capita, constant '11, intl. $ 1000	–	–	23.33
Total population, million people	2.16	2.00	4.20
Population growth rate, %	-0.69	-0.56	-0.63
Population sex ratio (female/male), female/male ratio	48.15	51.85	0.93

Work participation and leadership	female	male	value
Labour force, million people	0.83	0.95	0.47
Unemployed adults, % of labour force (15-64)	9.45	7.76	1.22
Workers employed part-time, % of employed people	30.29	21.42	1.41
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.54
Gender parity in tech roles, 1-7 (best)	–	–	3.68
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.40	83.60	0.20
Firms with female top managers, % firms	18.70	81.30	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	1.45
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00

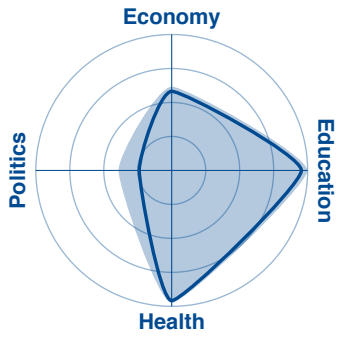
Education and skills	female	male	value
STEMS, attainment %	16.03	39.09	0.41
Agri., Forestry, Fisheries & Veterinary, attainment %	3.95	4.20	0.94
Arts & Humanities, attainment %	10.67	6.15	1.73
Business, Admin. & Law, attainment %	35.33	25.70	1.37
Education, attainment %	8.52	2.31	3.68
Engineering, Manuf. & Construction, attainment %	9.20	26.25	0.35
Health & Welfare, attainment %	13.12	4.84	2.71
Information & Comm. Technologies, attainment %	1.67	9.24	0.18
Natural Sci., Mathematics & Statistics, attainment %	5.15	3.61	1.43
Services, attainment %	3.54	12.69	0.28
Social Sci., Journalism & Information, attainment %	8.86	5.02	1.76
Vocational training, attainment %	21.24	24.99	0.85
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	8
Prevalence of gender violence in lifetime, % women	–	–	13.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	91.70

Cuba

rank 31
out of 153 countries

score 0.746
0.00 = imparity
1.00 = parity

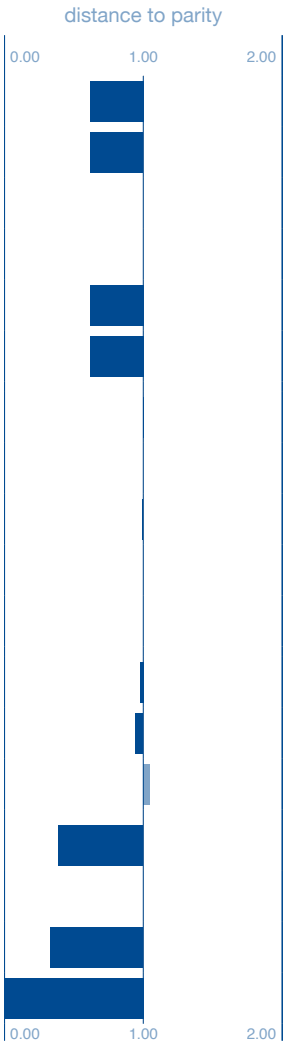


Cuba score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**31**	**0.746**
Economic participation and opportunity	n/a	-	107	0.617
Educational attainment	n/a	-	44	0.998
Health and survival	n/a	-	77	0.975
Political empowerment	n/a	-	21	0.392

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**107**	**0.617**	**0.582**			
Labour force participation rate, %	124	0.619	0.661	48.9	79.0	0.62
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	n/a	-	0.499	–	–	-
Legislators, senior officials and managers, %	38	0.616	0.356	38.1	61.9	0.62
Professional and technical workers, %	117	0.616	0.756	38.1	61.9	0.62
Educational attainment	**44**	**0.998**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.8	99.7	1.00
Enrolment in primary education, %	95	0.996	0.757	97.5	97.9	1.00
Enrolment in secondary education, %	1	1.000	0.954	86.7	81.8	1.06
Enrolment in tertiary education, %	1	1.000	0.931	50.5	30.0	1.69
Health and survival	**77**	**0.975**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	88	1.044	1.034	71.4	68.4	1.04
Political empowerment	**21**	**0.392**	**0.239**			
Women in parliament , %	1	1.000	0.298	53.2	46.8	1.14
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.746 / 31 CUB

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	n/a
GDP per capita, constant '11, intl. $ 1000	–	–	n/a
Total population, million people	5.71	5.63	11.30
Population growth rate, %	-0.02	-0.06	-0.04
Population sex ratio (female/male), female/male ratio	49.67	50.33	0.99

Work participation and leadership	female	male	value
Labour force, million people	1.94	3.09	0.39
Unemployed adults, % of labour force (15-64)	2.74	2.43	1.13
Workers employed part-time, % of employed people	3.20	1.24	2.58
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	16.32	5.35	3.05
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	n/a	n/a	n/a
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.3
Average number of children per woman	n/a	n/a	1.62
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	15.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

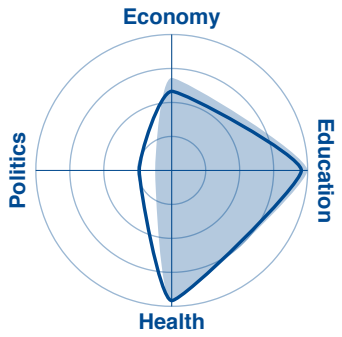
Education and skills	female	male	value
STEMS, attainment %	6.15	12.16	0.51
Agri., Forestry, Fisheries & Veterinary, attainment %	1.28	2.62	0.49
Arts & Humanities, attainment %	1.82	1.14	1.60
Business, Admin. & Law, attainment %	6.85	3.79	1.81
Education, attainment %	3.93	5.60	0.70
Engineering, Manuf. & Construction, attainment %	3.81	7.00	0.54
Health & Welfare, attainment %	27.62	24.66	1.12
Information & Comm. Technologies, attainment %	1.63	4.31	0.38
Natural Sci., Mathematics & Statistics, attainment %	0.71	0.86	0.83
Services, attainment %	2.73	7.41	0.37
Social Sci., Journalism & Information, attainment %	7.08	3.31	2.14
Vocational training, attainment %	11.85	14.02	0.85
PhD graduates, attainment %	0.38	0.33	1.16

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	36
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	97.80

Cyprus

rank 91
out of 153 countries

score 0.692
0.00 = imparity
1.00 = parity

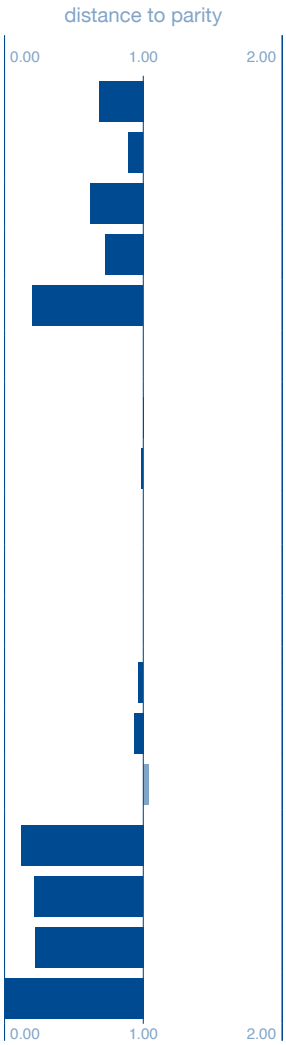


Cyprus score
average score

	2006 score		2020 score	
Global Gender Gap Index	**83**	**0.643**	**91**	**0.692**
Economic participation and opportunity	75	0.562	73	0.681
Educational attainment	55	0.989	48	0.998
Health and survival	84	0.969	127	0.967
Political empowerment	95	0.052	111	0.122

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**73**	**0.681**	**0.582**			
Labour force participation rate, %	42	0.895	0.661	68.9	77.0	0.89
Wage equality for similar work, 1-7 (best)	93	0.617	0.613	–	–	4.32
Estimated earned income, int'l $ 1,000	29	0.726	0.499	21.1	29.0	0.73
Legislators, senior officials and managers, %	124	0.204	0.356	17.0	83.1	0.20
Professional and technical workers, %	1	1.000	0.756	52.3	47.7	1.10
Educational attainment	**48**	**0.998**	**0.954**			
Literacy rate, %	75	0.988	0.899	98.1	99.3	0.99
Enrolment in primary education, %	1	1.000	0.757	97.7	97.1	1.01
Enrolment in secondary education, %	1	1.000	0.954	95.1	94.2	1.01
Enrolment in tertiary education, %	1	1.000	0.931	69.4	51.1	1.36
Health and survival	**127**	**0.967**	**0.958**			
Sex ratio at birth, %	140	0.935	0.925	–	–	0.94
Healthy life expectancy, years	97	1.040	1.034	74.8	71.9	1.04
Political empowerment	**111**	**0.122**	**0.239**			
Women in parliament , %	102	0.217	0.298	17.9	82.1	0.22
Women in ministerial positions, %	90	0.222	0.255	18.2	81.8	0.22
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.692 / 91 CYP

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	24.49
GDP per capita, constant '11, intl. $ 1000	–	–	35.53
Total population, million people	0.59	0.59	1.20
Population growth rate, %	0.84	0.73	0.78
Population sex ratio (female/male), female/male ratio	50.03	49.97	1.00

Work participation and leadership	female	male	value
Labour force, million people	0.21	0.22	0.48
Unemployed adults, % of labour force (15-64)	8.83	8.31	1.06
Workers employed part-time, % of employed people	33.18	24.90	1.33
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.19
Gender parity in tech roles, 1-7 (best)	–	–	3.86
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	7.70	92.30	0.08
Firms with female top managers, % firms	8.20	91.80	0.09

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1960
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	1.34
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	3.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	75.15	75.15	1.00

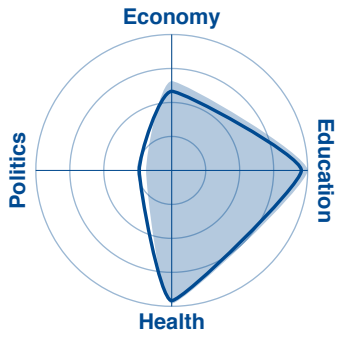
Education and skills	female	male	value
STEMS, attainment %	10.40	25.86	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	0.39	0.67	0.58
Arts & Humanities, attainment %	10.33	5.42	1.91
Business, Admin. & Law, attainment %	31.65	42.99	0.74
Education, attainment %	23.55	5.09	4.63
Engineering, Manuf. & Construction, attainment %	5.10	18.77	0.27
Health & Welfare, attainment %	8.32	6.22	1.34
Information & Comm. Technologies, attainment %	1.12	4.62	0.24
Natural Sci., Mathematics & Statistics, attainment %	4.18	2.48	1.69
Services, attainment %	6.26	7.90	0.79
Social Sci., Journalism & Information, attainment %	9.10	5.85	1.55
Vocational training, attainment %	4.19	8.39	0.50
PhD graduates, attainment %	0.74	0.77	0.96

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	6
Prevalence of gender violence in lifetime, % women	–	–	15.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	96.00
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Czech Republic

rank 78
out of 153 countries

score 0.706
0.00 = imparity
1.00 = parity

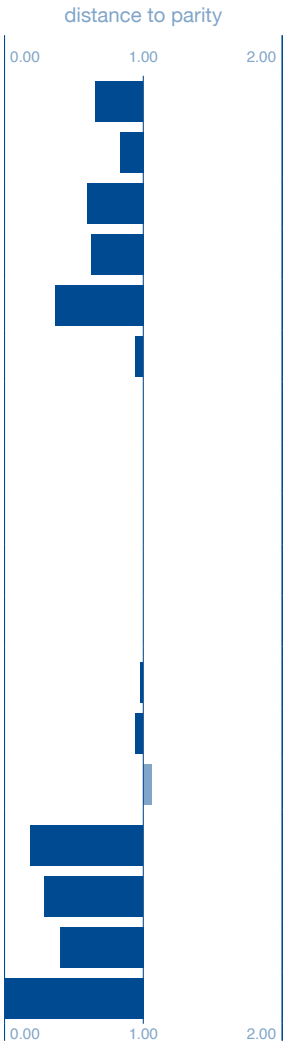


Czech Republic score
average score

	2006 score		2020 score	
Global Gender Gap Index	**53**	**0.671**	**78**	**0.706**
Economic participation and opportunity	52	0.627	87	0.657
Educational attainment	47	0.991	1	1.000
Health and survival	36	0.979	1	0.980
Political empowerment	70	0.088	77	0.189

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**87**	**0.657**	**0.582**			
Labour force participation rate, %	69	0.833	0.661	69.3	83.2	0.83
Wage equality for similar work, 1-7 (best)	101	0.597	0.613	–	–	4.18
Estimated earned income, int'l $ 1,000	70	0.624	0.499	25.6	41.0	0.62
Legislators, senior officials and managers, %	101	0.365	0.356	26.8	73.2	0.37
Professional and technical workers, %	83	0.943	0.756	48.5	51.5	0.94
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	89.5	86.8	1.03
Enrolment in secondary education, %	1	1.000	0.954	91.5	89.6	1.02
Enrolment in tertiary education, %	1	1.000	0.931	75.3	53.4	1.41
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	71.6	67.0	1.07
Political empowerment	**77**	**0.189**	**0.239**			
Women in parliament , %	74	0.290	0.298	22.5	77.5	0.29
Women in ministerial positions, %	43	0.401	0.255	28.6	71.4	0.40
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.706 / 78 CZE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	245.2
GDP per capita, constant '11, intl. $ 1000	–	–	33.18
Total population, million people	5.42	5.25	10.70
Population growth rate, %	0.18	0.27	0.22
Population sex ratio (female/male), female/male ratio	49.19	50.81	0.97

Work participation and leadership	female	male	value
Labour force, million people	2.35	2.92	0.45
Unemployed adults, % of labour force (15-64)	2.84	1.83	1.55
Workers employed part-time, % of employed people	34.88	22.88	1.52
Gender pay gap (OECD only), %	–	–	15.10
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.81
Gender parity in tech roles, 1-7 (best)	–	–	4.29
Boards of listed companies,% board members	14.50	85.50	0.17
Firms with female majority ownership, % firms	7.20	92.80	0.08
Firms with female top managers, % firms	11.60	88.40	0.13

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1920
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	16.05	83.95	0.19
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.0
Average number of children per woman	n/a	n/a	1.64
Women's unmet demand for family planning, % women 15-49	–	–	4.30
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.20
Length of maternity/paternity leave (days), weeks	110.0	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	60.99	60.99	1.00

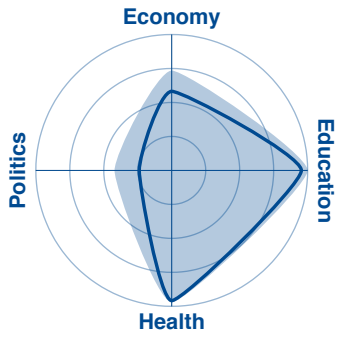
Education and skills	female	male	value
STEMS, attainment %	13.86	39.65	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	3.10	2.85	1.09
Arts & Humanities, attainment %	8.64	6.20	1.39
Business, Admin. & Law, attainment %	19.72	17.01	1.16
Education, attainment %	12.99	4.13	3.14
Engineering, Manuf. & Construction, attainment %	7.93	24.69	0.32
Health & Welfare, attainment %	15.02	5.07	2.96
Information & Comm. Technologies, attainment %	1.16	9.91	0.12
Natural Sci., Mathematics & Statistics, attainment %	4.77	5.05	0.95
Services, attainment %	5.65	8.94	0.63
Social Sci., Journalism & Information, attainment %	10.86	7.83	1.39
Vocational training, attainment %	23.37	27.84	0.84
PhD graduates, attainment %	0.42	0.83	0.50

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	3
Prevalence of gender violence in lifetime, % women	–	–	21.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Denmark

rank
out of 153 countries **14**

score
0.00 = imparity
1.00 = parity **0.782**



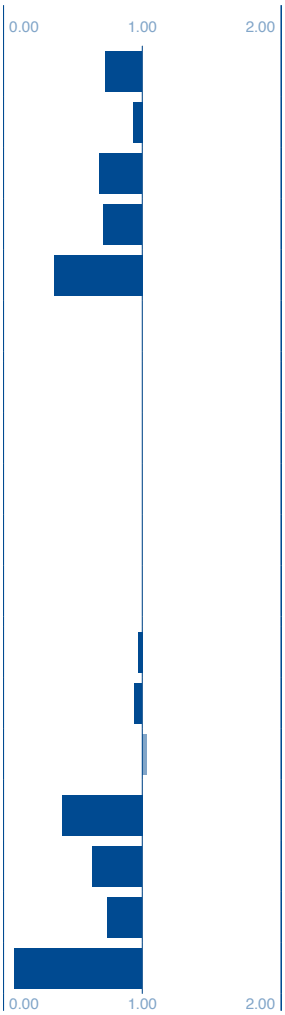
Denmark score
average score

	2006 score		2020 score	
Global Gender Gap Index	**8**	**0.746**	**14**	**0.782**
Economic participation and opportunity	19	0.708	41	0.735
Educational attainment	1	1.000	1	1.000
Health and survival	76	0.972	101	0.971
Political empowerment	13	0.305	17	0.421

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**41**	**0.735**	**0.582**			
Labour force participation rate, %	19	0.935	0.661	76.2	81.5	0.93
Wage equality for similar work, 1-7 (best)	52	0.693	0.613	–	–	4.85
Estimated earned income, int'l $ 1,000	32	0.721	0.499	36.7	50.9	0.72
Legislators, senior officials and managers, %	102	0.364	0.356	26.7	73.3	0.36
Professional and technical workers, %	1	1.000	0.756	51.0	49.0	1.04
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	98.5	98.3	1.00
Enrolment in secondary education, %	1	1.000	0.954	92.3	89.7	1.03
Enrolment in tertiary education, %	1	1.000	0.931	93.6	68.4	1.37
Health and survival	**101**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	110	1.033	1.034	73.0	70.7	1.03
Political empowerment	**17**	**0.421**	**0.239**			
Women in parliament , %	19	0.642	0.298	39.1	60.9	0.64
Women in ministerial positions, %	12	0.751	0.255	42.9	57.1	0.75
Years with female/male head of state (last 50)	34	0.081	0.190	3.8	46.3	0.08

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	352.1
GDP per capita, constant '11, intl. $ 1000	–	–	46.45
Total population, million people	2.89	2.86	5.80
Population growth rate, %	0.36	0.33	0.34
Population sex ratio (female/male), female/male ratio	49.73	50.27	0.99

Work participation and leadership	female	male	value
Labour force, million people	1.40	1.53	0.48
Unemployed adults, % of labour force (15-64)	5.22	4.97	1.05
Workers employed part-time, % of employed people	53.59	33.43	1.60
Gender pay gap (OECD only), %	–	–	5.30
Proportion of unpaid work per day, female/male ratio	15.63	11.25	1.39
Advancement of women to leadership roles, 1-7 (best)	–	–	5.49
Gender parity in tech roles, 1-7 (best)	–	–	5.31
Boards of listed companies,% board members	30.30	69.70	0.43
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1915
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.0
Average number of children per woman	n/a	n/a	1.76
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.10
Length of maternity/paternity leave (days), weeks	50.00	2.00	0.04
Wages paid during maternity/paternity leave, % annual gross wage	53.04	53.04	1.00

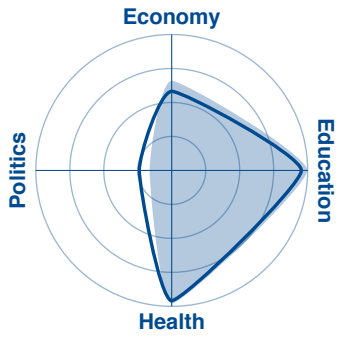
Education and skills	female	male	value
STEMS, attainment %	12.75	31.61	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	1.37	0.98	1.39
Arts & Humanities, attainment %	14.20	9.78	1.45
Business, Admin. & Law, attainment %	22.28	27.87	0.80
Education, attainment %	7.55	4.08	1.85
Engineering, Manuf. & Construction, attainment %	5.64	17.82	0.32
Health & Welfare, attainment %	27.98	11.67	2.40
Information & Comm. Technologies, attainment %	2.03	8.29	0.24
Natural Sci., Mathematics & Statistics, attainment %	5.08	5.51	0.92
Services, attainment %	2.85	4.63	0.62
Social Sci., Journalism & Information, attainment %	10.98	9.25	1.19
Vocational training, attainment %	9.76	14.99	0.65
PhD graduates, attainment %	0.61	0.94	0.65

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	4
Prevalence of gender violence in lifetime, % women	–	–	32.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	94.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Dominican Republic

rank 86
out of 153 countries

score 0.700
0.00 = imparity
1.00 = parity



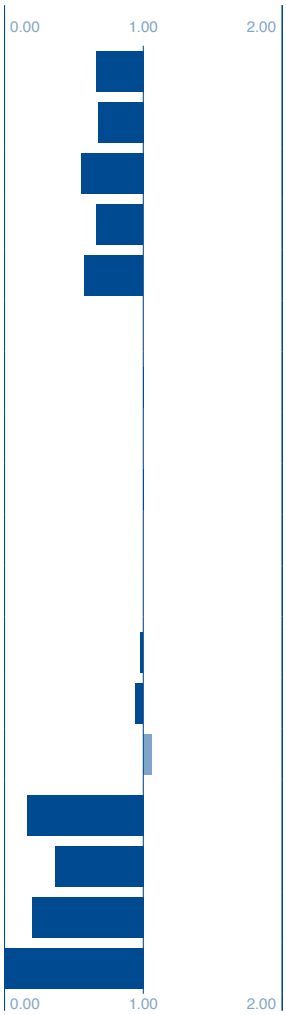
Dominican Republic score
average score

	2006 score		2020 score	
Global Gender Gap Index	**59**	**0.664**	**86**	**0.700**
Economic participation and opportunity	78	0.559	85	0.660
Educational attainment	1	1.000	42	0.998
Health and survival	1	0.980	1	0.980
Political empowerment	49	0.117	88	0.163

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**85**	**0.660**	**0.582**			
Labour force participation rate, %	108	0.676	0.661	55.0	81.4	0.68
Wage equality for similar work, 1-7 (best)	118	0.554	0.613	–	–	3.88
Estimated earned income, int'l $ 1,000	53	0.662	0.499	12.6	19.0	0.66
Legislators, senior officials and managers, %	46	0.578	0.356	36.6	63.4	0.58
Professional and technical workers, %	1	1.000	0.756	60.3	39.7	1.52
Educational attainment	**42**	**0.998**	**0.954**			
Literacy rate, %	49	1.000	0.899	93.8	93.8	1.00
Enrolment in primary education, %	90	0.997	0.757	92.7	93.0	1.00
Enrolment in secondary education, %	1	1.000	0.954	74.2	66.5	1.12
Enrolment in tertiary education, %	1	1.000	0.931	77.0	43.0	1.79
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	67.5	63.1	1.07
Political empowerment	**88**	**0.163**	**0.239**			
Women in parliament , %	55	0.367	0.298	26.8	73.2	0.37
Women in ministerial positions, %	94	0.200	0.255	16.7	83.3	0.20
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	85.63
GDP per capita, constant '11, intl. $ 1000	–	–	16.30
Total population, million people	5.31	5.31	10.60
Population growth rate, %	1.10	1.01	1.05
Population sex ratio (female/male), female/male ratio	49.99	50.01	1.00

Work participation and leadership	female	male	value
Labour force, million people	1.82	2.59	0.41
Unemployed adults, % of labour force (15-64)	8.40	4.52	1.86
Workers employed part-time, % of employed people	33.65	21.93	1.53
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	16.71	3.79	4.41
Advancement of women to leadership roles, 1-7 (best)	–	–	4.07
Gender parity in tech roles, 1-7 (best)	–	–	4.18
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.40	86.60	0.15
Firms with female top managers, % firms	21.20	78.80	0.27

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1942
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	9.38	90.62	0.10
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	25.8
Average number of children per woman	n/a	n/a	2.36
Women's unmet demand for family planning, % women 15-49	–	–	11.40
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	27.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

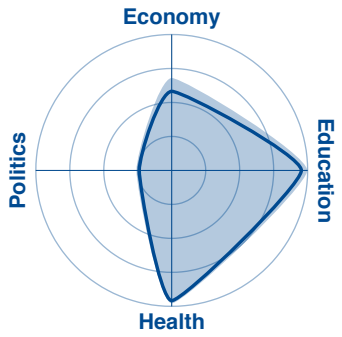
Education and skills	female	male	value
STEMS, attainment %	7.02	20.27	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	0.65	3.08	0.21
Arts & Humanities, attainment %	10.29	7.04	1.46
Business, Admin. & Law, attainment %	32.23	40.16	0.80
Education, attainment %	27.36	13.89	1.97
Engineering, Manuf. & Construction, attainment %	4.03	12.43	0.32
Health & Welfare, attainment %	17.81	8.73	2.04
Information & Comm. Technologies, attainment %	2.23	6.59	0.34
Natural Sci., Mathematics & Statistics, attainment %	0.76	1.25	0.61
Services, attainment %	2.65	3.85	0.69
Social Sci., Journalism & Information, attainment %	2.00	2.91	0.69
Vocational training, attainment %	3.24	1.95	1.66
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	95
Prevalence of gender violence in lifetime, % women	–	–	20.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	94.60

Ecuador

rank
out of 153 countries **48**

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

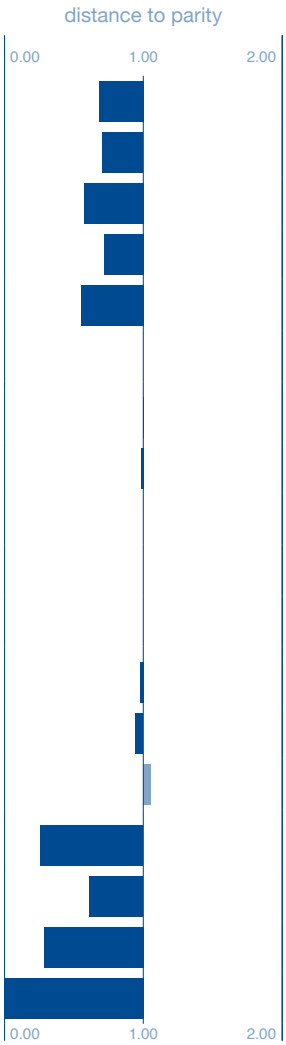


Ecuador score
average score

	2006 score		2020 score	
Global Gender Gap Index	**82**	**0.643**	**48**	**0.729**
Economic participation and opportunity	92	0.499	74	0.680
Educational attainment	39	0.994	56	0.997
Health and survival	1	0.980	54	0.978
Political empowerment	64	0.100	48	0.260

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**74**	**0.680**	**0.582**			
Labour force participation rate, %	103	0.706	0.661	59.8	84.7	0.71
Wage equality for similar work, 1-7 (best)	110	0.574	0.613	–	–	4.02
Estimated earned income, int'l $ 1,000	35	0.716	0.499	8.7	12.1	0.71
Legislators, senior officials and managers, %	53	0.554	0.356	35.7	64.3	0.55
Professional and technical workers, %	1	1.000	0.756	50.8	49.2	1.03
Educational attainment	**56**	**0.997**	**0.954**			
Literacy rate, %	81	0.982	0.899	92.1	93.8	0.98
Enrolment in primary education, %	1	1.000	0.757	96.1	93.1	1.03
Enrolment in secondary education, %	1	1.000	0.954	86.5	84.2	1.03
Enrolment in tertiary education, %	1	1.000	0.931	48.4	41.5	1.17
Health and survival	**54**	**0.978**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	68	1.054	1.034	69.7	66.1	1.05
Political empowerment	**48**	**0.260**	**0.239**			
Women in parliament , %	24	0.612	0.298	38.0	62.0	0.61
Women in ministerial positions, %	73	0.285	0.255	22.2	77.8	0.29
Years with female/male head of state (last 50)	70	0.000	0.190	0.0	50.0	0.00



0.729 / 48

ECU

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	108.4
GDP per capita, constant '11, intl. $ 1000	–	–	10.45
Total population, million people	8.54	8.55	17.10
Population growth rate, %	1.71	1.68	1.69
Population sex ratio (female/male), female/male ratio	50.03	49.97	1.00

Work participation and leadership	female	male	value
Labour force, million people	3.17	4.32	0.42
Unemployed adults, % of labour force (15-64)	4.67	3.11	1.50
Workers employed part-time, % of employed people	42.30	23.89	1.77
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.78	4.50	4.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.02
Gender parity in tech roles, 1-7 (best)	–	–	3.58
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	17.70	82.30	0.22
Firms with female top managers, % firms	22.90	77.10	0.30

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1929
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.4
Average number of children per woman	n/a	n/a	2.44
Women's unmet demand for family planning, % women 15-49	–	–	8.80
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	21.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

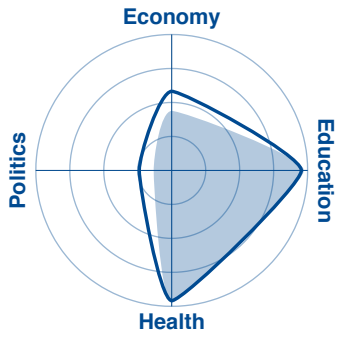
Education and skills	female	male	value
STEMS, attainment %	8.03	26.47	0.30
Agri., Forestry, Fisheries & Veterinary, attainment %	1.86	4.71	0.40
Arts & Humanities, attainment %	2.53	3.62	0.70
Business, Admin. & Law, attainment %	36.31	33.32	1.09
Education, attainment %	23.71	12.00	1.98
Engineering, Manuf. & Construction, attainment %	3.24	16.93	0.19
Health & Welfare, attainment %	15.66	8.59	1.82
Information & Comm. Technologies, attainment %	2.85	6.67	0.43
Natural Sci., Mathematics & Statistics, attainment %	1.94	2.87	0.67
Services, attainment %	2.67	4.38	0.61
Social Sci., Journalism & Information, attainment %	9.17	6.87	1.33
Vocational training, attainment %	7.07	8.77	0.81
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	59
Prevalence of gender violence in lifetime, % women	–	–	37.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	96.40
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Egypt

rank
out of 153 countries **134**

score
0.00 = imparity
1.00 = parity **0.629**



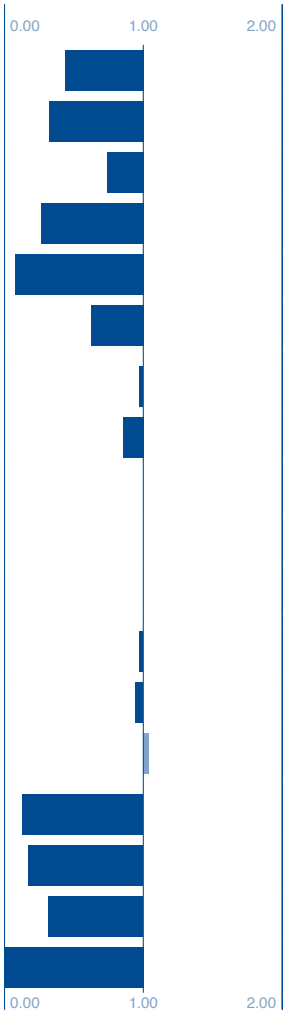
Egypt score
average score

	2006 score		2020 score	
Global Gender Gap Index	**109**	**0.579**	**134**	**0.629**
Economic participation and opportunity	108	0.416	140	0.438
Educational attainment	90	0.903	102	0.973
Health and survival	66	0.974	85	0.974
Political empowerment	111	0.022	103	0.133

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**140**	**0.438**	**0.582**			
Labour force participation rate, %	143	0.321	0.661	24.7	77.0	0.32
Wage equality for similar work, 1-7 (best)	22	0.741	0.613	–	–	5.18
Estimated earned income, int'l $ 1,000	139	0.263	0.499	4.8	18.4	0.26
Legislators, senior officials and managers, %	145	0.076	0.356	7.1	92.9	0.08
Professional and technical workers, %	116	0.624	0.756	38.4	61.6	0.62
Educational attainment	**102**	**0.973**	**0.954**			
Literacy rate, %	123	0.856	0.899	65.5	76.5	0.86
Enrolment in primary education, %	1	1.000	0.757	98.8	98.3	1.00
Enrolment in secondary education, %	1	1.000	0.954	83.1	82.5	1.01
Enrolment in tertiary education, %	1	1.000	0.931	35.8	34.6	1.03
Health and survival	**85**	**0.974**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	96	1.042	1.034	62.4	59.9	1.04
Political empowerment	**103**	**0.133**	**0.239**			
Women in parliament , %	117	0.176	0.298	14.9	85.1	0.18
Women in ministerial positions, %	65	0.319	0.255	24.2	75.8	0.32
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.629 / 134 EGY

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	249.6
GDP per capita, constant '11, intl. $ 1000	–	–	11.87
Total population, million people	48.69	49.73	98.40
Population growth rate, %	2.00	1.99	2.00
Population sex ratio (female/male), female/male ratio	50.53	49.47	1.02

Work participation and leadership	female	male	value
Labour force, million people	6.97	22.08	0.24
Unemployed adults, % of labour force (15-64)	23.16	8.38	2.76
Workers employed part-time, % of employed people	21.24	11.77	1.80
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	22.36	2.43	9.20
Advancement of women to leadership roles, 1-7 (best)	–	–	4.98
Gender parity in tech roles, 1-7 (best)	–	–	3.65
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	2.40	97.60	0.02
Firms with female top managers, % firms	4.90	95.10	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1956
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.6
Average number of children per woman	n/a	n/a	3.33
Women's unmet demand for family planning, % women 15-49	–	–	12.60
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	14.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

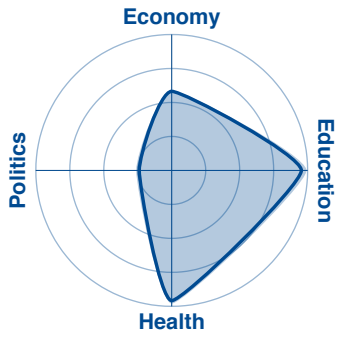
Education and skills	female	male	value
STEMS, attainment %	7.73	15.30	0.51
Agri., Forestry, Fisheries & Veterinary, attainment %	2.53	2.99	0.84
Arts & Humanities, attainment %	20.15	10.70	1.88
Business, Admin. & Law, attainment %	7.51	15.55	0.48
Education, attainment %	33.85	17.47	1.94
Engineering, Manuf. & Construction, attainment %	2.41	10.52	0.23
Health & Welfare, attainment %	11.59	10.55	1.10
Information & Comm. Technologies, attainment %	1.00	1.98	0.50
Natural Sci., Mathematics & Statistics, attainment %	4.33	2.80	1.55
Services, attainment %	1.33	2.31	0.58
Social Sci., Journalism & Information, attainment %	15.31	25.13	0.61
Vocational training, attainment %	9.72	13.01	0.75
PhD graduates, attainment %	0.24	0.36	0.66

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	37
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	91.50
Antenatal care, at least four visits, % women 15-49	–	–	88.10

El Salvador

rank 80
out of 153 countries

score 0.706
0.00 = imparity
1.00 = parity

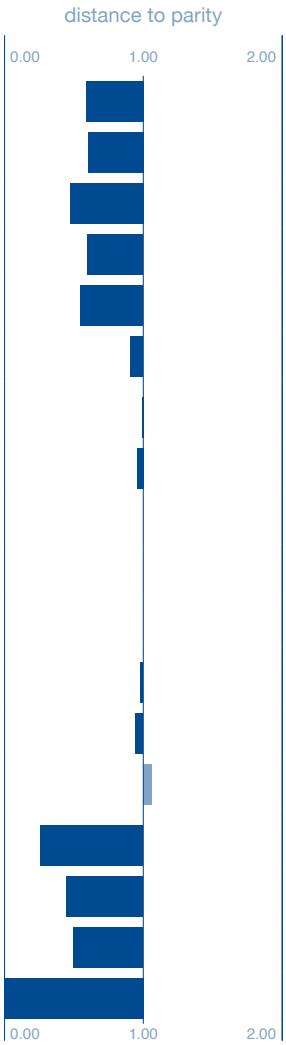


El Salvador score
average score

	2006 score		2020 score	
Global Gender Gap Index	**39**	**0.684**	**80**	**0.706**
Economic participation and opportunity	73	0.570	119	0.590
Educational attainment	59	0.988	75	0.992
Health and survival	1	0.980	1	0.980
Political empowerment	24	0.197	47	0.262

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**119**	**0.590**	**0.582**			
Labour force participation rate, %	126	0.603	0.661	50.0	82.9	0.60
Wage equality for similar work, 1-7 (best)	135	0.473	0.613	–	–	3.31
Estimated earned income, int'l $ 1,000	87	0.599	0.499	5.6	9.4	0.60
Legislators, senior officials and managers, %	56	0.547	0.356	35.4	64.7	0.55
Professional and technical workers, %	91	0.907	0.756	47.6	52.4	0.91
Educational attainment	**75**	**0.992**	**0.954**			
Literacy rate, %	98	0.956	0.899	86.7	90.6	0.96
Enrolment in primary education, %	1	1.000	0.757	80.6	79.9	1.01
Enrolment in secondary education, %	1	1.000	0.954	60.8	59.5	1.02
Enrolment in tertiary education, %	1	1.000	0.931	30.2	27.0	1.12
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	69.0	61.7	1.12
Political empowerment	**47**	**0.262**	**0.239**			
Women in parliament , %	40	0.448	0.298	31.0	69.1	0.45
Women in ministerial positions, %	29	0.499	0.255	33.3	66.7	0.50
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.706 / 80 SLV

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	26.06
GDP per capita, constant '11, intl. $ 1000	–	–	7.15
Total population, million people	3.41	3.01	6.40
Population growth rate, %	0.58	0.43	0.51
Population sex ratio (female/male), female/male ratio	46.89	53.11	0.88

Work participation and leadership	female	male	value
Labour force, million people	1.15	1.60	0.42
Unemployed adults, % of labour force (15-64)	3.94	4.43	0.89
Workers employed part-time, % of employed people	27.26	19.87	1.37
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	22.75	7.85	2.90
Advancement of women to leadership roles, 1-7 (best)	–	–	3.46
Gender parity in tech roles, 1-7 (best)	–	–	3.45
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	24.20	75.80	0.32
Firms with female top managers, % firms	28.00	72.00	0.39

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1939
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.8
Average number of children per woman	n/a	n/a	2.05
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	21.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

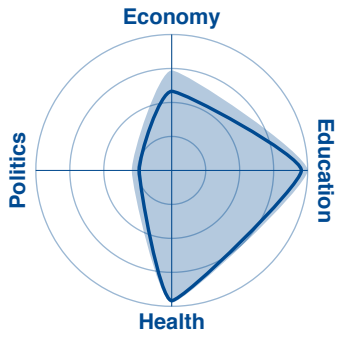
Education and skills	female	male	value
STEMS, attainment %	9.42	38.43	0.25
Agri., Forestry, Fisheries & Veterinary, attainment %	1.08	3.10	0.35
Arts & Humanities, attainment %	7.65	6.64	1.15
Business, Admin. & Law, attainment %	32.50	26.78	1.21
Education, attainment %	12.24	6.64	1.84
Engineering, Manuf. & Construction, attainment %	3.80	20.63	0.18
Health & Welfare, attainment %	21.64	9.18	2.36
Information & Comm. Technologies, attainment %	4.62	16.50	0.28
Natural Sci., Mathematics & Statistics, attainment %	1.00	1.29	0.77
Services, attainment %	3.93	3.24	1.21
Social Sci., Journalism & Information, attainment %	11.54	6.00	1.92
Vocational training, attainment %	7.19	7.26	0.99
PhD graduates, attainment %	0.04	0.04	0.93

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	46
Prevalence of gender violence in lifetime, % women	–	–	26.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	92.50

Estonia

rank
out of 153 countries **26**

score
0.00 = imparity
1.00 = parity **0.751**

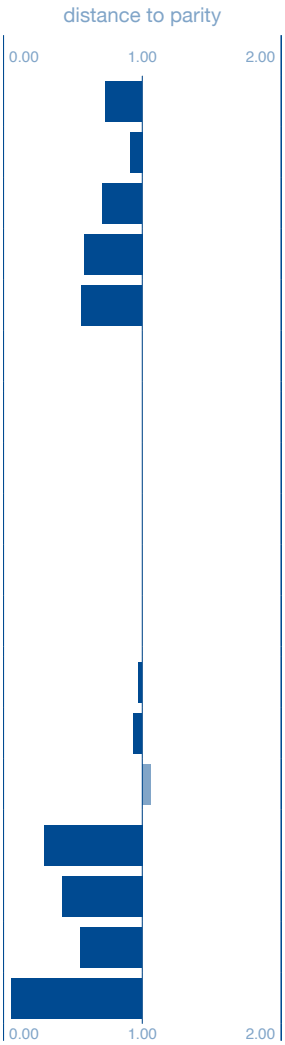


Estonia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**29**	**0.694**	**26**	**0.751**
Economic participation and opportunity	27	0.682	40	0.736
Educational attainment	16	0.999	1	1.000
Health and survival	36	0.979	81	0.974
Political empowerment	51	0.117	37	0.294

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**40**	**0.736**	**0.582**			
Labour force participation rate, %	32	0.913	0.661	75.3	82.5	0.91
Wage equality for similar work, 1-7 (best)	36	0.713	0.613	–	–	4.99
Estimated earned income, int'l $ 1,000	92	0.582	0.499	19.7	33.8	0.58
Legislators, senior officials and managers, %	50	0.564	0.356	36.1	63.9	0.56
Professional and technical workers, %	1	1.000	0.756	60.5	39.5	1.53
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.9	99.9	1.00
Enrolment in primary education, %	1	1.000	0.757	94.2	93.2	1.01
Enrolment in secondary education, %	1	1.000	0.954	95.5	93.3	1.02
Enrolment in tertiary education, %	1	1.000	0.931	84.8	55.4	1.53
Health and survival	**81**	**0.974**	**0.958**			
Sex ratio at birth, %	139	0.936	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	71.4	64.6	1.11
Political empowerment	**37**	**0.294**	**0.239**			
Women in parliament , %	47	0.422	0.298	29.7	70.3	0.42
Women in ministerial positions, %	23	0.555	0.255	35.7	64.3	0.56
Years with female/male head of state (last 50)	44	0.058	0.190	2.7	47.3	0.06



0.751 / 26 EST

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	30.76
GDP per capita, constant '11, intl. $ 1000	–	–	30.35
Total population, million people	0.70	0.62	1.30
Population growth rate, %	-0.04	0.48	0.21
Population sex ratio (female/male), female/male ratio	47.14	52.86	0.89

Work participation and leadership	female	male	value
Labour force, million people	0.32	0.35	0.48
Unemployed adults, % of labour force (15-64)	5.47	5.40	1.01
Workers employed part-time, % of employed people	35.04	23.32	1.50
Gender pay gap (OECD only), %	–	–	28.30
Proportion of unpaid work per day, female/male ratio	17.22	10.76	1.60
Advancement of women to leadership roles, 1-7 (best)	–	–	5.56
Gender parity in tech roles, 1-7 (best)	–	–	4.97
Boards of listed companies,% board members	7.40	92.60	0.08
Firms with female majority ownership, % firms	13.60	86.40	0.16
Firms with female top managers, % firms	25.30	74.70	0.34

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.5
Average number of children per woman	n/a	n/a	1.59
Women's unmet demand for family planning, % women 15-49	–	–	12.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.50
Length of maternity/paternity leave (days), weeks	166.0	2.00	0.01
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

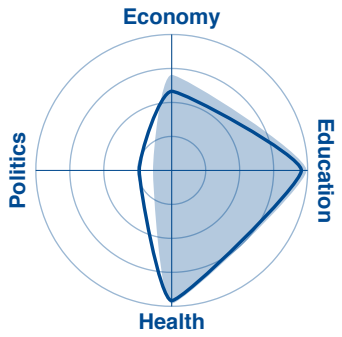
Education and skills	female	male	value
STEMS, attainment %	17.54	48.16	0.36
Agri., Forestry, Fisheries & Veterinary, attainment %	1.82	2.26	0.80
Arts & Humanities, attainment %	13.97	10.02	1.39
Business, Admin. & Law, attainment %	25.25	19.72	1.28
Education, attainment %	10.04	1.33	7.55
Engineering, Manuf. & Construction, attainment %	7.61	27.50	0.28
Health & Welfare, attainment %	18.27	3.99	4.58
Information & Comm. Technologies, attainment %	3.41	14.35	0.24
Natural Sci., Mathematics & Statistics, attainment %	6.52	6.31	1.03
Services, attainment %	4.12	9.22	0.45
Social Sci., Journalism & Information, attainment %	8.99	5.29	1.70
Vocational training, attainment %	9.60	14.84	0.65
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	9
Prevalence of gender violence in lifetime, % women	–	–	20.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.20
Antenatal care, at least four visits, % women 15-49	–	–	96.80

Eswatini

rank
out of 153 countries **83**

score
0.00 = imparity
1.00 = parity **0.703**

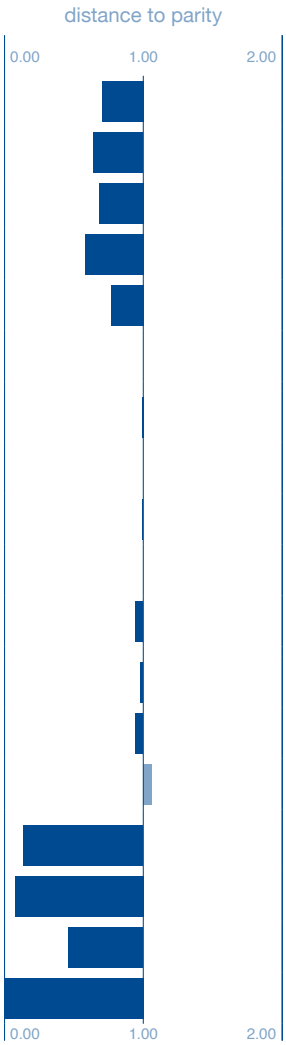


Eswatini score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**0.660**	**83**	**0.703**
Economic participation and opportunity	n/a	0.621	59	0.703
Educational attainment	n/a	0.960	76	0.992
Health and survival	n/a	0.948	1	0.980
Political empowerment	n/a	0.111	101	0.138

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**59**	**0.703**	**0.582**			
Labour force participation rate, %	117	0.641	0.661	43.7	68.2	0.64
Wage equality for similar work, 1-7 (best)	59	0.681	0.613	–	–	4.77
Estimated earned income, int'l $ 1,000	91	0.582	0.499	6.8	11.8	0.58
Legislators, senior officials and managers, %	16	0.768	0.356	43.4	56.6	0.77
Professional and technical workers, %	1	1.000	0.756	50.8	49.2	1.03
Educational attainment	**76**	**0.992**	**0.954**			
Literacy rate, %	1	1.000	0.899	88.5	88.3	1.00
Enrolment in primary education, %	92	0.996	0.757	82.4	82.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	47.1	36.4	1.30
Enrolment in tertiary education, %	109	0.944	0.931	6.6	7.0	0.94
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	52.2	47.8	1.09
Political empowerment	**101**	**0.138**	**0.239**			
Women in parliament , %	142	0.078	0.298	7.3	92.8	0.08
Women in ministerial positions, %	33	0.462	0.255	31.6	68.4	0.46
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.703 / 83 SWZ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	4.71
GDP per capita, constant '11, intl. $ 1000	–	–	9.71
Total population, million people	0.58	0.56	1.10
Population growth rate, %	0.71	1.39	1.04
Population sex ratio (female/male), female/male ratio	48.85	51.15	0.96

Work participation and leadership	female	male	value
Labour force, million people	0.18	0.18	0.50
Unemployed adults, % of labour force (15-64)	25.12	21.28	1.18
Workers employed part-time, % of employed people	21.64	15.25	1.42
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.08
Gender parity in tech roles, 1-7 (best)	–	–	2.62
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.90	83.10	0.20
Firms with female top managers, % firms	27.40	72.60	0.38

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1968
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	23.33	76.67	0.30
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.25

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	3.03
Women's unmet demand for family planning, % women 15-49	–	–	15.20
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	4.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

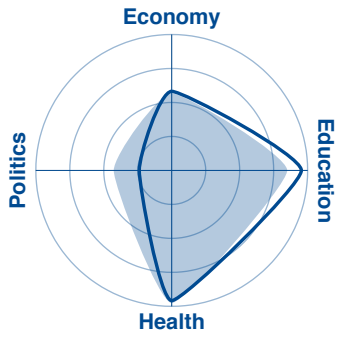
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.06	0.19	0.30
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	437
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	88.30
Antenatal care, at least four visits, % women 15-49	–	–	82.80

Ethiopia

rank 82
out of 153 countries

score 0.705
0.00 = imparity
1.00 = parity

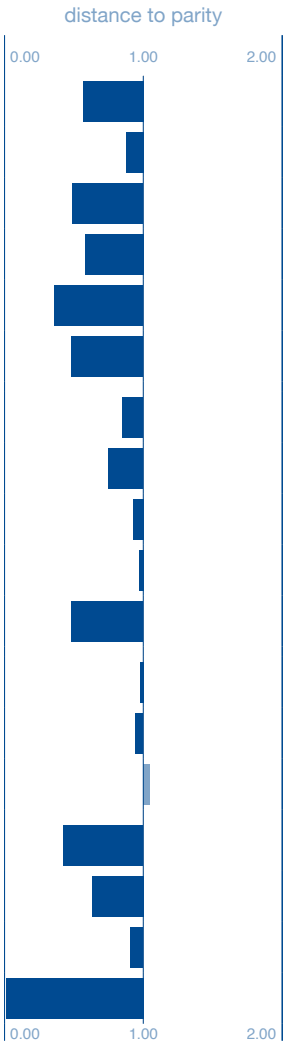


Ethiopia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**100**	**0.595**	**82**	**0.705**
Economic participation and opportunity	74	0.568	125	0.568
Educational attainment	108	0.739	140	0.850
Health and survival	87	0.969	63	0.976
Political empowerment	61	0.102	16	0.427

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**125**	**0.568**	**0.582**			
Labour force participation rate, %	52	0.877	0.661	77.0	87.8	0.88
Wage equality for similar work, 1-7 (best)	132	0.491	0.613	–	–	3.44
Estimated earned income, int'l $ 1,000	93	0.581	0.499	1.0	1.7	0.58
Legislators, senior officials and managers, %	103	0.361	0.356	26.5	73.5	0.36
Professional and technical workers, %	129	0.484	0.756	32.6	67.4	0.48
Educational attainment	**140**	**0.850**	**0.954**			
Literacy rate, %	135	0.750	0.899	44.4	59.2	0.75
Enrolment in primary education, %	135	0.928	0.757	81.5	87.7	0.93
Enrolment in secondary education, %	120	0.968	0.954	30.3	31.3	0.97
Enrolment in tertiary education, %	141	0.483	0.931	5.3	10.9	0.48
Health and survival	**63**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	76	1.050	1.034	58.9	56.1	1.05
Political empowerment	**16**	**0.427**	**0.239**			
Women in parliament , %	21	0.633	0.298	38.8	61.2	0.63
Women in ministerial positions, %	11	0.908	0.255	47.6	52.4	0.91
Years with female/male head of state (last 50)	59	0.014	0.190	0.7	49.3	0.01



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	80.29
GDP per capita, constant '11, intl. $ 1000	–	–	2.07
Total population, million people	54.59	54.64	109.2
Population growth rate, %	2.60	2.62	2.61
Population sex ratio (female/male), female/male ratio	50.02	49.98	1.00

Work participation and leadership	female	male	value
Labour force, million people	16.44	18.40	0.47
Unemployed adults, % of labour force (15-64)	3.00	1.71	1.75
Workers employed part-time, % of employed people	66.47	42.91	1.55
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.31	6.60	2.93
Advancement of women to leadership roles, 1-7 (best)	–	–	3.27
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.50	83.50	0.20
Firms with female top managers, % firms	4.50	95.50	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1955
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	32.03	67.97	0.47
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.7
Average number of children per woman	n/a	n/a	4.30
Women's unmet demand for family planning, % women 15-49	–	–	22.80
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	22.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

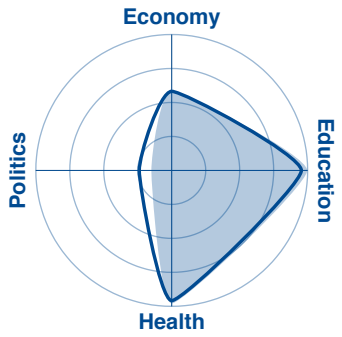
Education and skills	female	male	value
STEMS, attainment %	7.61	12.37	0.62
Agri., Forestry, Fisheries & Veterinary, attainment %	3.76	6.91	0.54
Arts & Humanities, attainment %	1.76	1.98	0.89
Business, Admin. & Law, attainment %	28.39	30.19	0.94
Education, attainment %	50.57	39.85	1.27
Engineering, Manuf. & Construction, attainment %	2.76	5.43	0.51
Health & Welfare, attainment %	5.56	5.64	0.98
Information & Comm. Technologies, attainment %	2.66	3.02	0.88
Natural Sci., Mathematics & Statistics, attainment %	2.19	3.91	0.56
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	2.36	3.06	0.77
Vocational training, attainment %	1.78	1.59	1.12
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	401
Prevalence of gender violence in lifetime, % women	–	–	28.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	27.70
Antenatal care, at least four visits, % women 15-49	–	–	32.70

Fiji

rank
out of 153 countries **103**

score
0.00 = imparity
1.00 = parity **0.678**

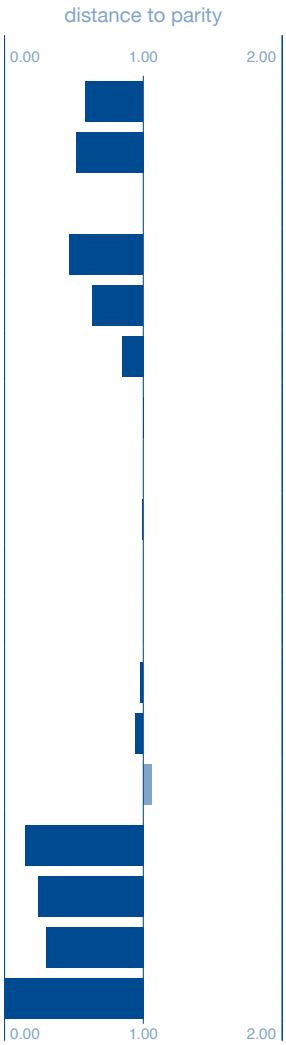


Fiji score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**103**	**0.678**
Economic participation and opportunity	n/a	-	123	0.584
Educational attainment	n/a	-	51	0.997
Health and survival	n/a	-	41	0.979
Political empowerment	n/a	-	97	0.150

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**123**	**0.584**	**0.582**			
Labour force participation rate, %	132	0.515	0.661	40.8	79.2	0.52
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	124	0.468	0.499	6.2	13.1	0.47
Legislators, senior officials and managers, %	30	0.636	0.356	38.9	61.1	0.64
Professional and technical workers, %	99	0.846	0.756	45.8	54.2	0.85
Educational attainment	**51**	**0.997**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.1	99.1	1.00
Enrolment in primary education, %	102	0.994	0.757	98.4	99.0	0.99
Enrolment in secondary education, %	1	1.000	0.954	88.8	80.4	1.10
Enrolment in tertiary education, %	1	1.000	0.931	17.6	14.8	1.19
Health and survival	**41**	**0.979**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	63.3	59.6	1.06
Political empowerment	**97**	**0.150**	**0.239**			
Women in parliament , %	96	0.244	0.298	19.6	80.4	0.24
Women in ministerial positions, %	69	0.300	0.255	23.1	76.9	0.30
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.52
GDP per capita, constant '11, intl. $ 1000	–	–	10.38
Total population, million people	0.44	0.45	0.90
Population growth rate, %	0.79	0.68	0.73
Population sex ratio (female/male), female/male ratio	50.70	49.30	1.03

Work participation and leadership	female	male	value
Labour force, million people	0.11	0.22	0.34
Unemployed adults, % of labour force (15-64)	n/a	3.83	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.16	5.19	2.92
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1963
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.1
Average number of children per woman	n/a	n/a	2.79
Women's unmet demand for family planning, % women 15-49	–	–	n/a
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	8.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

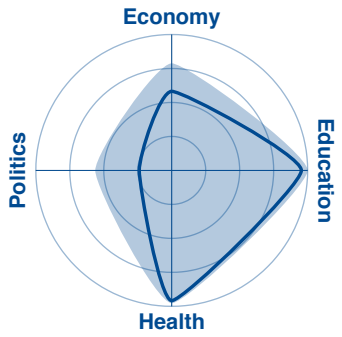
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.31	1.37	0.23
PhD graduates, attainment %	0.05	0.10	0.48

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	34
Prevalence of gender violence in lifetime, % women	–	–	64.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	–	–	93.60

Finland

rank
out of 153 countries **3**

score
0.00 = imparity
1.00 = parity **0.832**

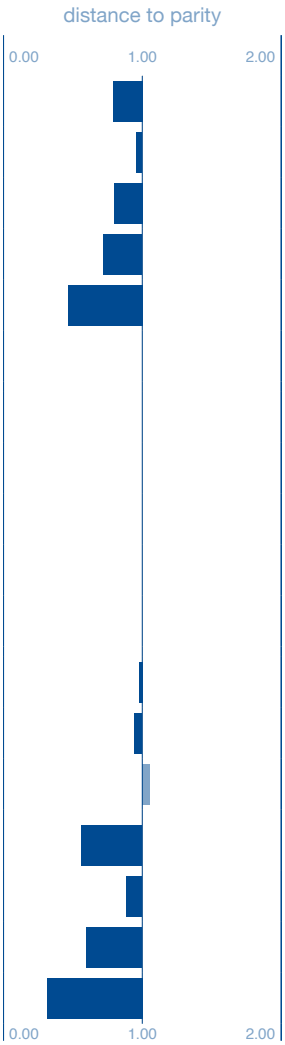


Finland score
average score

	2006 score		2020 score	
Global Gender Gap Index	**3**	**0.796**	**3**	**0.832**
Economic participation and opportunity	8	0.734	18	0.788
Educational attainment	18	0.999	1	1.000
Health and survival	1	0.980	56	0.977
Political empowerment	3	0.470	5	0.563

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**18**	**0.788**	**0.582**			
Labour force participation rate, %	13	0.959	0.661	75.1	78.3	0.96
Wage equality for similar work, 1-7 (best)	9	0.798	0.613	–	–	5.58
Estimated earned income, int'l $ 1,000	33	0.720	0.499	34.7	48.2	0.72
Legislators, senior officials and managers, %	77	0.467	0.356	31.8	68.2	0.47
Professional and technical workers, %	1	1.000	0.756	52.1	47.9	1.09
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	98.8	98.5	1.00
Enrolment in secondary education, %	1	1.000	0.954	96.4	95.8	1.01
Enrolment in tertiary education, %	1	1.000	0.931	95.8	81.0	1.18
Health and survival	**56**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	70	1.053	1.034	73.5	69.8	1.05
Political empowerment	**5**	**0.563**	**0.239**			
Women in parliament , %	7	0.887	0.298	47.0	53.0	0.89
Women in ministerial positions, %	20	0.600	0.255	37.5	62.5	0.60
Years with female/male head of state (last 50)	12	0.316	0.190	12.0	38.0	0.32



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FIN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	274.2
GDP per capita, constant '11, intl. $ 1000	–	–	41.40
Total population, million people	2.80	2.72	5.50
Population growth rate, %	0.14	0.21	0.17
Population sex ratio (female/male), female/male ratio	49.28	50.72	0.97

Work participation and leadership	female	male	value
Labour force, million people	1.29	1.37	0.48
Unemployed adults, % of labour force (15-64)	7.42	7.62	0.97
Workers employed part-time, % of employed people	49.91	37.41	1.33
Gender pay gap (OECD only), %	–	–	17.70
Proportion of unpaid work per day, female/male ratio	15.20	10.49	1.45
Advancement of women to leadership roles, 1-7 (best)	–	–	5.93
Gender parity in tech roles, 1-7 (best)	–	–	5.34
Boards of listed companies,% board members	32.80	67.20	0.49
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1906
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.6
Average number of children per woman	n/a	n/a	1.53
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.30
Length of maternity/paternity leave (days), weeks	161.0	9.00	0.06
Wages paid during maternity/paternity leave, % annual gross wage	74.37	62.88	1.18

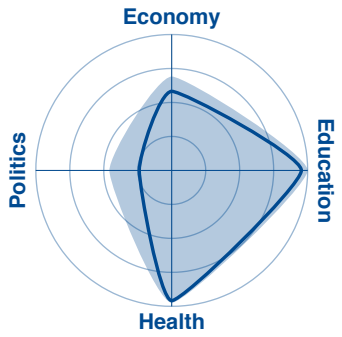
Education and skills	female	male	value
STEMS, attainment %	12.39	49.79	0.25
Agri., Forestry, Fisheries & Veterinary, attainment %	2.29	2.21	1.04
Arts & Humanities, attainment %	13.31	7.96	1.67
Business, Admin. & Law, attainment %	19.12	18.54	1.03
Education, attainment %	9.30	2.78	3.35
Engineering, Manuf. & Construction, attainment %	5.94	31.66	0.19
Health & Welfare, attainment %	30.22	8.10	3.73
Information & Comm. Technologies, attainment %	2.17	12.57	0.17
Natural Sci., Mathematics & Statistics, attainment %	4.28	5.56	0.77
Services, attainment %	4.58	5.27	0.87
Social Sci., Journalism & Information, attainment %	8.79	5.36	1.64
Vocational training, attainment %	19.37	23.10	0.84
PhD graduates, attainment %	0.99	1.31	0.76

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	3
Prevalence of gender violence in lifetime, % women	–	–	30.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

France

rank
out of 153 countries **15**

score
0.00 = imparity
1.00 = parity **0.781**

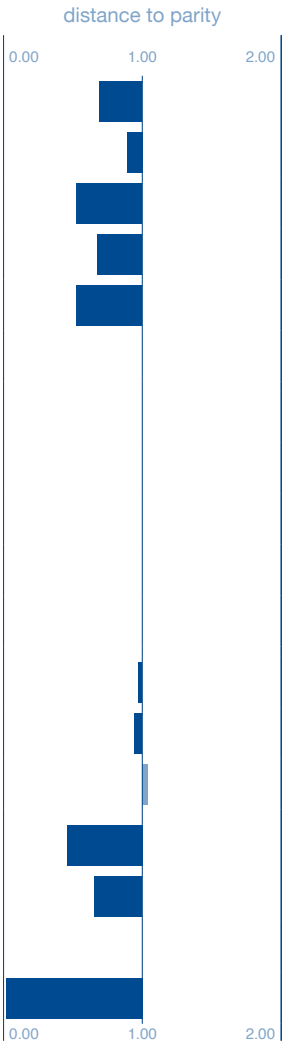


France score
average score

	2006 score		2020 score	
Global Gender Gap Index	**70**	**0.652**	**15**	**0.781**
Economic participation and opportunity	88	0.525	65	0.691
Educational attainment	1	1.000	1	1.000
Health and survival	1	0.980	78	0.974
Political empowerment	60	0.104	15	0.459

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**65**	**0.691**	**0.582**			
Labour force participation rate, %	45	0.891	0.661	67.5	75.8	0.89
Wage equality for similar work, 1-7 (best)	127	0.528	0.613	–	–	3.69
Estimated earned income, int'l $ 1,000	47	0.679	0.499	30.9	45.5	0.68
Legislators, senior officials and managers, %	59	0.526	0.356	34.5	65.5	0.53
Professional and technical workers, %	1	1.000	0.756	50.8	49.2	1.03
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	99.1	98.5	1.01
Enrolment in secondary education, %	1	1.000	0.954	95.3	94.0	1.01
Enrolment in tertiary education, %	1	1.000	0.931	72.8	58.7	1.24
Health and survival	**78**	**0.974**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	90	1.043	1.034	74.9	71.8	1.04
Political empowerment	**15**	**0.459**	**0.239**			
Women in parliament , %	16	0.658	0.298	39.7	60.3	0.66
Women in ministerial positions, %	1	1.000	0.255	50.0	50.0	1.00
Years with female/male head of state (last 50)	56	0.018	0.190	0.9	49.1	0.02



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.28k
GDP per capita, constant '11, intl. $ 1000	–	–	40.78
Total population, million people	33.52	31.47	65.00
Population growth rate, %	0.24	0.19	0.21
Population sex ratio (female/male), female/male ratio	48.42	51.58	0.94

Work participation and leadership	female	male	value
Labour force, million people	14.23	15.20	0.48
Unemployed adults, % of labour force (15-64)	9.18	9.12	1.01
Workers employed part-time, % of employed people	48.62	30.39	1.60
Gender pay gap (OECD only), %	–	–	9.90
Proportion of unpaid work per day, female/male ratio	15.77	9.49	1.66
Advancement of women to leadership roles, 1-7 (best)	–	–	4.14
Gender parity in tech roles, 1-7 (best)	–	–	4.46
Boards of listed companies,% board members	43.40	56.60	0.77
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1944
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	32.18	67.82	0.47
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.2
Average number of children per woman	n/a	n/a	1.85
Women's unmet demand for family planning, % women 15-49	–	–	4.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.80
Length of maternity/paternity leave (days), weeks	42.00	28.00	0.67
Wages paid during maternity/paternity leave, % annual gross wage	90.36	90.36	1.00

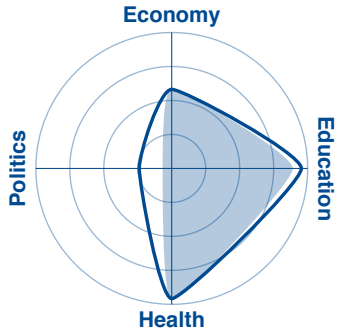
Education and skills	female	male	value
STEMS, attainment %	14.49	39.72	0.36
Agri., Forestry, Fisheries & Veterinary, attainment %	1.14	1.91	0.59
Arts & Humanities, attainment %	11.54	6.56	1.76
Business, Admin. & Law, attainment %	34.94	31.11	1.12
Education, attainment %	5.44	2.12	2.56
Engineering, Manuf. & Construction, attainment %	6.93	25.08	0.28
Health & Welfare, attainment %	20.35	9.14	2.23
Information & Comm. Technologies, attainment %	0.89	5.77	0.15
Natural Sci., Mathematics & Statistics, attainment %	6.67	8.87	0.75
Services, attainment %	3.21	3.52	0.91
Social Sci., Journalism & Information, attainment %	8.85	5.89	1.50
Vocational training, attainment %	17.24	21.40	0.81
PhD graduates, attainment %	0.64	1.06	0.60

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	8
Prevalence of gender violence in lifetime, % women	–	–	26.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.00
Antenatal care, at least four visits, % women 15-49	–	–	98.90

Gambia, The

rank
out of 153 countries **136**

score
0.00 = imparity
1.00 = parity **0.628**

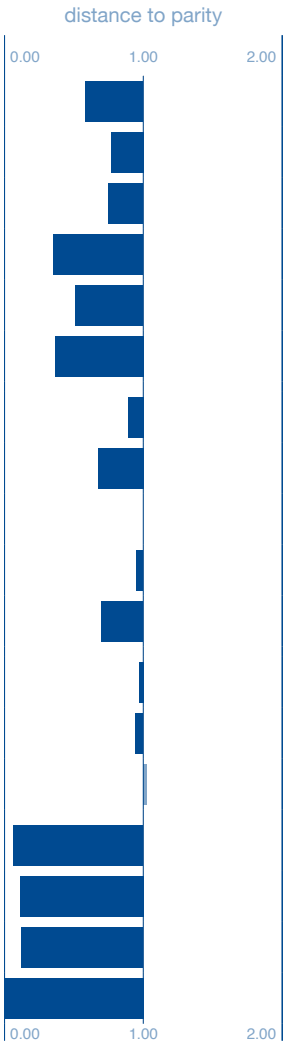


Gambia, The score
average score

	2006 score		2020 score	
Global Gender Gap Index	**79**	**0.645**	**136**	**0.628**
Economic participation and opportunity	25	0.688	122	0.584
Educational attainment	106	0.809	134	0.891
Health and survival	64	0.974	114	0.970
Political empowerment	55	0.109	137	0.067

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**122**	**0.584**	**0.582**			
Labour force participation rate, %	88	0.768	0.661	52.9	68.9	0.77
Wage equality for similar work, 1-7 (best)	16	0.751	0.613	–	–	5.26
Estimated earned income, int'l $ 1,000	133	0.355	0.499	1.2	3.4	0.35
Legislators, senior officials and managers, %	67	0.511	0.356	33.8	66.2	0.51
Professional and technical workers, %	135	0.366	0.756	26.8	73.2	0.37
Educational attainment	**134**	**0.891**	**0.954**			
Literacy rate, %	140	0.673	0.899	41.6	61.8	0.67
Enrolment in primary education, %	1	1.000	0.757	80.6	73.1	1.10
Enrolment in secondary education, %	129	0.952	0.954	48.8	51.2	0.95
Enrolment in tertiary education, %	128	0.699	0.931	2.2	3.2	0.70
Health and survival	**114**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	125	1.028	1.034	55.2	53.7	1.03
Political empowerment	**137**	**0.067**	**0.239**			
Women in parliament , %	134	0.115	0.298	10.3	89.7	0.12
Women in ministerial positions, %	116	0.125	0.255	11.1	88.9	0.12
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.63
GDP per capita, constant '11, intl. $ 1000	–	–	2.32
Total population, million people	1.15	1.13	2.30
Population growth rate, %	2.97	2.96	2.96
Population sex ratio (female/male), female/male ratio	49.60	50.40	0.98

Work participation and leadership	female	male	value
Labour force, million people	0.27	0.31	0.46
Unemployed adults, % of labour force (15-64)	12.63	6.99	1.81
Workers employed part-time, % of employed people	38.36	21.42	1.79
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.01
Gender parity in tech roles, 1-7 (best)	–	–	3.78
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.30	87.70	0.14
Firms with female top managers, % firms	9.60	90.40	0.11

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1960
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.4
Average number of children per woman	n/a	n/a	5.25
Women's unmet demand for family planning, % women 15-49	–	–	24.90
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	25.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

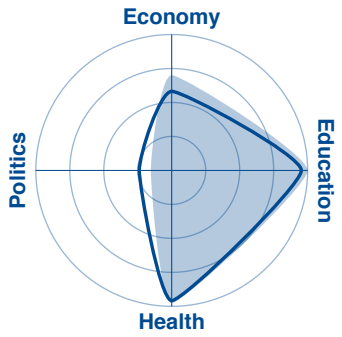
Education and skills	female	male	value
STEMS, attainment %	53.08	55.23	0.96
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	0.15	n/a
Business, Admin. & Law, attainment %	40.69	37.34	1.09
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	1.58	9.84	0.16
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	51.50	45.39	1.13
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	4.35	2.48	1.76
Social Sci., Journalism & Information, attainment %	1.88	4.80	0.39
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	597
Prevalence of gender violence in lifetime, % women	–	–	20.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	57.20
Antenatal care, at least four visits, % women 15-49	–	–	75.10

Georgia

rank 74
out of 153 countries

score 0.708
0.00 = imparity
1.00 = parity



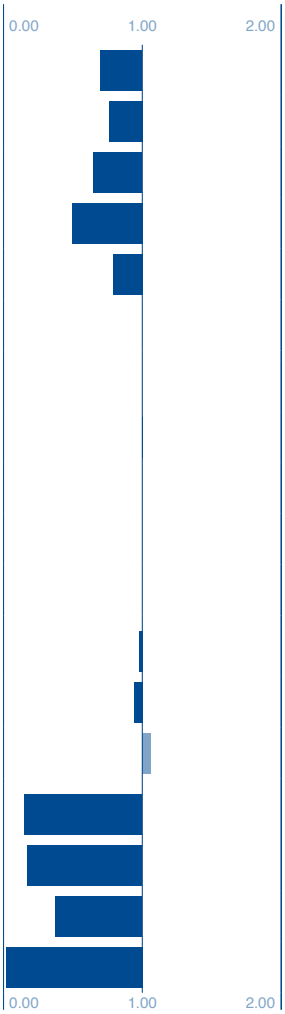
Georgia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**54**	**0.670**	**74**	**0.708**
Economic participation and opportunity	41	0.656	61	0.701
Educational attainment	28	0.997	29	1.000
Health and survival	115	0.923	68	0.976
Political empowerment	59	0.104	94	0.154

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**61**	**0.701**	**0.582**			
Labour force participation rate, %	91	0.762	0.661	63.4	83.2	0.76
Wage equality for similar work, 1-7 (best)	73	0.649	0.613	–	–	4.54
Estimated earned income, int'l $ 1,000	118	0.494	0.499	6.5	13.2	0.49
Legislators, senior officials and managers, %	14	0.791	0.356	44.2	55.8	0.79
Professional and technical workers, %	1	1.000	0.756	63.4	36.6	1.73
Educational attainment	**29**	**1.000**	**0.954**			
Literacy rate, %	58	0.999	0.899	99.3	99.4	1.00
Enrolment in primary education, %	1	1.000	0.757	98.2	97.6	1.01
Enrolment in secondary education, %	1	1.000	0.954	96.8	95.2	1.02
Enrolment in tertiary education, %	1	1.000	0.931	63.7	57.3	1.11
Health and survival	**68**	**0.976**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	68.4	61.5	1.11
Political empowerment	**94**	**0.154**	**0.239**			
Women in parliament , %	120	0.173	0.298	14.8	85.2	0.17
Women in ministerial positions, %	49	0.376	0.255	27.3	72.7	0.38
Years with female/male head of state (last 50)	57	0.018	0.190	0.9	49.1	0.02

distance to parity



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GEO

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	16.21
GDP per capita, constant '11, intl. $ 1000	–	–	10.16
Total population, million people	2.09	1.91	4.00
Population growth rate, %	-0.10	-0.21	-0.15
Population sex ratio (female/male), female/male ratio	47.71	52.29	0.91

Work participation and leadership	female	male	value
Labour force, million people	0.78	0.93	0.46
Unemployed adults, % of labour force (15-64)	12.76	14.91	0.86
Workers employed part-time, % of employed people	43.61	29.01	1.50
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.43
Gender parity in tech roles, 1-7 (best)	–	–	3.27
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	19.20	80.80	0.24
Firms with female top managers, % firms	32.00	68.00	0.47

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.0
Average number of children per woman	n/a	n/a	2.06
Women's unmet demand for family planning, % women 15-49	–	–	12.30
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	14.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

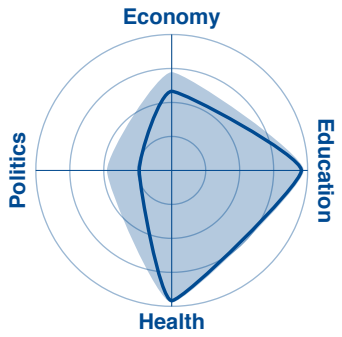
Education and skills	female	male	value
STEMS, attainment %	15.58	29.47	0.53
Agri., Forestry, Fisheries & Veterinary, attainment %	0.64	1.57	0.41
Arts & Humanities, attainment %	14.62	5.61	2.61
Business, Admin. & Law, attainment %	36.72	36.54	1.00
Education, attainment %	3.25	0.25	13.06
Engineering, Manuf. & Construction, attainment %	2.49	16.86	0.15
Health & Welfare, attainment %	11.21	6.03	1.86
Information & Comm. Technologies, attainment %	1.27	5.98	0.21
Natural Sci., Mathematics & Statistics, attainment %	11.83	6.63	1.78
Services, attainment %	4.70	11.47	0.41
Social Sci., Journalism & Information, attainment %	13.29	9.06	1.47
Vocational training, attainment %	2.01	2.13	0.94
PhD graduates, attainment %	0.55	0.47	1.15

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	25
Prevalence of gender violence in lifetime, % women	–	–	6.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	88.30

Germany

rank
out of 153 countries **10**

score
0.00 = imparity
1.00 = parity **0.787**

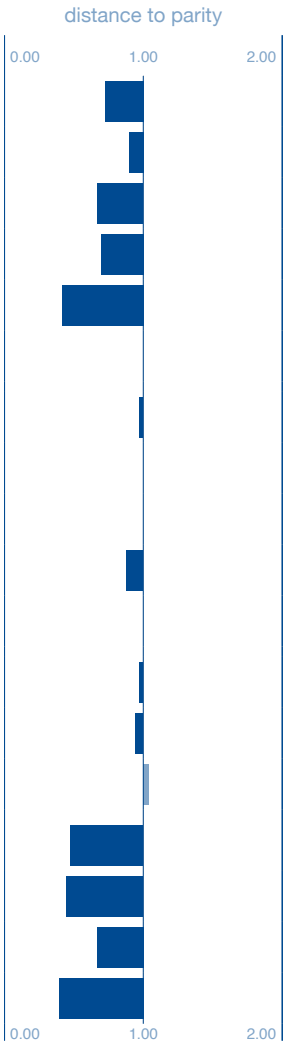


Germany score
average score

	2006 score		2020 score	
Global Gender Gap Index	**5**	**0.752**	**10**	**0.787**
Economic participation and opportunity	32	0.669	48	0.723
Educational attainment	31	0.995	103	0.972
Health and survival	36	0.979	86	0.973
Political empowerment	6	0.366	12	0.477

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**48**	**0.723**	**0.582**			
Labour force participation rate, %	38	0.898	0.661	74.1	82.5	0.90
Wage equality for similar work, 1-7 (best)	68	0.671	0.613	–	–	4.69
Estimated earned income, int'l $ 1,000	41	0.695	0.499	38.3	55.1	0.69
Legislators, senior officials and managers, %	89	0.416	0.356	29.4	70.6	0.42
Professional and technical workers, %	1	1.000	0.756	51.9	48.1	1.08
Educational attainment	**103**	**0.972**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	97.9	97.9	1.00
Enrolment in secondary education, %	138	0.878	0.954	46.7	53.3	0.88
Enrolment in tertiary education, %	1	1.000	0.931	70.7	69.8	1.01
Health and survival	**86**	**0.973**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	98	1.040	1.034	73.0	70.2	1.04
Political empowerment	**12**	**0.477**	**0.239**			
Women in parliament , %	42	0.447	0.298	30.9	69.1	0.45
Women in ministerial positions, %	17	0.667	0.255	40.0	60.0	0.67
Years with female/male head of state (last 50)	8	0.393	0.190	14.1	35.9	0.39



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	4.40k
GDP per capita, constant '11, intl. $ 1000	–	–	46.55
Total population, million people	42.11	41.01	83.10
Population growth rate, %	0.37	0.58	0.47
Population sex ratio (female/male), female/male ratio	49.34	50.66	0.97

Work participation and leadership	female	male	value
Labour force, million people	19.61	22.48	0.47
Unemployed adults, % of labour force (15-64)	2.96	3.90	0.76
Workers employed part-time, % of employed people	57.47	26.29	2.19
Gender pay gap (OECD only), %	–	–	16.20
Proportion of unpaid work per day, female/male ratio	16.40	10.40	1.58
Advancement of women to leadership roles, 1-7 (best)	–	–	4.96
Gender parity in tech roles, 1-7 (best)	–	–	5.23
Boards of listed companies,% board members	31.90	68.10	0.47
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	39.13	60.87	0.64
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.2
Average number of children per woman	n/a	n/a	1.59
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.40
Length of maternity/paternity leave (days), weeks	58.00	8.70	0.15
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00

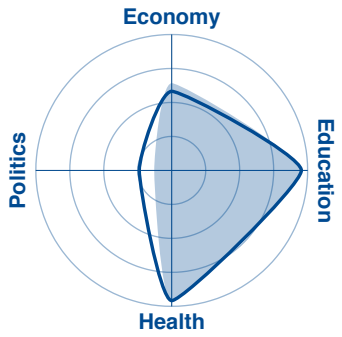
Education and skills	female	male	value
STEMS, attainment %	19.16	52.70	0.36
Agri., Forestry, Fisheries & Veterinary, attainment %	1.53	2.18	0.70
Arts & Humanities, attainment %	15.42	6.99	2.21
Business, Admin. & Law, attainment %	23.41	21.67	1.08
Education, attainment %	18.22	4.34	4.20
Engineering, Manuf. & Construction, attainment %	8.93	34.89	0.26
Health & Welfare, attainment %	9.99	4.36	2.29
Information & Comm. Technologies, attainment %	1.78	7.74	0.23
Natural Sci., Mathematics & Statistics, attainment %	8.45	10.06	0.84
Services, attainment %	2.47	2.31	1.07
Social Sci., Journalism & Information, attainment %	9.54	5.21	1.83
Vocational training, attainment %	18.21	22.92	0.79
PhD graduates, attainment %	0.87	1.65	0.52

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	7
Prevalence of gender violence in lifetime, % women	–	–	22.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.70
Antenatal care, at least four visits, % women 15-49	–	–	99.30

Ghana

rank
out of 153 countries **107**

score
0.00 = imparity
1.00 = parity **0.673**



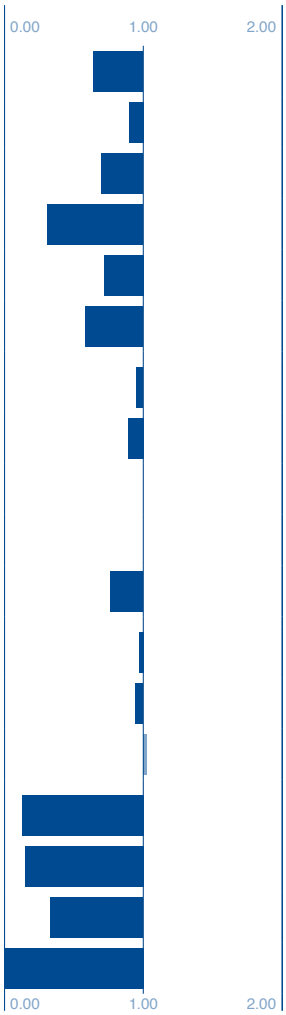
Ghana score
average score

	2006 score		2020 score	
Global Gender Gap Index	**58**	**0.665**	**107**	**0.673**
Economic participation and opportunity	5	0.753	94	0.642
Educational attainment	94	0.868	119	0.951
Health and survival	89	0.969	121	0.968
Political empowerment	80	0.071	107	0.129

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**94**	**0.642**	**0.582**			
Labour force participation rate, %	39	0.897	0.661	65.3	72.8	0.90
Wage equality for similar work, 1-7 (best)	46	0.701	0.613	–	–	4.90
Estimated earned income, int'l $ 1,000	136	0.311	0.499	2.6	8.3	0.31
Legislators, senior officials and managers, %	20	0.718	0.356	41.8	58.2	0.72
Professional and technical workers, %	119	0.586	0.756	37.0	63.0	0.59
Educational attainment	**119**	**0.951**	**0.954**			
Literacy rate, %	114	0.892	0.899	74.5	83.5	0.89
Enrolment in primary education, %	1	1.000	0.757	85.1	83.9	1.01
Enrolment in secondary education, %	1	1.000	0.954	58.8	57.8	1.02
Enrolment in tertiary education, %	121	0.765	0.931	13.6	17.7	0.77
Health and survival	**121**	**0.968**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	131	1.022	1.034	57.0	55.8	1.02
Political empowerment	**107**	**0.129**	**0.239**			
Women in parliament , %	125	0.151	0.298	13.1	86.9	0.15
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.673 / 107 GHA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	65.52
GDP per capita, constant '11, intl. $ 1000	–	–	5.77
Total population, million people	14.68	15.08	29.80
Population growth rate, %	2.17	2.20	2.19
Population sex ratio (female/male), female/male ratio	50.67	49.33	1.03

Work participation and leadership	female	male	value
Labour force, million people	4.92	4.64	0.51
Unemployed adults, % of labour force (15-64)	4.56	4.21	1.08
Workers employed part-time, % of employed people	33.31	27.40	1.22
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.49	4.58	3.38
Advancement of women to leadership roles, 1-7 (best)	–	–	4.16
Gender parity in tech roles, 1-7 (best)	–	–	3.98
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	14.70	85.30	0.17
Firms with female top managers, % firms	14.90	85.10	0.18

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1954
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	3.89
Women's unmet demand for family planning, % women 15-49	–	–	26.30
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	8.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

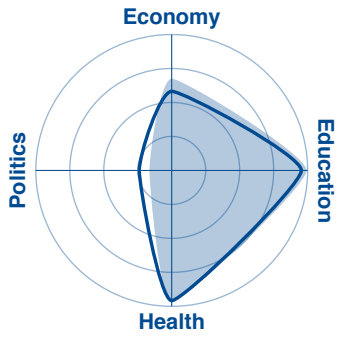
Education and skills	female	male	value
STEMS, attainment %	7.88	22.27	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	1.23	2.33	0.53
Arts & Humanities, attainment %	9.92	8.03	1.24
Business, Admin. & Law, attainment %	30.88	26.47	1.17
Education, attainment %	31.69	30.32	1.05
Engineering, Manuf. & Construction, attainment %	3.58	12.70	0.28
Health & Welfare, attainment %	12.90	5.78	2.23
Information & Comm. Technologies, attainment %	1.53	4.31	0.36
Natural Sci., Mathematics & Statistics, attainment %	2.77	5.27	0.52
Services, attainment %	1.43	0.56	2.57
Social Sci., Journalism & Information, attainment %	4.08	4.24	0.96
Vocational training, attainment %	0.64	1.84	0.35
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	308
Prevalence of gender violence in lifetime, % women	–	–	24.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	78.10
Antenatal care, at least four visits, % women 15-49	–	–	87.30

Greece

rank
out of 153 countries **84**

score
0.00 = imparity
1.00 = parity **0.701**

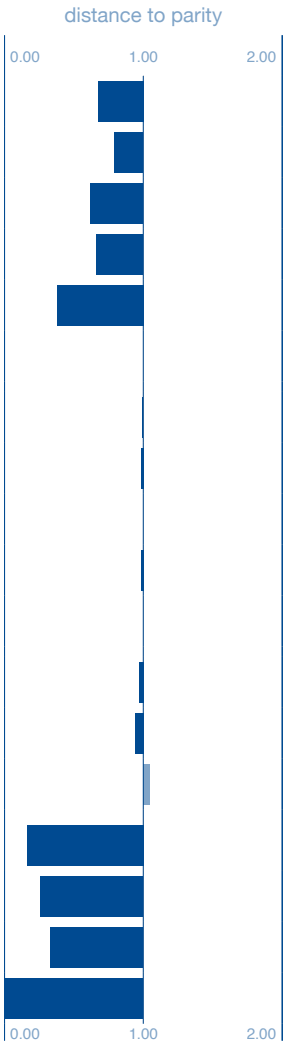


Greece score
average score

	2006 score		2020 score	
Global Gender Gap Index	**69**	**0.654**	**84**	**0.701**
Economic participation and opportunity	70	0.585	76	0.675
Educational attainment	46	0.992	69	0.993
Health and survival	53	0.978	100	0.971
Political empowerment	87	0.061	87	0.164

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**76**	**0.675**	**0.582**			
Labour force participation rate, %	84	0.794	0.661	60.5	76.2	0.79
Wage equality for similar work, 1-7 (best)	86	0.621	0.613	–	–	4.35
Estimated earned income, int'l $ 1,000	54	0.662	0.499	20.7	31.3	0.66
Legislators, senior officials and managers, %	95	0.379	0.356	27.5	72.5	0.38
Professional and technical workers, %	1	1.000	0.756	50.3	49.7	1.01
Educational attainment	**69**	**0.993**	**0.954**			
Literacy rate, %	82	0.982	0.899	96.5	98.3	0.98
Enrolment in primary education, %	1	1.000	0.757	98.5	98.0	1.00
Enrolment in secondary education, %	112	0.985	0.954	92.6	94.1	0.98
Enrolment in tertiary education, %	1	1.000	0.931	137.0	136.2	1.01
Health and survival	**100**	**0.971**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	87	1.044	1.034	73.6	70.5	1.04
Political empowerment	**87**	**0.164**	**0.239**			
Women in parliament , %	84	0.261	0.298	20.7	79.3	0.26
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	68	0.001	0.190	0.1	49.9	0.00



0.701 / 84 GRC

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	218.2
GDP per capita, constant '11, intl. $ 1000	–	–	25.83
Total population, million people	5.36	5.16	10.50
Population growth rate, %	-0.46	-0.47	-0.46
Population sex ratio (female/male), female/male ratio	49.08	50.92	0.96

Work participation and leadership	female	male	value
Labour force, million people	2.07	2.59	0.44
Unemployed adults, % of labour force (15-64)	24.45	15.46	1.58
Workers employed part-time, % of employed people	16.30	7.10	2.30
Gender pay gap (OECD only), %	–	–	4.50
Proportion of unpaid work per day, female/male ratio	18.13	7.01	2.58
Advancement of women to leadership roles, 1-7 (best)	–	–	3.98
Gender parity in tech roles, 1-7 (best)	–	–	3.54
Boards of listed companies,% board members	11.30	88.70	0.13
Firms with female majority ownership, % firms	16.50	83.50	0.20
Firms with female top managers, % firms	17.20	82.80	0.21

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1952
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.3
Average number of children per woman	n/a	n/a	1.30
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	1.90
Length of maternity/paternity leave (days), weeks	43.00	0.40	0.01
Wages paid during maternity/paternity leave, % annual gross wage	49.50	100.0	0.50

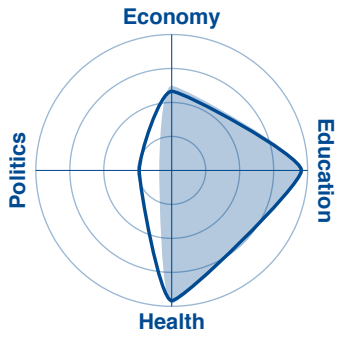
Education and skills	female	male	value
STEMS, attainment %	20.22	42.24	0.48
Agri., Forestry, Fisheries & Veterinary, attainment %	2.01	3.08	0.65
Arts & Humanities, attainment %	15.43	7.60	2.03
Business, Admin. & Law, attainment %	20.34	20.12	1.01
Education, attainment %	10.66	2.59	4.12
Engineering, Manuf. & Construction, attainment %	9.83	26.82	0.37
Health & Welfare, attainment %	14.21	8.28	1.72
Information & Comm. Technologies, attainment %	1.77	4.46	0.40
Natural Sci., Mathematics & Statistics, attainment %	8.62	10.96	0.79
Services, attainment %	2.45	4.43	0.55
Social Sci., Journalism & Information, attainment %	14.67	11.66	1.26
Vocational training, attainment %	11.11	15.03	0.74
PhD graduates, attainment %	0.34	0.69	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	3
Prevalence of gender violence in lifetime, % women	–	–	19.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Guatemala

rank
out of 153 countries **113**

score
0.00 = imparity
1.00 = parity **0.666**

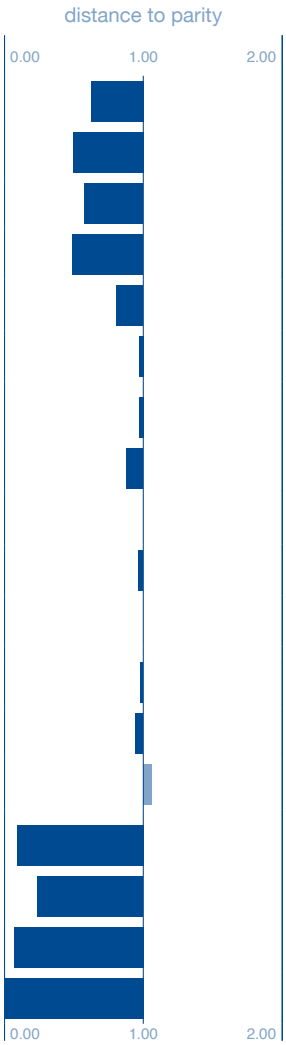


Guatemala score
average score

	2006 score		2020 score	
Global Gender Gap Index	**95**	**0.607**	**113**	**0.666**
Economic participation and opportunity	104	0.443	104	0.623
Educational attainment	91	0.895	107	0.969
Health and survival	1	0.980	1	0.980
Political empowerment	54	0.110	125	0.092

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**104**	**0.623**	**0.582**			
Labour force participation rate, %	134	0.495	0.661	43.1	87.0	0.50
Wage equality for similar work, 1-7 (best)	107	0.577	0.613	–	–	4.04
Estimated earned income, int'l $ 1,000	119	0.490	0.499	5.0	10.1	0.49
Legislators, senior officials and managers, %	12	0.806	0.356	44.6	55.4	0.81
Professional and technical workers, %	78	0.969	0.756	49.2	50.8	0.97
Educational attainment	**107**	**0.969**	**0.954**			
Literacy rate, %	117	0.880	0.899	76.4	86.8	0.88
Enrolment in primary education, %	1	1.000	0.757	87.0	86.7	1.00
Enrolment in secondary education, %	123	0.965	0.954	43.0	44.5	0.96
Enrolment in tertiary education, %	1	1.000	0.931	23.6	20.0	1.18
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	66.2	62.2	1.06
Political empowerment	**125**	**0.092**	**0.239**			
Women in parliament , %	97	0.240	0.298	19.4	80.6	0.24
Women in ministerial positions, %	129	0.072	0.255	6.7	93.3	0.07
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.666 / 113 GTM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	78.46
GDP per capita, constant '11, intl. $ 1000	–	–	7.50
Total population, million people	8.75	8.49	17.20
Population growth rate, %	1.90	1.97	1.93
Population sex ratio (female/male), female/male ratio	49.24	50.76	0.97

Work participation and leadership	female	male	value
Labour force, million people	2.23	4.23	0.35
Unemployed adults, % of labour force (15-64)	3.63	2.03	1.79
Workers employed part-time, % of employed people	42.62	22.75	1.87
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	17.77	2.36	7.54
Advancement of women to leadership roles, 1-7 (best)	–	–	4.10
Gender parity in tech roles, 1-7 (best)	–	–	4.11
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	18.40	81.60	0.23
Firms with female top managers, % firms	18.50	81.50	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.5
Average number of children per woman	n/a	n/a	2.90
Women's unmet demand for family planning, % women 15-49	–	–	13.90
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	21.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

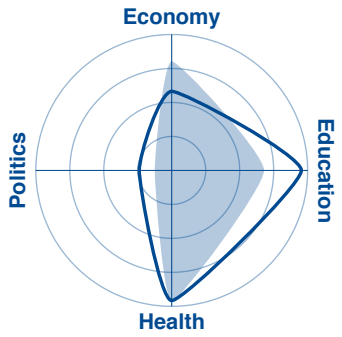
Education and skills	female	male	value
STEMS, attainment %	5.43	16.95	0.32
Agri., Forestry, Fisheries & Veterinary, attainment %	0.36	1.33	0.27
Arts & Humanities, attainment %	0.78	1.02	0.77
Business, Admin. & Law, attainment %	18.34	24.96	0.73
Education, attainment %	49.41	32.81	1.51
Engineering, Manuf. & Construction, attainment %	3.73	11.50	0.32
Health & Welfare, attainment %	11.77	8.16	1.44
Information & Comm. Technologies, attainment %	0.49	3.02	0.16
Natural Sci., Mathematics & Statistics, attainment %	1.21	2.44	0.50
Services, attainment %	1.45	2.68	0.54
Social Sci., Journalism & Information, attainment %	10.27	9.44	1.09
Vocational training, attainment %	9.77	9.14	1.07
PhD graduates, attainment %	n/a	0.08	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	95
Prevalence of gender violence in lifetime, % women	–	–	18.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	69.20
Antenatal care, at least four visits, % women 15-49	–	–	89.40

Guinea

rank
out of 153 countries **125**

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

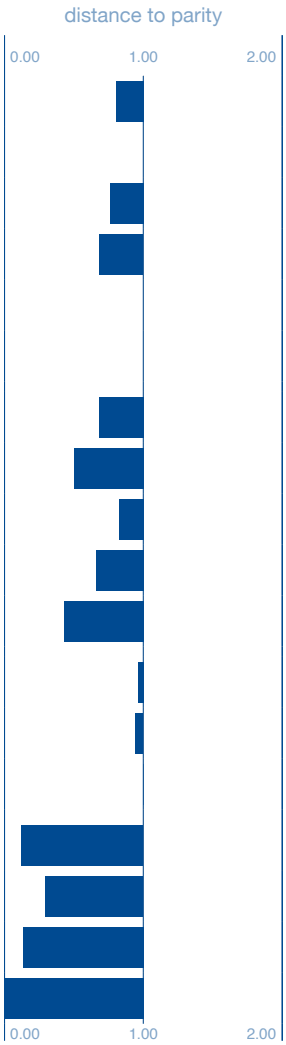


Guinea score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**125**	**0.642**
Economic participation and opportunity	n/a	-	10	0.803
Educational attainment	n/a	-	151	0.680
Health and survival	n/a	-	141	0.962
Political empowerment	n/a	-	108	0.125

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**10**	**0.803**	**0.582**			
Labour force participation rate, %	1	1.000	0.661	66.3	66.2	1.00
Wage equality for similar work, 1-7 (best)	14	0.760	0.613	–	–	5.32
Estimated earned income, int'l $ 1,000	43	0.685	0.499	1.8	2.6	0.69
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	n/a	-	0.756	–	–	-
Educational attainment	**151**	**0.680**	**0.954**			
Literacy rate, %	149	0.503	0.899	22.0	43.6	0.50
Enrolment in primary education, %	145	0.827	0.757	68.8	83.2	0.83
Enrolment in secondary education, %	149	0.660	0.954	25.6	38.7	0.66
Enrolment in tertiary education, %	145	0.431	0.931	7.0	16.2	0.43
Health and survival	**141**	**0.962**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	148	1.002	1.034	52.2	52.1	1.00
Political empowerment	**108**	**0.125**	**0.239**			
Women in parliament , %	72	0.296	0.298	22.8	77.2	0.30
Women in ministerial positions, %	113	0.134	0.255	11.8	88.2	0.13
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.642 / 125 GIN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	12.10
GDP per capita, constant '11, intl. $ 1000	–	–	2.06
Total population, million people	6.43	5.98	12.40
Population growth rate, %	2.67	3.09	2.88
Population sex ratio (female/male), female/male ratio	48.18	51.82	0.93

Work participation and leadership	female	male	value
Labour force, million people	1.67	1.38	0.55
Unemployed adults, % of labour force (15-64)	3.64	5.96	0.61
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.36
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	5.30	94.70	0.06
Firms with female top managers, % firms	5.80	94.20	0.06

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1958
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.1
Average number of children per woman	n/a	n/a	4.74
Women's unmet demand for family planning, % women 15-49	–	–	27.60
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	34.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

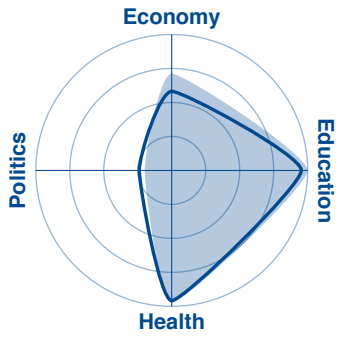
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.79	0.83	0.95
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	576
Prevalence of gender violence in lifetime, % women	–	–	80.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	62.70
Antenatal care, at least four visits, % women 15-49	–	–	64.00

Honduras

rank
out of 153 countries **58**

score
0.00 = imparity
1.00 = parity **0.722**

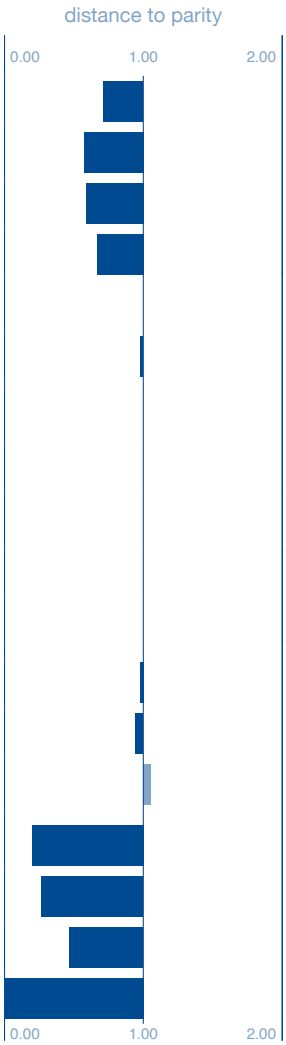


Honduras score
average score

	2006 score		2020 score	
Global Gender Gap Index	**74**	**0.648**	**58**	**0.722**
Economic participation and opportunity	99	0.478	55	0.713
Educational attainment	1	1.000	1	1.000
Health and survival	1	0.980	59	0.977
Political empowerment	42	0.136	68	0.199

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**55**	**0.713**	**0.582**			
Labour force participation rate, %	127	0.575	0.661	49.3	85.7	0.58
Wage equality for similar work, 1-7 (best)	103	0.590	0.613	–	–	4.13
Estimated earned income, int'l $ 1,000	50	0.669	0.499	3.7	5.5	0.67
Legislators, senior officials and managers, %	1	1.000	0.356	51.4	48.7	1.06
Professional and technical workers, %	73	0.980	0.756	49.5	50.5	0.98
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	87.3	87.1	1.00
Enrolment in primary education, %	1	1.000	0.757	80.9	79.3	1.02
Enrolment in secondary education, %	1	1.000	0.954	46.7	41.0	1.14
Enrolment in tertiary education, %	1	1.000	0.931	30.3	22.2	1.37
Health and survival	**59**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	72	1.052	1.034	68.5	65.1	1.05
Political empowerment	**68**	**0.199**	**0.239**			
Women in parliament , %	83	0.267	0.298	21.1	78.9	0.27
Women in ministerial positions, %	31	0.471	0.255	32.0	68.0	0.47
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.722 / 58 HND

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	23.80
GDP per capita, constant '11, intl. $ 1000	–	–	4.64
Total population, million people	4.80	4.79	9.60
Population growth rate, %	1.64	1.67	1.65
Population sex ratio (female/male), female/male ratio	49.95	50.05	1.00

Work participation and leadership	female	male	value
Labour force, million people	1.57	2.30	0.41
Unemployed adults, % of labour force (15-64)	7.59	4.82	1.57
Workers employed part-time, % of employed people	44.93	26.55	1.69
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	17.30	4.31	4.01
Advancement of women to leadership roles, 1-7 (best)	–	–	4.22
Gender parity in tech roles, 1-7 (best)	–	–	3.90
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	26.50	73.50	0.36
Firms with female top managers, % firms	28.00	72.00	0.39

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1955
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	2.49
Women's unmet demand for family planning, % women 15-49	–	–	10.70
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	27.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

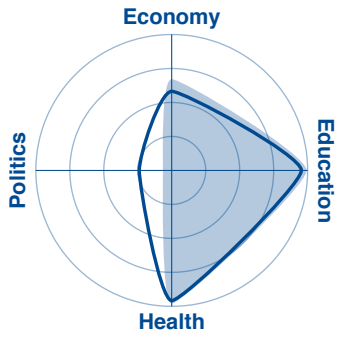
Education and skills	female	male	value
STEMS, attainment %	9.14	25.43	0.36
Agri., Forestry, Fisheries & Veterinary, attainment %	1.47	7.54	0.19
Arts & Humanities, attainment %	1.85	1.87	0.99
Business, Admin. & Law, attainment %	26.74	27.24	0.98
Education, attainment %	37.94	20.83	1.82
Engineering, Manuf. & Construction, attainment %	6.41	17.29	0.37
Health & Welfare, attainment %	15.53	9.47	1.64
Information & Comm. Technologies, attainment %	1.38	6.27	0.22
Natural Sci., Mathematics & Statistics, attainment %	1.36	1.88	0.72
Services, attainment %	0.47	3.30	0.14
Social Sci., Journalism & Information, attainment %	6.86	4.31	1.59
Vocational training, attainment %	10.67	9.09	1.17
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	65
Prevalence of gender violence in lifetime, % women	–	–	21.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	74.00
Antenatal care, at least four visits, % women 15-49	–	–	91.20

Hungary

rank
out of 153 countries **105**

score
0.00 = imparity
1.00 = parity **0.677**

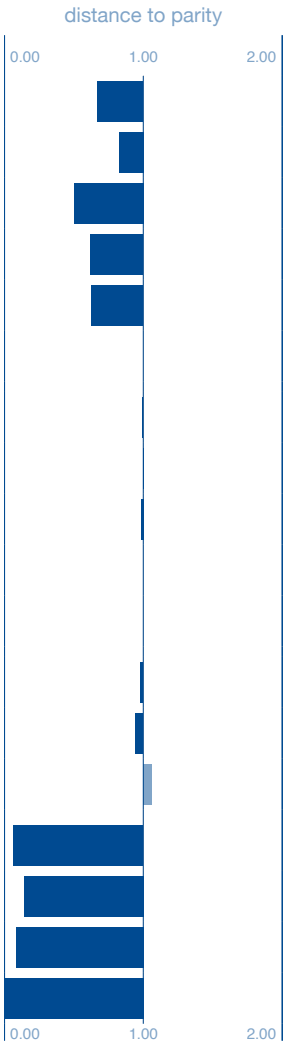


Hungary score
average score

	2006 score		2020 score	
Global Gender Gap Index	**55**	**0.670**	**105**	**0.677**
Economic participation and opportunity	48	0.640	80	0.672
Educational attainment	49	0.991	70	0.993
Health and survival	36	0.979	1	0.980
Political empowerment	82	0.069	139	0.065

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**80**	**0.672**	**0.582**			
Labour force participation rate, %	73	0.825	0.661	64.7	78.4	0.83
Wage equality for similar work, 1-7 (best)	131	0.502	0.613	–	–	3.51
Estimated earned income, int'l $ 1,000	73	0.621	0.499	20.0	32.3	0.62
Legislators, senior officials and managers, %	34	0.628	0.356	38.6	61.4	0.63
Professional and technical workers, %	1	1.000	0.756	56.7	43.3	1.31
Educational attainment	**70**	**0.993**	**0.954**			
Literacy rate, %	51	0.999	0.899	99.1	99.2	1.00
Enrolment in primary education, %	117	0.984	0.757	90.1	91.5	0.98
Enrolment in secondary education, %	1	1.000	0.954	89.5	89.1	1.01
Enrolment in tertiary education, %	1	1.000	0.931	53.9	43.3	1.24
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.5	64.1	1.08
Political empowerment	**139**	**0.065**	**0.239**			
Women in parliament , %	127	0.144	0.298	12.6	87.4	0.14
Women in ministerial positions, %	126	0.083	0.255	7.7	92.3	0.08
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	161.2
GDP per capita, constant '11, intl. $ 1000	–	–	28.36
Total population, million people	5.09	4.62	9.70
Population growth rate, %	-0.26	-0.20	-0.24
Population sex ratio (female/male), female/male ratio	47.57	52.43	0.91

Work participation and leadership	female	male	value
Labour force, million people	2.08	2.50	0.45
Unemployed adults, % of labour force (15-64)	4.02	3.52	1.14
Workers employed part-time, % of employed people	5.10	2.30	2.22
Gender pay gap (OECD only), %	–	–	9.40
Proportion of unpaid work per day, female/male ratio	17.28	7.98	2.17
Advancement of women to leadership roles, 1-7 (best)	–	–	3.56
Gender parity in tech roles, 1-7 (best)	–	–	3.87
Boards of listed companies,% board members	14.50	85.50	0.17
Firms with female majority ownership, % firms	10.40	89.60	0.12
Firms with female top managers, % firms	20.40	79.60	0.26

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.6
Average number of children per woman	n/a	n/a	1.49
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.70
Length of maternity/paternity leave (days), weeks	160.0	1.00	0.01
Wages paid during maternity/paternity leave, % annual gross wage	70.00	100.0	0.70

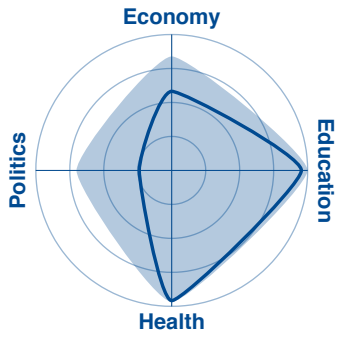
Education and skills	female	male	value
STEMS, attainment %	12.17	40.28	0.30
Agri., Forestry, Fisheries & Veterinary, attainment %	3.11	5.10	0.61
Arts & Humanities, attainment %	9.87	7.12	1.39
Business, Admin. & Law, attainment %	26.32	21.51	1.22
Education, attainment %	22.35	6.17	3.62
Engineering, Manuf. & Construction, attainment %	7.16	25.82	0.28
Health & Welfare, attainment %	9.54	5.24	1.82
Information & Comm. Technologies, attainment %	1.19	9.09	0.13
Natural Sci., Mathematics & Statistics, attainment %	3.83	5.37	0.71
Services, attainment %	4.35	5.44	0.80
Social Sci., Journalism & Information, attainment %	11.46	8.05	1.42
Vocational training, attainment %	12.08	14.61	0.83
PhD graduates, attainment %	0.59	0.84	0.70

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	12
Prevalence of gender violence in lifetime, % women	–	–	21.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Iceland

rank 1
out of 153 countries

score 0.877
0.00 = imparity
1.00 = parity



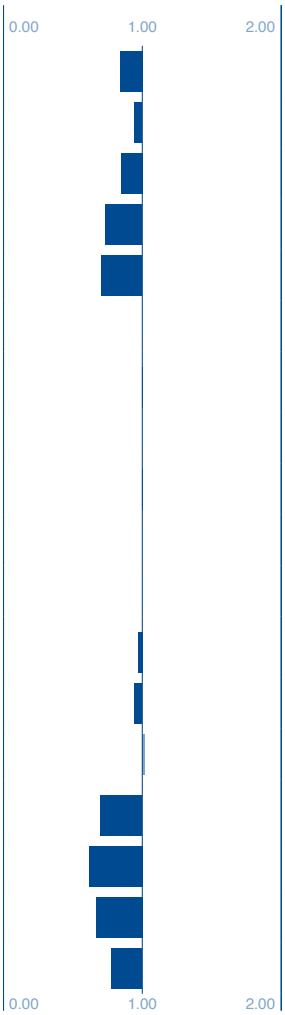
Iceland score
average score

	2006 score		2020 score	
Global Gender Gap Index	**4**	**0.781**	**1**	**0.877**
Economic participation and opportunity	17	0.711	2	0.839
Educational attainment	50	0.991	36	0.999
Health and survival	92	0.968	123	0.968
Political empowerment	4	0.456	1	0.701

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**2**	**0.839**	**0.582**			
Labour force participation rate, %	17	0.945	0.661	85.8	90.8	0.94
Wage equality for similar work, 1-7 (best)	1	0.846	0.613	–	–	5.92
Estimated earned income, int'l $ 1,000	26	0.734	0.499	41.4	56.4	0.73
Legislators, senior officials and managers, %	21	0.708	0.356	41.5	58.5	0.71
Professional and technical workers, %	1	1.000	0.756	55.6	44.4	1.25
Educational attainment	**36**	**0.999**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	82	0.998	0.757	99.4	99.5	1.00
Enrolment in secondary education, %	1	1.000	0.954	92.4	90.2	1.02
Enrolment in tertiary education, %	1	1.000	0.931	94.4	50.6	1.87
Health and survival	**123**	**0.968**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	133	1.021	1.034	73.8	72.3	1.02
Political empowerment	**1**	**0.701**	**0.239**			
Women in parliament , %	23	0.616	0.298	38.1	61.9	0.62
Women in ministerial positions, %	17	0.667	0.255	40.0	60.0	0.67
Years with female/male head of state (last 50)	2	0.779	0.190	21.9	28.1	0.78

distance to parity



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ISL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	25.97
GDP per capita, constant '11, intl. $ 1000	–	–	49.71
Total population, million people	0.17	0.17	0.30
Population growth rate, %	0.65	0.73	0.69
Population sex ratio (female/male), female/male ratio	50.19	49.81	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.09	0.10	0.47
Unemployed adults, % of labour force (15-64)	2.54	2.96	0.86
Workers employed part-time, % of employed people	48.58	27.57	1.76
Gender pay gap (OECD only), %	–	–	11.50
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	6.00
Gender parity in tech roles, 1-7 (best)	–	–	4.71
Boards of listed companies,% board members	43.00	57.00	0.75
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1915
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.6
Average number of children per woman	n/a	n/a	1.77
Women's unmet demand for family planning, % women 15-49	–	–	n/a
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.50
Length of maternity/paternity leave (days), weeks	26.00	13.00	0.50
Wages paid during maternity/paternity leave, % annual gross wage	68.18	0.00	0.00

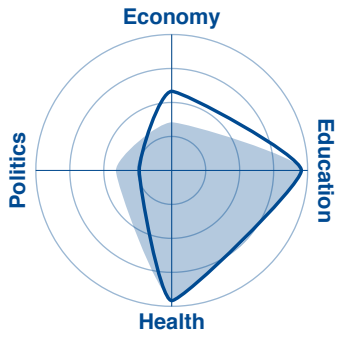
Education and skills	female	male	value
STEMS, attainment %	10.25	26.65	0.38
Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	0.51	0.85
Arts & Humanities, attainment %	10.65	9.52	1.12
Business, Admin. & Law, attainment %	21.89	34.70	0.63
Education, attainment %	25.25	10.61	2.38
Engineering, Manuf. & Construction, attainment %	5.58	16.25	0.34
Health & Welfare, attainment %	19.85	5.64	3.52
Information & Comm. Technologies, attainment %	0.58	4.54	0.13
Natural Sci., Mathematics & Statistics, attainment %	4.09	5.86	0.70
Services, attainment %	1.02	1.24	0.82
Social Sci., Journalism & Information, attainment %	10.65	11.13	0.96
Vocational training, attainment %	6.02	12.49	0.48
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	4
Prevalence of gender violence in lifetime, % women	–	–	22.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	97.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

India

rank
out of 153 countries **112**

score
0.00 = imparity
1.00 = parity **0.668**

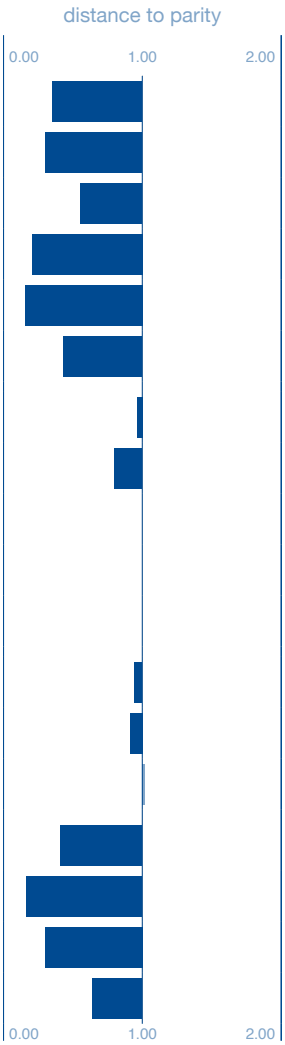


India score
average score

	2006 score		2020 score	
Global Gender Gap Index	**98**	**0.601**	**112**	**0.668**
Economic participation and opportunity	110	0.397	149	0.354
Educational attainment	102	0.819	112	0.962
Health and survival	103	0.962	150	0.944
Political empowerment	20	0.227	18	0.411

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**149**	**0.354**	**0.582**			
Labour force participation rate, %	145	0.304	0.661	24.8	81.6	0.30
Wage equality for similar work, 1-7 (best)	117	0.555	0.613	–	–	3.89
Estimated earned income, int'l $ 1,000	144	0.206	0.499	2.3	11.1	0.21
Legislators, senior officials and managers, %	136	0.158	0.356	13.7	86.3	0.16
Professional and technical workers, %	132	0.434	0.756	30.3	69.7	0.43
Educational attainment	**112**	**0.962**	**0.954**			
Literacy rate, %	127	0.799	0.899	65.8	82.4	0.80
Enrolment in primary education, %	1	1.000	0.757	93.0	91.6	1.02
Enrolment in secondary education, %	1	1.000	0.954	62.4	60.9	1.02
Enrolment in tertiary education, %	1	1.000	0.931	29.1	27.2	1.07
Health and survival	**150**	**0.944**	**0.958**			
Sex ratio at birth, %	149	0.910	0.925	–	–	0.91
Healthy life expectancy, years	134	1.020	1.034	59.9	58.7	1.02
Political empowerment	**18**	**0.411**	**0.239**			
Women in parliament , %	122	0.168	0.298	14.4	85.6	0.17
Women in ministerial positions, %	69	0.300	0.255	23.1	76.9	0.30
Years with female/male head of state (last 50)	4	0.642	0.190	19.5	30.5	0.64



0.668 / 112 IND

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.27k
GDP per capita, constant '11, intl. $ 1000	–	–	6.98
Total population, million people	649.6	703.1	1.14k
Population growth rate, %	1.03	1.01	1.02
Population sex ratio (female/male), female/male ratio	51.98	48.02	1.08

Work participation and leadership	female	male	value
Labour force, million people	79.86	287.4	0.22
Unemployed adults, % of labour force (15-64)	5.42	5.54	0.98
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.92
Gender parity in tech roles, 1-7 (best)	–	–	4.77
Boards of listed companies,% board members	13.80	86.20	0.16
Firms with female majority ownership, % firms	2.80	97.20	0.03
Firms with female top managers, % firms	8.90	91.10	0.10

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1935
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	11.48	88.52	0.13
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.4
Average number of children per woman	n/a	n/a	2.24
Women's unmet demand for family planning, % women 15-49	–	–	12.90
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	21.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

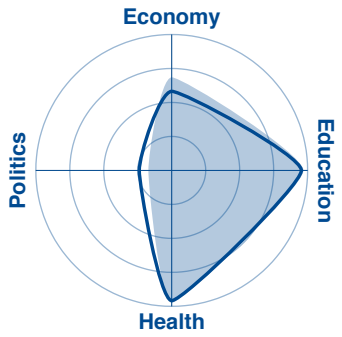
Education and skills	female	male	value
STEMS, attainment %	26.93	36.61	0.74
Agri., Forestry, Fisheries & Veterinary, attainment %	0.40	1.07	0.37
Arts & Humanities, attainment %	6.23	4.93	1.26
Business, Admin. & Law, attainment %	16.52	19.05	0.87
Education, attainment %	11.07	7.16	1.55
Engineering, Manuf. & Construction, attainment %	7.19	16.35	0.44
Health & Welfare, attainment %	3.96	2.51	1.58
Information & Comm. Technologies, attainment %	6.00	7.05	0.85
Natural Sci., Mathematics & Statistics, attainment %	13.75	13.20	1.04
Services, attainment %	0.47	0.24	1.92
Social Sci., Journalism & Information, attainment %	34.42	28.44	1.21
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	145
Prevalence of gender violence in lifetime, % women	–	–	28.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	81.40
Antenatal care, at least four visits, % women 15-49	–	–	66.00

Indonesia

rank
out of 153 countries **85**

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

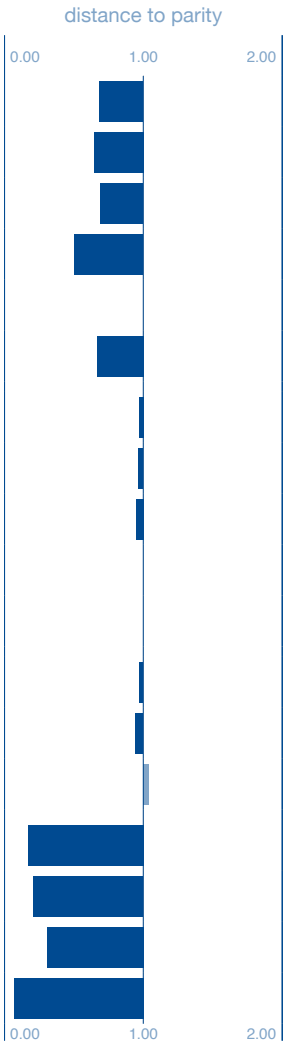


Indonesia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**68**	**0.654**	**85**	**0.700**
Economic participation and opportunity	67	0.598	68	0.685
Educational attainment	81	0.949	105	0.970
Health and survival	88	0.969	79	0.974
Political empowerment	63	0.101	82	0.172

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**68**	**0.685**	**0.582**			
Labour force participation rate, %	115	0.647	0.661	54.3	83.9	0.65
Wage equality for similar work, 1-7 (best)	51	0.693	0.613	–	–	4.85
Estimated earned income, int'l $ 1,000	116	0.505	0.499	7.8	15.4	0.51
Legislators, senior officials and managers, %	1	1.000	0.356	55.0	45.1	1.22
Professional and technical workers, %	112	0.669	0.756	40.1	59.9	0.67
Educational attainment	**105**	**0.970**	**0.954**			
Literacy rate, %	91	0.966	0.899	94.0	97.3	0.97
Enrolment in primary education, %	131	0.949	0.757	91.0	95.9	0.95
Enrolment in secondary education, %	1	1.000	0.954	79.9	77.6	1.03
Enrolment in tertiary education, %	1	1.000	0.931	39.0	33.8	1.16
Health and survival	**79**	**0.974**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	91	1.043	1.034	63.0	60.4	1.04
Political empowerment	**82**	**0.172**	**0.239**			
Women in parliament , %	105	0.211	0.298	17.4	82.6	0.21
Women in ministerial positions, %	67	0.307	0.255	23.5	76.5	0.31
Years with female/male head of state (last 50)	38	0.069	0.190	3.3	46.8	0.07



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.10k
GDP per capita, constant '11, intl. $ 1000	–	–	11.76
Total population, million people	132.9	134.8	267.7
Population growth rate, %	1.11	1.10	1.10
Population sex ratio (female/male), female/male ratio	50.36	49.64	1.01

Work participation and leadership	female	male	value
Labour force, million people	49.26	75.73	0.39
Unemployed adults, % of labour force (15-64)	4.46	4.91	0.91
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.88
Gender parity in tech roles, 1-7 (best)	–	–	4.79
Boards of listed companies,% board members	3.30	96.70	0.03
Firms with female majority ownership, % firms	18.20	81.80	0.22
Firms with female top managers, % firms	22.10	77.90	0.28

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	1.00
Right to travel outside the country, 0-1 (worst)	–	–	0.25

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.2
Average number of children per woman	n/a	n/a	2.32
Women's unmet demand for family planning, % women 15-49	–	–	14.50
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	13.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

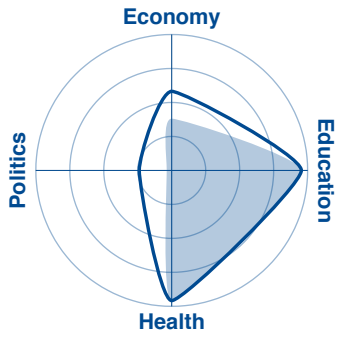
Education and skills	female	male	value
STEMS, attainment %	12.39	29.39	0.42
Agri., Forestry, Fisheries & Veterinary, attainment %	3.37	5.13	0.66
Arts & Humanities, attainment %	5.26	5.21	1.01
Business, Admin. & Law, attainment %	18.09	18.64	0.97
Education, attainment %	28.38	17.60	1.61
Engineering, Manuf. & Construction, attainment %	3.34	14.29	0.23
Health & Welfare, attainment %	21.38	8.56	2.50
Information & Comm. Technologies, attainment %	4.88	13.05	0.37
Natural Sci., Mathematics & Statistics, attainment %	4.17	2.05	2.04
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	11.14	15.45	0.72
Vocational training, attainment %	11.89	13.67	0.87
PhD graduates, attainment %	0.03	0.07	0.39

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	177
Prevalence of gender violence in lifetime, % women	–	–	18.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	93.60
Antenatal care, at least four visits, % women 15-49	–	–	89.30

Iran, Islamic Rep.

rank
out of 153 countries **148**

score
0.00 = imparity
1.00 = parity **0.584**



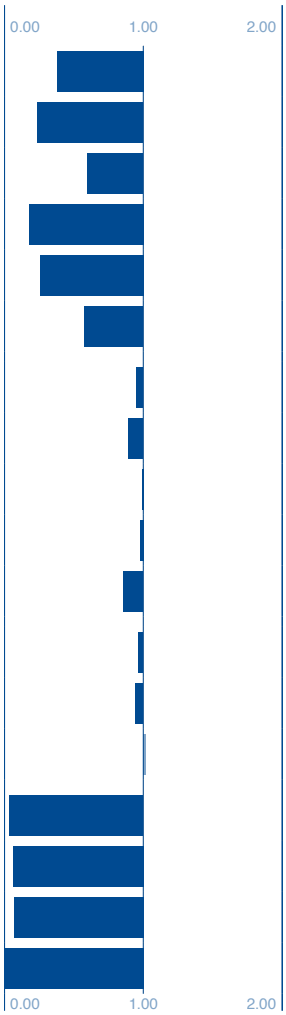
Iran, Islamic Rep. score
average score

	2006 score		2020 score	
Global Gender Gap Index	**108**	**0.580**	**148**	**0.584**
Economic participation and opportunity	113	0.359	147	0.381
Educational attainment	80	0.954	118	0.953
Health and survival	52	0.978	130	0.966
Political empowerment	109	0.031	145	0.037

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**147**	**0.381**	**0.582**			
Labour force participation rate, %	148	0.238	0.661	17.9	75.3	0.24
Wage equality for similar work, 1-7 (best)	99	0.598	0.613	–	–	4.19
Estimated earned income, int'l $ 1,000	149	0.180	0.499	5.3	29.2	0.18
Legislators, senior officials and managers, %	115	0.257	0.356	20.5	79.5	0.26
Professional and technical workers, %	120	0.579	0.756	36.7	63.3	0.58
Educational attainment	**118**	**0.953**	**0.954**			
Literacy rate, %	112	0.894	0.899	80.8	90.4	0.89
Enrolment in primary education, %	109	0.992	0.757	97.5	98.3	0.99
Enrolment in secondary education, %	115	0.976	0.954	80.4	82.3	0.98
Enrolment in tertiary education, %	114	0.857	0.931	64.3	75.0	0.86
Health and survival	**130**	**0.966**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	139	1.015	1.034	65.9	64.9	1.02
Political empowerment	**145**	**0.037**	**0.239**			
Women in parliament , %	144	0.062	0.298	5.9	94.1	0.06
Women in ministerial positions, %	132	0.070	0.255	6.5	93.5	0.07
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.584 / 148 IRN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	446.1
GDP per capita, constant '11, intl. $ 1000	–	–	17.22
Total population, million people	40.44	41.36	81.80
Population growth rate, %	1.44	1.28	1.36
Population sex ratio (female/male), female/male ratio	50.56	49.44	1.02

Work participation and leadership	female	male	value
Labour force, million people	5.27	21.08	0.20
Unemployed adults, % of labour force (15-64)	19.18	10.60	1.81
Workers employed part-time, % of employed people	55.69	26.91	2.07
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	21.04	5.21	4.04
Advancement of women to leadership roles, 1-7 (best)	–	–	3.35
Gender parity in tech roles, 1-7 (best)	–	–	3.50
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1963
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	1.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	2.15
Women's unmet demand for family planning, % women 15-49	–	–	5.70
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	21.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

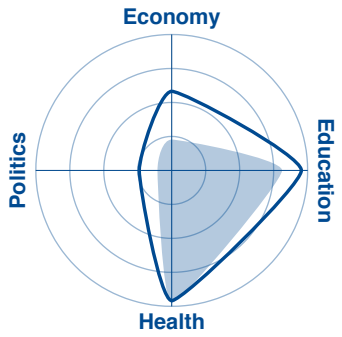
Education and skills	female	male	value
STEMS, attainment %	32.05	52.12	0.62
Agri., Forestry, Fisheries & Veterinary, attainment %	3.04	2.71	1.12
Arts & Humanities, attainment %	12.69	4.14	3.07
Business, Admin. & Law, attainment %	28.41	27.91	1.02
Education, attainment %	7.02	2.58	2.72
Engineering, Manuf. & Construction, attainment %	14.70	40.54	0.36
Health & Welfare, attainment %	7.71	2.87	2.69
Information & Comm. Technologies, attainment %	9.28	8.83	1.05
Natural Sci., Mathematics & Statistics, attainment %	8.07	2.75	2.93
Services, attainment %	2.48	3.50	0.71
Social Sci., Journalism & Information, attainment %	6.60	4.18	1.58
Vocational training, attainment %	4.08	7.67	0.53
PhD graduates, attainment %	0.30	0.43	0.68

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	16
Prevalence of gender violence in lifetime, % women	–	–	66.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.00
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Iraq

rank
out of 153 countries **152**

score
0.00 = imparity
1.00 = parity **0.530**



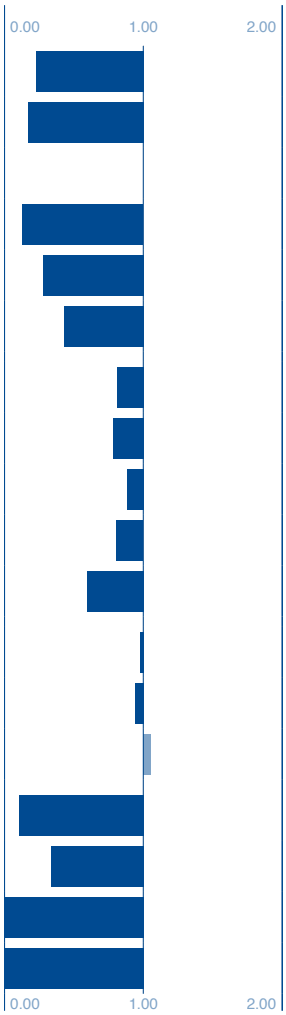
Iraq score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**152**	**0.530**
Economic participation and opportunity	n/a	-	153	0.227
Educational attainment	n/a	-	144	0.812
Health and survival	n/a	-	76	0.975
Political empowerment	n/a	-	118	0.105

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**153**	**0.227**	**0.582**			
Labour force participation rate, %	152	0.172	0.661	13.0	75.5	0.17
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	151	0.130	0.499	3.5	27.2	0.13
Legislators, senior officials and managers, %	113	0.279	0.356	21.8	78.2	0.28
Professional and technical workers, %	133	0.431	0.756	30.1	69.9	0.43
Educational attainment	**144**	**0.812**	**0.954**			
Literacy rate, %	129	0.783	0.899	44.0	56.2	0.78
Enrolment in primary education, %	139	0.884	0.757	86.9	98.4	0.88
Enrolment in secondary education, %	143	0.808	0.954	40.3	49.8	0.81
Enrolment in tertiary education, %	134	0.595	0.931	12.0	20.1	0.60
Health and survival	**76**	**0.975**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	66	1.056	1.034	60.6	57.4	1.06
Political empowerment	**118**	**0.105**	**0.239**			
Women in parliament , %	60	0.337	0.298	25.2	74.8	0.34
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.530 / 152 IRQ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	224.2
GDP per capita, constant '11, intl. $ 1000	–	–	15.61
Total population, million people	18.99	19.44	38.40
Population growth rate, %	2.26	2.30	2.28
Population sex ratio (female/male), female/male ratio	50.59	49.41	1.02

Work participation and leadership	female	male	value
Labour force, million people	1.08	7.02	0.13
Unemployed adults, % of labour force (15-64)	31.07	10.27	3.03
Workers employed part-time, % of employed people	26.15	23.64	1.11
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	24.10	4.17	5.78
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	2.30	97.70	0.02

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1980
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.7
Average number of children per woman	n/a	n/a	3.68
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	20.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

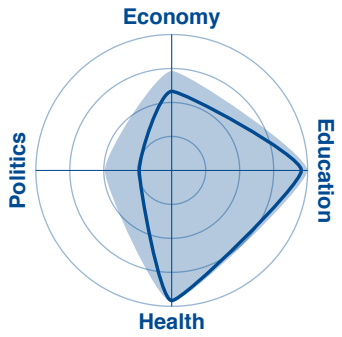
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	79
Prevalence of gender violence in lifetime, % women	–	–	21.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	95.60
Antenatal care, at least four visits, % women 15-49	–	–	55.00

Ireland

rank 7
out of 153 countries

score 0.798
0.00 = imparity
1.00 = parity



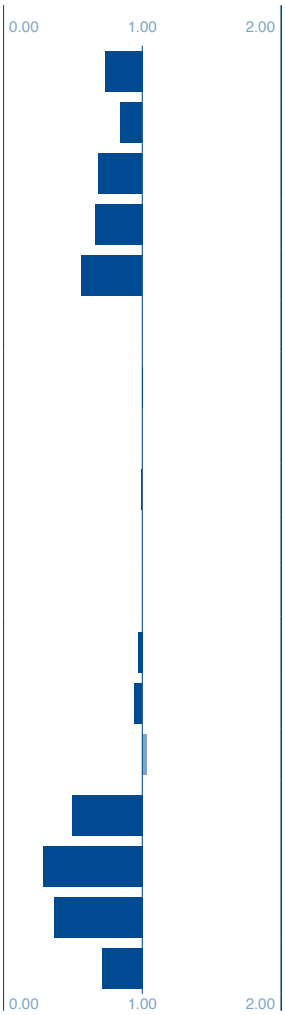
Ireland score
average score

	2006 score		2020 score	
Global Gender Gap Index	**10**	**0.733**	**7**	**0.798**
Economic participation and opportunity	47	0.640	43	0.732
Educational attainment	1	1.000	47	0.998
Health and survival	81	0.970	113	0.970
Political empowerment	9	0.323	11	0.493

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**43**	**0.732**	**0.582**			
Labour force participation rate, %	65	0.845	0.661	66.7	78.9	0.85
Wage equality for similar work, 1-7 (best)	56	0.686	0.613	–	–	4.80
Estimated earned income, int'l $ 1,000	56	0.659	0.499	38.9	59.0	0.66
Legislators, senior officials and managers, %	51	0.563	0.356	36.0	64.0	0.56
Professional and technical workers, %	1	1.000	0.756	51.5	48.5	1.06
Educational attainment	**47**	**0.998**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	98	0.996	0.757	97.3	97.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	98.7	97.3	1.01
Enrolment in tertiary education, %	1	1.000	0.931	82.0	73.7	1.11
Health and survival	**113**	**0.970**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	117	1.030	1.034	73.2	71.1	1.03
Political empowerment	**11**	**0.493**	**0.239**			
Women in parliament , %	78	0.285	0.298	22.2	77.9	0.28
Women in ministerial positions, %	53	0.364	0.255	26.7	73.3	0.36
Years with female/male head of state (last 50)	3	0.712	0.190	20.8	29.2	0.71

distance to parity



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IRL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	382.8
GDP per capita, constant '11, intl. $ 1000	–	–	70.75
Total population, million people	2.43	2.39	4.80
Population growth rate, %	1.24	1.41	1.32
Population sex ratio (female/male), female/male ratio	49.57	50.43	0.98

Work participation and leadership	female	male	value
Labour force, million people	1.08	1.24	0.46
Unemployed adults, % of labour force (15-64)	5.79	5.98	0.97
Workers employed part-time, % of employed people	49.98	22.73	2.20
Gender pay gap (OECD only), %	–	–	5.90
Proportion of unpaid work per day, female/male ratio	20.56	8.96	2.29
Advancement of women to leadership roles, 1-7 (best)	–	–	4.89
Gender parity in tech roles, 1-7 (best)	–	–	5.09
Boards of listed companies,% board members	17.60	82.40	0.21
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	30.00	70.00	0.43
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	32.1
Average number of children per woman	n/a	n/a	1.84
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.30
Length of maternity/paternity leave (days), weeks	26.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	26.68	26.68	1.00

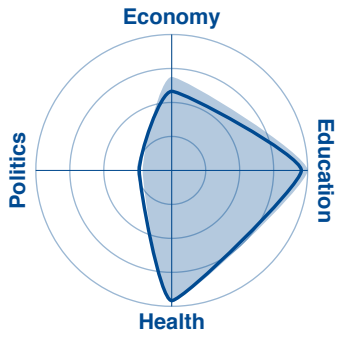
Education and skills	female	male	value
STEMS, attainment %	14.10	37.23	0.38
Agri., Forestry, Fisheries & Veterinary, attainment %	1.23	2.03	0.61
Arts & Humanities, attainment %	15.69	11.71	1.34
Business, Admin. & Law, attainment %	23.84	26.20	0.91
Education, attainment %	7.81	3.39	2.30
Engineering, Manuf. & Construction, attainment %	3.48	17.61	0.20
Health & Welfare, attainment %	25.19	8.38	3.01
Information & Comm. Technologies, attainment %	2.80	11.48	0.24
Natural Sci., Mathematics & Statistics, attainment %	7.82	8.14	0.96
Services, attainment %	4.39	5.82	0.76
Social Sci., Journalism & Information, attainment %	7.46	5.03	1.48
Vocational training, attainment %	5.87	7.43	0.79
PhD graduates, attainment %	0.85	1.13	0.75

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	15.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Israel

rank
out of 153 countries **64**

score
0.00 = imparity
1.00 = parity **0.718**

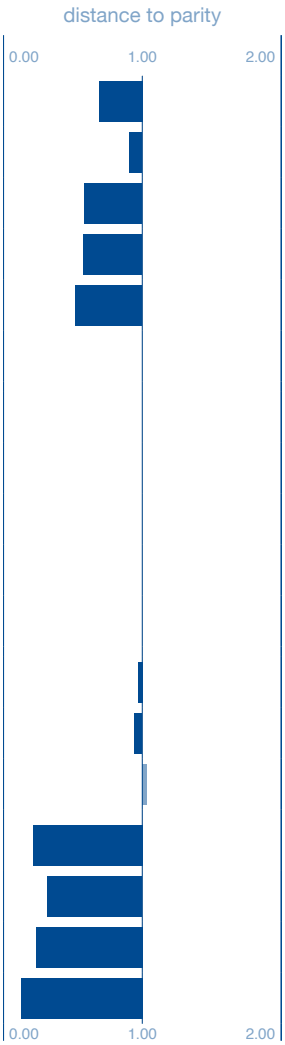


Israel score
average score

	2006 score		2020 score	
Global Gender Gap Index	**35**	**0.689**	**64**	**0.718**
Economic participation and opportunity	46	0.641	67	0.688
Educational attainment	36	0.995	1	1.000
Health and survival	83	0.969	97	0.971
Political empowerment	36	0.150	64	0.214

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**67**	**0.688**	**0.582**			
Labour force participation rate, %	33	0.909	0.661	69.1	76.0	0.91
Wage equality for similar work, 1-7 (best)	105	0.583	0.613	–	–	4.08
Estimated earned income, int'l $ 1,000	97	0.576	0.499	24.0	41.6	0.58
Legislators, senior officials and managers, %	60	0.519	0.356	34.2	65.8	0.52
Professional and technical workers, %	1	1.000	0.756	56.2	43.9	1.28
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	n/a	-	0.899	–	–	-
Enrolment in primary education, %	1	1.000	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	100.0	98.0	1.02
Enrolment in tertiary education, %	1	1.000	0.931	74.5	52.8	1.41
Health and survival	**97**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	108	1.033	1.034	74.1	71.7	1.03
Political empowerment	**64**	**0.214**	**0.239**			
Women in parliament , %	65	0.319	0.298	24.2	75.8	0.32
Women in ministerial positions, %	85	0.235	0.255	19.0	81.0	0.23
Years with female/male head of state (last 50)	25	0.128	0.190	5.7	44.3	0.13



0.718 / 64 ISR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	370.6
GDP per capita, constant '11, intl. $ 1000	–	–	33.76
Total population, million people	4.22	4.17	8.40
Population growth rate, %	1.57	1.72	1.64
Population sex ratio (female/male), female/male ratio	49.70	50.30	0.99

Work participation and leadership	female	male	value
Labour force, million people	1.86	1.98	0.48
Unemployed adults, % of labour force (15-64)	4.06	4.12	0.99
Workers employed part-time, % of employed people	40.63	20.21	2.01
Gender pay gap (OECD only), %	–	–	21.80
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.67
Gender parity in tech roles, 1-7 (best)	–	–	5.95
Boards of listed companies,% board members	23.10	76.90	0.30
Firms with female majority ownership, % firms	3.10	96.90	0.03
Firms with female top managers, % firms	10.10	89.90	0.11

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1948
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.7
Average number of children per woman	n/a	n/a	3.04
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	2.50
Length of maternity/paternity leave (days), weeks	14.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00

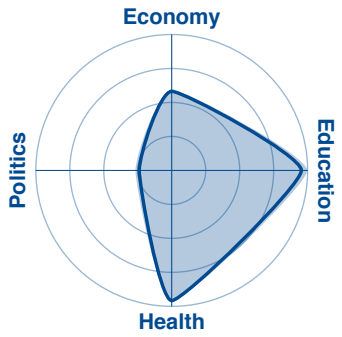
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	17.84	15.35	1.16
PhD graduates, attainment %	1.15	1.75	0.66

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	3
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	n/a	n/a	n/a
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Italy

rank 76
out of 153 countries

score 0.707
0.00 = imparity
1.00 = parity



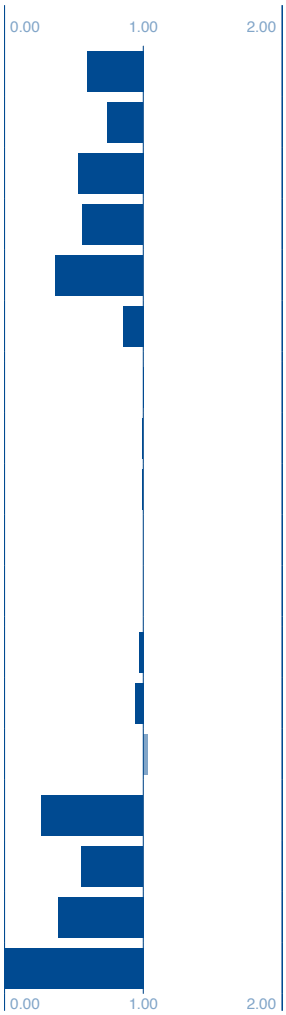
Italy score
average score

	2006 score		2020 score	
Global Gender Gap Index	**77**	**0.646**	**76**	**0.707**
Economic participation and opportunity	87	0.527	117	0.595
Educational attainment	27	0.997	55	0.997
Health and survival	77	0.972	118	0.969
Political empowerment	72	0.087	44	0.267

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**117**	**0.595**	**0.582**			
Labour force participation rate, %	95	0.744	0.661	55.7	74.9	0.74
Wage equality for similar work, 1-7 (best)	125	0.529	0.613	–	–	3.70
Estimated earned income, int'l $ 1,000	101	0.564	0.499	24.4	43.2	0.56
Legislators, senior officials and managers, %	99	0.370	0.356	27.0	73.0	0.37
Professional and technical workers, %	97	0.855	0.756	46.1	53.9	0.86
Educational attainment	**55**	**0.997**	**0.954**			
Literacy rate, %	62	0.996	0.899	99.0	99.4	1.00
Enrolment in primary education, %	101	0.994	0.757	95.4	95.9	0.99
Enrolment in secondary education, %	1	1.000	0.954	95.3	94.1	1.01
Enrolment in tertiary education, %	1	1.000	0.931	71.5	53.0	1.35
Health and survival	**118**	**0.969**	**0.958**			
Sex ratio at birth, %	126	0.941	0.925	–	–	0.94
Healthy life expectancy, years	114	1.032	1.034	74.3	72.0	1.03
Political empowerment	**44**	**0.267**	**0.239**			
Women in parliament , %	30	0.555	0.298	35.7	64.3	0.56
Women in ministerial positions, %	47	0.385	0.255	27.8	72.2	0.39
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.707 / 76 ITA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.21k
GDP per capita, constant '11, intl. $ 1000	–	–	35.26
Total population, million people	31.15	29.48	60.60
Population growth rate, %	-0.19	-0.06	-0.13
Population sex ratio (female/male), female/male ratio	48.62	51.38	0.95

Work participation and leadership	female	male	value
Labour force, million people	10.88	14.45	0.43
Unemployed adults, % of labour force (15-64)	11.94	9.99	1.20
Workers employed part-time, % of employed people	32.40	8.30	3.90
Gender pay gap (OECD only), %	–	–	5.60
Proportion of unpaid work per day, female/male ratio	20.40	8.40	2.43
Advancement of women to leadership roles, 1-7 (best)	–	–	3.38
Gender parity in tech roles, 1-7 (best)	–	–	3.76
Boards of listed companies,% board members	34.00	66.00	0.52
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	34.38	65.62	0.52
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.8
Average number of children per woman	n/a	n/a	1.33
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.20
Length of maternity/paternity leave (days), weeks	47.70	0.40	0.01
Wages paid during maternity/paternity leave, % annual gross wage	80.00	100.0	0.80

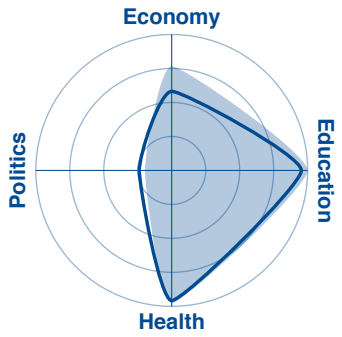
Education and skills	female	male	value
STEMS, attainment %	15.72	33.93	0.46
Agri., Forestry, Fisheries & Veterinary, attainment %	2.00	2.78	0.72
Arts & Humanities, attainment %	19.48	11.13	1.75
Business, Admin. & Law, attainment %	17.21	22.32	0.77
Education, attainment %	5.26	0.53	9.93
Engineering, Manuf. & Construction, attainment %	8.09	24.36	0.33
Health & Welfare, attainment %	14.61	12.48	1.17
Information & Comm. Technologies, attainment %	0.28	2.05	0.14
Natural Sci., Mathematics & Statistics, attainment %	7.35	7.52	0.98
Services, attainment %	0.05	0.28	0.18
Social Sci., Journalism & Information, attainment %	15.16	8.55	1.77
Vocational training, attainment %	16.97	26.28	0.65
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	2
Prevalence of gender violence in lifetime, % women	–	–	19.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Jamaica

rank
out of 153 countries **41**

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

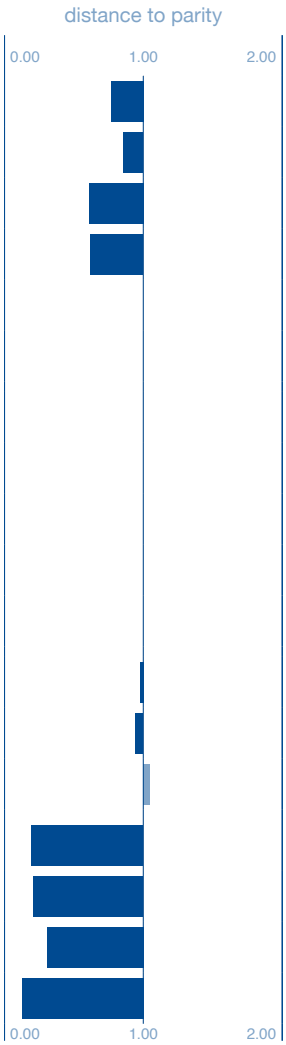


Jamaica score
average score

	2006 score		2020 score	
Global Gender Gap Index	**25**	**0.701**	**41**	**0.735**
Economic participation and opportunity	7	0.738	24	0.767
Educational attainment	1	1.000	1	1.000
Health and survival	82	0.970	65	0.976
Political empowerment	65	0.098	69	0.197

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**24**	**0.767**	**0.582**			
Labour force participation rate, %	62	0.858	0.661	66.9	78.0	0.86
Wage equality for similar work, 1-7 (best)	95	0.610	0.613	–	–	4.27
Estimated earned income, int'l $ 1,000	74	0.620	0.499	6.3	10.1	0.62
Legislators, senior officials and managers, %	1	1.000	0.356	56.7	43.3	1.31
Professional and technical workers, %	1	1.000	0.756	57.9	42.1	1.37
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	92.7	83.4	1.11
Enrolment in primary education, %	1	1.000	0.757	81.3	80.8	1.01
Enrolment in secondary education, %	1	1.000	0.954	76.3	71.7	1.06
Enrolment in tertiary education, %	1	1.000	0.931	34.7	19.9	1.74
Health and survival	**65**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	79	1.049	1.034	68.5	65.3	1.05
Political empowerment	**69**	**0.197**	**0.239**			
Women in parliament , %	103	0.212	0.298	17.5	82.5	0.21
Women in ministerial positions, %	67	0.307	0.255	23.5	76.5	0.31
Years with female/male head of state (last 50)	26	0.126	0.190	5.6	44.4	0.13



0.735 / 41 JAM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	15.46
GDP per capita, constant '11, intl. $ 1000	–	–	8.42
Total population, million people	1.48	1.46	2.90
Population growth rate, %	0.48	0.43	0.46
Population sex ratio (female/male), female/male ratio	49.66	50.34	0.99

Work participation and leadership	female	male	value
Labour force, million people	0.59	0.68	0.47
Unemployed adults, % of labour force (15-64)	12.24	6.99	1.75
Workers employed part-time, % of employed people	12.98	9.53	1.36
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.45
Gender parity in tech roles, 1-7 (best)	–	–	4.36
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	24.10	75.90	0.32

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1944
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	23.81	76.19	0.31
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	1.99
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	3.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

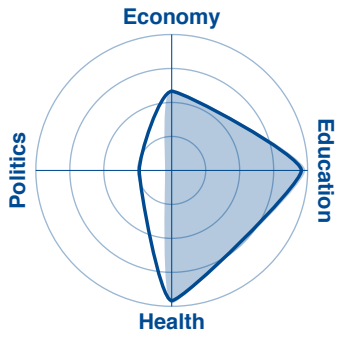
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	80
Prevalence of gender violence in lifetime, % women	–	–	19.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	97.60
Antenatal care, at least four visits, % women 15-49	–	–	86.80

Japan

rank
out of 153 countries **121**

score
0.00 = imparity
1.00 = parity **0.652**

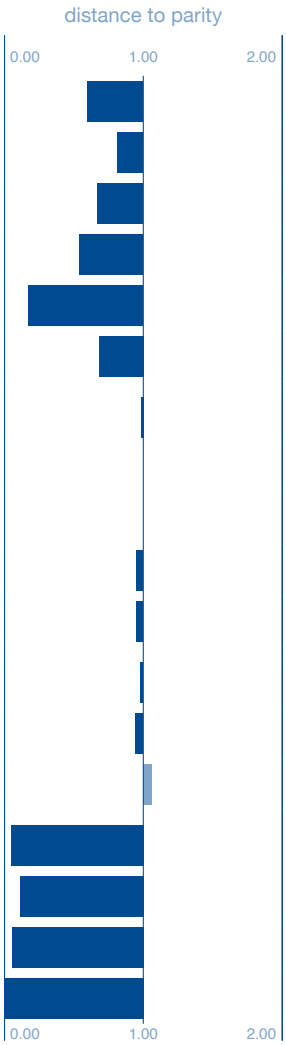


Japan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**80**	**0.645**	**121**	**0.652**
Economic participation and opportunity	83	0.545	115	0.598
Educational attainment	60	0.986	91	0.983
Health and survival	1	0.980	40	0.979
Political empowerment	83	0.067	144	0.049

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**115**	**0.598**	**0.582**			
Labour force participation rate, %	79	0.814	0.661	69.8	85.8	0.81
Wage equality for similar work, 1-7 (best)	67	0.672	0.613	–	–	4.71
Estimated earned income, int'l $ 1,000	108	0.541	0.499	27.8	51.4	0.54
Legislators, senior officials and managers, %	131	0.174	0.356	14.8	85.2	0.17
Professional and technical workers, %	110	0.680	0.756	40.5	59.5	0.68
Educational attainment	**91**	**0.983**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	–	–	-
Enrolment in secondary education, %	128	0.953	0.954	48.8	51.2	0.95
Enrolment in tertiary education, %	108	0.952	0.931	–	–	-
Health and survival	**40**	**0.979**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	59	1.059	1.034	76.9	72.6	1.06
Political empowerment	**144**	**0.049**	**0.239**			
Women in parliament , %	135	0.112	0.298	10.1	89.9	0.11
Women in ministerial positions, %	139	0.056	0.255	5.3	94.7	0.06
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.652 / 121 JPN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.50k
GDP per capita, constant '11, intl. $ 1000	–	–	39.32
Total population, million people	65.08	62.13	127.2
Population growth rate, %	-0.25	-0.28	-0.27
Population sex ratio (female/male), female/male ratio	48.84	51.16	0.95

Work participation and leadership	female	male	value
Labour force, million people	26.60	32.94	0.45
Unemployed adults, % of labour force (15-64)	2.40	2.70	0.89
Workers employed part-time, % of employed people	36.70	11.50	3.19
Gender pay gap (OECD only), %	–	–	24.50
Proportion of unpaid work per day, female/male ratio	15.14	3.13	4.84
Advancement of women to leadership roles, 1-7 (best)	–	–	4.24
Gender parity in tech roles, 1-7 (best)	–	–	5.56
Boards of listed companies,% board members	5.30	94.70	0.06
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	22.86	77.14	0.30
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.3
Average number of children per woman	n/a	n/a	1.37
Women's unmet demand for family planning, % women 15-49	–	–	20.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.60
Length of maternity/paternity leave (days), weeks	58.00	52.00	0.90
Wages paid during maternity/paternity leave, % annual gross wage	67.00	0.00	0.00

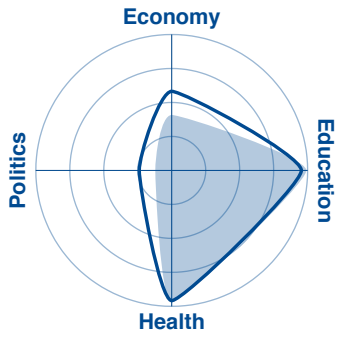
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	15.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Jordan

rank
out of 153 countries **138**

score
0.00 = imparity
1.00 = parity **0.623**



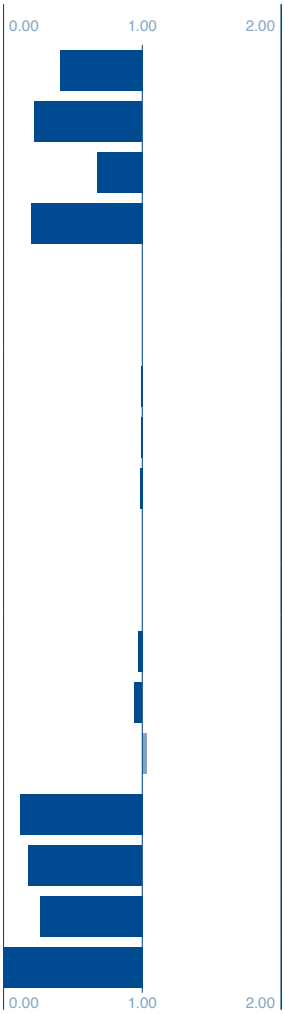
Jordan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**93**	**0.611**	**138**	**0.623**
Economic participation and opportunity	105	0.442	145	0.408
Educational attainment	70	0.979	81	0.991
Health and survival	62	0.975	103	0.971
Political empowerment	100	0.048	113	0.121

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**145**	**0.408**	**0.582**			
Labour force participation rate, %	149	0.224	0.661	15.1	67.4	0.22
Wage equality for similar work, 1-7 (best)	64	0.676	0.613	–	–	4.73
Estimated earned income, int'l $ 1,000	145	0.198	0.499	2.7	13.8	0.20
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	n/a	-	0.756	–	–	-
Educational attainment	**81**	**0.991**	**0.954**			
Literacy rate, %	67	0.992	0.899	97.8	98.6	0.99
Enrolment in primary education, %	120	0.983	0.757	80.2	81.5	0.98
Enrolment in secondary education, %	1	1.000	0.954	63.5	61.7	1.03
Enrolment in tertiary education, %	1	1.000	0.931	37.4	31.5	1.19
Health and survival	**103**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	112	1.032	1.034	67.5	65.4	1.03
Political empowerment	**113**	**0.121**	**0.239**			
Women in parliament , %	113	0.182	0.298	15.4	84.6	0.18
Women in ministerial positions, %	82	0.263	0.255	20.8	79.2	0.26
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.623 / 138 JOR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	42.29
GDP per capita, constant '11, intl. $ 1000	–	–	8.38
Total population, million people	4.92	5.04	10.00
Population growth rate, %	1.35	1.38	1.37
Population sex ratio (female/male), female/male ratio	50.61	49.39	1.02

Work participation and leadership	female	male	value
Labour force, million people	0.03	0.40	0.08
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.68
Gender parity in tech roles, 1-7 (best)	–	–	4.28
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	3.80	96.20	0.04
Firms with female top managers, % firms	2.40	97.60	0.02

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1974
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	15.38	84.62	0.18
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	1.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.7
Average number of children per woman	n/a	n/a	2.77
Women's unmet demand for family planning, % women 15-49	–	–	11.70
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	11.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

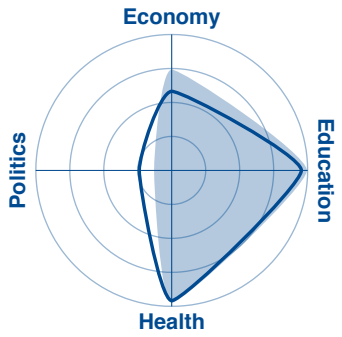
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.98	1.47	0.67
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	46
Prevalence of gender violence in lifetime, % women	–	–	23.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	97.60

Kazakhstan

rank
out of 153 countries
72

score
0.00 = imparity
1.00 = parity
0.710

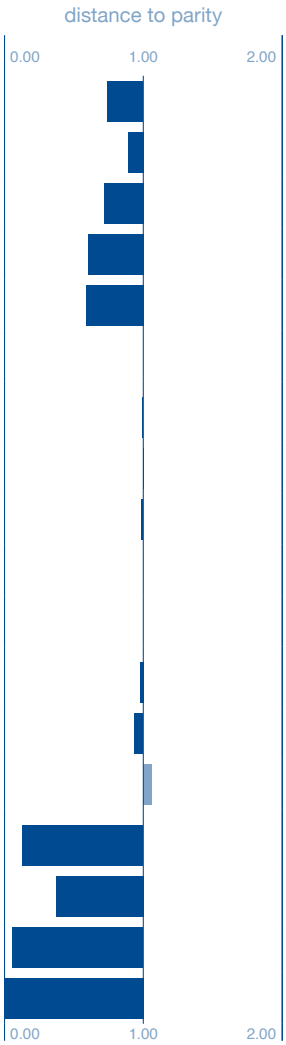


Kazakhstan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**32**	**0.693**	**72**	**0.710**
Economic participation and opportunity	16	0.713	37	0.742
Educational attainment	53	0.990	63	0.995
Health and survival	36	0.979	74	0.975
Political empowerment	69	0.089	106	0.130

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**37**	**0.742**	**0.582**			
Labour force participation rate, %	47	0.889	0.661	73.7	82.9	0.89
Wage equality for similar work, 1-7 (best)	30	0.719	0.613	–	–	5.04
Estimated earned income, int'l $ 1,000	84	0.602	0.499	18.2	30.3	0.60
Legislators, senior officials and managers, %	45	0.589	0.356	37.1	62.9	0.59
Professional and technical workers, %	1	1.000	0.756	60.4	39.6	1.53
Educational attainment	**63**	**0.995**	**0.954**			
Literacy rate, %	54	0.999	0.899	99.7	99.8	1.00
Enrolment in primary education, %	112	0.989	0.757	89.0	90.0	0.99
Enrolment in secondary education, %	1	1.000	0.954	93.3	92.6	1.01
Enrolment in tertiary education, %	1	1.000	0.931	60.0	48.2	1.25
Health and survival	**74**	**0.975**	**0.958**			
Sex ratio at birth, %	137	0.937	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	66.7	59.9	1.11
Political empowerment	**106**	**0.130**	**0.239**			
Women in parliament , %	53	0.372	0.298	27.1	72.9	0.37
Women in ministerial positions, %	136	0.059	0.255	5.6	94.4	0.06
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.710 / 72 KAZ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	172.9
GDP per capita, constant '11, intl. $ 1000	–	–	24.58
Total population, million people	9.44	8.88	18.30
Population growth rate, %	1.22	1.32	1.27
Population sex ratio (female/male), female/male ratio	48.49	51.51	0.94

Work participation and leadership	female	male	value
Labour force, million people	4.33	4.63	0.48
Unemployed adults, % of labour force (15-64)	5.46	4.43	1.23
Workers employed part-time, % of employed people	10.80	6.44	1.68
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.96	6.25	3.03
Advancement of women to leadership roles, 1-7 (best)	–	–	4.86
Gender parity in tech roles, 1-7 (best)	–	–	3.59
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.40	83.60	0.20
Firms with female top managers, % firms	18.90	81.10	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1924
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	10.64	89.36	0.12
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.3
Average number of children per woman	n/a	n/a	2.76
Women's unmet demand for family planning, % women 15-49	–	–	11.90
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	6.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

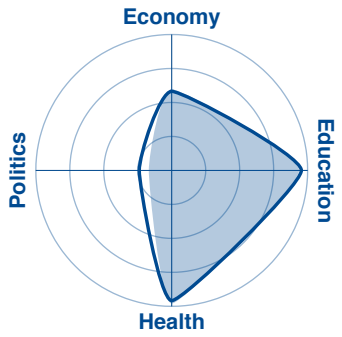
Education and skills	female	male	value
STEMS, attainment %	14.76	37.32	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	2.17	4.56	0.48
Arts & Humanities, attainment %	5.19	2.98	1.74
Business, Admin. & Law, attainment %	18.83	21.84	0.86
Education, attainment %	34.80	12.87	2.70
Engineering, Manuf. & Construction, attainment %	11.19	32.94	0.34
Health & Welfare, attainment %	16.69	6.04	2.76
Information & Comm. Technologies, attainment %	1.25	2.94	0.42
Natural Sci., Mathematics & Statistics, attainment %	2.32	1.44	1.61
Services, attainment %	3.77	11.08	0.34
Social Sci., Journalism & Information, attainment %	2.67	1.47	1.82
Vocational training, attainment %	13.64	16.04	0.85
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	10
Prevalence of gender violence in lifetime, % women	–	–	16.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.40
Antenatal care, at least four visits, % women 15-49	–	–	95.30

Kenya

rank
out of 153 countries **109**

score
0.00 = imparity
1.00 = parity **0.671**

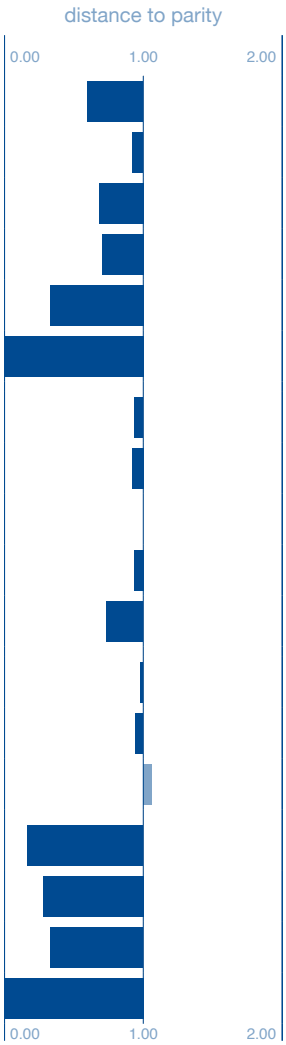


Kenya score
average score

	2006 score		2020 score	
Global Gender Gap Index	**73**	**0.649**	**109**	**0.671**
Economic participation and opportunity	40	0.657	114	0.598
Educational attainment	88	0.918	126	0.938
Health and survival	96	0.966	1	0.980
Political empowerment	93	0.053	85	0.169

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**114**	**0.598**	**0.582**			
Labour force participation rate, %	26	0.921	0.661	64.1	69.6	0.92
Wage equality for similar work, 1-7 (best)	61	0.680	0.613	–	–	4.76
Estimated earned income, int'l $ 1,000	38	0.704	0.499	2.5	3.6	0.70
Legislators, senior officials and managers, %	107	0.329	0.356	24.8	75.2	0.33
Professional and technical workers, %	148	0.000	0.756	0.0	100.0	0.00
Educational attainment	**126**	**0.938**	**0.954**			
Literacy rate, %	106	0.920	0.899	78.2	85.0	0.92
Enrolment in primary education, %	1	1.000	0.757	81.7	78.3	1.04
Enrolment in secondary education, %	132	0.934	0.954	45.8	49.0	0.93
Enrolment in tertiary education, %	124	0.737	0.931	9.7	13.2	0.74
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	60.8	57.0	1.07
Political empowerment	**85**	**0.169**	**0.239**			
Women in parliament , %	79	0.278	0.298	21.8	78.2	0.28
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.671 / 109 KEN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	87.93
GDP per capita, constant '11, intl. $ 1000	–	–	3.29
Total population, million people	25.86	25.53	51.40
Population growth rate, %	2.29	2.30	2.30
Population sex ratio (female/male), female/male ratio	49.68	50.32	0.99

Work participation and leadership	female	male	value
Labour force, million people	9.16	9.51	0.49
Unemployed adults, % of labour force (15-64)	3.13	2.73	1.14
Workers employed part-time, % of employed people	44.25	28.90	1.53
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.16
Gender parity in tech roles, 1-7 (best)	–	–	4.08
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.20	86.80	0.15
Firms with female top managers, % firms	18.10	81.90	0.22

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	30.88	69.12	0.45
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.7
Average number of children per woman	n/a	n/a	3.52
Women's unmet demand for family planning, % women 15-49	–	–	15.60
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	13.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

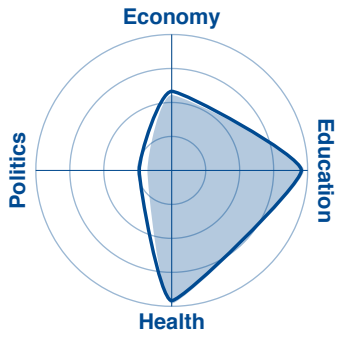
Education and skills	female	male	value
STEMS, attainment %	11.19	20.84	0.54
Agri., Forestry, Fisheries & Veterinary, attainment %	2.27	3.15	0.72
Arts & Humanities, attainment %	8.72	7.88	1.11
Business, Admin. & Law, attainment %	34.64	32.28	1.07
Education, attainment %	25.98	22.20	1.17
Engineering, Manuf. & Construction, attainment %	1.82	6.21	0.29
Health & Welfare, attainment %	6.48	5.56	1.17
Information & Comm. Technologies, attainment %	3.50	6.71	0.52
Natural Sci., Mathematics & Statistics, attainment %	5.88	7.93	0.74
Services, attainment %	1.71	1.91	0.90
Social Sci., Journalism & Information, attainment %	7.41	4.78	1.55
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	342
Prevalence of gender violence in lifetime, % women	–	–	39.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	61.80
Antenatal care, at least four visits, % women 15-49	–	–	57.60

Korea, Rep.

rank
out of 153 countries **108**

score
0.00 = imparity
1.00 = parity **0.672**

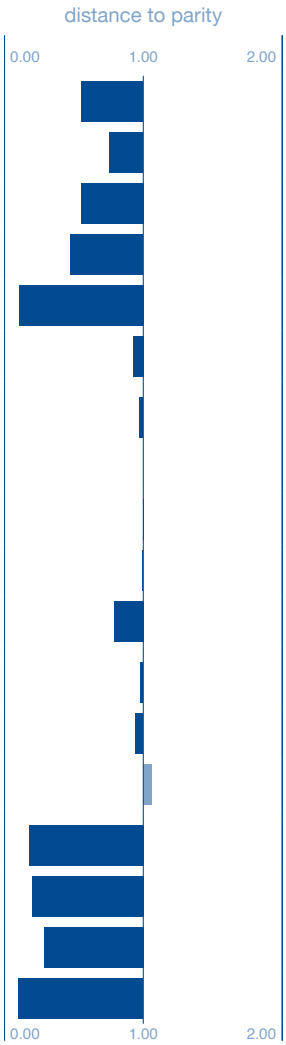


Korea, Rep. score
average score

	2006 score		2020 score	
Global Gender Gap Index	**92**	**0.616**	**108**	**0.672**
Economic participation and opportunity	96	0.481	127	0.555
Educational attainment	82	0.948	101	0.973
Health and survival	94	0.967	1	0.980
Political empowerment	84	0.067	79	0.179

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**127**	**0.555**	**0.582**			
Labour force participation rate, %	92	0.756	0.661	59.4	78.6	0.76
Wage equality for similar work, 1-7 (best)	119	0.551	0.613	–	–	3.86
Estimated earned income, int'l $ 1,000	121	0.476	0.499	24.8	52.1	0.48
Legislators, senior officials and managers, %	142	0.108	0.356	9.8	90.2	0.11
Professional and technical workers, %	88	0.927	0.756	48.1	51.9	0.93
Educational attainment	**101**	**0.973**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	84	0.998	0.757	97.2	97.4	1.00
Enrolment in secondary education, %	107	0.996	0.954	97.8	98.2	1.00
Enrolment in tertiary education, %	120	0.791	0.931	82.8	104.8	0.79
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	75.1	70.7	1.06
Political empowerment	**79**	**0.179**	**0.239**			
Women in parliament , %	108	0.200	0.298	16.7	83.3	0.20
Women in ministerial positions, %	73	0.285	0.255	22.2	77.8	0.29
Years with female/male head of state (last 50)	29	0.104	0.190	4.7	45.3	0.10



0.672 / 108 KOR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.17k
GDP per capita, constant '11, intl. $ 1000	–	–	38.47
Total population, million people	25.54	25.63	51.20
Population growth rate, %	0.13	0.08	0.10
Population sex ratio (female/male), female/male ratio	50.08	49.92	1.00

Work participation and leadership	female	male	value
Labour force, million people	10.83	14.59	0.43
Unemployed adults, % of labour force (15-64)	3.81	4.00	0.95
Workers employed part-time, % of employed people	28.18	14.20	1.98
Gender pay gap (OECD only), %	–	–	34.60
Proportion of unpaid work per day, female/male ratio	14.58	3.61	4.04
Advancement of women to leadership roles, 1-7 (best)	–	–	3.94
Gender parity in tech roles, 1-7 (best)	–	–	5.03
Boards of listed companies,% board members	2.10	97.90	0.02
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1948
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	32.3
Average number of children per woman	n/a	n/a	1.11
Women's unmet demand for family planning, % women 15-49	–	–	6.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.20
Length of maternity/paternity leave (days), weeks	64.90	52.60	0.81
Wages paid during maternity/paternity leave, % annual gross wage	80.18	100.0	0.80

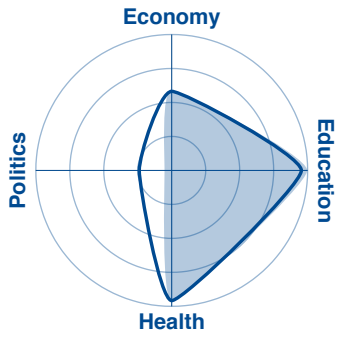
Education and skills	female	male	value
STEMS, attainment %	14.43	45.03	0.32
Agri., Forestry, Fisheries & Veterinary, attainment %	1.16	1.50	0.77
Arts & Humanities, attainment %	20.58	11.13	1.85
Business, Admin. & Law, attainment %	14.42	15.76	0.91
Education, attainment %	10.91	3.37	3.23
Engineering, Manuf. & Construction, attainment %	7.95	33.33	0.24
Health & Welfare, attainment %	21.60	9.07	2.38
Information & Comm. Technologies, attainment %	2.13	6.97	0.31
Natural Sci., Mathematics & Statistics, attainment %	4.36	4.73	0.92
Services, attainment %	10.35	9.56	1.08
Social Sci., Journalism & Information, attainment %	6.53	4.55	1.44
Vocational training, attainment %	12.19	16.65	0.73
PhD graduates, attainment %	0.39	1.17	0.33

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	11
Prevalence of gender violence in lifetime, % women	–	–	16.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	100.0
Antenatal care, at least four visits, % women 15-49	–	–	96.80

Kuwait

rank
out of 153 countries
122

score
0.00 = imparity
1.00 = parity
0.650

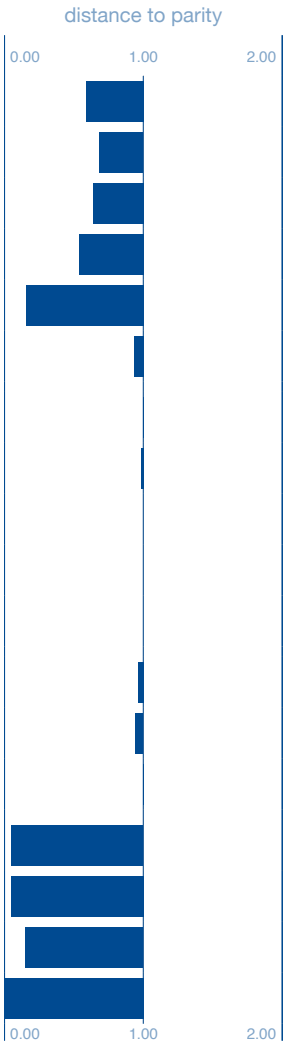


Kuwait score
average score

	2006 score		2020 score	
Global Gender Gap Index	**86**	**0.634**	**122**	**0.650**
Economic participation and opportunity	72	0.577	120	0.589
Educational attainment	41	0.993	57	0.997
Health and survival	105	0.961	143	0.961
Political empowerment	114	0.005	142	0.053

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**120**	**0.589**	**0.582**			
Labour force participation rate, %	106	0.684	0.661	58.8	86.0	0.68
Wage equality for similar work, 1-7 (best)	79	0.638	0.613	–	–	4.47
Estimated earned income, int'l $ 1,000	110	0.537	0.499	43.1	80.1	0.54
Legislators, senior officials and managers, %	137	0.158	0.356	13.6	86.4	0.16
Professional and technical workers, %	87	0.932	0.756	48.3	51.8	0.93
Educational attainment	**57**	**0.997**	**0.954**			
Literacy rate, %	84	0.982	0.899	94.9	96.7	0.98
Enrolment in primary education, %	1	1.000	0.757	86.9	79.0	1.10
Enrolment in secondary education, %	1	1.000	0.954	88.7	84.5	1.05
Enrolment in tertiary education, %	1	1.000	0.931	76.1	35.8	2.13
Health and survival	**143**	**0.961**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	151	0.998	1.034	66.2	66.3	1.00
Political empowerment	**142**	**0.053**	**0.239**			
Women in parliament , %	147	0.048	0.298	4.6	95.4	0.05
Women in ministerial positions, %	107	0.153	0.255	13.3	86.7	0.15
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.650 / 122 KWT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	141.6
GDP per capita, constant '11, intl. $ 1000	–	–	59.23
Total population, million people	1.64	2.50	4.10
Population growth rate, %	0.48	2.48	1.69
Population sex ratio (female/male), female/male ratio	60.45	39.55	1.53

Work participation and leadership	female	male	value
Labour force, million people	0.66	2.01	0.25
Unemployed adults, % of labour force (15-64)	5.84	0.96	6.08
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.49
Gender parity in tech roles, 1-7 (best)	–	–	4.22
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	2005
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.50

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.2
Average number of children per woman	n/a	n/a	2.10
Women's unmet demand for family planning, % women 15-49	–	–	16.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	5.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

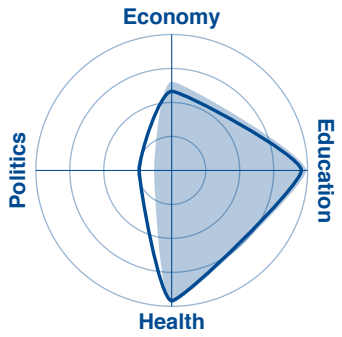
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.25	0.47	0.53

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	12
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Kyrgyz Republic

rank 93
out of 153 countries

score 0.689
0.00 = imparity
1.00 = parity

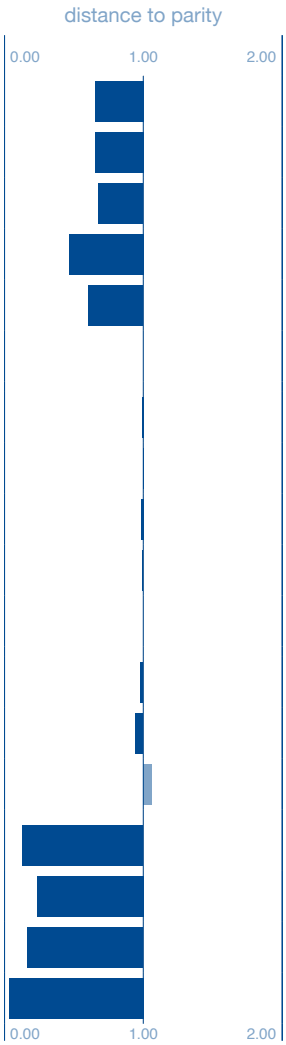


Kyrgyz Republic score
average score

	2006 score		2020 score	
Global Gender Gap Index	**52**	**0.674**	**93**	**0.689**
Economic participation and opportunity	26	0.687	88	0.654
Educational attainment	33	0.995	82	0.990
Health and survival	1	0.980	1	0.980
Political empowerment	107	0.035	105	0.130

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**88**	**0.654**	**0.582**			
Labour force participation rate, %	114	0.652	0.661	51.7	79.3	0.65
Wage equality for similar work, 1-7 (best)	63	0.677	0.613	–	–	4.74
Estimated earned income, int'l $ 1,000	125	0.466	0.499	2.2	4.7	0.47
Legislators, senior officials and managers, %	42	0.607	0.356	37.8	62.2	0.61
Professional and technical workers, %	1	1.000	0.756	65.2	34.8	1.87
Educational attainment	**82**	**0.990**	**0.954**			
Literacy rate, %	60	0.998	0.899	99.5	99.7	1.00
Enrolment in primary education, %	122	0.983	0.757	88.8	90.4	0.98
Enrolment in secondary education, %	108	0.994	0.954	84.1	84.6	0.99
Enrolment in tertiary education, %	1	1.000	0.931	46.7	36.0	1.30
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	66.4	60.7	1.09
Political empowerment	**105**	**0.130**	**0.239**			
Women in parliament , %	98	0.237	0.298	19.2	80.8	0.24
Women in ministerial positions, %	102	0.167	0.255	14.3	85.7	0.17
Years with female/male head of state (last 50)	51	0.034	0.190	1.7	48.4	0.03



0.689 / 93 KGZ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	8.09
GDP per capita, constant '11, intl. $ 1000	–	–	3.49
Total population, million people	3.19	3.12	6.30
Population growth rate, %	1.78	1.76	1.77
Population sex ratio (female/male), female/male ratio	49.48	50.52	0.98

Work participation and leadership	female	male	value
Labour force, million people	0.96	1.54	0.38
Unemployed adults, % of labour force (15-64)	6.55	5.71	1.15
Workers employed part-time, % of employed people	30.38	19.76	1.54
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	16.81	9.51	1.77
Advancement of women to leadership roles, 1-7 (best)	–	–	4.37
Gender parity in tech roles, 1-7 (best)	–	–	2.66
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	26.90	73.10	0.37
Firms with female top managers, % firms	32.90	67.10	0.49

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.1
Average number of children per woman	n/a	n/a	3.00
Women's unmet demand for family planning, % women 15-49	–	–	18.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	13.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

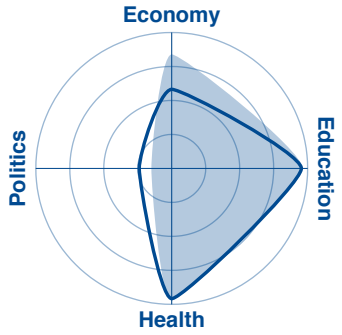
Education and skills	female	male	value
STEMS, attainment %	11.29	33.73	0.33
Agri., Forestry, Fisheries & Veterinary, attainment %	0.80	3.11	0.26
Arts & Humanities, attainment %	6.29	3.06	2.05
Business, Admin. & Law, attainment %	29.15	35.69	0.82
Education, attainment %	26.90	5.35	5.02
Engineering, Manuf. & Construction, attainment %	4.45	26.86	0.17
Health & Welfare, attainment %	18.01	8.62	2.09
Information & Comm. Technologies, attainment %	3.41	5.14	0.66
Natural Sci., Mathematics & Statistics, attainment %	3.43	1.73	1.98
Services, attainment %	0.87	0.83	1.05
Social Sci., Journalism & Information, attainment %	5.33	7.38	0.72
Vocational training, attainment %	4.81	6.79	0.71
PhD graduates, attainment %	0.03	0.04	0.67

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	60
Prevalence of gender violence in lifetime, % women	–	–	25.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.40
Antenatal care, at least four visits, % women 15-49	–	–	94.90

Lao PDR

rank
out of 153 countries **43**

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



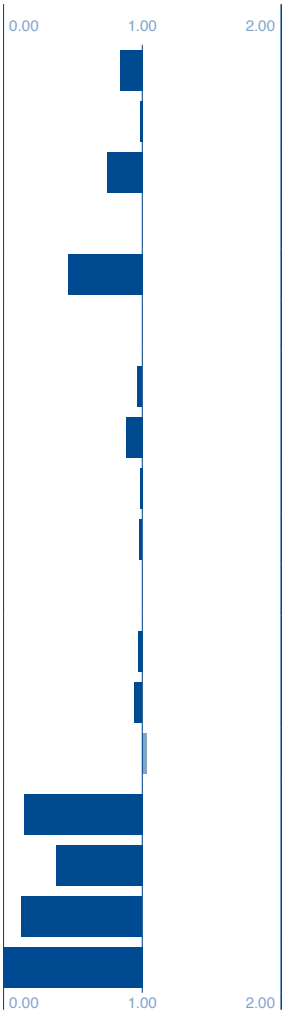
Lao PDR score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**43**	**0.731**
Economic participation and opportunity	n/a	-	3	0.839
Educational attainment	n/a	-	110	0.965
Health and survival	n/a	-	98	0.971
Political empowerment	n/a	-	98	0.150

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**3**	**0.839**	**0.582**			
Labour force participation rate, %	5	0.982	0.661	80.7	82.2	0.98
Wage equality for similar work, 1-7 (best)	17	0.747	0.613	–	–	5.23
Estimated earned income, int'l $ 1,000	1	1.000	0.499	6.5	6.4	1.00
Legislators, senior officials and managers, %	79	0.465	0.356	31.8	68.3	0.47
Professional and technical workers, %	1	1.000	0.756	50.4	49.6	1.02
Educational attainment	**110**	**0.965**	**0.954**			
Literacy rate, %	116	0.883	0.899	79.4	90.0	0.88
Enrolment in primary education, %	123	0.983	0.757	90.7	92.3	0.98
Enrolment in secondary education, %	114	0.979	0.954	59.4	60.7	0.98
Enrolment in tertiary education, %	1	1.000	0.931	15.5	14.4	1.08
Health and survival	**98**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	109	1.033	1.034	58.8	56.9	1.03
Political empowerment	**98**	**0.150**	**0.239**			
Women in parliament , %	52	0.380	0.298	27.5	72.5	0.38
Women in ministerial positions, %	115	0.130	0.255	11.5	88.5	0.13
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.731 / 43 LAO

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	18.12
GDP per capita, constant '11, intl. $ 1000	–	–	6.75
Total population, million people	3.52	3.55	7.10
Population growth rate, %	1.55	1.51	1.53
Population sex ratio (female/male), female/male ratio	50.21	49.79	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.88	1.03	0.46
Unemployed adults, % of labour force (15-64)	7.92	10.94	0.72
Workers employed part-time, % of employed people	28.16	23.82	1.18
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	13.60	10.06	1.35
Advancement of women to leadership roles, 1-7 (best)	–	–	4.86
Gender parity in tech roles, 1-7 (best)	–	–	4.11
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	35.50	64.50	0.55
Firms with female top managers, % firms	43.10	56.90	0.76

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1958
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.2
Average number of children per woman	n/a	n/a	2.70
Women's unmet demand for family planning, % women 15-49	–	–	19.90
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	19.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

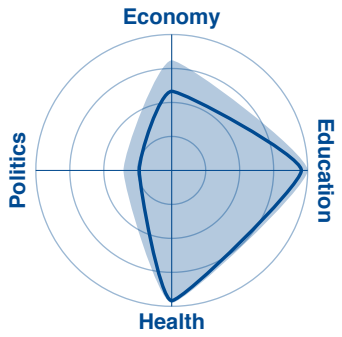
Education and skills	female	male	value
STEMS, attainment %	12.79	32.47	0.39
Agri., Forestry, Fisheries & Veterinary, attainment %	7.50	9.59	0.78
Arts & Humanities, attainment %	7.79	6.19	1.26
Business, Admin. & Law, attainment %	40.57	31.22	1.30
Education, attainment %	20.43	13.68	1.49
Engineering, Manuf. & Construction, attainment %	4.47	21.15	0.21
Health & Welfare, attainment %	6.15	3.11	1.97
Information & Comm. Technologies, attainment %	6.55	9.83	0.67
Natural Sci., Mathematics & Statistics, attainment %	1.76	1.49	1.18
Services, attainment %	3.11	1.88	1.65
Social Sci., Journalism & Information, attainment %	1.66	1.86	0.89
Vocational training, attainment %	0.39	0.44	0.90
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	185
Prevalence of gender violence in lifetime, % women	–	–	15.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	64.40
Antenatal care, at least four visits, % women 15-49	–	–	56.80

Latvia

rank
out of 153 countries **11**

score
0.00 = imparity
1.00 = parity **0.785**

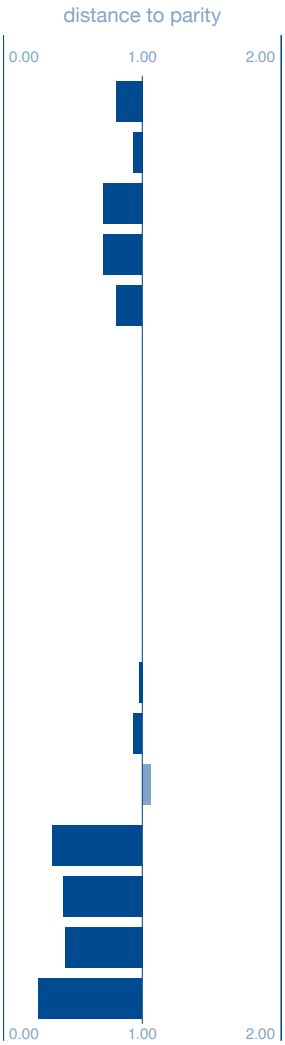


Latvia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**19**	**0.709**	**11**	**0.785**
Economic participation and opportunity	20	0.705	8	0.810
Educational attainment	85	0.931	1	1.000
Health and survival	1	0.980	74	0.975
Political empowerment	21	0.221	28	0.355

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**8**	**0.810**	**0.582**			
Labour force participation rate, %	20	0.934	0.661	74.7	80.0	0.93
Wage equality for similar work, 1-7 (best)	34	0.717	0.613	–	–	5.02
Estimated earned income, int'l $ 1,000	31	0.721	0.499	22.7	31.4	0.72
Legislators, senior officials and managers, %	11	0.814	0.356	44.9	55.1	0.81
Professional and technical workers, %	1	1.000	0.756	64.7	35.3	1.83
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.9	99.9	1.00
Enrolment in primary education, %	1	1.000	0.757	96.8	95.8	1.01
Enrolment in secondary education, %	1	1.000	0.954	94.9	92.7	1.02
Enrolment in tertiary education, %	1	1.000	0.931	105.1	72.0	1.46
Health and survival	**74**	**0.975**	**0.958**			
Sex ratio at birth, %	137	0.937	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.5	62.4	1.11
Political empowerment	**28**	**0.355**	**0.239**			
Women in parliament , %	44	0.429	0.298	30.0	70.0	0.43
Women in ministerial positions, %	35	0.445	0.255	30.8	69.2	0.45
Years with female/male head of state (last 50)	15	0.254	0.190	10.1	39.9	0.25



0.785 / 11 LVA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	34.88
GDP per capita, constant '11, intl. $ 1000	–	–	26.58
Total population, million people	1.04	0.89	1.90
Population growth rate, %	-1.23	-1.01	-1.13
Population sex ratio (female/male), female/male ratio	45.99	54.01	0.85

Work participation and leadership	female	male	value
Labour force, million people	0.47	0.48	0.50
Unemployed adults, % of labour force (15-64)	6.63	8.54	0.78
Workers employed part-time, % of employed people	23.57	12.40	1.90
Gender pay gap (OECD only), %	–	–	21.10
Proportion of unpaid work per day, female/male ratio	18.26	9.10	2.01
Advancement of women to leadership roles, 1-7 (best)	–	–	5.52
Gender parity in tech roles, 1-7 (best)	–	–	4.39
Boards of listed companies,% board members	28.80	71.20	0.40
Firms with female majority ownership, % firms	22.80	77.20	0.30
Firms with female top managers, % firms	31.50	68.50	0.46

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.6
Average number of children per woman	n/a	n/a	1.72
Women's unmet demand for family planning, % women 15-49	–	–	16.80
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.70
Length of maternity/paternity leave (days), weeks	94.00	1.40	0.01
Wages paid during maternity/paternity leave, % annual gross wage	80.00	80.00	1.00

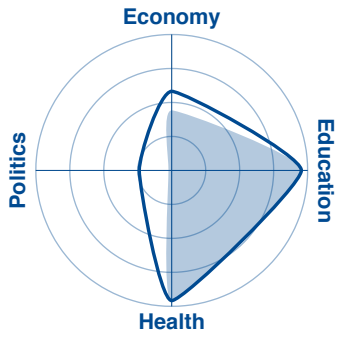
Education and skills	female	male	value
STEMS, attainment %	10.24	39.34	0.26
Agri., Forestry, Fisheries & Veterinary, attainment %	1.22	2.44	0.50
Arts & Humanities, attainment %	9.29	5.05	1.84
Business, Admin. & Law, attainment %	32.82	26.52	1.24
Education, attainment %	5.88	1.13	5.22
Engineering, Manuf. & Construction, attainment %	5.36	25.68	0.21
Health & Welfare, attainment %	22.58	7.50	3.01
Information & Comm. Technologies, attainment %	1.77	10.49	0.17
Natural Sci., Mathematics & Statistics, attainment %	3.11	3.17	0.98
Services, attainment %	7.18	11.80	0.61
Social Sci., Journalism & Information, attainment %	10.78	6.23	1.73
Vocational training, attainment %	15.57	17.68	0.88
PhD graduates, attainment %	0.95	1.29	0.74

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	32.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Lebanon

rank
out of 153 countries
145

score
0.00 = imparity
1.00 = parity
0.599

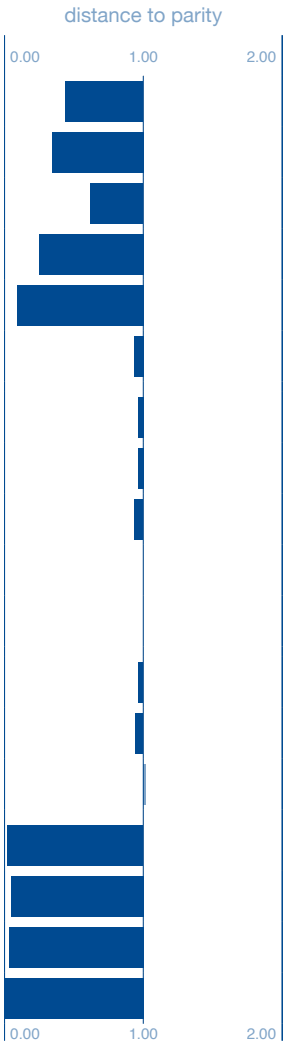


Lebanon score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**145**	**0.599**
Economic participation and opportunity	n/a	-	139	0.442
Educational attainment	n/a	-	111	0.964
Health and survival	n/a	-	124	0.967
Political empowerment	n/a	-	149	0.024

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**139**	**0.442**	**0.582**			
Labour force participation rate, %	142	0.345	0.661	26.3	76.3	0.34
Wage equality for similar work, 1-7 (best)	90	0.619	0.613	–	–	4.33
Estimated earned income, int'l $ 1,000	140	0.250	0.499	4.6	18.5	0.25
Legislators, senior officials and managers, %	144	0.092	0.356	8.4	91.6	0.09
Professional and technical workers, %	86	0.933	0.756	48.3	51.7	0.93
Educational attainment	**111**	**0.964**	**0.954**			
Literacy rate, %	94	0.963	0.899	93.3	96.9	0.96
Enrolment in primary education, %	133	0.938	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	51.2	48.8	1.05
Enrolment in tertiary education, %	1	1.000	0.931	–	–	-
Health and survival	**124**	**0.967**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	135	1.020	1.034	66.8	65.5	1.02
Political empowerment	**149**	**0.024**	**0.239**			
Women in parliament , %	146	0.049	0.298	4.7	95.3	0.05
Women in ministerial positions, %	143	0.035	0.255	3.4	96.6	0.04
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.599 / 145 LBN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	56.37
GDP per capita, constant '11, intl. $ 1000	–	–	13.05
Total population, million people	3.41	3.45	6.90
Population growth rate, %	-0.09	-0.02	-0.05
Population sex ratio (female/male), female/male ratio	50.29	49.71	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.30	0.87	0.26
Unemployed adults, % of labour force (15-64)	10.23	8.80	1.16
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.13
Gender parity in tech roles, 1-7 (best)	–	–	3.71
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	5.30	94.70	0.06
Firms with female top managers, % firms	4.40	95.60	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1952
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	2.09
Women's unmet demand for family planning, % women 15-49	–	–	13.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	3.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

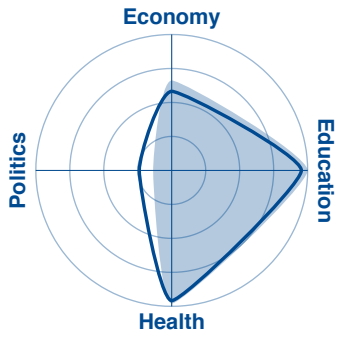
Education and skills	female	male	value
STEMS, attainment %	18.03	30.34	0.59
Agri., Forestry, Fisheries & Veterinary, attainment %	0.52	0.46	1.12
Arts & Humanities, attainment %	16.10	8.16	1.97
Business, Admin. & Law, attainment %	30.81	44.82	0.69
Education, attainment %	7.59	1.71	4.45
Engineering, Manuf. & Construction, attainment %	5.99	20.68	0.29
Health & Welfare, attainment %	14.31	7.19	1.99
Information & Comm. Technologies, attainment %	1.12	3.25	0.34
Natural Sci., Mathematics & Statistics, attainment %	10.92	6.41	1.70
Services, attainment %	0.86	0.60	1.44
Social Sci., Journalism & Information, attainment %	11.77	6.69	1.76
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	29
Prevalence of gender violence in lifetime, % women	–	–	10.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	98.20
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Lesotho

rank 88
out of 153 countries

score 0.695
0.00 = imparity
1.00 = parity

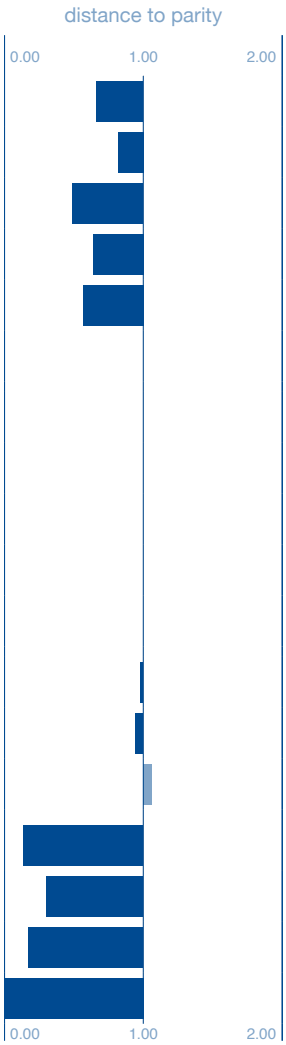


Lesotho score
average score

	2006 score		2020 score	
Global Gender Gap Index	**43**	**0.681**	**88**	**0.695**
Economic participation and opportunity	61	0.607	84	0.662
Educational attainment	1	1.000	1	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	41	0.136	102	0.137

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**84**	**0.662**	**0.582**			
Labour force participation rate, %	76	0.820	0.661	62.1	75.7	0.82
Wage equality for similar work, 1-7 (best)	133	0.490	0.613	–	–	3.43
Estimated earned income, int'l $ 1,000	64	0.640	0.499	2.3	3.7	0.64
Legislators, senior officials and managers, %	49	0.565	0.356	36.1	63.9	0.56
Professional and technical workers, %	1	1.000	0.756	62.0	38.0	1.63
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	84.9	67.8	1.25
Enrolment in primary education, %	1	1.000	0.757	93.4	93.2	1.00
Enrolment in secondary education, %	1	1.000	0.954	50.0	32.7	1.53
Enrolment in tertiary education, %	1	1.000	0.931	12.4	8.0	1.55
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	47.9	45.0	1.06
Political empowerment	**102**	**0.137**	**0.239**			
Women in parliament , %	69	0.304	0.298	23.3	76.7	0.30
Women in ministerial positions, %	101	0.174	0.255	14.8	85.2	0.17
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.695 / 88 LSO

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.71
GDP per capita, constant '11, intl. $ 1000	–	–	3.09
Total population, million people	1.07	1.04	2.10
Population growth rate, %	0.75	0.86	0.80
Population sex ratio (female/male), female/male ratio	49.28	50.72	0.97

Work participation and leadership	female	male	value
Labour force, million people	0.35	0.41	0.46
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.56	6.18	2.52
Advancement of women to leadership roles, 1-7 (best)	–	–	3.48
Gender parity in tech roles, 1-7 (best)	–	–	3.04
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	25.40	74.60	0.34
Firms with female top managers, % firms	36.20	63.80	0.57

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1965
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	21.88	78.12	0.28
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.9
Average number of children per woman	n/a	n/a	3.16
Women's unmet demand for family planning, % women 15-49	–	–	18.40
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	18.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

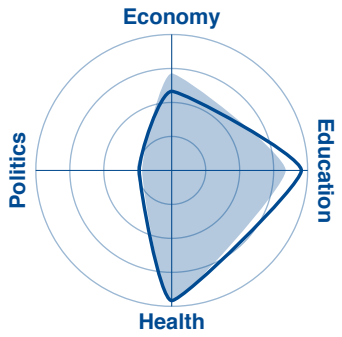
Education and skills	female	male	value
STEMS, attainment %	6.44	28.31	0.23
Agri., Forestry, Fisheries & Veterinary, attainment %	3.66	5.58	0.66
Arts & Humanities, attainment %	4.50	4.99	0.90
Business, Admin. & Law, attainment %	29.24	26.18	1.12
Education, attainment %	33.99	22.52	1.51
Engineering, Manuf. & Construction, attainment %	2.85	18.32	0.16
Health & Welfare, attainment %	12.62	6.85	1.84
Information & Comm. Technologies, attainment %	2.56	8.18	0.31
Natural Sci., Mathematics & Statistics, attainment %	1.02	1.81	0.57
Services, attainment %	5.01	3.66	1.37
Social Sci., Journalism & Information, attainment %	4.54	1.91	2.37
Vocational training, attainment %	1.43	0.87	1.64
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	544
Prevalence of gender violence in lifetime, % women	–	–	62.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	77.90
Antenatal care, at least four visits, % women 15-49	–	–	74.40

Liberia

rank 97
out of 153 countries

score 0.685
0.00 = imparity
1.00 = parity



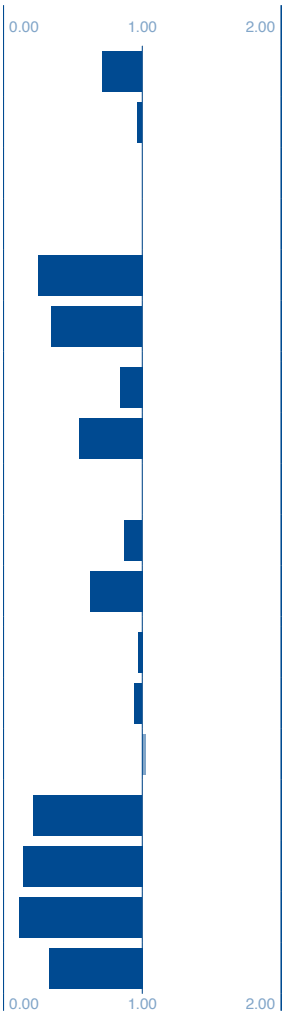
Liberia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**97**	**0.685**
Economic participation and opportunity	n/a	-	53	0.714
Educational attainment	n/a	-	141	0.839
Health and survival	n/a	-	120	0.968
Political empowerment	n/a	-	63	0.218

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**53**	**0.714**	**0.582**			
Labour force participation rate, %	10	0.967	0.661	55.7	57.6	0.97
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	1	1.000	0.499	1.3	1.2	1.11
Legislators, senior officials and managers, %	118	0.251	0.356	20.0	80.0	0.25
Professional and technical workers, %	137	0.347	0.756	25.8	74.2	0.35
Educational attainment	**141**	**0.839**	**0.954**			
Literacy rate, %	148	0.544	0.899	34.1	62.7	0.54
Enrolment in primary education, %	1	1.000	0.757	44.4	44.1	1.01
Enrolment in secondary education, %	139	0.873	0.954	14.6	16.7	0.87
Enrolment in tertiary education, %	132	0.625	0.931	9.2	14.7	0.62
Health and survival	**120**	**0.968**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	130	1.022	1.034	55.1	53.9	1.02
Political empowerment	**63**	**0.218**	**0.239**			
Women in parliament , %	128	0.141	0.298	12.3	87.7	0.14
Women in ministerial positions, %	117	0.118	0.255	10.5	89.5	0.12
Years with female/male head of state (last 50)	11	0.329	0.190	12.4	37.6	0.33

distance to parity



0.685 / 97 LBR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	3.25
GDP per capita, constant '11, intl. $ 1000	–	–	1.26
Total population, million people	2.40	2.42	4.80
Population growth rate, %	2.42	2.50	2.46
Population sex ratio (female/male), female/male ratio	50.23	49.77	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.86	0.87	0.50
Unemployed adults, % of labour force (15-64)	2.45	3.83	0.64
Workers employed part-time, % of employed people	93.93	76.96	1.22
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	6.29	2.58	2.44
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	15.60	84.40	0.18
Firms with female top managers, % firms	20.40	79.60	0.26

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	10.00	90.00	0.11
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.4
Average number of children per woman	n/a	n/a	4.35
Women's unmet demand for family planning, % women 15-49	–	–	31.10
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	15.70
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

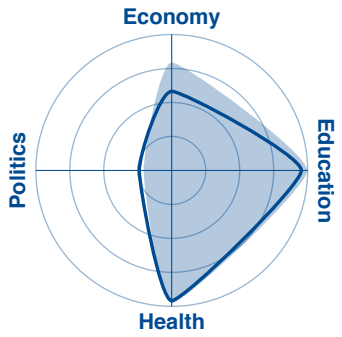
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	661
Prevalence of gender violence in lifetime, % women	–	–	38.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	61.10
Antenatal care, at least four visits, % women 15-49	–	–	83.80

Lithuania

rank
out of 153 countries **33**

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



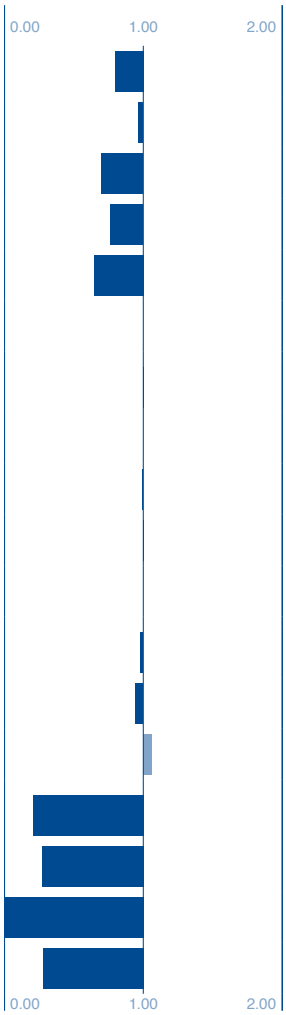
Lithuania score
average score

	2006 score		2020 score	
Global Gender Gap Index	**21**	**0.708**	**33**	**0.745**
Economic participation and opportunity	15	0.713	13	0.795
Educational attainment	24	0.998	50	0.998
Health and survival	36	0.979	41	0.979
Political empowerment	39	0.140	65	0.207

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**13**	**0.795**	**0.582**			
Labour force participation rate, %	11	0.966	0.661	74.9	77.5	0.97
Wage equality for similar work, 1-7 (best)	48	0.698	0.613	–	–	4.88
Estimated earned income, int'l $ 1,000	19	0.763	0.499	27.1	35.4	0.76
Legislators, senior officials and managers, %	28	0.646	0.356	39.2	60.8	0.65
Professional and technical workers, %	1	1.000	0.756	65.7	34.3	1.92
Educational attainment	**50**	**0.998**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.8	99.8	1.00
Enrolment in primary education, %	96	0.996	0.757	95.2	95.6	1.00
Enrolment in secondary education, %	104	0.999	0.954	98.4	98.5	1.00
Enrolment in tertiary education, %	1	1.000	0.931	84.0	61.4	1.37
Health and survival	**41**	**0.979**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	70.0	61.9	1.13
Political empowerment	**65**	**0.207**	**0.239**			
Women in parliament , %	81	0.270	0.298	21.3	78.7	0.27
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	14	0.277	0.190	10.9	39.2	0.28

distance to parity



0.745 / 33 LTU

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	53.30
GDP per capita, constant '11, intl. $ 1000	–	–	30.74
Total population, million people	1.51	1.29	2.80
Population growth rate, %	-1.57	-1.39	-1.49
Population sex ratio (female/male), female/male ratio	46.21	53.79	0.86

Work participation and leadership	female	male	value
Labour force, million people	0.71	0.70	0.50
Unemployed adults, % of labour force (15-64)	5.58	7.09	0.79
Workers employed part-time, % of employed people	28.37	17.05	1.66
Gender pay gap (OECD only), %	–	–	12.50
Proportion of unpaid work per day, female/male ratio	16.74	8.33	2.01
Advancement of women to leadership roles, 1-7 (best)	–	–	5.34
Gender parity in tech roles, 1-7 (best)	–	–	4.40
Boards of listed companies,% board members	14.30	85.70	0.17
Firms with female majority ownership, % firms	16.50	83.50	0.20
Firms with female top managers, % firms	21.00	79.00	0.27

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	4
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.9
Average number of children per woman	n/a	n/a	1.67
Women's unmet demand for family planning, % women 15-49	–	–	13.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.00
Length of maternity/paternity leave (days), weeks	62.00	4.00	0.06
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

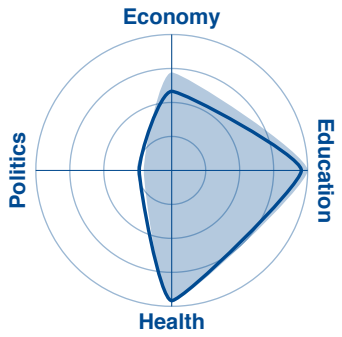
Education and skills	female	male	value
STEMS, attainment %	12.30	47.23	0.26
Agri., Forestry, Fisheries & Veterinary, attainment %	2.14	3.01	0.71
Arts & Humanities, attainment %	10.34	5.75	1.80
Business, Admin. & Law, attainment %	30.29	22.46	1.35
Education, attainment %	7.97	3.27	2.44
Engineering, Manuf. & Construction, attainment %	7.80	36.84	0.21
Health & Welfare, attainment %	22.81	7.56	3.02
Information & Comm. Technologies, attainment %	0.75	5.97	0.13
Natural Sci., Mathematics & Statistics, attainment %	3.75	4.43	0.85
Services, attainment %	1.91	3.74	0.51
Social Sci., Journalism & Information, attainment %	12.20	6.92	1.76
Vocational training, attainment %	7.55	10.96	0.69
PhD graduates, attainment %	0.61	0.65	0.93

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	8
Prevalence of gender violence in lifetime, % women	–	–	24.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	100.0
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Luxembourg

rank 51
out of 153 countries

score 0.725
0.00 = imparity
1.00 = parity

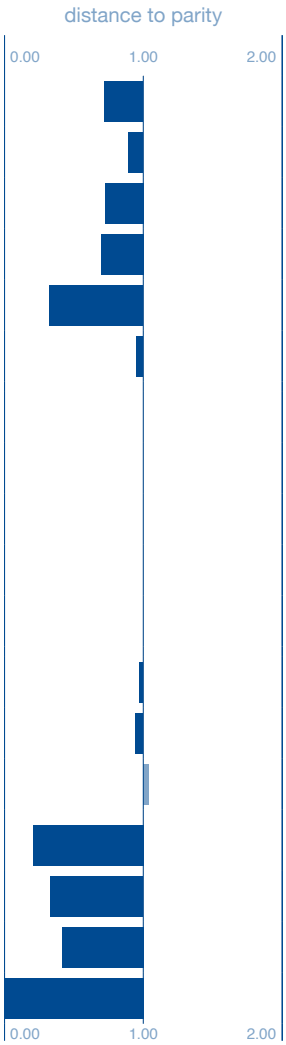


Luxembourg score
average score

	2006 score		2020 score	
Global Gender Gap Index	**56**	**0.667**	**51**	**0.725**
Economic participation and opportunity	76	0.560	50	0.721
Educational attainment	1	1.000	1	1.000
Health and survival	71	0.973	91	0.972
Political empowerment	44	0.135	66	0.206

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**50**	**0.721**	**0.582**			
Labour force participation rate, %	41	0.895	0.661	65.8	73.5	0.90
Wage equality for similar work, 1-7 (best)	28	0.725	0.613	–	–	5.08
Estimated earned income, int'l $ 1,000	40	0.697	0.499	76.8	110.1	0.70
Legislators, senior officials and managers, %	109	0.325	0.356	24.5	75.5	0.32
Professional and technical workers, %	80	0.953	0.756	48.8	51.2	0.95
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	95.1	94.8	1.00
Enrolment in secondary education, %	1	1.000	0.954	85.2	82.0	1.04
Enrolment in tertiary education, %	1	1.000	0.931	20.2	18.2	1.11
Health and survival	**91**	**0.972**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	103	1.037	1.034	73.7	71.1	1.04
Political empowerment	**66**	**0.206**	**0.239**			
Women in parliament , %	61	0.333	0.298	25.0	75.0	0.33
Women in ministerial positions, %	38	0.416	0.255	29.4	70.6	0.42
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.725 / 51 LUX

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	69.55
GDP per capita, constant '11, intl. $ 1000	–	–	94.52
Total population, million people	0.30	0.30	0.60
Population growth rate, %	1.76	2.03	1.90
Population sex ratio (female/male), female/male ratio	50.46	49.54	1.02

Work participation and leadership	female	male	value
Labour force, million people	0.14	0.16	0.47
Unemployed adults, % of labour force (15-64)	5.88	5.37	1.10
Workers employed part-time, % of employed people	25.90	4.10	6.32
Gender pay gap (OECD only), %	–	–	3.40
Proportion of unpaid work per day, female/male ratio	14.44	7.08	2.04
Advancement of women to leadership roles, 1-7 (best)	–	–	5.38
Gender parity in tech roles, 1-7 (best)	–	–	5.26
Boards of listed companies,% board members	12.00	88.00	0.14
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.7
Average number of children per woman	n/a	n/a	1.45
Women's unmet demand for family planning, % women 15-49	–	–	n/a
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	1.10
Length of maternity/paternity leave (days), weeks	42.00	26.40	0.63
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

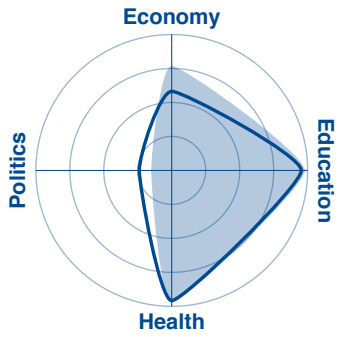
Education and skills	female	male	value
STEMS, attainment %	9.53	26.88	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	0.92	3.33	0.28
Arts & Humanities, attainment %	13.66	9.00	1.52
Business, Admin. & Law, attainment %	38.81	41.43	0.94
Education, attainment %	11.71	5.67	2.06
Engineering, Manuf. & Construction, attainment %	2.53	10.97	0.23
Health & Welfare, attainment %	8.73	3.95	2.21
Information & Comm. Technologies, attainment %	2.18	9.62	0.23
Natural Sci., Mathematics & Statistics, attainment %	4.82	6.29	0.77
Services, attainment %	1.49	1.97	0.76
Social Sci., Journalism & Information, attainment %	15.15	7.77	1.95
Vocational training, attainment %	22.27	22.48	0.99
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	22.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	97.30

Madagascar

rank
out of 153 countries **62**

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



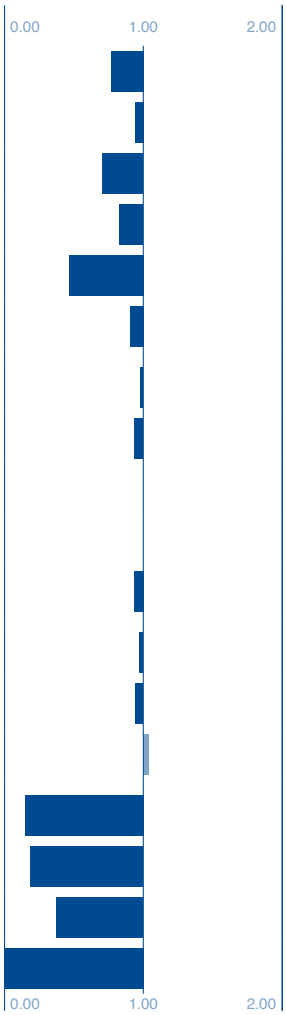
Madagascar score
average score

	2006 score		2020 score	
Global Gender Gap Index	**84**	**0.639**	**62**	**0.719**
Economic participation and opportunity	71	0.578	23	0.769
Educational attainment	76	0.960	95	0.980
Health and survival	49	0.978	83	0.974
Political empowerment	104	0.038	96	0.151

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**23**	**0.769**	**0.582**			
Labour force participation rate, %	18	0.942	0.661	85.0	90.2	0.94
Wage equality for similar work, 1-7 (best)	41	0.707	0.613	–	–	4.95
Estimated earned income, int'l $ 1,000	6	0.830	0.499	1.3	1.5	0.83
Legislators, senior officials and managers, %	78	0.466	0.356	31.8	68.2	0.47
Professional and technical workers, %	92	0.904	0.756	47.5	52.5	0.90
Educational attainment	**95**	**0.980**	**0.954**			
Literacy rate, %	104	0.937	0.899	72.4	77.3	0.94
Enrolment in primary education, %	1	1.000	0.757	77.8	77.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	31.0	28.7	1.08
Enrolment in tertiary education, %	110	0.933	0.931	5.1	5.5	0.93
Health and survival	**83**	**0.974**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	95	1.042	1.034	59.5	57.1	1.04
Political empowerment	**96**	**0.151**	**0.239**			
Women in parliament , %	111	0.189	0.298	15.9	84.1	0.19
Women in ministerial positions, %	49	0.376	0.255	27.3	72.7	0.38
Years with female/male head of state (last 50)	70	0.000	0.190	0.0	50.0	0.00

distance to parity



0.719 / 62 MDG

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	12.09
GDP per capita, constant '11, intl. $ 1000	–	–	1.45
Total population, million people	13.16	13.10	26.30
Population growth rate, %	2.68	2.71	2.69
Population sex ratio (female/male), female/male ratio	49.88	50.12	1.00

Work participation and leadership	female	male	value
Labour force, million people	5.25	5.52	0.49
Unemployed adults, % of labour force (15-64)	1.88	n/a	n/a
Workers employed part-time, % of employed people	39.74	25.91	1.53
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.42
Gender parity in tech roles, 1-7 (best)	–	–	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	20.70	79.30	0.26
Firms with female top managers, % firms	28.20	71.80	0.39

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1959
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	19.35	80.65	0.24
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.0
Average number of children per woman	n/a	n/a	4.11
Women's unmet demand for family planning, % women 15-49	–	–	19.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	39.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

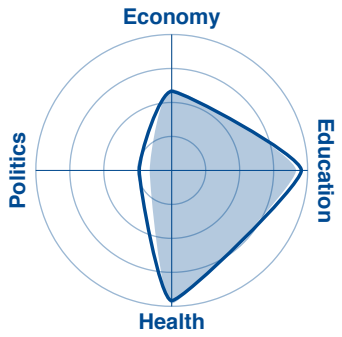
Education and skills	female	male	value
STEMS, attainment %	13.54	32.47	0.42
Agri., Forestry, Fisheries & Veterinary, attainment %	1.84	2.58	0.71
Arts & Humanities, attainment %	7.45	7.38	1.01
Business, Admin. & Law, attainment %	44.69	37.07	1.21
Education, attainment %	3.06	3.12	0.98
Engineering, Manuf. & Construction, attainment %	2.53	10.98	0.23
Health & Welfare, attainment %	21.53	8.14	2.64
Information & Comm. Technologies, attainment %	3.52	9.20	0.38
Natural Sci., Mathematics & Statistics, attainment %	7.49	12.29	0.61
Services, attainment %	1.37	0.93	1.48
Social Sci., Journalism & Information, attainment %	6.53	8.30	0.79
Vocational training, attainment %	0.47	0.91	0.52
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	335
Prevalence of gender violence in lifetime, % women	–	–	30.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	44.30
Antenatal care, at least four visits, % women 15-49	–	–	51.10

Malawi

rank
out of 153 countries
116

score
0.00 = imparity
1.00 = parity
0.664



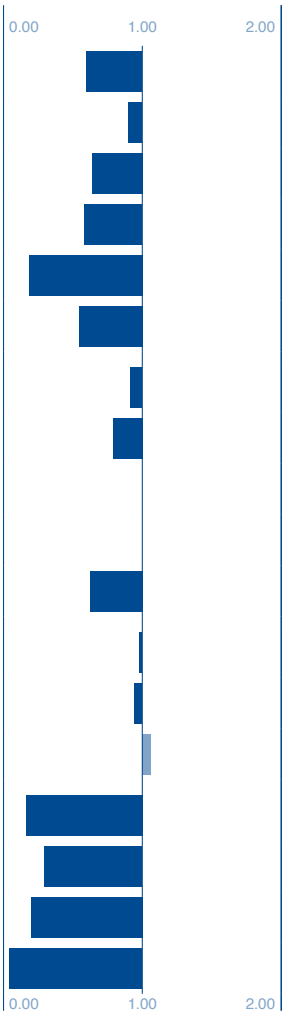
Malawi score
average score

	2006 score		2020 score	
Global Gender Gap Index	**81**	**0.644**	**116**	**0.664**
Economic participation and opportunity	36	0.665	113	0.600
Educational attainment	96	0.860	128	0.915
Health and survival	106	0.960	1	0.980
Political empowerment	68	0.090	90	0.162

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**113**	**0.600**	**0.582**			
Labour force participation rate, %	36	0.901	0.661	74.4	82.6	0.90
Wage equality for similar work, 1-7 (best)	77	0.639	0.613	–	–	4.48
Estimated earned income, int'l $ 1,000	90	0.583	0.499	0.8	1.4	0.58
Legislators, senior officials and managers, %	129	0.185	0.356	15.6	84.4	0.19
Professional and technical workers, %	123	0.545	0.756	35.3	64.7	0.55
Educational attainment	**128**	**0.915**	**0.954**			
Literacy rate, %	128	0.791	0.899	55.2	69.8	0.79
Enrolment in primary education, %	1	1.000	0.757	97.1	92.0	1.06
Enrolment in secondary education, %	1	1.000	0.954	34.8	33.7	1.03
Enrolment in tertiary education, %	133	0.624	0.931	0.6	1.0	0.63
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	58.4	53.9	1.08
Political empowerment	**90**	**0.162**	**0.239**			
Women in parliament , %	71	0.297	0.298	22.9	77.1	0.30
Women in ministerial positions, %	94	0.200	0.255	16.7	83.3	0.20
Years with female/male head of state (last 50)	47	0.045	0.190	2.2	47.9	0.04

distance to parity



0.664 / 116 MWI

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	6.90
GDP per capita, constant '11, intl. $ 1000	–	–	1.07
Total population, million people	9.20	8.94	18.10
Population growth rate, %	2.66	2.69	2.68
Population sex ratio (female/male), female/male ratio	49.30	50.70	0.97

Work participation and leadership	female	male	value
Labour force, million people	2.32	2.40	0.49
Unemployed adults, % of labour force (15-64)	36.60	20.84	1.76
Workers employed part-time, % of employed people	59.08	45.01	1.31
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	8.68	1.25	6.94
Advancement of women to leadership roles, 1-7 (best)	–	–	3.86
Gender parity in tech roles, 1-7 (best)	–	–	2.85
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	11.40	88.60	0.13
Firms with female top managers, % firms	14.20	85.80	0.17

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.0
Average number of children per woman	n/a	n/a	4.25
Women's unmet demand for family planning, % women 15-49	–	–	18.70
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	26.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

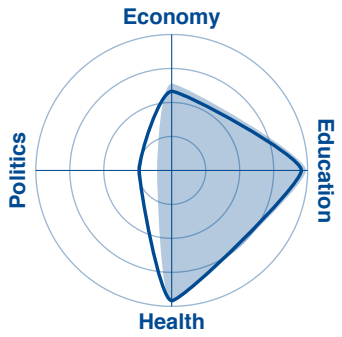
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	349
Prevalence of gender violence in lifetime, % women	–	–	37.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	89.80
Antenatal care, at least four visits, % women 15-49	–	–	49.90

Malaysia

rank
out of 153 countries **104**

score
0.00 = imparity
1.00 = parity **0.677**



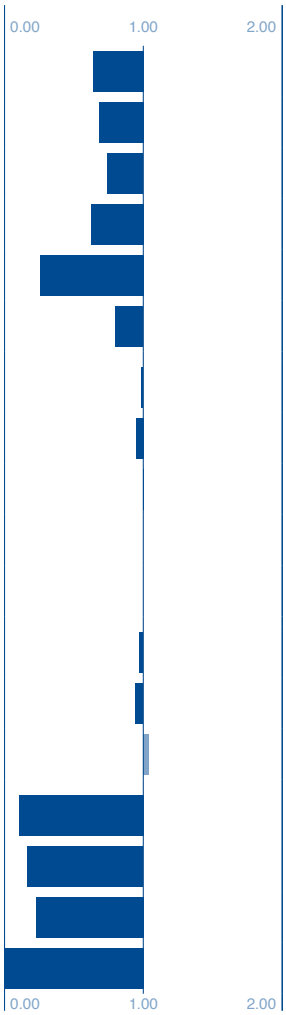
Malaysia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**72**	**0.651**	**104**	**0.677**
Economic participation and opportunity	68	0.592	97	0.639
Educational attainment	63	0.985	86	0.989
Health and survival	80	0.970	84	0.974
Political empowerment	90	0.056	117	0.108

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**97**	**0.639**	**0.582**			
Labour force participation rate, %	107	0.681	0.661	55.0	80.8	0.68
Wage equality for similar work, 1-7 (best)	20	0.744	0.613	–	–	5.21
Estimated earned income, int'l $ 1,000	71	0.623	0.499	20.2	32.5	0.62
Legislators, senior officials and managers, %	116	0.256	0.356	20.4	79.6	0.26
Professional and technical workers, %	101	0.799	0.756	44.4	55.6	0.80
Educational attainment	**86**	**0.989**	**0.954**			
Literacy rate, %	102	0.946	0.899	91.1	96.3	0.95
Enrolment in primary education, %	81	0.998	0.757	99.8	100.0	1.00
Enrolment in secondary education, %	1	1.000	0.954	75.4	69.2	1.09
Enrolment in tertiary education, %	1	1.000	0.931	49.9	40.7	1.23
Health and survival	**84**	**0.974**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	92	1.043	1.034	68.1	65.3	1.04
Political empowerment	**117**	**0.108**	**0.239**			
Women in parliament , %	121	0.168	0.298	14.4	85.6	0.17
Women in ministerial positions, %	88	0.227	0.255	18.5	81.5	0.23
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.677 / 104 MYS

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	358.6
GDP per capita, constant '11, intl. $ 1000	–	–	27.82
Total population, million people	15.32	16.21	31.50
Population growth rate, %	1.38	1.30	1.34
Population sex ratio (female/male), female/male ratio	51.42	48.58	1.06

Work participation and leadership	female	male	value
Labour force, million people	5.77	9.21	0.38
Unemployed adults, % of labour force (15-64)	3.92	3.13	1.25
Workers employed part-time, % of employed people	15.22	9.36	1.63
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.10	5.97	3.20
Advancement of women to leadership roles, 1-7 (best)	–	–	5.35
Gender parity in tech roles, 1-7 (best)	–	–	5.17
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	10.40	89.60	0.12
Firms with female top managers, % firms	26.30	73.70	0.36

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1957
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	19.12	80.88	0.24
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.9
Average number of children per woman	n/a	n/a	2.01
Women's unmet demand for family planning, % women 15-49	–	–	18.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	6.10
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

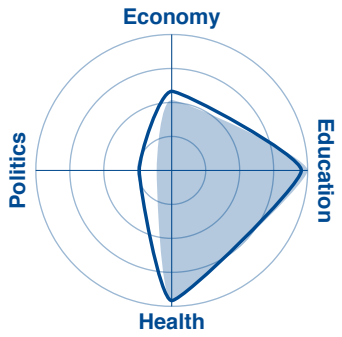
Education and skills	female	male	value
STEMS, attainment %	26.20	57.33	0.46
Agri., Forestry, Fisheries & Veterinary, attainment %	1.96	2.44	0.80
Arts & Humanities, attainment %	7.33	4.80	1.53
Business, Admin. & Law, attainment %	30.62	16.85	1.82
Education, attainment %	8.68	4.28	2.03
Engineering, Manuf. & Construction, attainment %	15.31	46.88	0.33
Health & Welfare, attainment %	9.00	3.89	2.31
Information & Comm. Technologies, attainment %	6.17	8.23	0.75
Natural Sci., Mathematics & Statistics, attainment %	4.72	2.22	2.13
Services, attainment %	10.97	7.46	1.47
Social Sci., Journalism & Information, attainment %	4.95	2.50	1.98
Vocational training, attainment %	4.52	5.42	0.83
PhD graduates, attainment %	0.21	0.30	0.71

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	29
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.50
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Maldives

rank
out of 153 countries
123

score
0.00 = imparity
1.00 = parity
0.646

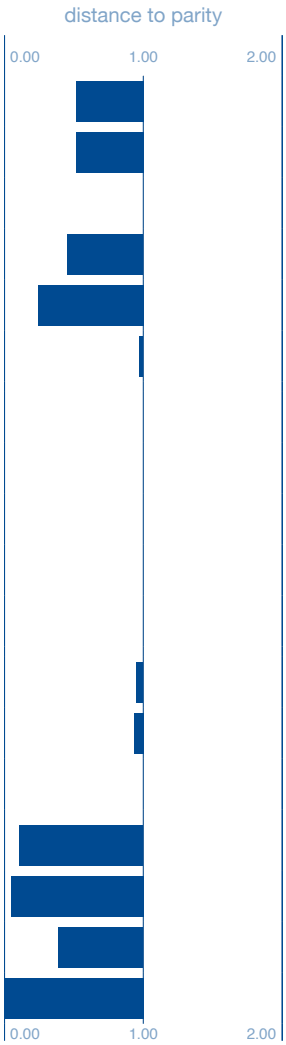


Maldives score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**123**	**0.646**
Economic participation and opportunity	n/a	-	131	0.518
Educational attainment	n/a	-	1	1.000
Health and survival	n/a	-	147	0.953
Political empowerment	n/a	-	115	0.111

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**131**	**0.518**	**0.582**			
Labour force participation rate, %	131	0.517	0.661	43.7	84.6	0.52
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	128	0.455	0.499	7.5	16.6	0.46
Legislators, senior officials and managers, %	119	0.243	0.356	19.6	80.4	0.24
Professional and technical workers, %	77	0.973	0.756	49.3	50.7	0.97
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	98.1	97.3	1.01
Enrolment in primary education, %	1	1.000	0.757	96.4	94.5	1.02
Enrolment in secondary education, %	1	1.000	0.954	50.6	43.6	1.16
Enrolment in tertiary education, %	1	1.000	0.931	59.8	16.6	3.60
Health and survival	**147**	**0.953**	**0.958**			
Sex ratio at birth, %	141	0.933	0.925	–	–	0.93
Healthy life expectancy, years	149	1.000	1.034	69.7	69.7	1.00
Political empowerment	**115**	**0.111**	**0.239**			
Women in parliament , %	148	0.048	0.298	4.6	95.4	0.05
Women in ministerial positions, %	45	0.389	0.255	28.0	72.0	0.39
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.646 / 123 MDV

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.33
GDP per capita, constant '11, intl. $ 1000	–	–	19.44
Total population, million people	0.19	0.32	0.50
Population growth rate, %	1.41	3.88	2.96
Population sex ratio (female/male), female/male ratio	62.74	37.26	1.68

Work participation and leadership	female	male	value
Labour force, million people	0.06	0.09	0.39
Unemployed adults, % of labour force (15-64)	5.74	6.49	0.89
Workers employed part-time, % of employed people	32.53	10.83	3.00
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1932
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.0
Average number of children per woman	n/a	n/a	1.88
Women's unmet demand for family planning, % women 15-49	–	–	28.60
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	5.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

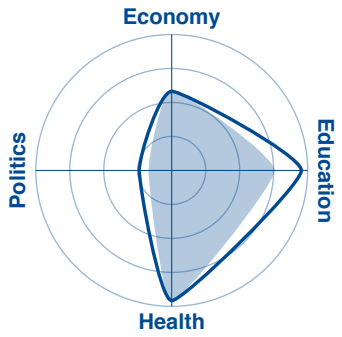
Education and skills	female	male	value
STEMS, attainment %	0.78	14.68	0.05
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	9.83	7.51	1.31
Business, Admin. & Law, attainment %	33.66	50.17	0.67
Education, attainment %	43.49	21.39	2.03
Engineering, Manuf. & Construction, attainment %	0.26	4.97	0.05
Health & Welfare, attainment %	9.93	1.16	8.59
Information & Comm. Technologies, attainment %	0.47	9.71	0.05
Natural Sci., Mathematics & Statistics, attainment %	0.05	n/a	n/a
Services, attainment %	1.10	3.93	0.28
Social Sci., Journalism & Information, attainment %	1.20	1.16	1.04
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	53
Prevalence of gender violence in lifetime, % women	–	–	19.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	95.60
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Mali

rank
out of 153 countries **139**

score
0.00 = imparity
1.00 = parity **0.621**

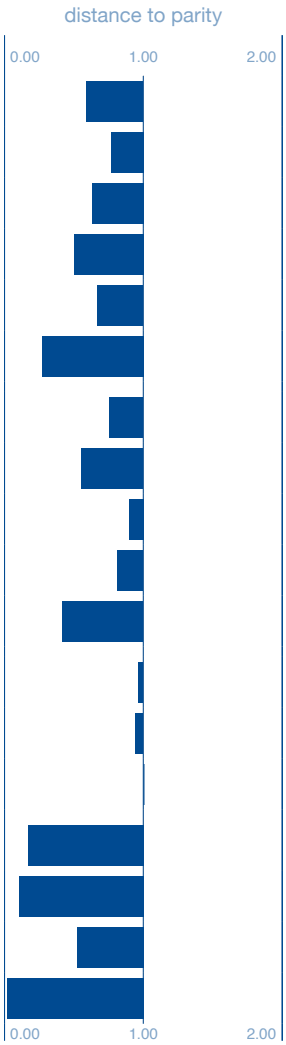


Mali score
average score

	2006 score		2020 score	
Global Gender Gap Index	**99**	**0.600**	**139**	**0.621**
Economic participation and opportunity	35	0.665	118	0.591
Educational attainment	111	0.674	148	0.757
Health and survival	91	0.968	132	0.965
Political empowerment	67	0.091	84	0.171

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**118**	**0.591**	**0.582**			
Labour force participation rate, %	89	0.767	0.661	63.4	82.7	0.77
Wage equality for similar work, 1-7 (best)	84	0.631	0.613	–	–	4.42
Estimated earned income, int'l $ 1,000	117	0.500	0.499	1.3	2.6	0.50
Legislators, senior officials and managers, %	25	0.671	0.356	40.2	59.9	0.67
Professional and technical workers, %	143	0.272	0.756	21.4	78.6	0.27
Educational attainment	**148**	**0.757**	**0.954**			
Literacy rate, %	147	0.557	0.899	25.7	46.2	0.56
Enrolment in primary education, %	138	0.899	0.757	55.8	62.0	0.90
Enrolment in secondary education, %	142	0.813	0.954	26.8	33.0	0.81
Enrolment in tertiary education, %	146	0.418	0.931	3.2	7.7	0.42
Health and survival	**132**	**0.965**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	140	1.012	1.034	51.0	50.4	1.01
Political empowerment	**84**	**0.171**	**0.239**			
Women in parliament , %	138	0.105	0.298	9.5	90.5	0.11
Women in ministerial positions, %	27	0.524	0.255	34.4	65.6	0.52
Years with female/male head of state (last 50)	55	0.020	0.190	1.0	49.0	0.02



0.621 / 139 MLI

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	17.18
GDP per capita, constant '11, intl. $ 1000	–	–	2.11
Total population, million people	9.53	9.55	19.10
Population growth rate, %	3.00	3.08	3.04
Population sex ratio (female/male), female/male ratio	50.06	49.94	1.00

Work participation and leadership	female	male	value
Labour force, million people	2.71	3.47	0.44
Unemployed adults, % of labour force (15-64)	8.02	6.83	1.17
Workers employed part-time, % of employed people	25.80	8.84	2.92
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.93
Gender parity in tech roles, 1-7 (best)	–	–	3.11
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.10	90.90	0.10
Firms with female top managers, % firms	11.60	88.40	0.13

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1956
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.0
Average number of children per woman	n/a	n/a	5.92
Women's unmet demand for family planning, % women 15-49	–	–	17.20
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	44.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

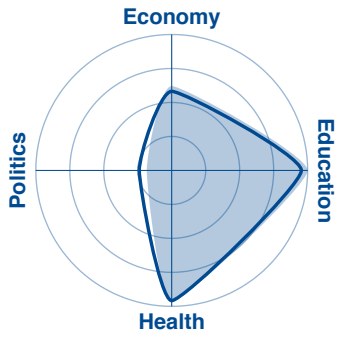
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	2.92	4.16	0.70
PhD graduates, attainment %	0.01	0.22	0.04

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	562
Prevalence of gender violence in lifetime, % women	–	–	34.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	43.70
Antenatal care, at least four visits, % women 15-49	–	–	38.00

Malta

rank 90
out of 153 countries

score 0.693
0.00 = imparity
1.00 = parity



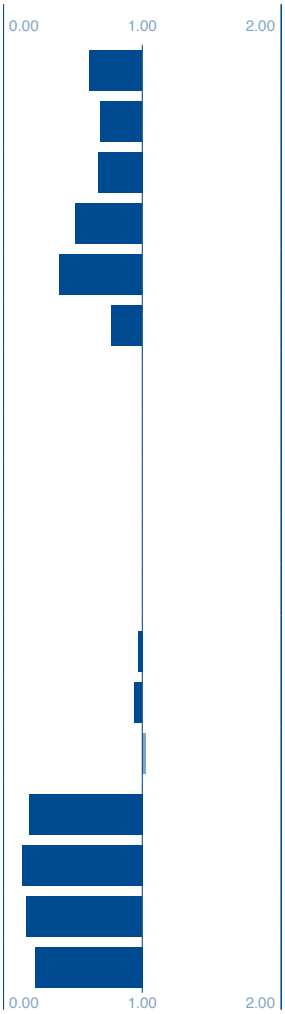
Malta score
average score

	2006 score		2020 score	
Global Gender Gap Index	**71**	**0.652**	**90**	**0.693**
Economic participation and opportunity	91	0.510	106	0.621
Educational attainment	26	0.998	1	1.000
Health and survival	65	0.974	116	0.969
Political empowerment	48	0.126	78	0.184

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**106**	**0.621**	**0.582**			
Labour force participation rate, %	104	0.701	0.661	57.4	81.9	0.70
Wage equality for similar work, 1-7 (best)	58	0.682	0.613	–	–	4.77
Estimated earned income, int'l $ 1,000	113	0.521	0.499	22.5	43.3	0.52
Legislators, senior officials and managers, %	91	0.406	0.356	28.9	71.1	0.41
Professional and technical workers, %	103	0.778	0.756	43.8	56.2	0.78
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	96.0	93.0	1.03
Enrolment in primary education, %	1	1.000	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	91.8	87.5	1.05
Enrolment in tertiary education, %	1	1.000	0.931	56.6	41.3	1.37
Health and survival	**116**	**0.969**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	124	1.028	1.034	73.3	71.3	1.03
Political empowerment	**78**	**0.184**	**0.239**			
Women in parliament , %	130	0.136	0.298	11.9	88.1	0.14
Women in ministerial positions, %	102	0.167	0.255	14.3	85.7	0.17
Years with female/male head of state (last 50)	17	0.227	0.190	9.2	40.8	0.23

distance to parity



0.693 / 90 MLT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.56
GDP per capita, constant '11, intl. $ 1000	–	–	40.13
Total population, million people	0.22	0.22	0.40
Population growth rate, %	0.24	0.27	0.26
Population sex ratio (female/male), female/male ratio	50.13	49.87	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.10	0.14	0.41
Unemployed adults, % of labour force (15-64)	3.52	3.86	0.91
Workers employed part-time, % of employed people	44.98	26.98	1.67
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.75	7.01	2.67
Advancement of women to leadership roles, 1-7 (best)	–	–	4.67
Gender parity in tech roles, 1-7 (best)	–	–	4.83
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	5.80	94.20	0.06
Firms with female top managers, % firms	11.30	88.70	0.13

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1947
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.4
Average number of children per woman	n/a	n/a	1.45
Women's unmet demand for family planning, % women 15-49	–	–	5.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	86.32	100.0	0.86

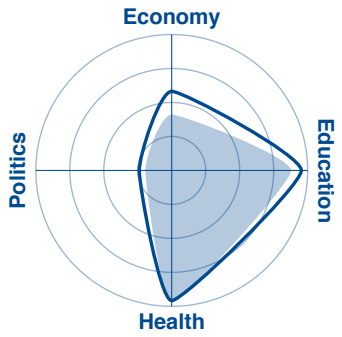
Education and skills	female	male	value
STEMS, attainment %	8.57	31.76	0.27
Agri., Forestry, Fisheries & Veterinary, attainment %	0.46	0.83	0.55
Arts & Humanities, attainment %	11.76	12.77	0.92
Business, Admin. & Law, attainment %	23.13	29.06	0.80
Education, attainment %	26.70	6.55	4.08
Engineering, Manuf. & Construction, attainment %	3.41	16.13	0.21
Health & Welfare, attainment %	16.23	8.64	1.88
Information & Comm. Technologies, attainment %	1.40	10.35	0.14
Natural Sci., Mathematics & Statistics, attainment %	3.75	5.28	0.71
Services, attainment %	1.82	2.15	0.85
Social Sci., Journalism & Information, attainment %	11.34	8.26	1.37
Vocational training, attainment %	9.76	12.39	0.79
PhD graduates, attainment %	0.27	0.71	0.37

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	6
Prevalence of gender violence in lifetime, % women	–	–	15.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Mauritania

rank
out of 153 countries **141**

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

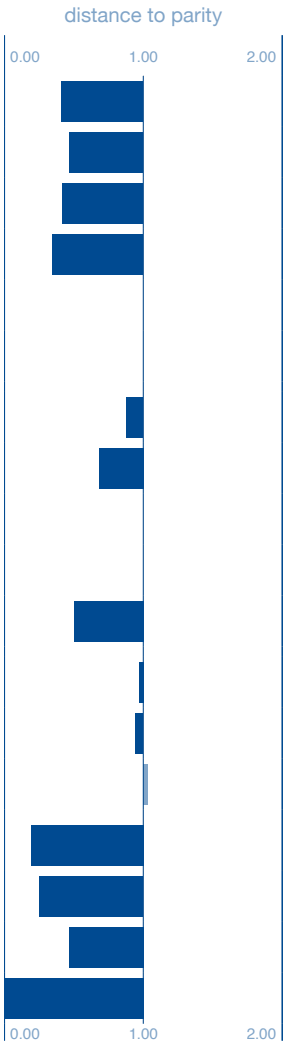


Mauritania score
average score

	2006 score		2020 score	
Global Gender Gap Index	**106**	**0.583**	**141**	**0.614**
Economic participation and opportunity	93	0.499	144	0.411
Educational attainment	103	0.818	137	0.879
Health and survival	1	0.980	111	0.970
Political empowerment	106	0.037	72	0.194

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**144**	**0.411**	**0.582**			
Labour force participation rate, %	138	0.469	0.661	30.2	64.4	0.47
Wage equality for similar work, 1-7 (best)	136	0.419	0.613	–	–	2.93
Estimated earned income, int'l $ 1,000	134	0.346	0.499	1.9	5.5	0.35
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	n/a	-	0.756	–	–	-
Educational attainment	**137**	**0.879**	**0.954**			
Literacy rate, %	138	0.680	0.899	43.4	63.8	0.68
Enrolment in primary education, %	1	1.000	0.757	80.9	78.3	1.03
Enrolment in secondary education, %	1	1.000	0.954	31.7	30.3	1.05
Enrolment in tertiary education, %	140	0.503	0.931	3.3	6.6	0.50
Health and survival	**111**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	122	1.029	1.034	57.2	55.6	1.03
Political empowerment	**72**	**0.194**	**0.239**			
Women in parliament , %	90	0.254	0.298	20.3	79.7	0.25
Women in ministerial positions, %	32	0.466	0.255	31.8	68.2	0.47
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.614 / 141 MRT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.24
GDP per capita, constant '11, intl. $ 1000	–	–	4.09
Total population, million people	2.19	2.21	4.40
Population growth rate, %	2.74	2.82	2.78
Population sex ratio (female/male), female/male ratio	50.18	49.82	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.26	0.45	0.36
Unemployed adults, % of labour force (15-64)	12.67	8.65	1.46
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	2.50
Gender parity in tech roles, 1-7 (best)	–	–	4.08
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	2.20	97.80	0.02
Firms with female top managers, % firms	4.50	95.50	0.05

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.5
Average number of children per woman	n/a	n/a	4.59
Women's unmet demand for family planning, % women 15-49	–	–	33.60
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	29.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

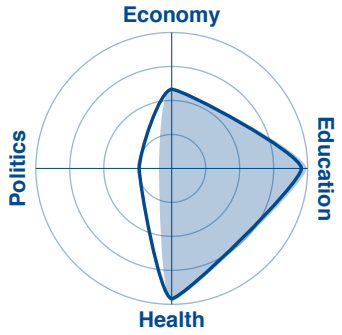
Education and skills	female	male	value
STEMS, attainment %	29.41	30.51	0.96
Agri., Forestry, Fisheries & Veterinary, attainment %	0.51	1.87	0.27
Arts & Humanities, attainment %	21.13	27.12	0.78
Business, Admin. & Law, attainment %	21.49	9.55	2.25
Education, attainment %	3.36	14.75	0.23
Engineering, Manuf. & Construction, attainment %	2.04	6.46	0.32
Health & Welfare, attainment %	1.80	0.56	3.24
Information & Comm. Technologies, attainment %	8.28	4.95	1.67
Natural Sci., Mathematics & Statistics, attainment %	19.09	19.09	1.00
Services, attainment %	1.56	0.81	1.93
Social Sci., Journalism & Information, attainment %	21.25	14.85	1.43
Vocational training, attainment %	0.11	0.16	0.72
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	766
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	69.30
Antenatal care, at least four visits, % women 15-49	–	–	63.00

Mauritius

rank
out of 153 countries **115**

score
0.00 = imparity
1.00 = parity **0.665**

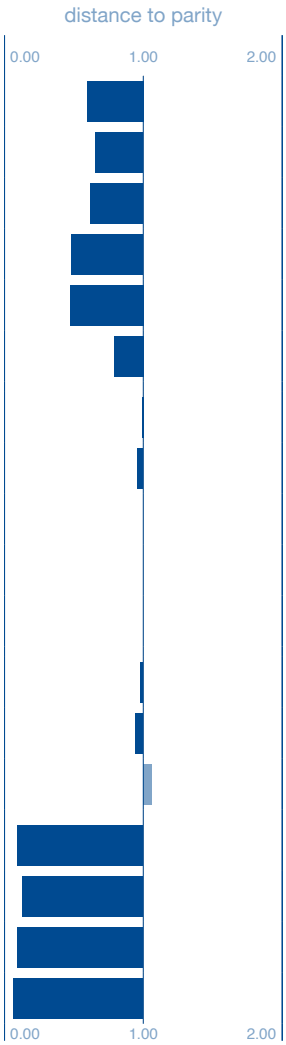


Mauritius score
average score

	2006 score		2020 score	
Global Gender Gap Index	**88**	**0.633**	**115**	**0.665**
Economic participation and opportunity	95	0.483	116	0.596
Educational attainment	65	0.983	74	0.992
Health and survival	1	0.980	1	0.980
Political empowerment	73	0.085	124	0.094

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**116**	**0.596**	**0.582**			
Labour force participation rate, %	112	0.655	0.661	52.2	79.7	0.65
Wage equality for similar work, 1-7 (best)	87	0.620	0.613	–	–	4.34
Estimated earned income, int'l $ 1,000	120	0.484	0.499	13.8	28.5	0.48
Legislators, senior officials and managers, %	72	0.474	0.356	32.1	67.9	0.47
Professional and technical workers, %	102	0.791	0.756	44.2	55.9	0.79
Educational attainment	**74**	**0.992**	**0.954**			
Literacy rate, %	96	0.957	0.899	89.4	93.4	0.96
Enrolment in primary education, %	1	1.000	0.757	97.2	94.9	1.02
Enrolment in secondary education, %	1	1.000	0.954	87.1	81.7	1.07
Enrolment in tertiary education, %	1	1.000	0.931	47.5	33.9	1.40
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	1	1.060	1.034	68.2	63.6	1.07
Political empowerment	**124**	**0.094**	**0.239**			
Women in parliament , %	131	0.131	0.298	11.6	88.4	0.13
Women in ministerial positions, %	123	0.095	0.255	8.7	91.3	0.10
Years with female/male head of state (last 50)	40	0.066	0.190	3.1	46.9	0.07



0.665 / 115 MUS

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.21
GDP per capita, constant '11, intl. $ 1000	–	–	21.07
Total population, million people	0.64	0.63	1.30
Population growth rate, %	0.28	0.11	0.20
Population sex ratio (female/male), female/male ratio	49.42	50.58	0.98

Work participation and leadership	female	male	value
Labour force, million people	0.23	0.34	0.40
Unemployed adults, % of labour force (15-64)	9.64	4.51	2.14
Workers employed part-time, % of employed people	47.89	35.97	1.33
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.96	4.79	3.96
Advancement of women to leadership roles, 1-7 (best)	–	–	4.11
Gender parity in tech roles, 1-7 (best)	–	–	3.89
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	4.90	95.10	0.05
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1956
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.1
Average number of children per woman	n/a	n/a	1.39
Women's unmet demand for family planning, % women 15-49	–	–	12.50
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	7.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

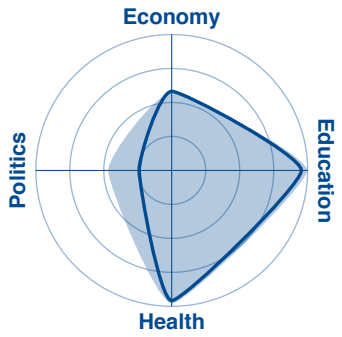
Education and skills	female	male	value
STEMS, attainment %	14.82	34.41	0.43
Agri., Forestry, Fisheries & Veterinary, attainment %	0.73	2.31	0.31
Arts & Humanities, attainment %	7.70	2.98	2.58
Business, Admin. & Law, attainment %	51.40	46.29	1.11
Education, attainment %	12.73	5.80	2.20
Engineering, Manuf. & Construction, attainment %	3.73	14.45	0.26
Health & Welfare, attainment %	5.18	3.71	1.40
Information & Comm. Technologies, attainment %	5.80	16.42	0.35
Natural Sci., Mathematics & Statistics, attainment %	5.29	3.54	1.49
Services, attainment %	0.75	1.34	0.56
Social Sci., Journalism & Information, attainment %	6.70	3.15	2.13
Vocational training, attainment %	0.68	2.31	0.29
PhD graduates, attainment %	0.08	0.17	0.48

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	61
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Mexico

rank
out of 153 countries **25**

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



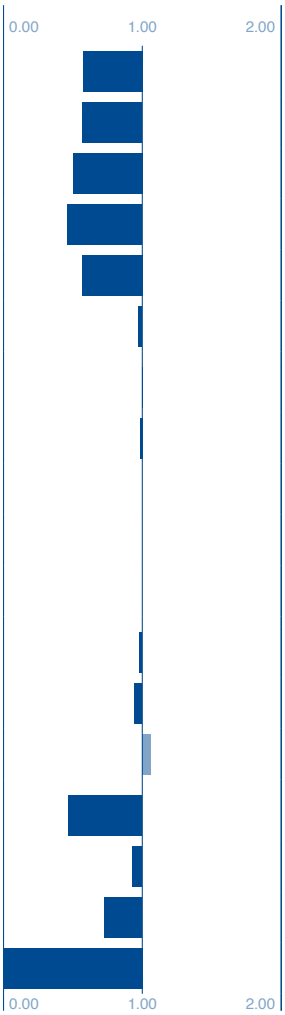
Mexico score
average score

	2006 score		2020 score	
Global Gender Gap Index	**75**	**0.646**	**25**	**0.754**
Economic participation and opportunity	98	0.480	124	0.574
Educational attainment	45	0.992	54	0.997
Health and survival	1	0.980	46	0.979
Political empowerment	45	0.133	14	0.468

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**124**	**0.574**	**0.582**			
Labour force participation rate, %	128	0.570	0.661	47.1	82.6	0.57
Wage equality for similar work, 1-7 (best)	129	0.503	0.613	–	–	3.52
Estimated earned income, int'l $ 1,000	127	0.463	0.499	11.6	25.0	0.46
Legislators, senior officials and managers, %	48	0.565	0.356	36.1	63.9	0.56
Professional and technical workers, %	76	0.973	0.756	49.3	50.7	0.97
Educational attainment	**54**	**0.997**	**0.954**			
Literacy rate, %	79	0.983	0.899	94.6	96.2	0.98
Enrolment in primary education, %	1	1.000	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	82.5	79.9	1.03
Enrolment in tertiary education, %	1	1.000	0.931	40.6	39.8	1.02
Health and survival	**46**	**0.979**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	62	1.058	1.034	69.6	65.8	1.06
Political empowerment	**14**	**0.468**	**0.239**			
Women in parliament , %	4	0.931	0.298	48.2	51.8	0.93
Women in ministerial positions, %	15	0.727	0.255	42.1	57.9	0.73
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.754 / 25 MEX

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.12k
GDP per capita, constant '11, intl. $ 1000	–	–	18.32
Total population, million people	64.47	61.72	126.2
Population growth rate, %	1.09	1.11	1.10
Population sex ratio (female/male), female/male ratio	48.91	51.09	0.96

Work participation and leadership	female	male	value
Labour force, million people	20.42	32.20	0.39
Unemployed adults, % of labour force (15-64)	3.54	3.33	1.06
Workers employed part-time, % of employed people	26.40	11.50	2.30
Gender pay gap (OECD only), %	–	–	14.00
Proportion of unpaid work per day, female/male ratio	29.52	9.76	3.02
Advancement of women to leadership roles, 1-7 (best)	–	–	3.64
Gender parity in tech roles, 1-7 (best)	–	–	4.06
Boards of listed companies,% board members	7.50	92.50	0.08
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	14.60	85.40	0.17

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1947
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	49.22	50.78	0.97
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.9
Average number of children per woman	n/a	n/a	2.14
Women's unmet demand for family planning, % women 15-49	–	–	13.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	19.00
Length of maternity/paternity leave (days), weeks	12.00	1.00	0.08
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

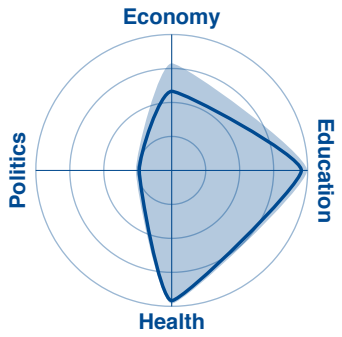
Education and skills	female	male	value
STEMS, attainment %	14.46	37.63	0.38
Agri., Forestry, Fisheries & Veterinary, attainment %	1.32	2.62	0.51
Arts & Humanities, attainment %	3.72	3.10	1.20
Business, Admin. & Law, attainment %	34.23	32.00	1.07
Education, attainment %	17.44	8.03	2.17
Engineering, Manuf. & Construction, attainment %	9.29	26.82	0.35
Health & Welfare, attainment %	13.97	7.50	1.86
Information & Comm. Technologies, attainment %	2.86	8.28	0.35
Natural Sci., Mathematics & Statistics, attainment %	2.31	2.53	0.91
Services, attainment %	2.89	3.33	0.87
Social Sci., Journalism & Information, attainment %	11.93	5.77	2.07
Vocational training, attainment %	12.27	12.62	0.97
PhD graduates, attainment %	0.06	0.11	0.52

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	33
Prevalence of gender violence in lifetime, % women	–	–	14.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	97.70
Antenatal care, at least four visits, % women 15-49	–	–	96.00

Moldova

rank
out of 153 countries **23**

score
0.00 = imparity
1.00 = parity **0.757**

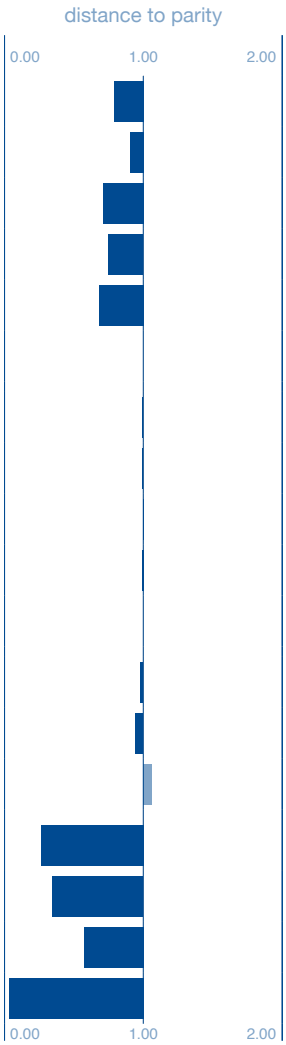


Moldova score
average score

	2006 score		2020 score	
Global Gender Gap Index	**17**	**0.713**	**23**	**0.757**
Economic participation and opportunity	2	0.760	19	0.788
Educational attainment	37	0.994	61	0.996
Health and survival	1	0.980	1	0.980
Political empowerment	50	0.117	45	0.264

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**19**	**0.788**	**0.582**			
Labour force participation rate, %	35	0.903	0.661	44.6	49.4	0.90
Wage equality for similar work, 1-7 (best)	39	0.710	0.613	–	–	4.97
Estimated earned income, int'l $ 1,000	22	0.749	0.499	5.6	7.5	0.75
Legislators, senior officials and managers, %	23	0.680	0.356	40.5	59.5	0.68
Professional and technical workers, %	1	1.000	0.756	65.6	34.5	1.90
Educational attainment	**61**	**0.996**	**0.954**			
Literacy rate, %	63	0.995	0.899	99.1	99.6	1.00
Enrolment in primary education, %	87	0.997	0.757	86.2	86.4	1.00
Enrolment in secondary education, %	110	0.991	0.954	77.6	78.3	0.99
Enrolment in tertiary education, %	1	1.000	0.931	45.7	34.2	1.34
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	66.4	60.7	1.09
Political empowerment	**45**	**0.264**	**0.239**			
Women in parliament , %	59	0.347	0.298	25.7	74.3	0.35
Women in ministerial positions, %	22	0.572	0.255	36.4	63.6	0.57
Years with female/male head of state (last 50)	52	0.034	0.190	1.6	48.4	0.03



0.757 / 23 MDA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	11.31
GDP per capita, constant '11, intl. $ 1000	–	–	6.49
Total population, million people	2.11	1.94	4.10
Population growth rate, %	-0.14	-0.29	-0.21
Population sex ratio (female/male), female/male ratio	47.96	52.04	0.92

Work participation and leadership	female	male	value
Labour force, million people	0.61	0.61	0.50
Unemployed adults, % of labour force (15-64)	2.62	3.63	0.72
Workers employed part-time, % of employed people	35.82	29.69	1.21
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	20.14	11.27	1.79
Advancement of women to leadership roles, 1-7 (best)	–	–	4.65
Gender parity in tech roles, 1-7 (best)	–	–	3.07
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	28.50	71.50	0.40
Firms with female top managers, % firms	25.70	74.30	0.35

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1924
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.3
Average number of children per woman	n/a	n/a	1.26
Women's unmet demand for family planning, % women 15-49	–	–	9.50
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	11.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

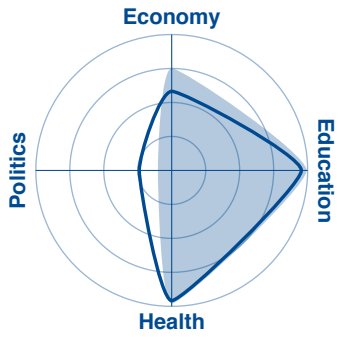
Education and skills	female	male	value
STEMS, attainment %	12.29	39.11	0.31
Agri., Forestry, Fisheries & Veterinary, attainment %	0.76	3.60	0.21
Arts & Humanities, attainment %	6.77	3.49	1.94
Business, Admin. & Law, attainment %	37.89	34.25	1.11
Education, attainment %	20.02	3.82	5.24
Engineering, Manuf. & Construction, attainment %	8.66	28.61	0.30
Health & Welfare, attainment %	9.41	5.97	1.58
Information & Comm. Technologies, attainment %	1.78	8.36	0.21
Natural Sci., Mathematics & Statistics, attainment %	1.85	2.14	0.87
Services, attainment %	5.56	6.61	0.84
Social Sci., Journalism & Information, attainment %	7.28	3.16	2.30
Vocational training, attainment %	9.24	11.28	0.82
PhD graduates, attainment %	0.17	0.11	1.54

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	45.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	97.50

Mongolia

rank 79
out of 153 countries

score 0.706
0.00 = imparity
1.00 = parity

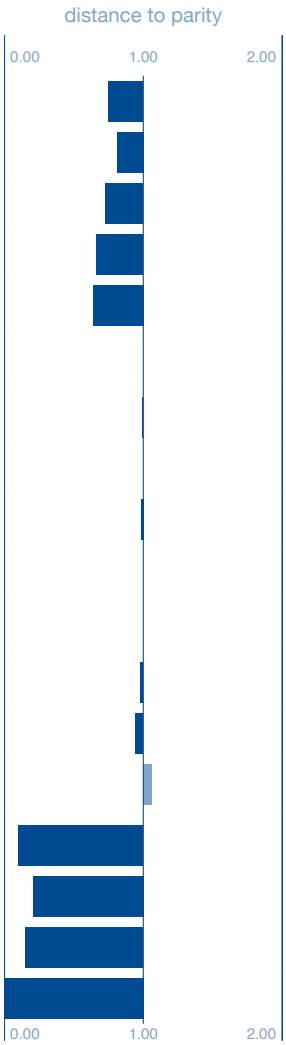


Mongolia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**42**	**0.682**	**79**	**0.706**
Economic participation and opportunity	21	0.704	29	0.751
Educational attainment	20	0.999	71	0.993
Health and survival	1	0.980	1	0.980
Political empowerment	101	0.046	120	0.102

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**29**	**0.751**	**0.582**			
Labour force participation rate, %	81	0.812	0.661	56.5	69.6	0.81
Wage equality for similar work, 1-7 (best)	26	0.730	0.613	–	–	5.11
Estimated earned income, int'l $ 1,000	52	0.665	0.499	9.8	14.7	0.67
Legislators, senior officials and managers, %	29	0.640	0.356	39.0	61.0	0.64
Professional and technical workers, %	1	1.000	0.756	63.2	36.8	1.72
Educational attainment	**71**	**0.993**	**0.954**			
Literacy rate, %	1	1.000	0.899	98.7	98.2	1.00
Enrolment in primary education, %	119	0.984	0.757	95.2	96.8	0.98
Enrolment in secondary education, %	1	1.000	0.954	86.1	77.7	1.11
Enrolment in tertiary education, %	1	1.000	0.931	76.7	54.7	1.40
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	65.5	58.6	1.12
Political empowerment	**120**	**0.102**	**0.239**			
Women in parliament , %	106	0.206	0.298	17.1	82.9	0.21
Women in ministerial positions, %	107	0.153	0.255	13.3	86.7	0.15
Years with female/male head of state (last 50)	69	0.000	0.190	0.0	50.0	0.00



0.706 / 79 MNG

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	13.01
GDP per capita, constant '11, intl. $ 1000	–	–	11.95
Total population, million people	1.61	1.56	3.20
Population growth rate, %	1.80	1.67	1.73
Population sex ratio (female/male), female/male ratio	49.33	50.67	0.97

Work participation and leadership	female	male	value
Labour force, million people	0.61	0.70	0.46
Unemployed adults, % of labour force (15-64)	4.88	5.92	0.82
Workers employed part-time, % of employed people	15.90	13.22	1.20
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	17.64	6.39	2.76
Advancement of women to leadership roles, 1-7 (best)	–	–	4.84
Gender parity in tech roles, 1-7 (best)	–	–	2.85
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	32.70	67.30	0.49
Firms with female top managers, % firms	38.90	61.10	0.64

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1924
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	2.90
Women's unmet demand for family planning, % women 15-49	–	–	16.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	5.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

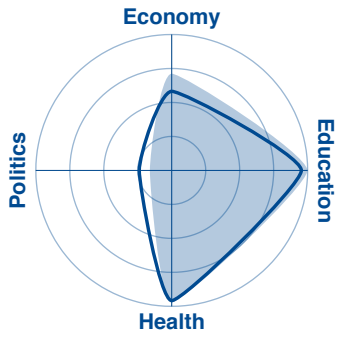
Education and skills	female	male	value
STEMS, attainment %	14.41	41.68	0.35
Agri., Forestry, Fisheries & Veterinary, attainment %	1.10	1.52	0.72
Arts & Humanities, attainment %	6.43	5.54	1.16
Business, Admin. & Law, attainment %	31.98	25.97	1.23
Education, attainment %	22.76	6.47	3.52
Engineering, Manuf. & Construction, attainment %	9.84	33.12	0.30
Health & Welfare, attainment %	15.44	4.89	3.16
Information & Comm. Technologies, attainment %	2.05	5.07	0.40
Natural Sci., Mathematics & Statistics, attainment %	2.52	3.49	0.72
Services, attainment %	1.37	9.40	0.15
Social Sci., Journalism & Information, attainment %	4.61	3.08	1.50
Vocational training, attainment %	4.31	7.47	0.58
PhD graduates, attainment %	0.21	0.32	0.66

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	45
Prevalence of gender violence in lifetime, % women	–	–	31.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.90
Antenatal care, at least four visits, % women 15-49	–	–	91.10

Montenegro

rank 71
out of 153 countries

score 0.710
0.00 = imparity
1.00 = parity

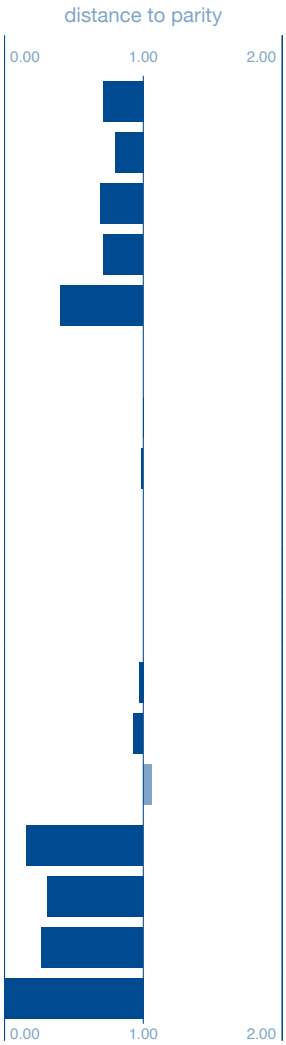


Montenegro score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**71**	**0.710**
Economic participation and opportunity	n/a	-	56	0.712
Educational attainment	n/a	-	49	0.998
Health and survival	n/a	-	106	0.971
Political empowerment	n/a	-	91	0.161

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**56**	**0.712**	**0.582**			
Labour force participation rate, %	83	0.796	0.661	53.7	67.5	0.80
Wage equality for similar work, 1-7 (best)	53	0.692	0.613	–	–	4.84
Estimated earned income, int'l $ 1,000	36	0.715	0.499	12.2	17.1	0.71
Legislators, senior officials and managers, %	92	0.404	0.356	28.8	71.2	0.40
Professional and technical workers, %	1	1.000	0.756	57.8	42.2	1.37
Educational attainment	**49**	**0.998**	**0.954**			
Literacy rate, %	76	0.988	0.899	98.3	99.5	0.99
Enrolment in primary education, %	1	1.000	0.757	96.1	95.4	1.01
Enrolment in secondary education, %	1	1.000	0.954	90.0	88.7	1.01
Enrolment in tertiary education, %	1	1.000	0.931	64.9	48.0	1.35
Health and survival	**106**	**0.971**	**0.958**			
Sex ratio at birth, %	144	0.931	0.925	–	–	0.93
Healthy life expectancy, years	1	1.060	1.034	70.1	66.1	1.06
Political empowerment	**91**	**0.161**	**0.239**			
Women in parliament , %	68	0.307	0.298	23.5	76.5	0.31
Women in ministerial positions, %	81	0.267	0.255	21.1	78.9	0.27
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.710 / 71 MNE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.46
GDP per capita, constant '11, intl. $ 1000	–	–	17.04
Total population, million people	0.32	0.31	0.60
Population growth rate, %	0.02	0.04	0.03
Population sex ratio (female/male), female/male ratio	49.44	50.56	0.98

Work participation and leadership	female	male	value
Labour force, million people	0.12	0.15	0.44
Unemployed adults, % of labour force (15-64)	15.30	15.62	0.98
Workers employed part-time, % of employed people	8.73	7.74	1.13
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.66
Gender parity in tech roles, 1-7 (best)	–	–	3.81
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	14.80	85.20	0.17
Firms with female top managers, % firms	15.00	85.00	0.18

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	1.75
Women's unmet demand for family planning, % women 15-49	–	–	21.80
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

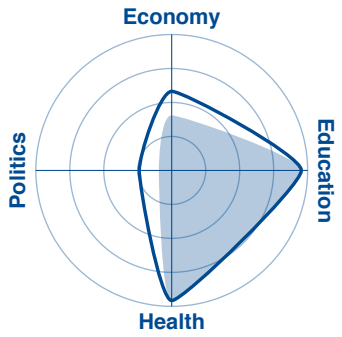
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	20.30	23.44	0.87
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	6
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.00
Antenatal care, at least four visits, % women 15-49	–	–	93.30

Morocco

rank
out of 153 countries **143**

score
0.00 = imparity
1.00 = parity **0.605**



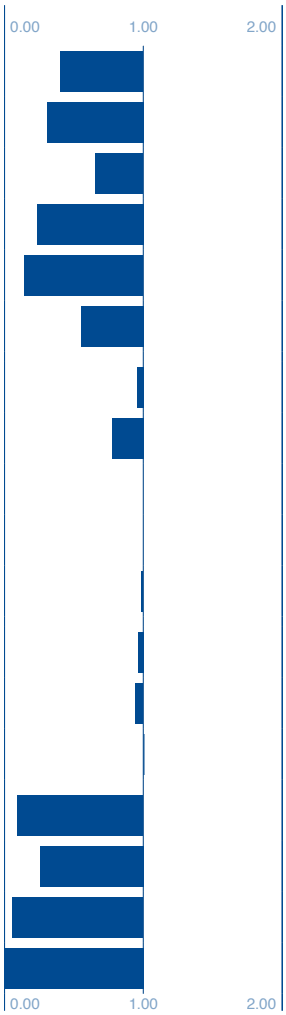
Morocco score
average score

	2006 score		2020 score	
Global Gender Gap Index	**107**	**0.583**	**143**	**0.605**
Economic participation and opportunity	102	0.461	146	0.405
Educational attainment	99	0.848	115	0.956
Health and survival	90	0.968	138	0.963
Political empowerment	92	0.053	123	0.095

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**146**	**0.405**	**0.582**			
Labour force participation rate, %	144	0.308	0.661	23.1	74.9	0.31
Wage equality for similar work, 1-7 (best)	71	0.656	0.613	–	–	4.59
Estimated earned income, int'l $ 1,000	142	0.235	0.499	3.0	12.6	0.24
Legislators, senior officials and managers, %	138	0.147	0.356	12.8	87.2	0.15
Professional and technical workers, %	122	0.554	0.756	35.6	64.4	0.55
Educational attainment	**115**	**0.956**	**0.954**			
Literacy rate, %	130	0.775	0.899	64.6	83.3	0.78
Enrolment in primary education, %	1	1.000	0.757	97.0	96.8	1.00
Enrolment in secondary education, %	1	1.000	0.954	64.5	64.5	1.00
Enrolment in tertiary education, %	107	0.987	0.931	35.7	36.2	0.99
Health and survival	**138**	**0.963**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	143	1.008	1.034	65.5	65.0	1.01
Political empowerment	**123**	**0.095**	**0.239**			
Women in parliament , %	89	0.258	0.298	20.5	79.5	0.26
Women in ministerial positions, %	136	0.059	0.255	5.6	94.4	0.06
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.605 / 143 MAR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	118.5
GDP per capita, constant '11, intl. $ 1000	–	–	7.94
Total population, million people	18.16	17.87	36.00
Population growth rate, %	1.20	1.25	1.23
Population sex ratio (female/male), female/male ratio	49.60	50.40	0.98

Work participation and leadership	female	male	value
Labour force, million people	2.95	8.22	0.26
Unemployed adults, % of labour force (15-64)	10.23	8.93	1.15
Workers employed part-time, % of employed people	47.14	11.85	3.98
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	20.83	2.99	6.98
Advancement of women to leadership roles, 1-7 (best)	–	–	4.41
Gender parity in tech roles, 1-7 (best)	–	–	4.11
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	3.50	96.50	0.04
Firms with female top managers, % firms	4.30	95.70	0.04

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1959
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	11.67	88.33	0.13
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.25

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	2.42
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	11.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

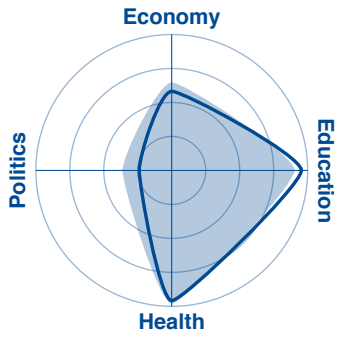
Education and skills	female	male	value
STEMS, attainment %	17.75	20.28	0.88
Agri., Forestry, Fisheries & Veterinary, attainment %	0.30	0.36	0.84
Arts & Humanities, attainment %	14.53	13.99	1.04
Business, Admin. & Law, attainment %	20.89	20.83	1.00
Education, attainment %	1.46	2.59	0.56
Engineering, Manuf. & Construction, attainment %	5.08	6.58	0.77
Health & Welfare, attainment %	5.07	1.84	2.75
Information & Comm. Technologies, attainment %	2.99	4.02	0.74
Natural Sci., Mathematics & Statistics, attainment %	9.68	9.67	1.00
Services, attainment %	0.67	0.54	1.25
Social Sci., Journalism & Information, attainment %	10.85	8.15	1.33
Vocational training, attainment %	4.43	7.06	0.63
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	70
Prevalence of gender violence in lifetime, % women	–	–	30.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	86.60
Antenatal care, at least four visits, % women 15-49	–	–	65.00

Mozambique

rank
out of 153 countries **56**

score
0.00 = imparity
1.00 = parity **0.723**

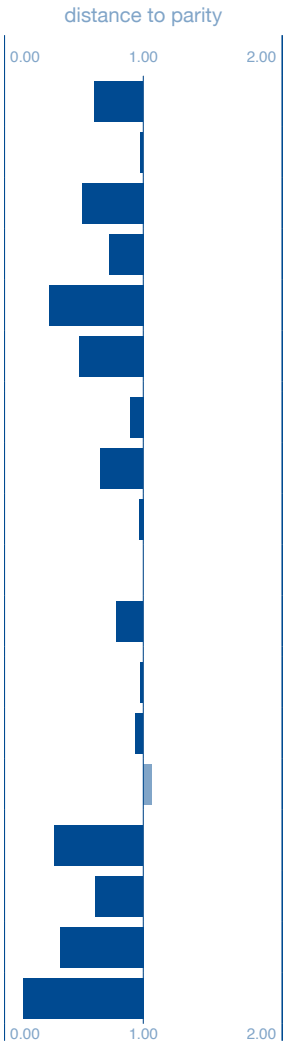


Mozambique score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**56**	**0.723**
Economic participation and opportunity	n/a	-	93	0.648
Educational attainment	n/a	-	130	0.904
Health and survival	n/a	-	1	0.980
Political empowerment	n/a	-	26	0.362

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**93**	**0.648**	**0.582**			
Labour force participation rate, %	6	0.981	0.661	78.1	79.6	0.98
Wage equality for similar work, 1-7 (best)	114	0.560	0.613	–	–	3.92
Estimated earned income, int'l $ 1,000	21	0.753	0.499	1.0	1.4	0.76
Legislators, senior officials and managers, %	110	0.322	0.356	24.3	75.7	0.32
Professional and technical workers, %	124	0.539	0.756	35.0	65.0	0.54
Educational attainment	**130**	**0.904**	**0.954**			
Literacy rate, %	137	0.693	0.899	50.3	72.6	0.69
Enrolment in primary education, %	130	0.970	0.757	92.5	95.4	0.97
Enrolment in secondary education, %	1	1.000	0.954	19.3	19.2	1.00
Enrolment in tertiary education, %	119	0.806	0.931	6.5	8.1	0.81
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	1	1.060	1.034	53.9	50.3	1.07
Political empowerment	**26**	**0.362**	**0.239**			
Women in parliament , %	17	0.656	0.298	39.6	60.4	0.66
Women in ministerial positions, %	43	0.401	0.255	28.6	71.4	0.40
Years with female/male head of state (last 50)	24	0.134	0.190	5.9	44.1	0.13



0.723 / 56 MOZ

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.40
GDP per capita, constant '11, intl. $ 1000	–	–	1.15
Total population, million people	15.18	14.31	29.50
Population growth rate, %	2.88	3.03	2.95
Population sex ratio (female/male), female/male ratio	48.52	51.48	0.94

Work participation and leadership	female	male	value
Labour force, million people	5.06	4.52	0.53
Unemployed adults, % of labour force (15-64)	3.89	3.31	1.17
Workers employed part-time, % of employed people	58.14	43.79	1.33
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.84
Gender parity in tech roles, 1-7 (best)	–	–	2.65
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	17.40	82.60	0.21
Firms with female top managers, % firms	15.60	84.40	0.18

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1975
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	4.89
Women's unmet demand for family planning, % women 15-49	–	–	23.10
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	41.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

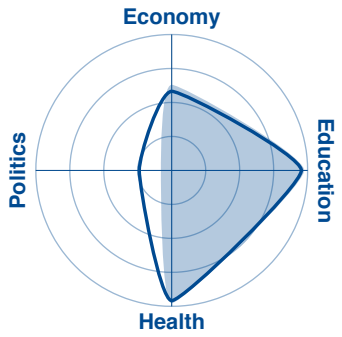
Education and skills	female	male	value
STEMS, attainment %	5.62	13.47	0.42
Agri., Forestry, Fisheries & Veterinary, attainment %	1.24	2.24	0.55
Arts & Humanities, attainment %	1.26	1.20	1.05
Business, Admin. & Law, attainment %	36.83	29.72	1.24
Education, attainment %	27.24	36.54	0.75
Engineering, Manuf. & Construction, attainment %	4.17	10.31	0.40
Health & Welfare, attainment %	16.45	5.39	3.05
Information & Comm. Technologies, attainment %	0.56	2.11	0.27
Natural Sci., Mathematics & Statistics, attainment %	0.88	1.05	0.83
Services, attainment %	1.58	4.11	0.39
Social Sci., Journalism & Information, attainment %	9.78	7.33	1.33
Vocational training, attainment %	0.46	0.91	0.50
PhD graduates, attainment %	0.02	0.06	0.37

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	289
Prevalence of gender violence in lifetime, % women	–	–	21.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	73.00
Antenatal care, at least four visits, % women 15-49	–	–	53.90

Myanmar

rank
out of 153 countries **114**

score
0.00 = imparity
1.00 = parity **0.665**

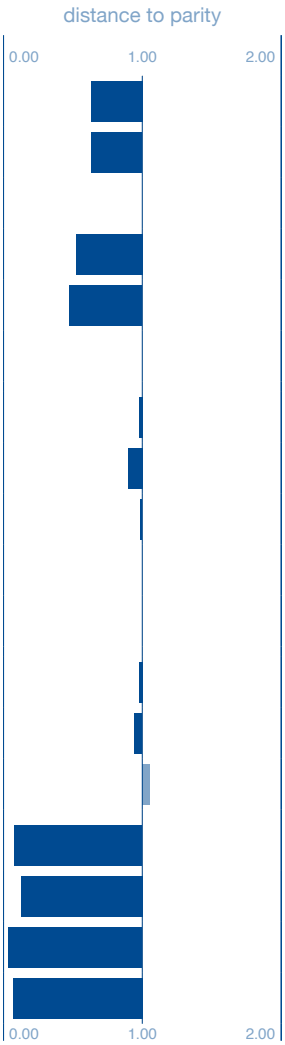


Myanmar score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**114**	**0.665**
Economic participation and opportunity	n/a	-	102	0.630
Educational attainment	n/a	-	99	0.975
Health and survival	n/a	-	57	0.977
Political empowerment	n/a	-	133	0.080

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**102**	**0.630**	**0.582**			
Labour force participation rate, %	119	0.634	0.661	51.7	81.5	0.63
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	111	0.525	0.499	3.8	7.2	0.52
Legislators, senior officials and managers, %	71	0.478	0.356	32.3	67.7	0.48
Professional and technical workers, %	1	1.000	0.756	58.5	41.5	1.41
Educational attainment	**99**	**0.975**	**0.954**			
Literacy rate, %	109	0.898	0.899	71.9	80.0	0.90
Enrolment in primary education, %	115	0.987	0.757	88.4	89.6	0.99
Enrolment in secondary education, %	1	1.000	0.954	62.0	57.2	1.08
Enrolment in tertiary education, %	1	1.000	0.931	18.5	12.8	1.45
Health and survival	**57**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	71	1.053	1.034	59.9	56.9	1.05
Political empowerment	**133**	**0.080**	**0.239**			
Women in parliament , %	132	0.128	0.298	11.3	88.7	0.13
Women in ministerial positions, %	142	0.038	0.255	3.7	96.3	0.04
Years with female/male head of state (last 50)	39	0.069	0.190	3.2	46.8	0.07



0.665 / 114 MMR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	68.67
GDP per capita, constant '11, intl. $ 1000	–	–	5.53
Total population, million people	27.83	25.88	53.70
Population growth rate, %	0.63	0.62	0.63
Population sex ratio (female/male), female/male ratio	48.19	51.81	0.93

Work participation and leadership	female	male	value
Labour force, million people	9.59	12.67	0.43
Unemployed adults, % of labour force (15-64)	1.06	0.75	1.42
Workers employed part-time, % of employed people	19.30	13.38	1.44
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	33.50	66.50	0.50
Firms with female top managers, % firms	41.10	58.90	0.70

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1935
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	12.05	87.95	0.14
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.6
Average number of children per woman	n/a	n/a	2.17
Women's unmet demand for family planning, % women 15-49	–	–	16.20
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	12.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

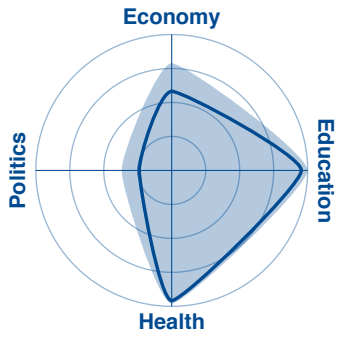
Education and skills	female	male	value
STEMS, attainment %	47.34	46.79	1.01
Agri., Forestry, Fisheries & Veterinary, attainment %	0.41	0.71	0.58
Arts & Humanities, attainment %	33.31	36.38	0.92
Business, Admin. & Law, attainment %	5.46	6.54	0.83
Education, attainment %	2.85	1.27	2.24
Engineering, Manuf. & Construction, attainment %	3.85	3.85	1.00
Health & Welfare, attainment %	1.65	0.72	2.29
Information & Comm. Technologies, attainment %	14.91	17.11	0.87
Natural Sci., Mathematics & Statistics, attainment %	28.57	25.84	1.11
Services, attainment %	0.14	0.47	0.29
Social Sci., Journalism & Information, attainment %	8.81	7.10	1.24
Vocational training, attainment %	0.02	0.09	0.27
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	250
Prevalence of gender violence in lifetime, % women	–	–	33.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	60.20
Antenatal care, at least four visits, % women 15-49	–	–	70.60

Namibia

rank
out of 153 countries
12

score
0.00 = imparity
1.00 = parity
0.784

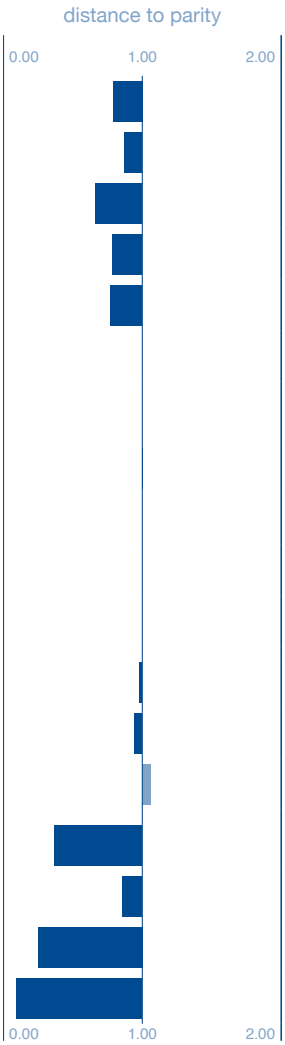


Namibia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**38**	**0.686**	**12**	**0.784**
Economic participation and opportunity	57	0.614	17	0.789
Educational attainment	43	0.993	32	1.000
Health and survival	93	0.967	1	0.980
Political empowerment	29	0.172	24	0.369

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**17**	**0.789**	**0.582**			
Labour force participation rate, %	55	0.871	0.661	58.7	67.4	0.87
Wage equality for similar work, 1-7 (best)	69	0.662	0.613	–	–	4.63
Estimated earned income, int'l $ 1,000	13	0.787	0.499	8.8	11.1	0.79
Legislators, senior officials and managers, %	15	0.772	0.356	43.6	56.4	0.77
Professional and technical workers, %	1	1.000	0.756	56.0	44.0	1.27
Educational attainment	**32**	**1.000**	**0.954**			
Literacy rate, %	61	0.998	0.899	91.4	91.6	1.00
Enrolment in primary education, %	1	1.000	0.757	96.2	94.3	1.02
Enrolment in secondary education, %	1	1.000	0.954	57.8	46.1	1.25
Enrolment in tertiary education, %	1	1.000	0.931	30.3	15.3	1.98
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.99
Healthy life expectancy, years	1	1.060	1.034	57.9	53.8	1.08
Political empowerment	**24**	**0.369**	**0.239**			
Women in parliament , %	8	0.857	0.298	46.2	53.9	0.86
Women in ministerial positions, %	84	0.250	0.255	20.0	80.0	0.25
Years with female/male head of state (last 50)	31	0.094	0.190	4.3	45.7	0.09



0.784 / 12 NAM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	14.51
GDP per capita, constant '11, intl. $ 1000	–	–	10.04
Total population, million people	1.26	1.19	2.40
Population growth rate, %	1.86	1.92	1.89
Population sex ratio (female/male), female/male ratio	48.45	51.55	0.94

Work participation and leadership	female	male	value
Labour force, million people	0.42	0.44	0.49
Unemployed adults, % of labour force (15-64)	19.56	21.97	0.89
Workers employed part-time, % of employed people	30.91	20.28	1.52
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.69
Gender parity in tech roles, 1-7 (best)	–	–	3.96
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	25.60	74.40	0.34
Firms with female top managers, % firms	27.40	72.60	0.38

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1989
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	23.81	76.19	0.31
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.0
Average number of children per woman	n/a	n/a	3.42
Women's unmet demand for family planning, % women 15-49	–	–	17.50
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	5.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

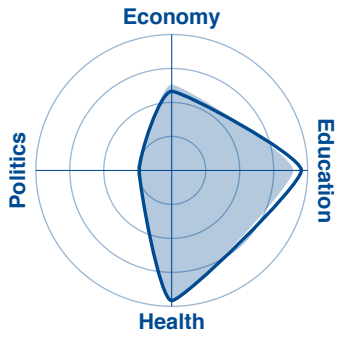
Education and skills	female	male	value
STEMS, attainment %	7.71	21.00	0.37
Agri., Forestry, Fisheries & Veterinary, attainment %	1.45	2.59	0.56
Arts & Humanities, attainment %	1.90	2.31	0.82
Business, Admin. & Law, attainment %	39.75	41.19	0.96
Education, attainment %	34.06	21.12	1.61
Engineering, Manuf. & Construction, attainment %	2.06	8.10	0.26
Health & Welfare, attainment %	8.37	4.34	1.93
Information & Comm. Technologies, attainment %	2.78	9.08	0.31
Natural Sci., Mathematics & Statistics, attainment %	2.86	3.82	0.75
Services, attainment %	1.80	3.45	0.52
Social Sci., Journalism & Information, attainment %	4.96	4.00	1.24
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	195
Prevalence of gender violence in lifetime, % women	–	–	25.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	88.20
Antenatal care, at least four visits, % women 15-49	–	–	64.90

Nepal

rank
out of 153 countries **101**

score
0.00 = imparity
1.00 = parity **0.680**



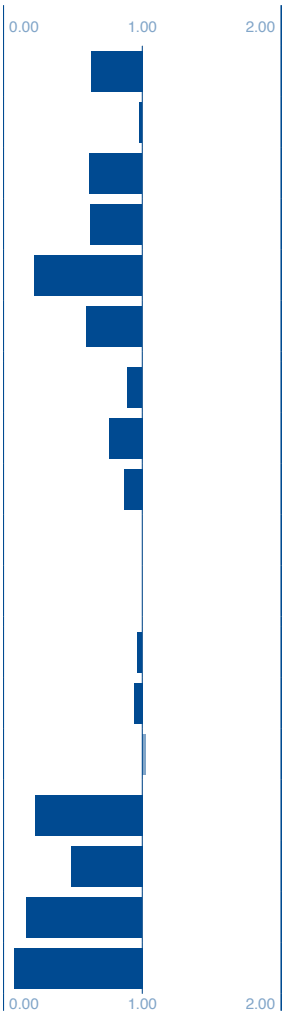
Nepal score
average score

	2006 score		2020 score	
Global Gender Gap Index	**111**	**0.548**	**101**	**0.680**
Economic participation and opportunity	100	0.465	101	0.632
Educational attainment	109	0.734	133	0.895
Health and survival	111	0.953	131	0.966
Political empowerment	102	0.039	59	0.227

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**101**	**0.632**	**0.582**			
Labour force participation rate, %	7	0.979	0.661	84.5	86.3	0.98
Wage equality for similar work, 1-7 (best)	89	0.620	0.613	–	–	4.34
Estimated earned income, int'l $ 1,000	66	0.628	0.499	2.1	3.3	0.63
Legislators, senior officials and managers, %	122	0.225	0.356	18.4	81.6	0.23
Professional and technical workers, %	118	0.599	0.756	37.5	62.5	0.60
Educational attainment	**133**	**0.895**	**0.954**			
Literacy rate, %	132	0.760	0.899	59.7	78.6	0.76
Enrolment in primary education, %	141	0.870	0.757	74.8	86.0	0.87
Enrolment in secondary education, %	1	1.000	0.954	58.6	56.5	1.04
Enrolment in tertiary education, %	1	1.000	0.931	12.8	12.0	1.07
Health and survival	**131**	**0.966**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	128	1.026	1.034	62.1	60.5	1.03
Political empowerment	**59**	**0.227**	**0.239**			
Women in parliament , %	34	0.487	0.298	32.7	67.3	0.49
Women in ministerial positions, %	102	0.167	0.255	14.3	85.7	0.17
Years with female/male head of state (last 50)	35	0.079	0.190	3.7	46.3	0.08

distance to parity



0.680 / 101 NPL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	29.04
GDP per capita, constant '11, intl. $ 1000	–	–	2.74
Total population, million people	15.32	12.77	28.10
Population growth rate, %	1.56	2.14	1.83
Population sex ratio (female/male), female/male ratio	45.46	54.54	0.83

Work participation and leadership	female	male	value
Labour force, million people	2.96	4.74	0.38
Unemployed adults, % of labour force (15-64)	13.39	10.62	1.26
Workers employed part-time, % of employed people	43.20	24.08	1.79
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.08
Gender parity in tech roles, 1-7 (best)	–	–	2.74
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	11.70	88.30	0.13
Firms with female top managers, % firms	17.20	82.80	0.21

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1951
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	37.29	62.71	0.59
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	25.2
Average number of children per woman	n/a	n/a	1.93
Women's unmet demand for family planning, % women 15-49	–	–	23.70
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	24.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

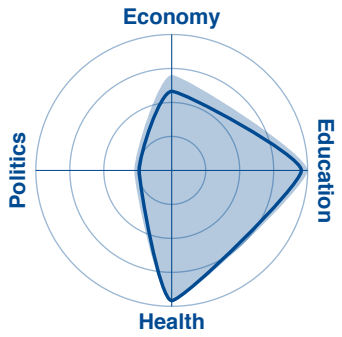
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	186
Prevalence of gender violence in lifetime, % women	–	–	25.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	58.00
Antenatal care, at least four visits, % women 15-49	–	–	74.70

Netherlands

rank 38
out of 153 countries

score 0.736
0.00 = imparity
1.00 = parity

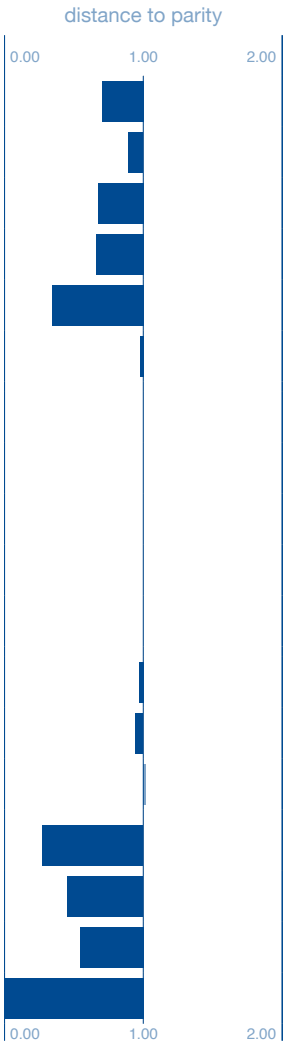


Netherlands score
average score

	2006 score		2020 score	
Global Gender Gap Index	**12**	**0.725**	**38**	**0.736**
Economic participation and opportunity	51	0.635	60	0.702
Educational attainment	73	0.972	1	1.000
Health and survival	67	0.974	122	0.968
Political empowerment	10	0.319	40	0.276

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**60**	**0.702**	**0.582**			
Labour force participation rate, %	40	0.895	0.661	75.4	84.2	0.90
Wage equality for similar work, 1-7 (best)	66	0.673	0.613	–	–	4.71
Estimated earned income, int'l $ 1,000	57	0.659	0.499	37.0	56.1	0.66
Legislators, senior officials and managers, %	105	0.345	0.356	25.7	74.3	0.35
Professional and technical workers, %	75	0.975	0.756	49.4	50.6	0.98
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	99.1	98.2	1.01
Enrolment in secondary education, %	1	1.000	0.954	93.7	92.6	1.01
Enrolment in tertiary education, %	1	1.000	0.931	90.9	79.3	1.15
Health and survival	**122**	**0.968**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	132	1.021	1.034	72.8	71.3	1.02
Political empowerment	**40**	**0.276**	**0.239**			
Women in parliament , %	38	0.456	0.298	31.3	68.7	0.46
Women in ministerial positions, %	25	0.546	0.255	35.3	64.7	0.55
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.736 / 38 NLD

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	914.5
GDP per capita, constant '11, intl. $ 1000	–	–	50.20
Total population, million people	8.57	8.49	17.10
Population growth rate, %	0.17	0.27	0.22
Population sex ratio (female/male), female/male ratio	49.78	50.22	0.99

Work participation and leadership	female	male	value
Labour force, million people	4.18	4.70	0.47
Unemployed adults, % of labour force (15-64)	3.95	3.72	1.06
Workers employed part-time, % of employed people	75.81	40.00	1.90
Gender pay gap (OECD only), %	–	–	14.10
Proportion of unpaid work per day, female/male ratio	15.14	8.06	1.88
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25
Gender parity in tech roles, 1-7 (best)	–	–	4.95
Boards of listed companies,% board members	29.50	70.50	0.42
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	38.67	61.33	0.63
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.9
Average number of children per woman	n/a	n/a	1.66
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.10
Length of maternity/paternity leave (days), weeks	16.00	0.40	0.03
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

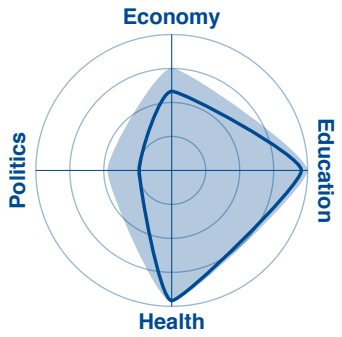
Education and skills	female	male	value
STEMS, attainment %	8.68	26.74	0.32
Agri., Forestry, Fisheries & Veterinary, attainment %	1.28	1.32	0.97
Arts & Humanities, attainment %	8.49	9.08	0.94
Business, Admin. & Law, attainment %	23.20	32.93	0.70
Education, attainment %	13.58	5.03	2.70
Engineering, Manuf. & Construction, attainment %	3.32	14.12	0.23
Health & Welfare, attainment %	23.19	9.38	2.47
Information & Comm. Technologies, attainment %	0.65	4.88	0.13
Natural Sci., Mathematics & Statistics, attainment %	4.72	7.74	0.61
Services, attainment %	4.54	5.35	0.85
Social Sci., Journalism & Information, attainment %	16.98	10.12	1.68
Vocational training, attainment %	22.45	23.80	0.94
PhD graduates, attainment %	0.44	0.82	0.53

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	25.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	100.0
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

New Zealand

rank
out of 153 countries **6**

score
0.00 = imparity
1.00 = parity **0.799**

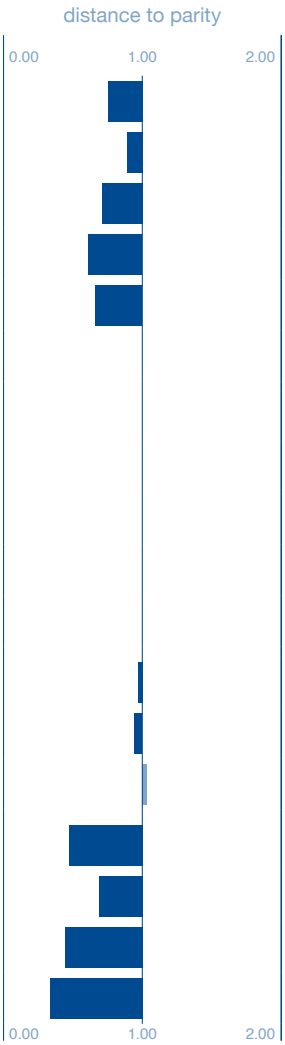


New Zealand score
average score

	2006 score		2020 score	
Global Gender Gap Index	**7**	**0.751**	**6**	**0.799**
Economic participation and opportunity	14	0.714	27	0.753
Educational attainment	17	0.999	1	1.000
Health and survival	69	0.973	109	0.970
Political empowerment	11	0.317	13	0.474

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**27**	**0.753**	**0.582**			
Labour force participation rate, %	46	0.890	0.661	76.4	85.8	0.89
Wage equality for similar work, 1-7 (best)	38	0.710	0.613	–	–	4.97
Estimated earned income, int'l $ 1,000	77	0.612	0.499	27.2	44.4	0.61
Legislators, senior officials and managers, %	26	0.665	0.356	40.0	60.1	0.67
Professional and technical workers, %	1	1.000	0.756	55.5	44.5	1.25
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	98.9	98.1	1.01
Enrolment in secondary education, %	1	1.000	0.954	97.7	96.0	1.02
Enrolment in tertiary education, %	1	1.000	0.931	97.2	67.9	1.43
Health and survival	**109**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	119	1.029	1.034	73.9	71.8	1.03
Political empowerment	**13**	**0.474**	**0.239**			
Women in parliament , %	14	0.690	0.298	40.8	59.2	0.69
Women in ministerial positions, %	35	0.445	0.255	30.8	69.2	0.45
Years with female/male head of state (last 50)	10	0.338	0.190	12.6	37.4	0.34



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NZL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	203.1
GDP per capita, constant '11, intl. $ 1000	–	–	35.63
Total population, million people	2.41	2.33	4.70
Population growth rate, %	0.85	0.83	0.84
Population sex ratio (female/male), female/male ratio	49.16	50.84	0.97

Work participation and leadership	female	male	value
Labour force, million people	1.24	1.34	0.48
Unemployed adults, % of labour force (15-64)	4.63	4.34	1.07
Workers employed part-time, % of employed people	31.70	11.60	2.73
Gender pay gap (OECD only), %	–	–	7.90
Proportion of unpaid work per day, female/male ratio	18.06	10.56	1.71
Advancement of women to leadership roles, 1-7 (best)	–	–	5.24
Gender parity in tech roles, 1-7 (best)	–	–	4.92
Boards of listed companies,% board members	30.00	70.00	0.43
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1893
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.1
Average number of children per woman	n/a	n/a	1.90
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.80
Length of maternity/paternity leave (days), weeks	18.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	46.83	0.00	0.00

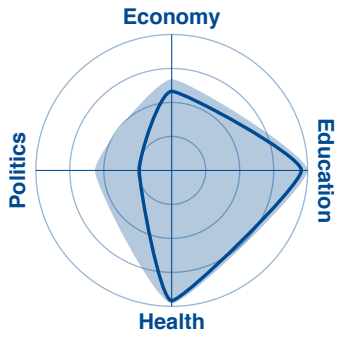
Education and skills	female	male	value
STEMS, attainment %	12.93	32.22	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	2.30	1.69	1.36
Arts & Humanities, attainment %	11.48	10.15	1.13
Business, Admin. & Law, attainment %	22.27	25.28	0.88
Education, attainment %	13.88	4.46	3.11
Engineering, Manuf. & Construction, attainment %	4.07	13.60	0.30
Health & Welfare, attainment %	20.29	6.83	2.97
Information & Comm. Technologies, attainment %	2.71	12.06	0.22
Natural Sci., Mathematics & Statistics, attainment %	6.15	6.56	0.94
Services, attainment %	4.49	5.84	0.77
Social Sci., Journalism & Information, attainment %	9.80	6.10	1.61
Vocational training, attainment %	4.77	4.76	1.00
PhD graduates, attainment %	0.80	1.10	0.72

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	9
Prevalence of gender violence in lifetime, % women	–	–	35.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Births attended by skilled personnel, % live births	–	–	96.30
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Nicaragua

rank
out of 153 countries **5**

score
0.00 = imparity
1.00 = parity **0.804**



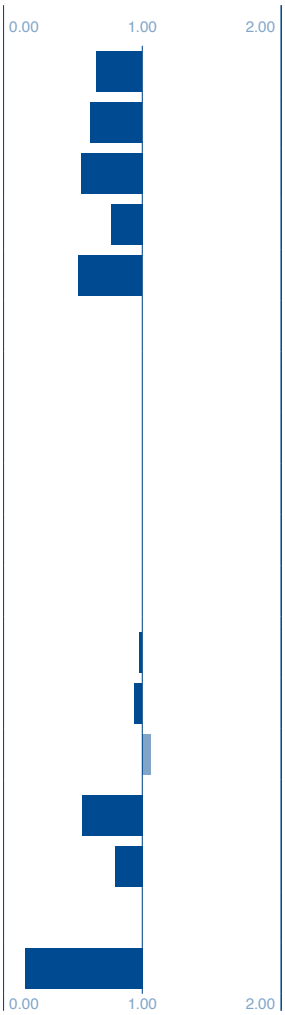
Nicaragua score
average score

	2006 score		2020 score	
Global Gender Gap Index	**62**	**0.657**	**5**	**0.804**
Economic participation and opportunity	101	0.463	81	0.671
Educational attainment	40	0.994	1	1.000
Health and survival	50	0.978	1	0.980
Political empowerment	25	0.192	3	0.565

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**81**	**0.671**	**0.582**			
Labour force participation rate, %	120	0.627	0.661	53.9	86.0	0.63
Wage equality for similar work, 1-7 (best)	113	0.560	0.613	–	–	3.92
Estimated earned income, int'l $ 1,000	14	0.774	0.499	4.1	5.3	0.77
Legislators, senior officials and managers, %	57	0.543	0.356	35.2	64.8	0.54
Professional and technical workers, %	1	1.000	0.756	54.4	45.7	1.19
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	82.8	82.4	1.00
Enrolment in primary education, %	1	1.000	0.757	96.0	93.9	1.02
Enrolment in secondary education, %	1	1.000	0.954	52.4	44.6	1.17
Enrolment in tertiary education, %	1	1.000	0.931	18.4	16.5	1.11
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	69.0	64.8	1.06
Political empowerment	**3**	**0.565**	**0.239**			
Women in parliament , %	11	0.804	0.298	44.6	55.4	0.80
Women in ministerial positions, %	1	1.000	0.255	55.6	44.4	1.25
Years with female/male head of state (last 50)	21	0.155	0.190	6.7	43.3	0.16

distance to parity



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NIC

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	13.12
GDP per capita, constant '11, intl. $ 1000	–	–	4.91
Total population, million people	3.28	3.19	6.50
Population growth rate, %	1.24	1.23	1.24
Population sex ratio (female/male), female/male ratio	49.29	50.71	0.97

Work participation and leadership	female	male	value
Labour force, million people	1.04	1.63	0.39
Unemployed adults, % of labour force (15-64)	5.76	4.05	1.42
Workers employed part-time, % of employed people	51.38	26.57	1.93
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.86
Gender parity in tech roles, 1-7 (best)	–	–	3.33
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	26.80	73.20	0.37
Firms with female top managers, % firms	27.00	73.00	0.37

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1950
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.9
Average number of children per woman	n/a	n/a	2.42
Women's unmet demand for family planning, % women 15-49	–	–	14.60
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	30.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

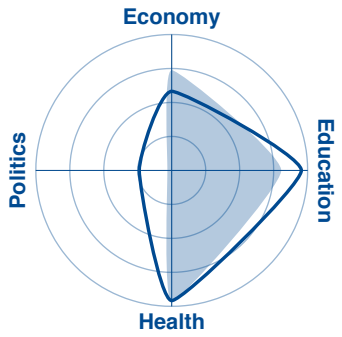
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.68	0.44	1.53
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	98
Prevalence of gender violence in lifetime, % women	–	–	22.5
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	89.60
Antenatal care, at least four visits, % women 15-49	–	–	87.80

Nigeria

rank
out of 153 countries **128**

score
0.00 = imparity
1.00 = parity **0.635**

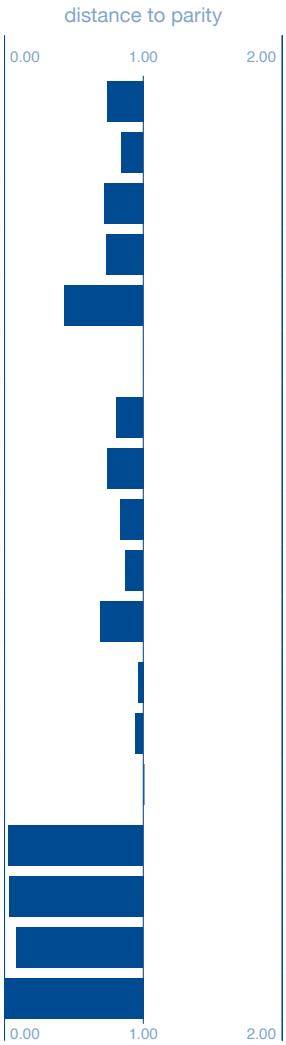


Nigeria score
average score

	2006 score		2020 score	
Global Gender Gap Index	**94**	**0.610**	**128**	**0.635**
Economic participation and opportunity	59	0.612	38	0.738
Educational attainment	104	0.816	145	0.806
Health and survival	99	0.966	135	0.964
Political empowerment	99	0.049	146	0.032

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**38**	**0.738**	**0.582**			
Labour force participation rate, %	66	0.843	0.661	50.5	59.9	0.84
Wage equality for similar work, 1-7 (best)	32	0.719	0.613	–	–	5.03
Estimated earned income, int'l $ 1,000	27	0.733	0.499	4.6	6.3	0.73
Legislators, senior officials and managers, %	85	0.434	0.356	30.3	69.7	0.43
Professional and technical workers, %	1	1.000	0.756	64.6	35.4	1.83
Educational attainment	**145**	**0.806**	**0.954**			
Literacy rate, %	136	0.739	0.899	52.7	71.3	0.74
Enrolment in primary education, %	144	0.831	0.757	58.1	70.0	0.83
Enrolment in secondary education, %	140	0.872	0.954	46.6	53.4	0.87
Enrolment in tertiary education, %	129	0.692	0.931	8.3	12.0	0.69
Health and survival	**135**	**0.964**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.94
Healthy life expectancy, years	142	1.010	1.034	49.2	48.7	1.01
Political empowerment	**146**	**0.032**	**0.239**			
Women in parliament , %	149	0.035	0.298	3.4	96.6	0.03
Women in ministerial positions, %	124	0.087	0.255	8.0	92.0	0.09
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.635 / 128 NGA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	398.2
GDP per capita, constant '11, intl. $ 1000	–	–	5.30
Total population, million people	96.64	99.24	195.9
Population growth rate, %	2.58	2.61	2.60
Population sex ratio (female/male), female/male ratio	50.66	49.34	1.03

Work participation and leadership	female	male	value
Labour force, million people	25.02	25.57	0.49
Unemployed adults, % of labour force (15-64)	6.80	6.36	1.07
Workers employed part-time, % of employed people	18.28	11.35	1.61
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.13
Gender parity in tech roles, 1-7 (best)	–	–	3.25
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.20	86.80	0.15
Firms with female top managers, % firms	13.90	86.10	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1958
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	6.54	93.46	0.07
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	5.42
Women's unmet demand for family planning, % women 15-49	–	–	27.60
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	30.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

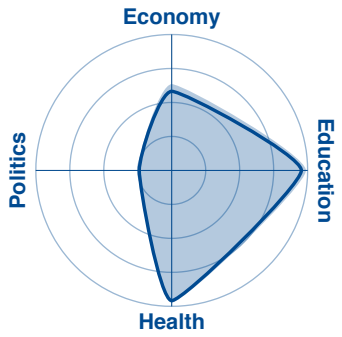
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	917
Prevalence of gender violence in lifetime, % women	–	–	16.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	43.00
Antenatal care, at least four visits, % women 15-49	–	–	67.00

North Macedonia

rank 70
out of 153 countries

score 0.711
0.00 = imparity
1.00 = parity



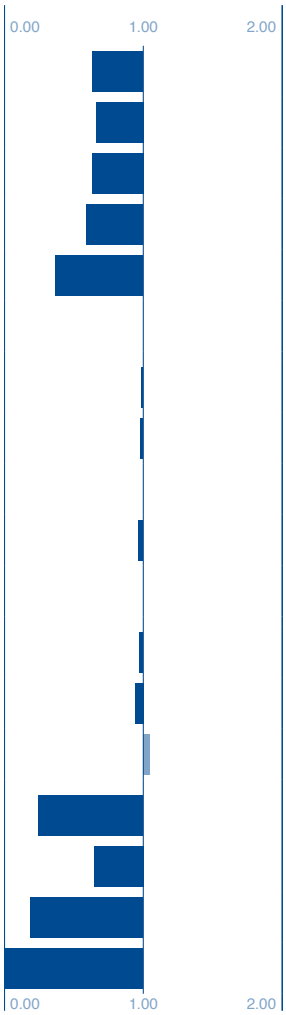
North Macedonia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**28**	**0.698**	**70**	**0.711**
Economic participation and opportunity	31	0.671	100	0.635
Educational attainment	64	0.985	87	0.988
Health and survival	101	0.964	89	0.973
Political empowerment	28	0.173	52	0.248

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**100**	**0.635**	**0.582**			
Labour force participation rate, %	111	0.660	0.661	51.8	78.5	0.66
Wage equality for similar work, 1-7 (best)	83	0.633	0.613	–	–	4.43
Estimated earned income, int'l $ 1,000	88	0.592	0.499	9.4	16.0	0.59
Legislators, senior officials and managers, %	100	0.368	0.356	26.9	73.1	0.37
Professional and technical workers, %	1	1.000	0.756	52.7	47.3	1.11
Educational attainment	**87**	**0.988**	**0.954**			
Literacy rate, %	85	0.979	0.899	96.7	98.8	0.98
Enrolment in primary education, %	1	1.000	0.757	91.9	91.5	1.00
Enrolment in secondary education, %	121	0.967	0.954	77.6	80.2	0.97
Enrolment in tertiary education, %	1	1.000	0.931	45.9	36.7	1.25
Health and survival	**89**	**0.973**	**0.958**			
Sex ratio at birth, %	128	0.940	0.925	–	–	0.94
Healthy life expectancy, years	84	1.047	1.034	68.9	65.8	1.05
Political empowerment	**52**	**0.248**	**0.239**			
Women in parliament , %	18	0.644	0.298	39.2	60.8	0.64
Women in ministerial positions, %	98	0.190	0.255	16.0	84.0	0.19
Years with female/male head of state (last 50)	66	0.003	0.190	0.1	49.9	0.00

distance to parity



0.711 / 70 MKD

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	12.67
GDP per capita, constant '11, intl. $ 1000	–	–	13.96
Total population, million people	1.04	1.04	2.10
Population growth rate, %	0.04	0.01	0.02
Population sex ratio (female/male), female/male ratio	50.03	49.97	1.00

Work participation and leadership	female	male	value
Labour force, million people	0.37	0.58	0.39
Unemployed adults, % of labour force (15-64)	20.07	21.54	0.93
Workers employed part-time, % of employed people	14.87	11.58	1.28
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.42	5.42	2.85
Advancement of women to leadership roles, 1-7 (best)	–	–	3.65
Gender parity in tech roles, 1-7 (best)	–	–	2.69
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.10	83.90	0.19
Firms with female top managers, % firms	25.70	74.30	0.35

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.0
Average number of children per woman	n/a	n/a	1.50
Women's unmet demand for family planning, % women 15-49	–	–	17.20
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	4.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

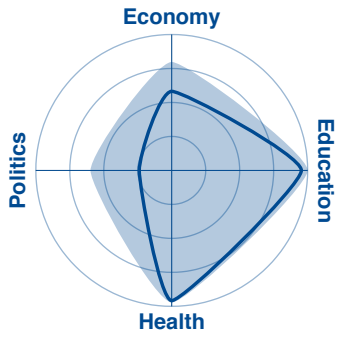
Education and skills	female	male	value
STEMS, attainment %	15.69	25.72	0.61
Agri., Forestry, Fisheries & Veterinary, attainment %	1.31	3.01	0.44
Arts & Humanities, attainment %	16.00	11.51	1.39
Business, Admin. & Law, attainment %	30.48	30.21	1.01
Education, attainment %	5.80	2.00	2.89
Engineering, Manuf. & Construction, attainment %	7.09	12.98	0.55
Health & Welfare, attainment %	14.19	4.87	2.91
Information & Comm. Technologies, attainment %	3.56	9.21	0.39
Natural Sci., Mathematics & Statistics, attainment %	5.03	3.52	1.43
Services, attainment %	3.58	8.66	0.41
Social Sci., Journalism & Information, attainment %	12.95	14.02	0.92
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	7
Prevalence of gender violence in lifetime, % women	–	–	27.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	97.30

Norway

rank
out of 153 countries **2**

score
0.00 = imparity
1.00 = parity **0.842**

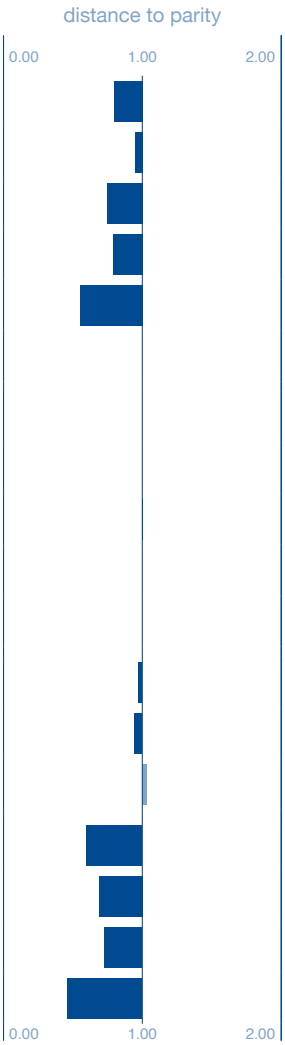


Norway score
average score

	2006 score		2020 score	
Global Gender Gap Index	**2**	**0.799**	**2**	**0.842**
Economic participation and opportunity	11	0.729	11	0.798
Educational attainment	15	1.000	31	1.000
Health and survival	61	0.975	95	0.972
Political empowerment	2	0.494	2	0.598

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**11**	**0.798**	**0.582**			
Labour force participation rate, %	16	0.949	0.661	75.2	79.2	0.95
Wage equality for similar work, 1-7 (best)	19	0.745	0.613	–	–	5.21
Estimated earned income, int'l $ 1,000	12	0.791	0.499	58.4	73.8	0.79
Legislators, senior officials and managers, %	54	0.553	0.356	35.6	64.4	0.55
Professional and technical workers, %	1	1.000	0.756	52.6	47.4	1.11
Educational attainment	**31**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	75	0.999	0.757	99.8	99.9	1.00
Enrolment in secondary education, %	1	1.000	0.954	95.6	95.6	1.00
Enrolment in tertiary education, %	1	1.000	0.931	98.7	66.3	1.49
Health and survival	**95**	**0.972**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	106	1.035	1.034	74.3	71.8	1.03
Political empowerment	**2**	**0.598**	**0.239**			
Women in parliament , %	14	0.690	0.298	40.8	59.2	0.69
Women in ministerial positions, %	15	0.727	0.255	42.1	57.9	0.73
Years with female/male head of state (last 50)	5	0.462	0.190	15.8	34.2	0.46



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	434.2
GDP per capita, constant '11, intl. $ 1000	–	–	66.07
Total population, million people	2.64	2.69	5.30
Population growth rate, %	0.70	0.83	0.77
Population sex ratio (female/male), female/male ratio	50.48	49.52	1.02

Work participation and leadership	female	male	value
Labour force, million people	1.27	1.42	0.47
Unemployed adults, % of labour force (15-64)	3.64	4.17	0.87
Workers employed part-time, % of employed people	26.70	11.80	2.26
Gender pay gap (OECD only), %	–	–	7.10
Proportion of unpaid work per day, female/male ratio	15.31	12.33	1.24
Advancement of women to leadership roles, 1-7 (best)	–	–	5.69
Gender parity in tech roles, 1-7 (best)	–	–	4.79
Boards of listed companies,% board members	42.10	57.90	0.73
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1913
Number of female heads of state to date	n/a	n/a	4
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.7
Average number of children per woman	n/a	n/a	1.68
Women's unmet demand for family planning, % women 15-49	–	–	6.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	0.10
Length of maternity/paternity leave (days), weeks	91.00	10.00	0.11
Wages paid during maternity/paternity leave, % annual gross wage	94.19	0.00	0.00

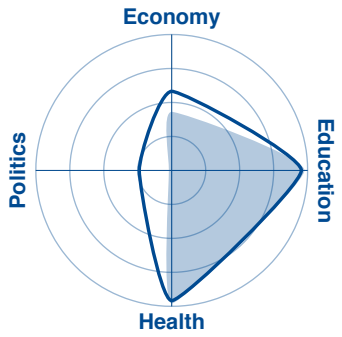
Education and skills	female	male	value
STEMS, attainment %	10.88	37.48	0.29
Agri., Forestry, Fisheries & Veterinary, attainment %	0.78	0.85	0.91
Arts & Humanities, attainment %	7.77	7.52	1.03
Business, Admin. & Law, attainment %	18.28	18.98	0.96
Education, attainment %	19.68	10.50	1.87
Engineering, Manuf. & Construction, attainment %	5.61	24.50	0.23
Health & Welfare, attainment %	27.61	7.88	3.50
Information & Comm. Technologies, attainment %	0.97	7.42	0.13
Natural Sci., Mathematics & Statistics, attainment %	4.30	5.55	0.77
Services, attainment %	3.43	7.48	0.46
Social Sci., Journalism & Information, attainment %	11.40	9.14	1.25
Vocational training, attainment %	13.49	21.78	0.62
PhD graduates, attainment %	0.84	1.20	0.70

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	2
Prevalence of gender violence in lifetime, % women	–	–	27.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.20
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Oman

rank
out of 153 countries **144**

score
0.00 = imparity
1.00 = parity **0.602**

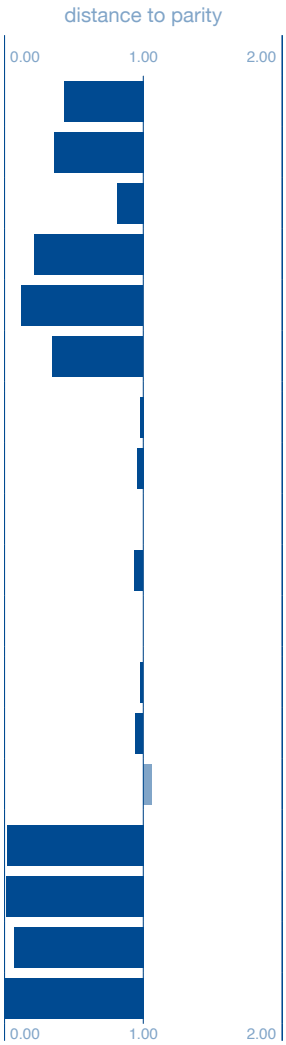


Oman score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**144**	**0.602**
Economic participation and opportunity	n/a	-	143	0.431
Educational attainment	n/a	-	97	0.977
Health and survival	n/a	-	45	0.979
Political empowerment	n/a	-	150	0.021

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**143**	**0.431**	**0.582**			
Labour force participation rate, %	140	0.359	0.661	32.4	90.3	0.36
Wage equality for similar work, 1-7 (best)	6	0.812	0.613	–	–	5.68
Estimated earned income, int'l $ 1,000	143	0.213	0.499	10.7	50.3	0.21
Legislators, senior officials and managers, %	140	0.124	0.356	11.1	88.9	0.12
Professional and technical workers, %	136	0.347	0.756	25.8	74.2	0.35
Educational attainment	**97**	**0.977**	**0.954**			
Literacy rate, %	99	0.956	0.899	92.7	97.0	0.96
Enrolment in primary education, %	1	1.000	0.757	96.2	94.7	1.02
Enrolment in secondary education, %	131	0.938	0.954	93.2	99.3	0.94
Enrolment in tertiary education, %	1	1.000	0.931	55.6	26.4	2.11
Health and survival	**45**	**0.979**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	61	1.058	1.034	67.7	64.0	1.06
Political empowerment	**150**	**0.021**	**0.239**			
Women in parliament , %	150	0.012	0.298	1.2	98.8	0.01
Women in ministerial positions, %	129	0.072	0.255	6.7	93.3	0.07
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	79.28
GDP per capita, constant '11, intl. $ 1000	–	–	42.59
Total population, million people	1.64	3.19	4.80
Population growth rate, %	2.91	3.06	3.01
Population sex ratio (female/male), female/male ratio	65.99	34.01	1.94

Work participation and leadership	female	male	value
Labour force, million people	0.39	2.01	0.16
Unemployed adults, % of labour force (15-64)	13.75	1.81	7.60
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.89	7.50	2.52
Advancement of women to leadership roles, 1-7 (best)	–	–	5.47
Gender parity in tech roles, 1-7 (best)	–	–	4.56
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1994
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	16.47	83.53	0.20
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.1
Average number of children per woman	n/a	n/a	2.93
Women's unmet demand for family planning, % women 15-49	–	–	17.80
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	4.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

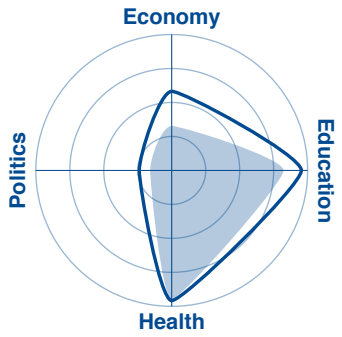
Education and skills	female	male	value
STEMS, attainment %	41.01	54.79	0.75
Agri., Forestry, Fisheries & Veterinary, attainment %	0.34	0.13	2.63
Arts & Humanities, attainment %	11.12	2.61	4.27
Business, Admin. & Law, attainment %	33.20	36.34	0.91
Education, attainment %	5.56	2.04	2.73
Engineering, Manuf. & Construction, attainment %	19.42	43.03	0.45
Health & Welfare, attainment %	6.94	2.19	3.17
Information & Comm. Technologies, attainment %	16.99	9.24	1.84
Natural Sci., Mathematics & Statistics, attainment %	4.60	2.52	1.83
Services, attainment %	0.01	0.64	0.02
Social Sci., Journalism & Information, attainment %	1.63	1.08	1.52
Vocational training, attainment %	0.49	0.42	1.16
PhD graduates, attainment %	0.38	0.27	1.39

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	93.80

Pakistan

rank
out of 153 countries **151**

score
0.00 = imparity
1.00 = parity **0.564**

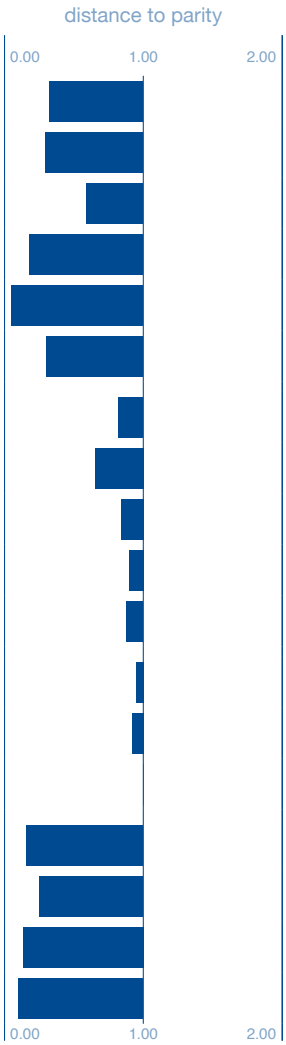


Pakistan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**112**	**0.543**	**151**	**0.564**
Economic participation and opportunity	112	0.369	150	0.327
Educational attainment	110	0.706	143	0.823
Health and survival	112	0.951	149	0.946
Political empowerment	37	0.148	93	0.159

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**150**	**0.327**	**0.582**			
Labour force participation rate, %	147	0.298	0.661	25.2	84.5	0.30
Wage equality for similar work, 1-7 (best)	102	0.592	0.613	–	–	4.14
Estimated earned income, int'l $ 1,000	148	0.181	0.499	1.4	8.0	0.18
Legislators, senior officials and managers, %	146	0.052	0.356	4.9	95.1	0.05
Professional and technical workers, %	140	0.304	0.756	23.3	76.7	0.30
Educational attainment	**143**	**0.823**	**0.954**			
Literacy rate, %	143	0.653	0.899	46.5	71.1	0.65
Enrolment in primary education, %	143	0.840	0.757	61.6	73.4	0.84
Enrolment in secondary education, %	135	0.898	0.954	36.4	40.5	0.90
Enrolment in tertiary education, %	111	0.880	0.931	8.5	9.6	0.88
Health and survival	**149**	**0.946**	**0.958**			
Sex ratio at birth, %	148	0.920	0.925	–	–	0.92
Healthy life expectancy, years	145	1.005	1.034	57.9	57.6	1.01
Political empowerment	**93**	**0.159**	**0.239**			
Women in parliament , %	91	0.254	0.298	20.2	79.8	0.25
Women in ministerial positions, %	112	0.136	0.255	12.0	88.0	0.14
Years with female/male head of state (last 50)	29	0.104	0.190	4.7	45.3	0.10



0.564 / 151 PAK

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	314.6
GDP per capita, constant '11, intl. $ 1000	–	–	5.06
Total population, million people	103.0	109.2	212.2
Population growth rate, %	2.04	2.04	2.04
Population sex ratio (female/male), female/male ratio	51.46	48.54	1.06

Work participation and leadership	female	male	value
Labour force, million people	13.17	47.36	0.22
Unemployed adults, % of labour force (15-64)	4.51	4.01	1.12
Workers employed part-time, % of employed people	38.42	5.35	7.18
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.86	1.81	11.00
Advancement of women to leadership roles, 1-7 (best)	–	–	3.97
Gender parity in tech roles, 1-7 (best)	–	–	3.91
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	8.00	92.00	0.09
Firms with female top managers, % firms	6.00	94.00	0.06

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1956
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	19.23	80.77	0.24
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	3.55
Women's unmet demand for family planning, % women 15-49	–	–	20.10
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	13.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

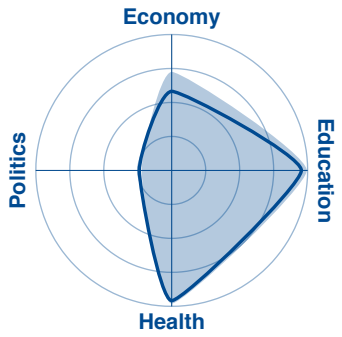
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.78	1.43	0.55
PhD graduates, attainment %	0.06	0.95	0.06

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	140
Prevalence of gender violence in lifetime, % women	–	–	85.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	69.00
Antenatal care, at least four visits, % women 15-49	–	–	52.00

Panama

rank
out of 153 countries **46**

score
0.00 = imparity
1.00 = parity **0.730**

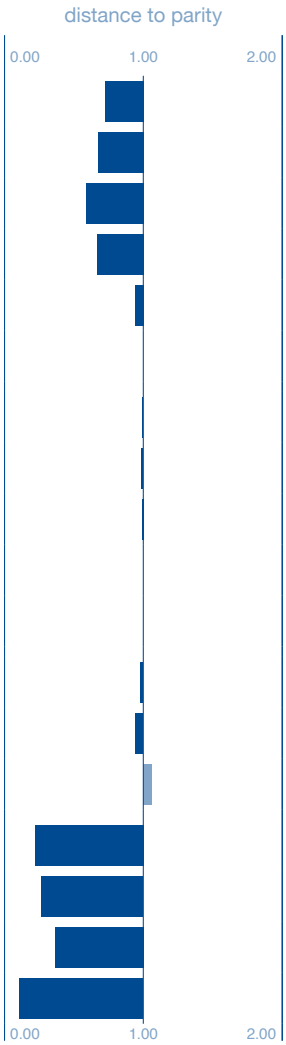


Panama score
average score

	2006 score		2020 score	
Global Gender Gap Index	**31**	**0.693**	**46**	**0.730**
Economic participation and opportunity	44	0.647	47	0.725
Educational attainment	35	0.995	65	0.994
Health and survival	47	0.979	1	0.980
Political empowerment	35	0.153	62	0.222

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**47**	**0.725**	**0.582**			
Labour force participation rate, %	109	0.675	0.661	57.4	85.1	0.67
Wage equality for similar work, 1-7 (best)	104	0.588	0.613	–	–	4.11
Estimated earned income, int'l $ 1,000	51	0.668	0.499	18.2	27.2	0.67
Legislators, senior officials and managers, %	9	0.942	0.356	48.5	51.5	0.94
Professional and technical workers, %	1	1.000	0.756	55.6	44.4	1.25
Educational attainment	**65**	**0.994**	**0.954**			
Literacy rate, %	74	0.989	0.899	94.9	96.0	0.99
Enrolment in primary education, %	108	0.992	0.757	85.9	86.6	0.99
Enrolment in secondary education, %	1	1.000	0.954	65.9	61.7	1.07
Enrolment in tertiary education, %	1	1.000	0.931	58.6	37.3	1.57
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	71.8	67.2	1.07
Political empowerment	**62**	**0.222**	**0.239**			
Women in parliament , %	82	0.268	0.298	21.1	78.9	0.27
Women in ministerial positions, %	53	0.364	0.255	26.7	73.3	0.36
Years with female/male head of state (last 50)	28	0.111	0.190	5.0	45.0	0.11



0.730 / 46 PAN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	65.06
GDP per capita, constant '11, intl. $ 1000	–	–	22.77
Total population, million people	2.08	2.09	4.20
Population growth rate, %	1.70	1.63	1.67
Population sex ratio (female/male), female/male ratio	50.09	49.91	1.00

Work participation and leadership	female	male	value
Labour force, million people	0.77	1.05	0.42
Unemployed adults, % of labour force (15-64)	5.17	3.29	1.57
Workers employed part-time, % of employed people	32.45	24.89	1.30
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	17.66	7.39	2.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.29
Gender parity in tech roles, 1-7 (best)	–	–	4.30
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	23.50	76.50	0.31

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1941
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.7
Average number of children per woman	n/a	n/a	2.47
Women's unmet demand for family planning, % women 15-49	–	–	16.40
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	3.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

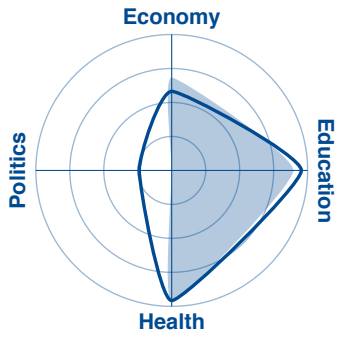
Education and skills	female	male	value
STEMS, attainment %	10.25	25.06	0.41
Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	1.09	0.40
Arts & Humanities, attainment %	6.47	6.58	0.98
Business, Admin. & Law, attainment %	27.76	23.94	1.16
Education, attainment %	26.06	16.82	1.55
Engineering, Manuf. & Construction, attainment %	5.52	15.41	0.36
Health & Welfare, attainment %	9.33	5.28	1.77
Information & Comm. Technologies, attainment %	3.32	7.89	0.42
Natural Sci., Mathematics & Statistics, attainment %	1.41	1.75	0.80
Services, attainment %	13.19	15.75	0.84
Social Sci., Journalism & Information, attainment %	6.50	5.48	1.19
Vocational training, attainment %	6.85	7.63	0.90
PhD graduates, attainment %	0.20	0.31	0.63

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	52
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	94.20
Antenatal care, at least four visits, % women 15-49	–	–	95.60

Papua New Guinea

rank 127
out of 153 countries

score 0.635
0.00 = imparity
1.00 = parity

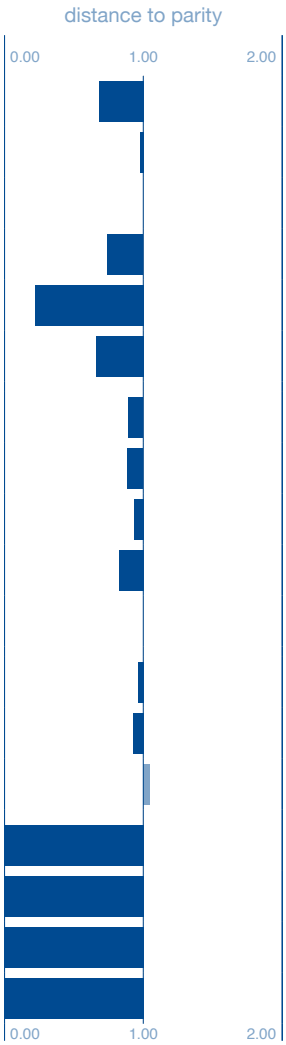


Papua New Guinea score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**127**	**0.635**
Economic participation and opportunity	n/a	-	70	0.683
Educational attainment	n/a	-	132	0.895
Health and survival	n/a	-	136	0.964
Political empowerment	n/a	-	152	0.000

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**70**	**0.683**	**0.582**			
Labour force participation rate, %	8	0.978	0.661	47.9	49.0	0.98
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	24	0.742	0.499	2.8	3.8	0.74
Legislators, senior officials and managers, %	123	0.221	0.356	18.1	81.9	0.22
Professional and technical workers, %	113	0.659	0.756	39.7	60.3	0.66
Educational attainment	**132**	**0.895**	**0.954**			
Literacy rate, %	115	0.887	0.899	57.9	65.3	0.89
Enrolment in primary education, %	134	0.933	0.757	71.0	76.1	0.93
Enrolment in secondary education, %	141	0.825	0.954	29.2	35.4	0.82
Enrolment in tertiary education, %	n/a	-	0.931	–	–	-
Health and survival	**136**	**0.964**	**0.958**			
Sex ratio at birth, %	145	0.926	0.925	–	–	0.93
Healthy life expectancy, years	78	1.049	1.034	59.5	56.7	1.05
Political empowerment	**152**	**0.000**	**0.239**			
Women in parliament , %	152	0.000	0.298	0.0	100.0	0.00
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	23.19
GDP per capita, constant '11, intl. $ 1000	–	–	3.38
Total population, million people	4.21	4.39	8.60
Population growth rate, %	1.95	1.99	1.97
Population sex ratio (female/male), female/male ratio	51.04	48.96	1.04

Work participation and leadership	female	male	value
Labour force, million people	0.94	1.00	0.49
Unemployed adults, % of labour force (15-64)	1.30	2.73	0.48
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.40	87.60	0.14
Firms with female top managers, % firms	13.80	86.20	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	0
Number of female heads of state to date	n/a	n/a	n/a
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.8
Average number of children per woman	n/a	n/a	3.59
Women's unmet demand for family planning, % women 15-49	–	–	27.40
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	13.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

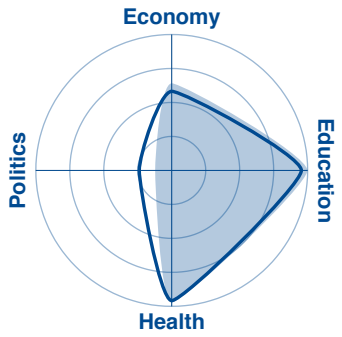
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	1.43	3.10	0.46
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	145
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	53.00
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Paraguay

rank
out of 153 countries **100**

score
0.00 = imparity
1.00 = parity **0.683**

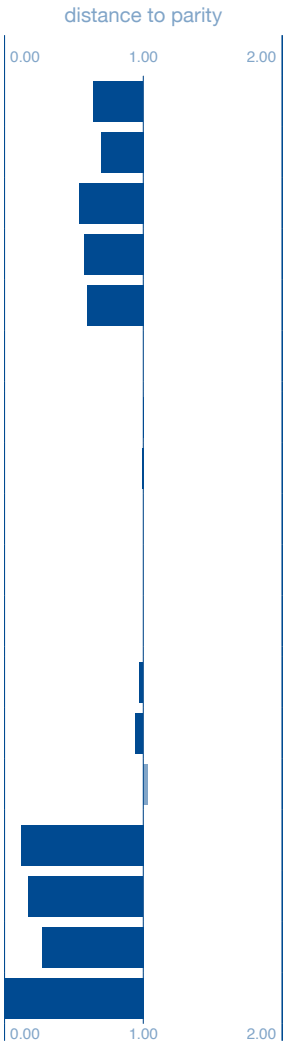


Paraguay score
average score

	2006 score		2020 score	
Global Gender Gap Index	**64**	**0.656**	**100**	**0.683**
Economic participation and opportunity	80	0.554	95	0.641
Educational attainment	83	0.944	46	0.998
Health and survival	1	0.980	96	0.972
Political empowerment	38	0.144	112	0.122

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**95**	**0.641**	**0.582**			
Labour force participation rate, %	105	0.695	0.661	60.5	87.1	0.69
Wage equality for similar work, 1-7 (best)	120	0.538	0.613	–	–	3.76
Estimated earned income, int'l $ 1,000	98	0.572	0.499	8.7	15.3	0.57
Legislators, senior officials and managers, %	43	0.596	0.356	37.4	62.7	0.60
Professional and technical workers, %	1	1.000	0.756	52.1	47.9	1.09
Educational attainment	**46**	**0.998**	**0.954**			
Literacy rate, %	73	0.990	0.899	93.5	94.5	0.99
Enrolment in primary education, %	1	1.000	0.757	87.3	87.1	1.00
Enrolment in secondary education, %	1	1.000	0.954	66.0	65.8	1.00
Enrolment in tertiary education, %	1	1.000	0.931	40.9	28.6	1.43
Health and survival	**96**	**0.972**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	107	1.034	1.034	66.4	64.2	1.03
Political empowerment	**112**	**0.122**	**0.239**			
Women in parliament , %	115	0.176	0.298	15.0	85.0	0.18
Women in ministerial positions, %	78	0.272	0.255	21.4	78.6	0.27
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.683 / 100 PRY

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	41.85
GDP per capita, constant '11, intl. $ 1000	–	–	11.91
Total population, million people	3.42	3.54	7.00
Population growth rate, %	1.31	1.24	1.27
Population sex ratio (female/male), female/male ratio	50.85	49.15	1.03

Work participation and leadership	female	male	value
Labour force, million people	1.42	1.95	0.42
Unemployed adults, % of labour force (15-64)	7.78	5.39	1.44
Workers employed part-time, % of employed people	35.71	16.81	2.12
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	14.53	4.27	3.40
Advancement of women to leadership roles, 1-7 (best)	–	–	3.51
Gender parity in tech roles, 1-7 (best)	–	–	3.12
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	18.50	81.50	0.23
Firms with female top managers, % firms	19.60	80.40	0.24

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	20.00	80.00	0.25
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.8
Average number of children per woman	n/a	n/a	2.45
Women's unmet demand for family planning, % women 15-49	–	–	12.10
Right to divorce, 0-1 (worst)	–	–	0.50
Child marriage, % women 15-19	–	–	13.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

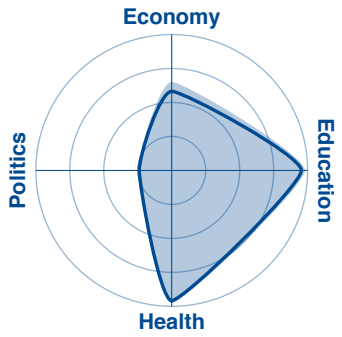
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	5.08	5.04	1.01
PhD graduates, attainment %	0.05	0.06	0.75

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	84
Prevalence of gender violence in lifetime, % women	–	–	17.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	97.30
Antenatal care, at least four visits, % women 15-49	–	–	94.10

Peru

rank
out of 153 countries **66**

score
0.00 = imparity
1.00 = parity **0.714**



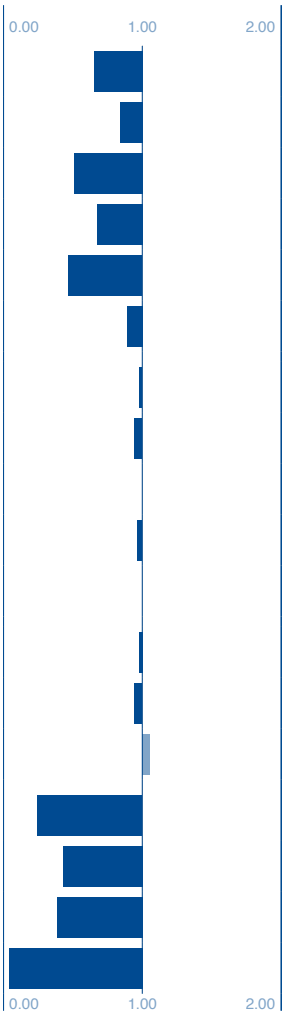
Peru score
average score

	2006 score		2020 score	
Global Gender Gap Index	**60**	**0.662**	**66**	**0.714**
Economic participation and opportunity	86	0.531	90	0.652
Educational attainment	71	0.976	94	0.981
Health and survival	58	0.976	62	0.977
Political empowerment	31	0.165	53	0.247

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**90**	**0.652**	**0.582**			
Labour force participation rate, %	67	0.841	0.661	73.3	87.2	0.84
Wage equality for similar work, 1-7 (best)	128	0.509	0.613	–	–	3.56
Estimated earned income, int'l $ 1,000	48	0.673	0.499	10.3	15.2	0.67
Legislators, senior officials and managers, %	75	0.470	0.356	32.0	68.0	0.47
Professional and technical workers, %	94	0.892	0.756	47.1	52.9	0.89
Educational attainment	**94**	**0.981**	**0.954**			
Literacy rate, %	103	0.944	0.899	91.7	97.1	0.94
Enrolment in primary education, %	1	1.000	0.757	93.1	92.4	1.01
Enrolment in secondary education, %	125	0.965	0.954	87.7	90.9	0.96
Enrolment in tertiary education, %	1	1.000	0.931	72.7	68.7	1.06
Health and survival	**62**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	75	1.052	1.034	69.2	65.8	1.05
Political empowerment	**53**	**0.247**	**0.239**			
Women in parliament , %	44	0.429	0.298	30.0	70.0	0.43
Women in ministerial positions, %	47	0.385	0.255	27.8	72.2	0.39
Years with female/male head of state (last 50)	48	0.043	0.190	2.1	47.9	0.04

distance to parity



0.714 / 66 PER

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	225.4
GDP per capita, constant '11, intl. $ 1000	–	–	12.65
Total population, million people	16.10	15.89	32.00
Population growth rate, %	1.61	1.65	1.63
Population sex ratio (female/male), female/male ratio	49.66	50.34	0.99

Work participation and leadership	female	male	value
Labour force, million people	2.34	2.68	0.47
Unemployed adults, % of labour force (15-64)	7.68	5.64	1.36
Workers employed part-time, % of employed people	32.06	17.13	1.87
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	23.56	8.95	2.63
Advancement of women to leadership roles, 1-7 (best)	–	–	3.68
Gender parity in tech roles, 1-7 (best)	–	–	3.65
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	19.40	80.60	0.24
Firms with female top managers, % firms	19.90	80.10	0.25

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1955
Number of female heads of state to date	n/a	n/a	4
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	2.27
Women's unmet demand for family planning, % women 15-49	–	–	6.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	12.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

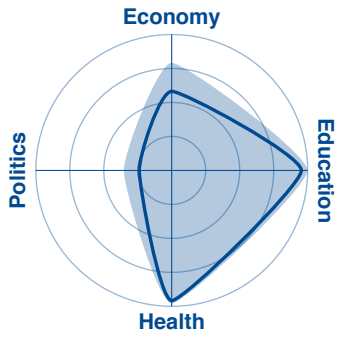
Education and skills	female	male	value
STEMS, attainment %	24.44	36.82	0.66
Agri., Forestry, Fisheries & Veterinary, attainment %	1.74	3.51	0.50
Arts & Humanities, attainment %	2.98	2.96	1.01
Business, Admin. & Law, attainment %	30.98	30.93	1.00
Education, attainment %	8.75	5.26	1.66
Engineering, Manuf. & Construction, attainment %	18.22	27.81	0.66
Health & Welfare, attainment %	22.70	8.41	2.70
Information & Comm. Technologies, attainment %	4.95	6.95	0.71
Natural Sci., Mathematics & Statistics, attainment %	1.27	2.06	0.62
Services, attainment %	1.44	3.01	0.48
Social Sci., Journalism & Information, attainment %	6.87	8.94	0.77
Vocational training, attainment %	0.78	0.73	1.07
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	88
Prevalence of gender violence in lifetime, % women	–	–	33.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	93.10
Antenatal care, at least four visits, % women 15-49	–	–	95.60

Philippines

rank
out of 153 countries **16**

score
0.00 = imparity
1.00 = parity **0.781**



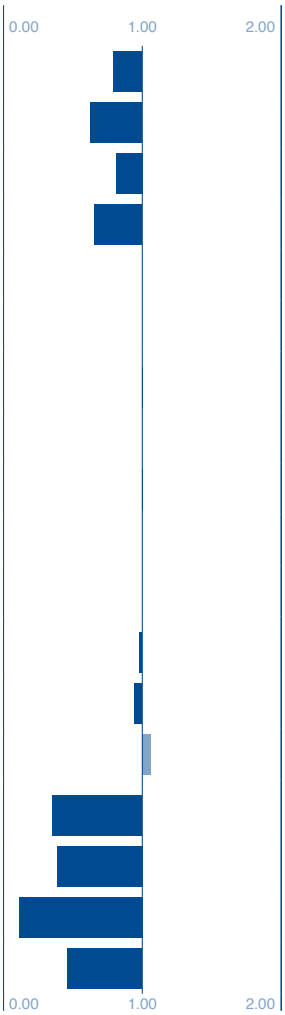
Philippines score
average score

	2006 score		2020 score	
Global Gender Gap Index	**6**	**0.752**	**16**	**0.781**
Economic participation and opportunity	4	0.757	14	0.792
Educational attainment	1	1.000	37	0.999
Health and survival	1	0.980	41	0.979
Political empowerment	16	0.269	29	0.353

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**14**	**0.792**	**0.582**			
Labour force participation rate, %	121	0.626	0.661	47.7	76.2	0.63
Wage equality for similar work, 1-7 (best)	5	0.812	0.613	–	–	5.68
Estimated earned income, int'l $ 1,000	58	0.658	0.499	6.3	9.6	0.66
Legislators, senior officials and managers, %	1	1.000	0.356	52.7	47.4	1.11
Professional and technical workers, %	1	1.000	0.756	57.2	42.8	1.34
Educational attainment	**37**	**0.999**	**0.954**			
Literacy rate, %	1	1.000	0.899	98.2	98.1	1.00
Enrolment in primary education, %	83	0.998	0.757	93.7	93.9	1.00
Enrolment in secondary education, %	1	1.000	0.954	71.3	60.2	1.19
Enrolment in tertiary education, %	1	1.000	0.931	40.4	30.8	1.31
Health and survival	**41**	**0.979**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	64.2	59.4	1.08
Political empowerment	**29**	**0.353**	**0.239**			
Women in parliament , %	51	0.388	0.298	28.0	72.0	0.39
Women in ministerial positions, %	118	0.115	0.255	10.3	89.7	0.11
Years with female/male head of state (last 50)	6	0.462	0.190	15.8	34.2	0.46

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	330.9
GDP per capita, constant '11, intl. $ 1000	–	–	7.95
Total population, million people	53.05	53.60	106.7
Population growth rate, %	1.41	1.33	1.37
Population sex ratio (female/male), female/male ratio	50.26	49.74	1.01

Work participation and leadership	female	male	value
Labour force, million people	15.36	24.97	0.38
Unemployed adults, % of labour force (15-64)	2.81	2.20	1.27
Workers employed part-time, % of employed people	28.16	23.73	1.19
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.86
Gender parity in tech roles, 1-7 (best)	–	–	4.73
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	31.50	68.50	0.46
Firms with female top managers, % firms	29.90	70.10	0.43

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1937
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	29.17	70.83	0.41
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	2.58
Women's unmet demand for family planning, % women 15-49	–	–	17.50
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	4.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

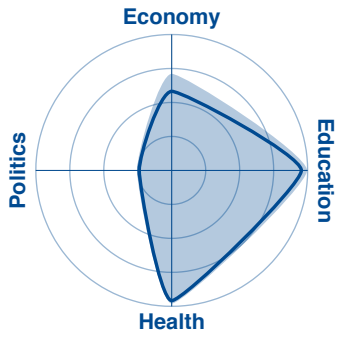
Education and skills	female	male	value
STEMS, attainment %	17.78	44.26	0.40
Agri., Forestry, Fisheries & Veterinary, attainment %	2.99	3.70	0.81
Arts & Humanities, attainment %	2.00	2.13	0.94
Business, Admin. & Law, attainment %	33.13	22.61	1.47
Education, attainment %	24.01	10.34	2.32
Engineering, Manuf. & Construction, attainment %	6.39	27.92	0.23
Health & Welfare, attainment %	7.94	4.40	1.80
Information & Comm. Technologies, attainment %	9.82	14.99	0.66
Natural Sci., Mathematics & Statistics, attainment %	1.57	1.36	1.15
Services, attainment %	5.89	8.75	0.67
Social Sci., Journalism & Information, attainment %	6.27	3.81	1.65
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.04	0.05	0.74

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	121
Prevalence of gender violence in lifetime, % women	–	–	16.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	84.40
Antenatal care, at least four visits, % women 15-49	–	–	90.20

Poland

rank 40
out of 153 countries

score 0.736
0.00 = imparity
1.00 = parity

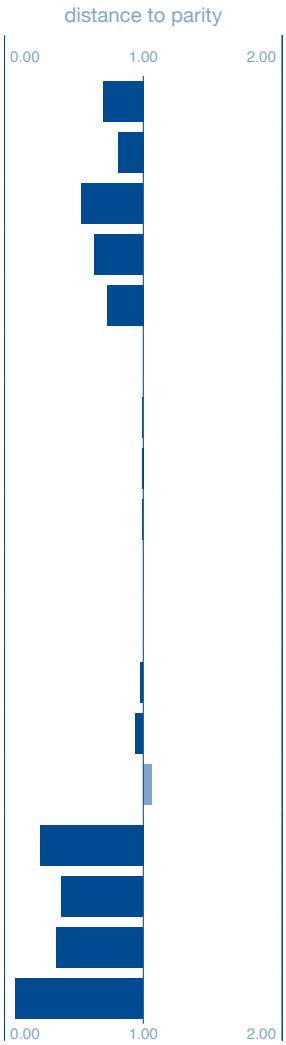


Poland score
average score

	2006 score		2020 score	
Global Gender Gap Index	**44**	**0.680**	**40**	**0.736**
Economic participation and opportunity	50	0.635	57	0.711
Educational attainment	13	1.000	58	0.996
Health and survival	36	0.979	1	0.980
Political empowerment	58	0.107	49	0.256

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**57**	**0.711**	**0.582**			
Labour force participation rate, %	77	0.819	0.661	63.1	77.0	0.82
Wage equality for similar work, 1-7 (best)	116	0.556	0.613	–	–	3.89
Estimated earned income, int'l $ 1,000	62	0.650	0.499	20.5	31.4	0.65
Legislators, senior officials and managers, %	18	0.739	0.356	42.5	57.5	0.74
Professional and technical workers, %	1	1.000	0.756	57.1	42.9	1.33
Educational attainment	**58**	**0.996**	**0.954**			
Literacy rate, %	72	0.990	0.899	98.3	99.3	0.99
Enrolment in primary education, %	91	0.996	0.757	95.6	96.0	1.00
Enrolment in secondary education, %	1	1.000	0.954	94.2	93.9	1.00
Enrolment in tertiary education, %	1	1.000	0.931	81.9	54.4	1.51
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	71.7	65.4	1.10
Political empowerment	**49**	**0.256**	**0.239**			
Women in parliament , %	50	0.411	0.298	29.1	70.9	0.41
Women in ministerial positions, %	49	0.376	0.255	27.3	72.7	0.38
Years with female/male head of state (last 50)	33	0.082	0.190	3.8	46.2	0.08



0.736 / 40 POL

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	585.8
GDP per capita, constant '11, intl. $ 1000	–	–	28.44
Total population, million people	19.54	18.38	37.90
Population growth rate, %	-0.07	-0.11	-0.09
Population sex ratio (female/male), female/male ratio	48.47	51.53	0.94

Work participation and leadership	female	male	value
Labour force, million people	7.58	9.21	0.45
Unemployed adults, % of labour force (15-64)	3.90	3.92	1.00
Workers employed part-time, % of employed people	32.37	20.22	1.60
Gender pay gap (OECD only), %	–	–	9.40
Proportion of unpaid work per day, female/male ratio	18.26	9.93	1.84
Advancement of women to leadership roles, 1-7 (best)	–	–	4.23
Gender parity in tech roles, 1-7 (best)	–	–	3.72
Boards of listed companies,% board members	20.10	79.90	0.25
Firms with female majority ownership, % firms	16.90	83.10	0.20
Firms with female top managers, % firms	20.60	79.40	0.26

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	14.00	86.00	0.16
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.5
Average number of children per woman	n/a	n/a	1.42
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	1.20
Length of maternity/paternity leave (days), weeks	52.00	2.00	0.04
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

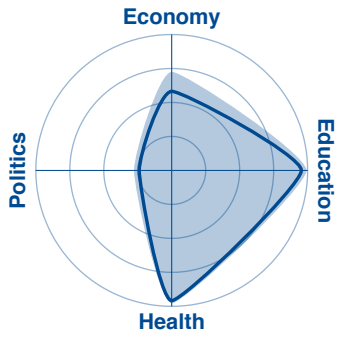
Education and skills	female	male	value
STEMS, attainment %	15.25	37.35	0.41
Agri., Forestry, Fisheries & Veterinary, attainment %	1.49	2.13	0.70
Arts & Humanities, attainment %	7.97	4.92	1.62
Business, Admin. & Law, attainment %	25.47	22.20	1.15
Education, attainment %	17.67	5.19	3.40
Engineering, Manuf. & Construction, attainment %	10.20	26.32	0.39
Health & Welfare, attainment %	14.69	10.62	1.38
Information & Comm. Technologies, attainment %	1.15	8.00	0.14
Natural Sci., Mathematics & Statistics, attainment %	3.91	3.03	1.29
Services, attainment %	6.45	9.61	0.67
Social Sci., Journalism & Information, attainment %	10.88	7.89	1.38
Vocational training, attainment %	17.56	21.10	0.83
PhD graduates, attainment %	0.29	0.60	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	2
Prevalence of gender violence in lifetime, % women	–	–	13.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Portugal

rank 35
out of 153 countries

score 0.744
0.00 = imparity
1.00 = parity

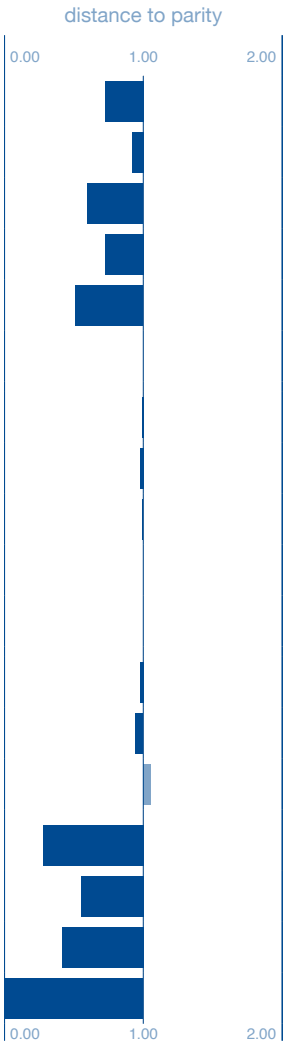


Portugal score
average score

	2006 score		2020 score	
Global Gender Gap Index	**33**	**0.692**	**35**	**0.744**
Economic participation and opportunity	33	0.669	46	0.726
Educational attainment	57	0.989	73	0.992
Health and survival	71	0.973	50	0.978
Political empowerment	40	0.138	39	0.278

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**46**	**0.726**	**0.582**			
Labour force participation rate, %	28	0.919	0.661	71.8	78.1	0.92
Wage equality for similar work, 1-7 (best)	100	0.598	0.613	–	–	4.18
Estimated earned income, int'l $ 1,000	30	0.725	0.499	24.4	33.7	0.72
Legislators, senior officials and managers, %	63	0.514	0.356	34.0	66.0	0.51
Professional and technical workers, %	1	1.000	0.756	54.6	45.4	1.20
Educational attainment	**73**	**0.992**	**0.954**			
Literacy rate, %	87	0.977	0.899	95.1	97.4	0.98
Enrolment in primary education, %	107	0.993	0.757	97.2	97.9	0.99
Enrolment in secondary education, %	1	1.000	0.954	95.3	94.0	1.01
Enrolment in tertiary education, %	1	1.000	0.931	67.7	60.1	1.13
Health and survival	**50**	**0.978**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	63	1.057	1.034	74.0	70.0	1.06
Political empowerment	**39**	**0.278**	**0.239**			
Women in parliament , %	31	0.554	0.298	35.7	64.4	0.55
Women in ministerial positions, %	38	0.416	0.255	29.4	70.6	0.42
Years with female/male head of state (last 50)	63	0.009	0.190	0.4	49.6	0.01



0.744 / 35 PRT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	240.9
GDP per capita, constant '11, intl. $ 1000	–	–	28.80
Total population, million people	5.41	4.85	10.30
Population growth rate, %	-0.31	-0.27	-0.29
Population sex ratio (female/male), female/male ratio	47.29	52.71	0.90

Work participation and leadership	female	male	value
Labour force, million people	2.48	2.50	0.50
Unemployed adults, % of labour force (15-64)	7.62	6.90	1.11
Workers employed part-time, % of employed people	32.46	25.35	1.28
Gender pay gap (OECD only), %	–	–	14.80
Proportion of unpaid work per day, female/male ratio	17.81	10.24	1.74
Advancement of women to leadership roles, 1-7 (best)	–	–	4.34
Gender parity in tech roles, 1-7 (best)	–	–	4.26
Boards of listed companies,% board members	16.20	83.80	0.19
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1931
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.9
Average number of children per woman	n/a	n/a	1.29
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.70
Length of maternity/paternity leave (days), weeks	30.10	22.30	0.74
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

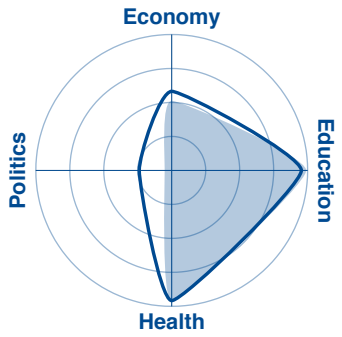
Education and skills	female	male	value
STEMS, attainment %	18.97	43.02	0.44
Agri., Forestry, Fisheries & Veterinary, attainment %	2.23	2.21	1.01
Arts & Humanities, attainment %	10.67	9.05	1.18
Business, Admin. & Law, attainment %	20.11	18.33	1.10
Education, attainment %	6.64	2.28	2.91
Engineering, Manuf. & Construction, attainment %	11.67	33.62	0.35
Health & Welfare, attainment %	23.41	9.16	2.56
Information & Comm. Technologies, attainment %	0.58	3.77	0.15
Natural Sci., Mathematics & Statistics, attainment %	6.72	5.64	1.19
Services, attainment %	4.73	8.10	0.58
Social Sci., Journalism & Information, attainment %	13.21	7.82	1.69
Vocational training, attainment %	13.59	20.17	0.67
PhD graduates, attainment %	0.55	0.64	0.85

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	8
Prevalence of gender violence in lifetime, % women	–	–	19.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Qatar

rank
out of 153 countries **135**

score
0.00 = imparity
1.00 = parity **0.629**

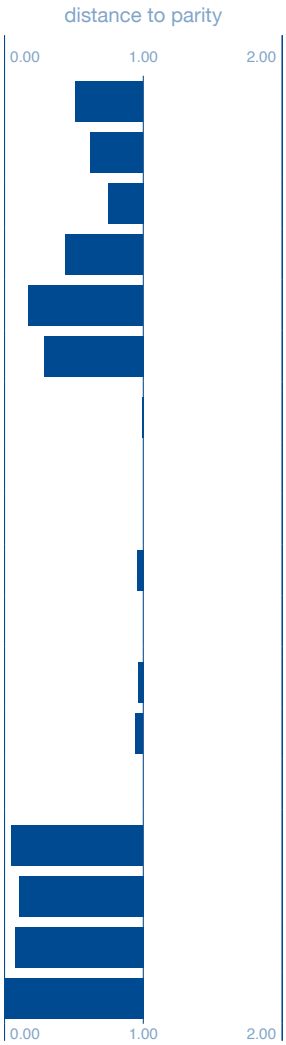


Qatar score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**135**	**0.629**
Economic participation and opportunity	n/a	-	132	0.512
Educational attainment	n/a	-	83	0.990
Health and survival	n/a	-	142	0.961
Political empowerment	n/a	-	143	0.052

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**132**	**0.512**	**0.582**			
Labour force participation rate, %	123	0.620	0.661	59.0	95.1	0.62
Wage equality for similar work, 1-7 (best)	18	0.746	0.613	–	–	5.23
Estimated earned income, int'l $ 1,000	129	0.439	0.499	57.5	131.2	0.44
Legislators, senior officials and managers, %	130	0.175	0.356	14.9	85.1	0.18
Professional and technical workers, %	142	0.285	0.756	22.2	77.8	0.29
Educational attainment	**83**	**0.990**	**0.954**			
Literacy rate, %	1	1.000	0.899	94.7	93.1	1.02
Enrolment in primary education, %	1	1.000	0.757	95.2	93.1	1.02
Enrolment in secondary education, %	127	0.956	0.954	91.8	96.0	0.96
Enrolment in tertiary education, %	1	1.000	0.931	54.9	7.0	7.83
Health and survival	**142**	**0.961**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	149	1.000	1.034	68.4	68.4	1.00
Political empowerment	**143**	**0.052**	**0.239**			
Women in parliament , %	137	0.108	0.298	9.8	90.2	0.11
Women in ministerial positions, %	127	0.076	0.255	7.1	92.9	0.08
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.629 / 135 QAT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	191.4
GDP per capita, constant '11, intl. $ 1000	–	–	115.2
Total population, million people	0.68	2.10	2.80
Population growth rate, %	2.52	1.58	1.81
Population sex ratio (female/male), female/male ratio	75.50	24.50	3.08

Work participation and leadership	female	male	value
Labour force, million people	0.17	1.17	0.13
Unemployed adults, % of labour force (15-64)	2.85	0.14	20.36
Workers employed part-time, % of employed people	0.20	0.13	1.54
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	8.19	2.22	3.69
Advancement of women to leadership roles, 1-7 (best)	–	–	5.22
Gender parity in tech roles, 1-7 (best)	–	–	5.17
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	2003
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	1.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.9
Average number of children per woman	n/a	n/a	1.88
Women's unmet demand for family planning, % women 15-49	–	–	12.40
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	3.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

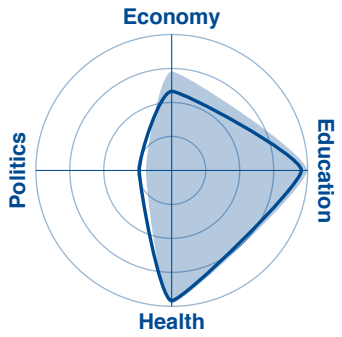
Education and skills	female	male	value
STEMS, attainment %	15.93	36.21	0.44
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	19.00	15.42	1.23
Business, Admin. & Law, attainment %	27.29	29.21	0.93
Education, attainment %	9.83	1.22	8.08
Engineering, Manuf. & Construction, attainment %	7.62	26.52	0.29
Health & Welfare, attainment %	10.35	2.89	3.58
Information & Comm. Technologies, attainment %	3.69	6.64	0.56
Natural Sci., Mathematics & Statistics, attainment %	4.62	3.04	1.52
Services, attainment %	0.34	4.87	0.07
Social Sci., Journalism & Information, attainment %	16.89	10.09	1.67
Vocational training, attainment %	n/a	0.27	n/a
PhD graduates, attainment %	0.52	0.42	1.23

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	9
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	100.0
Antenatal care, at least four visits, % women 15-49	–	–	84.50

Romania

rank
out of 153 countries **55**

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



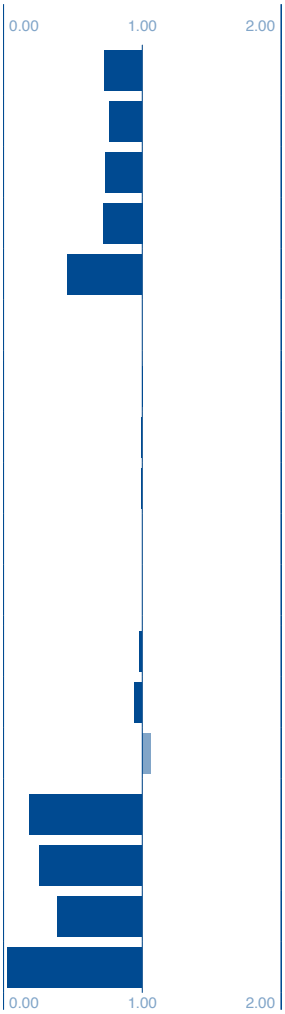
Romania score
average score

	2006 score		2020 score	
Global Gender Gap Index	**46**	**0.680**	**55**	**0.724**
Economic participation and opportunity	30	0.673	44	0.728
Educational attainment	44	0.993	52	0.997
Health and survival	36	0.979	1	0.980
Political empowerment	79	0.074	76	0.190

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**44**	**0.728**	**0.582**			
Labour force participation rate, %	90	0.765	0.661	58.2	76.1	0.76
Wage equality for similar work, 1-7 (best)	24	0.734	0.613	–	–	5.14
Estimated earned income, int'l $ 1,000	34	0.718	0.499	19.8	27.6	0.72
Legislators, senior officials and managers, %	80	0.463	0.356	31.6	68.4	0.46
Professional and technical workers, %	1	1.000	0.756	55.9	44.1	1.27
Educational attainment	**52**	**0.997**	**0.954**			
Literacy rate, %	64	0.995	0.899	98.6	99.1	0.99
Enrolment in primary education, %	97	0.996	0.757	83.9	84.3	1.00
Enrolment in secondary education, %	1	1.000	0.954	83.1	82.5	1.01
Enrolment in tertiary education, %	1	1.000	0.931	54.2	42.8	1.27
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	69.7	63.7	1.09
Political empowerment	**76**	**0.190**	**0.239**			
Women in parliament , %	84	0.261	0.298	20.7	79.3	0.26
Women in ministerial positions, %	45	0.389	0.255	28.0	72.0	0.39
Years with female/male head of state (last 50)	54	0.029	0.190	1.4	48.6	0.03

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	239.6
GDP per capita, constant '11, intl. $ 1000	–	–	23.50
Total population, million people	10.02	9.49	19.50
Population growth rate, %	-0.69	-0.77	-0.73
Population sex ratio (female/male), female/male ratio	48.66	51.34	0.95

Work participation and leadership	female	male	value
Labour force, million people	3.73	5.04	0.43
Unemployed adults, % of labour force (15-64)	3.62	4.85	0.75
Workers employed part-time, % of employed people	16.52	11.28	1.46
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.03	9.38	2.03
Advancement of women to leadership roles, 1-7 (best)	–	–	5.23
Gender parity in tech roles, 1-7 (best)	–	–	3.57
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.50	87.50	0.14
Firms with female top managers, % firms	20.10	79.90	0.25

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1929
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	13.97	86.03	0.16
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.8
Average number of children per woman	n/a	n/a	1.62
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	6.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	85.00	100.0	0.85

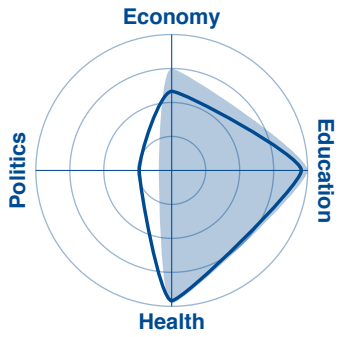
Education and skills	female	male	value
STEMS, attainment %	20.25	40.80	0.50
Agri., Forestry, Fisheries & Veterinary, attainment %	2.79	5.75	0.48
Arts & Humanities, attainment %	11.00	8.03	1.37
Business, Admin. & Law, attainment %	32.49	22.60	1.44
Education, attainment %	6.44	0.93	6.95
Engineering, Manuf. & Construction, attainment %	10.95	28.31	0.39
Health & Welfare, attainment %	12.63	7.01	1.80
Information & Comm. Technologies, attainment %	2.79	7.93	0.35
Natural Sci., Mathematics & Statistics, attainment %	6.52	4.56	1.43
Services, attainment %	2.69	9.46	0.28
Social Sci., Journalism & Information, attainment %	11.71	5.42	2.16
Vocational training, attainment %	17.37	22.84	0.76
PhD graduates, attainment %	0.08	0.08	1.10

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	24.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	95.20
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Russian Federation

rank 81
out of 153 countries

score 0.706
0.00 = imparity
1.00 = parity

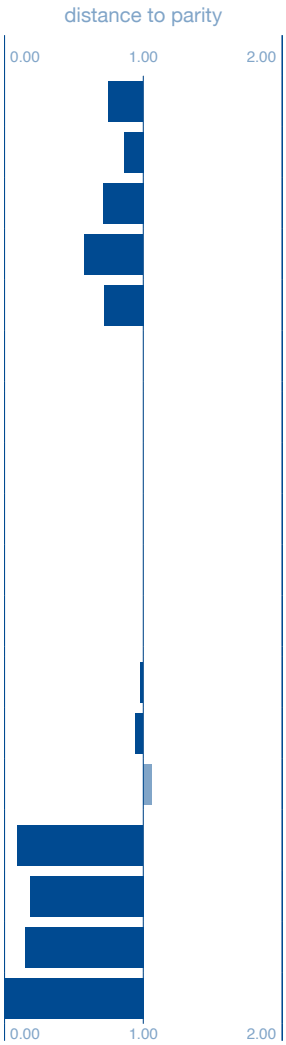


Russian Federation score
average score

	2006 score		2020 score	
Global Gender Gap Index	**49**	**0.677**	**81**	**0.706**
Economic participation and opportunity	22	0.696	32	0.749
Educational attainment	19	0.999	1	1.000
Health and survival	36	0.979	1	0.980
Political empowerment	108	0.034	122	0.095

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**32**	**0.749**	**0.582**			
Labour force participation rate, %	59	0.863	0.661	68.9	79.8	0.86
Wage equality for similar work, 1-7 (best)	37	0.712	0.613	–	–	4.98
Estimated earned income, int'l $ 1,000	95	0.579	0.499	19.0	32.8	0.58
Legislators, senior officials and managers, %	19	0.719	0.356	41.8	58.2	0.72
Professional and technical workers, %	1	1.000	0.756	62.4	37.7	1.66
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.7	99.7	1.00
Enrolment in primary education, %	1	1.000	0.757	96.8	96.6	1.00
Enrolment in secondary education, %	1	1.000	0.954	91.0	90.4	1.01
Enrolment in tertiary education, %	1	1.000	0.931	89.1	75.0	1.19
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	67.5	59.1	1.14
Political empowerment	**122**	**0.095**	**0.239**			
Women in parliament , %	112	0.187	0.298	15.8	84.2	0.19
Women in ministerial positions, %	111	0.148	0.255	12.9	87.1	0.15
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.706 / 81 RUS

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.17k
GDP per capita, constant '11, intl. $ 1000	–	–	25.59
Total population, million people	78.20	67.53	145.7
Population growth rate, %	0.08	0.11	0.09
Population sex ratio (female/male), female/male ratio	46.34	53.66	0.86

Work participation and leadership	female	male	value
Labour force, million people	36.31	38.60	0.48
Unemployed adults, % of labour force (15-64)	4.81	4.95	0.97
Workers employed part-time, % of employed people	4.60	2.40	1.92
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	18.40	8.13	2.26
Advancement of women to leadership roles, 1-7 (best)	–	–	4.94
Gender parity in tech roles, 1-7 (best)	–	–	4.21
Boards of listed companies,% board members	7.00	93.00	0.08
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	20.10	79.90	0.25

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	18.24	81.76	0.22
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	1.82
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	7.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

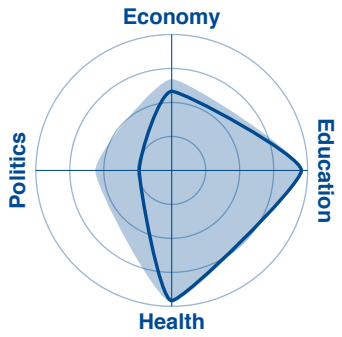
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	15.87	18.32	0.87
PhD graduates, attainment %	0.64	0.66	0.96

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	17
Prevalence of gender violence in lifetime, % women	–	–	19.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Rwanda

rank 9
out of 153 countries

score 0.791
0.00 = imparity
1.00 = parity



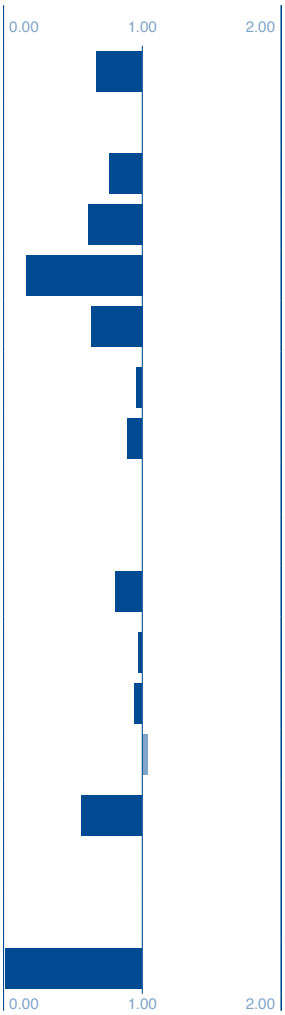
Rwanda score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**9**	**0.791**
Economic participation and opportunity	n/a	-	79	0.672
Educational attainment	n/a	-	114	0.957
Health and survival	n/a	-	90	0.973
Political empowerment	n/a	-	4	0.563

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**79**	**0.672**	**0.582**			
Labour force participation rate, %	1	1.000	0.661	84.7	84.1	1.01
Wage equality for similar work, 1-7 (best)	13	0.763	0.613	–	–	5.34
Estimated earned income, int'l $ 1,000	80	0.611	0.499	1.4	2.4	0.61
Legislators, senior officials and managers, %	135	0.164	0.356	14.1	85.9	0.16
Professional and technical workers, %	115	0.632	0.756	38.7	61.3	0.63
Educational attainment	**114**	**0.957**	**0.954**			
Literacy rate, %	111	0.895	0.899	69.4	77.6	0.89
Enrolment in primary education, %	1	1.000	0.757	95.1	94.4	1.01
Enrolment in secondary education, %	1	1.000	0.954	38.8	32.9	1.18
Enrolment in tertiary education, %	118	0.807	0.931	6.0	7.5	0.81
Health and survival	**90**	**0.973**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	102	1.037	1.034	61.0	58.8	1.04
Political empowerment	**4**	**0.563**	**0.239**			
Women in parliament , %	1	1.000	0.298	61.3	38.8	1.58
Women in ministerial positions, %	1	1.000	0.255	51.9	48.1	1.08
Years with female/male head of state (last 50)	58	0.015	0.190	0.7	49.3	0.01

distance to parity



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RWA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	9.51
GDP per capita, constant '11, intl. $ 1000	–	–	2.03
Total population, million people	6.26	6.05	12.30
Population growth rate, %	2.62	2.66	2.64
Population sex ratio (female/male), female/male ratio	49.14	50.86	0.97

Work participation and leadership	female	male	value
Labour force, million people	1.63	1.96	0.46
Unemployed adults, % of labour force (15-64)	19.52	15.74	1.24
Workers employed part-time, % of employed people	62.01	51.34	1.21
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.40
Gender parity in tech roles, 1-7 (best)	–	–	4.02
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.90	87.10	0.15
Firms with female top managers, % firms	19.70	80.30	0.25

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	38.46	61.54	0.62
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	4.10
Women's unmet demand for family planning, % women 15-49	–	–	18.90
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	4.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

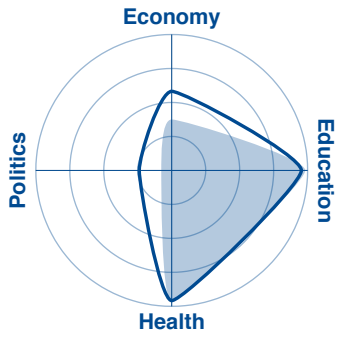
Education and skills	female	male	value
STEMS, attainment %	12.10	20.05	0.60
Agri., Forestry, Fisheries & Veterinary, attainment %	3.14	4.75	0.66
Arts & Humanities, attainment %	1.25	2.98	0.42
Business, Admin. & Law, attainment %	37.16	27.13	1.37
Education, attainment %	22.57	26.35	0.86
Engineering, Manuf. & Construction, attainment %	3.23	8.09	0.40
Health & Welfare, attainment %	12.92	8.37	1.54
Information & Comm. Technologies, attainment %	4.30	6.07	0.71
Natural Sci., Mathematics & Statistics, attainment %	4.58	5.89	0.78
Services, attainment %	4.07	3.65	1.11
Social Sci., Journalism & Information, attainment %	6.78	6.72	1.01
Vocational training, attainment %	3.56	4.35	0.82
PhD graduates, attainment %	0.01	0.03	0.31

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	248
Prevalence of gender violence in lifetime, % women	–	–	34.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	90.70
Antenatal care, at least four visits, % women 15-49	–	–	43.90

Saudi Arabia

rank
out of 153 countries **146**

score
0.00 = imparity
1.00 = parity **0.599**



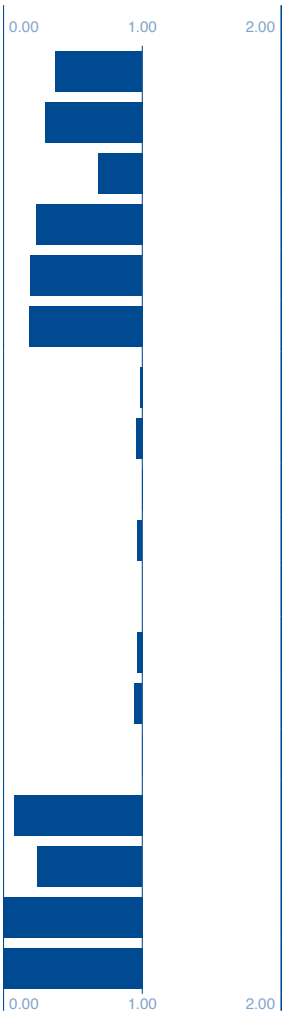
Saudi Arabia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**114**	**0.524**	**146**	**0.599**
Economic participation and opportunity	115	0.240	148	0.375
Educational attainment	93	0.880	92	0.983
Health and survival	54	0.977	139	0.963
Political empowerment	115	0.000	136	0.077

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**148**	**0.375**	**0.582**			
Labour force participation rate, %	146	0.302	0.661	24.6	81.5	0.30
Wage equality for similar work, 1-7 (best)	60	0.680	0.613	–	–	4.76
Estimated earned income, int'l $ 1,000	141	0.237	0.499	17.8	75.2	0.24
Legislators, senior officials and managers, %	127	0.196	0.356	16.4	83.6	0.20
Professional and technical workers, %	146	0.187	0.756	15.8	84.2	0.19
Educational attainment	**92**	**0.983**	**0.954**			
Literacy rate, %	100	0.955	0.899	92.7	97.1	0.95
Enrolment in primary education, %	76	0.999	0.757	97.1	97.1	1.00
Enrolment in secondary education, %	122	0.967	0.954	84.2	87.1	0.97
Enrolment in tertiary education, %	1	1.000	0.931	69.9	66.3	1.05
Health and survival	**139**	**0.963**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	146	1.005	1.034	65.8	65.5	1.00
Political empowerment	**136**	**0.077**	**0.239**			
Women in parliament , %	95	0.248	0.298	19.9	80.1	0.25
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	786.5
GDP per capita, constant '11, intl. $ 1000	–	–	49.52
Total population, million people	14.31	19.40	33.70
Population growth rate, %	1.26	1.99	1.68
Population sex ratio (female/male), female/male ratio	57.55	42.45	1.36

Work participation and leadership	female	male	value
Labour force, million people	2.23	11.78	0.16
Unemployed adults, % of labour force (15-64)	22.58	2.97	7.60
Workers employed part-time, % of employed people	14.92	6.31	2.36
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.90
Gender parity in tech roles, 1-7 (best)	–	–	5.02
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	2015
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	1.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	32.2
Average number of children per woman	n/a	n/a	2.34
Women's unmet demand for family planning, % women 15-49	–	–	27.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	5.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

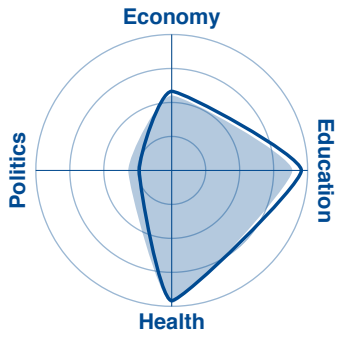
Education and skills	female	male	value
STEMS, attainment %	14.65	28.49	0.51
Agri., Forestry, Fisheries & Veterinary, attainment %	0.05	0.21	0.23
Arts & Humanities, attainment %	22.46	12.89	1.74
Business, Admin. & Law, attainment %	25.26	34.31	0.74
Education, attainment %	18.19	7.67	2.37
Engineering, Manuf. & Construction, attainment %	0.40	16.41	0.02
Health & Welfare, attainment %	7.02	5.21	1.35
Information & Comm. Technologies, attainment %	5.48	7.28	0.75
Natural Sci., Mathematics & Statistics, attainment %	8.78	4.80	1.83
Services, attainment %	1.58	0.83	1.90
Social Sci., Journalism & Information, attainment %	10.22	9.63	1.06
Vocational training, attainment %	0.74	2.43	0.31
PhD graduates, attainment %	0.41	0.84	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	17
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Senegal

rank 99
out of 153 countries

score 0.684
0.00 = imparity
1.00 = parity



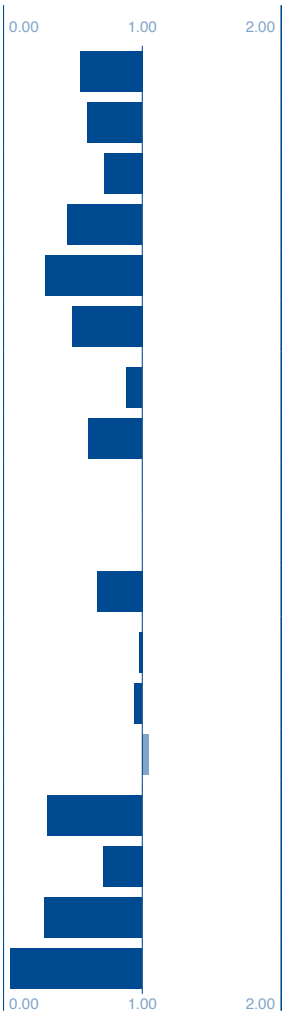
Senegal score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**99**	**0.684**
Economic participation and opportunity	n/a	-	128	0.552
Educational attainment	n/a	-	135	0.888
Health and survival	n/a	-	66	0.976
Political empowerment	n/a	-	32	0.320

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**128**	**0.552**	**0.582**			
Labour force participation rate, %	125	0.607	0.661	36.5	60.1	0.61
Wage equality for similar work, 1-7 (best)	29	0.723	0.613	–	–	5.06
Estimated earned income, int'l $ 1,000	126	0.463	0.499	2.1	4.6	0.46
Legislators, senior officials and managers, %	112	0.301	0.356	23.2	76.8	0.30
Professional and technical workers, %	127	0.496	0.756	33.2	66.9	0.50
Educational attainment	**135**	**0.888**	**0.954**			
Literacy rate, %	145	0.614	0.899	39.8	64.8	0.61
Enrolment in primary education, %	1	1.000	0.757	79.6	71.3	1.12
Enrolment in secondary education, %	1	1.000	0.954	39.4	35.9	1.10
Enrolment in tertiary education, %	131	0.676	0.931	10.3	15.2	0.68
Health and survival	**66**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	80	1.049	1.034	60.1	57.3	1.05
Political empowerment	**32**	**0.320**	**0.239**			
Women in parliament , %	13	0.719	0.298	41.8	58.2	0.72
Women in ministerial positions, %	71	0.297	0.255	22.9	77.1	0.30
Years with female/male head of state (last 50)	46	0.053	0.190	2.5	47.5	0.05

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	23.50
GDP per capita, constant '11, intl. $ 1000	–	–	3.26
Total population, million people	8.13	7.72	15.90
Population growth rate, %	2.71	2.87	2.79
Population sex ratio (female/male), female/male ratio	48.72	51.28	0.95

Work participation and leadership	female	male	value
Labour force, million people	1.44	2.10	0.41
Unemployed adults, % of labour force (15-64)	7.47	6.54	1.14
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.50
Gender parity in tech roles, 1-7 (best)	–	–	4.15
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	11.80	88.20	0.13
Firms with female top managers, % firms	14.10	85.90	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	4.65
Women's unmet demand for family planning, % women 15-49	–	–	23.60
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	25.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

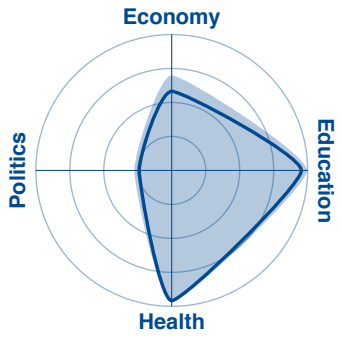
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.04	0.10	0.39

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	315
Prevalence of gender violence in lifetime, % women	–	–	78.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Births attended by skilled personnel, % live births	–	–	68.40
Antenatal care, at least four visits, % women 15-49	–	–	53.70

Serbia

rank
out of 153 countries **39**

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

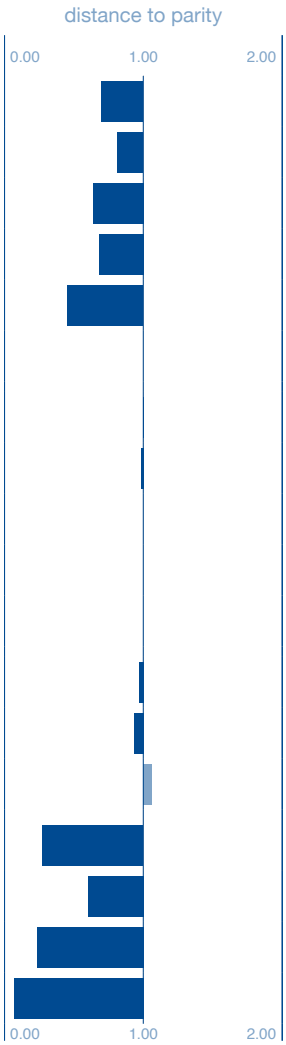


Serbia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**39**	**0.736**
Economic participation and opportunity	n/a	-	62	0.700
Educational attainment	n/a	-	53	0.997
Health and survival	n/a	-	99	0.971
Political empowerment	n/a	-	41	0.276

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**62**	**0.700**	**0.582**			
Labour force participation rate, %	80	0.813	0.661	59.3	72.9	0.81
Wage equality for similar work, 1-7 (best)	78	0.638	0.613	–	–	4.47
Estimated earned income, int'l $ 1,000	45	0.682	0.499	12.7	18.6	0.68
Legislators, senior officials and managers, %	82	0.456	0.356	31.3	68.7	0.46
Professional and technical workers, %	1	1.000	0.756	55.1	44.9	1.23
Educational attainment	**53**	**0.997**	**0.954**			
Literacy rate, %	78	0.985	0.899	97.6	99.1	0.98
Enrolment in primary education, %	1	1.000	0.757	94.6	94.5	1.00
Enrolment in secondary education, %	1	1.000	0.954	92.5	91.6	1.01
Enrolment in tertiary education, %	1	1.000	0.931	78.3	56.7	1.38
Health and survival	**99**	**0.971**	**0.958**			
Sex ratio at birth, %	142	0.932	0.925	–	–	0.93
Healthy life expectancy, years	1	1.060	1.034	69.4	65.4	1.06
Political empowerment	**41**	**0.276**	**0.239**			
Women in parliament , %	25	0.604	0.298	37.7	62.4	0.60
Women in ministerial positions, %	85	0.235	0.255	19.0	81.0	0.23
Years with female/male head of state (last 50)	37	0.070	0.190	3.3	46.8	0.07



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	50.51
GDP per capita, constant '11, intl. $ 1000	–	–	15.60
Total population, million people	4.49	4.31	8.80
Population growth rate, %	-0.33	-0.36	-0.35
Population sex ratio (female/male), female/male ratio	49.00	51.00	0.96

Work participation and leadership	female	male	value
Labour force, million people	1.39	1.71	0.45
Unemployed adults, % of labour force (15-64)	14.20	12.58	1.13
Workers employed part-time, % of employed people	23.21	17.83	1.30
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.17	8.69	2.21
Advancement of women to leadership roles, 1-7 (best)	–	–	4.46
Gender parity in tech roles, 1-7 (best)	–	–	4.10
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.70	86.30	0.16
Firms with female top managers, % firms	14.30	85.70	0.17

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	4
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.4
Average number of children per woman	n/a	n/a	1.46
Women's unmet demand for family planning, % women 15-49	–	–	14.90
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	3.50
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

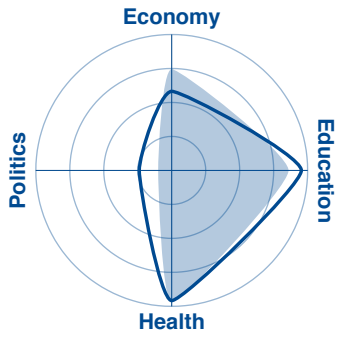
Education and skills	female	male	value
STEMS, attainment %	20.32	39.32	0.52
Agri., Forestry, Fisheries & Veterinary, attainment %	2.04	3.05	0.67
Arts & Humanities, attainment %	11.09	7.09	1.57
Business, Admin. & Law, attainment %	23.49	22.46	1.05
Education, attainment %	11.52	3.12	3.69
Engineering, Manuf. & Construction, attainment %	11.30	25.84	0.44
Health & Welfare, attainment %	12.37	5.94	2.08
Information & Comm. Technologies, attainment %	2.74	9.83	0.28
Natural Sci., Mathematics & Statistics, attainment %	6.28	3.65	1.72
Services, attainment %	7.78	10.36	0.75
Social Sci., Journalism & Information, attainment %	11.40	8.66	1.32
Vocational training, attainment %	22.96	25.46	0.90
PhD graduates, attainment %	0.31	0.49	0.63

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	12
Prevalence of gender violence in lifetime, % women	–	–	23.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	97.60

Sierra Leone

rank
out of 153 countries **111**

score
0.00 = imparity
1.00 = parity **0.668**

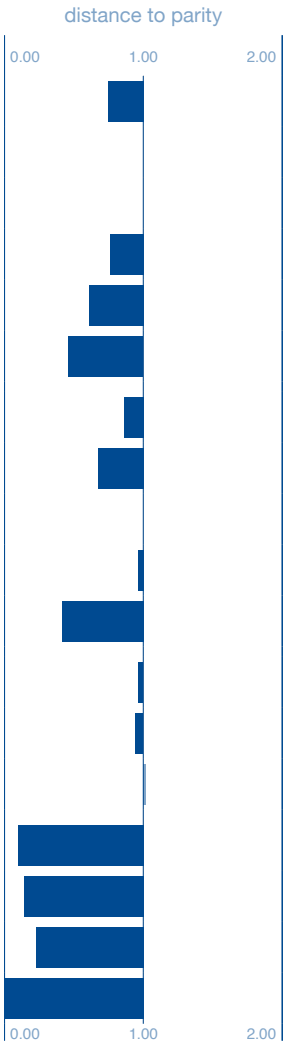


Sierra Leone score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**111**	**0.668**
Economic participation and opportunity	n/a	-	35	0.745
Educational attainment	n/a	-	139	0.860
Health and survival	n/a	-	126	0.967
Political empowerment	n/a	-	121	0.100

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**35**	**0.745**	**0.582**			
Labour force participation rate, %	1	1.000	0.661	59.0	58.5	1.01
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	20	0.761	0.499	1.2	1.6	0.76
Legislators, senior officials and managers, %	40	0.609	0.356	37.9	62.2	0.61
Professional and technical workers, %	131	0.461	0.756	31.5	68.5	0.46
Educational attainment	**139**	**0.860**	**0.954**			
Literacy rate, %	139	0.675	0.899	34.9	51.7	0.67
Enrolment in primary education, %	1	1.000	0.757	95.5	94.7	1.01
Enrolment in secondary education, %	126	0.964	0.954	41.0	42.5	0.96
Enrolment in tertiary education, %	147	0.415	0.931	1.1	2.8	0.41
Health and survival	**126**	**0.967**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	137	1.019	1.034	48.1	47.2	1.02
Political empowerment	**121**	**0.100**	**0.239**			
Women in parliament , %	128	0.141	0.298	12.3	87.7	0.14
Women in ministerial positions, %	88	0.227	0.255	18.5	81.5	0.23
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	4.08
GDP per capita, constant '11, intl. $ 1000	–	–	1.44
Total population, million people	3.83	3.82	7.70
Population growth rate, %	2.10	2.16	2.13
Population sex ratio (female/male), female/male ratio	49.88	50.12	1.00

Work participation and leadership	female	male	value
Labour force, million people	0.87	0.75	0.54
Unemployed adults, % of labour force (15-64)	3.95	5.87	0.67
Workers employed part-time, % of employed people	29.87	24.39	1.22
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	16.90	83.10	0.20
Firms with female top managers, % firms	15.90	84.10	0.19

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1961
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.7
Average number of children per woman	n/a	n/a	4.32
Women's unmet demand for family planning, % women 15-49	–	–	25.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	19.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

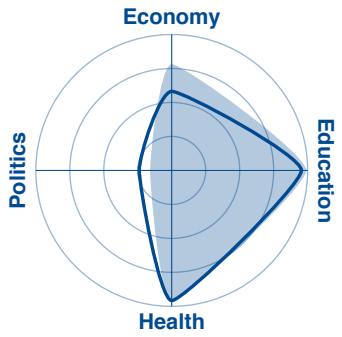
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	1120
Prevalence of gender violence in lifetime, % women	–	–	45.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	68.70
Antenatal care, at least four visits, % women 15-49	–	–	79.10

Singapore

rank
out of 153 countries **54**

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



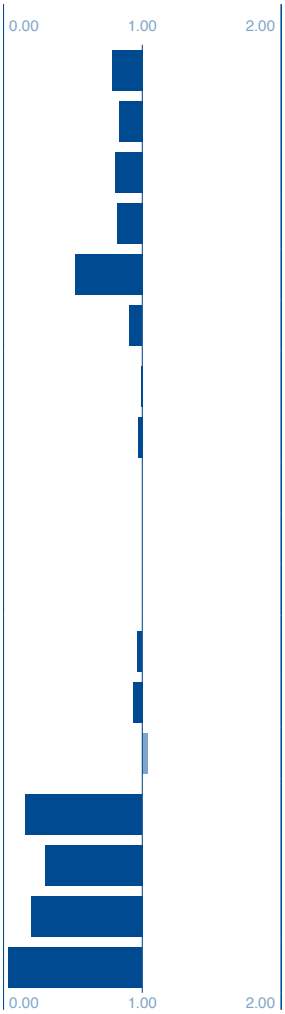
Singapore score
average score

	2006 score		2020 score	
Global Gender Gap Index	**65**	**0.655**	**54**	**0.724**
Economic participation and opportunity	45	0.646	20	0.782
Educational attainment	86	0.931	84	0.990
Health and survival	107	0.960	133	0.965
Political empowerment	75	0.083	92	0.159

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**20**	**0.782**	**0.582**			
Labour force participation rate, %	71	0.831	0.661	69.1	83.2	0.83
Wage equality for similar work, 1-7 (best)	7	0.803	0.613	–	–	5.62
Estimated earned income, int'l $ 1,000	9	0.819	0.499	78.7	96.0	0.82
Legislators, senior officials and managers, %	62	0.516	0.356	34.0	66.0	0.52
Professional and technical workers, %	90	0.909	0.756	47.6	52.4	0.91
Educational attainment	**84**	**0.990**	**0.954**			
Literacy rate, %	89	0.970	0.899	95.9	98.9	0.97
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	1	1.000	0.954	99.8	99.8	1.00
Enrolment in tertiary education, %	1	1.000	0.931	91.2	78.9	1.16
Health and survival	**133**	**0.965**	**0.958**			
Sex ratio at birth, %	142	0.932	0.925	–	–	0.93
Healthy life expectancy, years	100	1.039	1.034	77.6	74.7	1.04
Political empowerment	**92**	**0.159**	**0.239**			
Women in parliament , %	70	0.299	0.298	23.0	77.0	0.30
Women in ministerial positions, %	94	0.200	0.255	16.7	83.3	0.20
Years with female/male head of state (last 50)	49	0.037	0.190	1.8	48.2	0.04

distance to parity



0.724 / 54 SGP

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	364.1
GDP per capita, constant '11, intl. $ 1000	–	–	90.09
Total population, million people	2.74	3.01	5.80
Population growth rate, %	0.81	0.82	0.81
Population sex ratio (female/male), female/male ratio	52.34	47.66	1.10

Work participation and leadership	female	male	value
Labour force, million people	0.99	1.15	0.46
Unemployed adults, % of labour force (15-64)	4.53	3.76	1.20
Workers employed part-time, % of employed people	14.23	6.60	2.16
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.75
Gender parity in tech roles, 1-7 (best)	–	–	5.39
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1947
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.3
Average number of children per woman	n/a	n/a	1.21
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

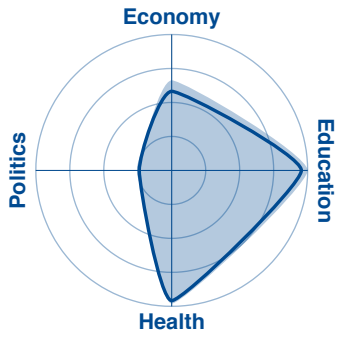
Education and skills	female	male	value
STEMS, attainment %	22.55	48.92	0.46
Agri., Forestry, Fisheries & Veterinary, attainment %	0.26	0.16	1.64
Arts & Humanities, attainment %	9.93	5.81	1.71
Business, Admin. & Law, attainment %	34.24	27.73	1.24
Education, attainment %	10.32	2.36	4.38
Engineering, Manuf. & Construction, attainment %	11.03	32.43	0.34
Health & Welfare, attainment %	11.79	5.46	2.16
Information & Comm. Technologies, attainment %	5.02	11.93	0.42
Natural Sci., Mathematics & Statistics, attainment %	6.51	4.56	1.43
Services, attainment %	2.07	4.37	0.47
Social Sci., Journalism & Information, attainment %	8.83	5.20	1.70
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	8
Prevalence of gender violence in lifetime, % women	–	–	6.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.60
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Slovak Republic

rank 63
out of 153 countries

score 0.718
0.00 = imparity
1.00 = parity

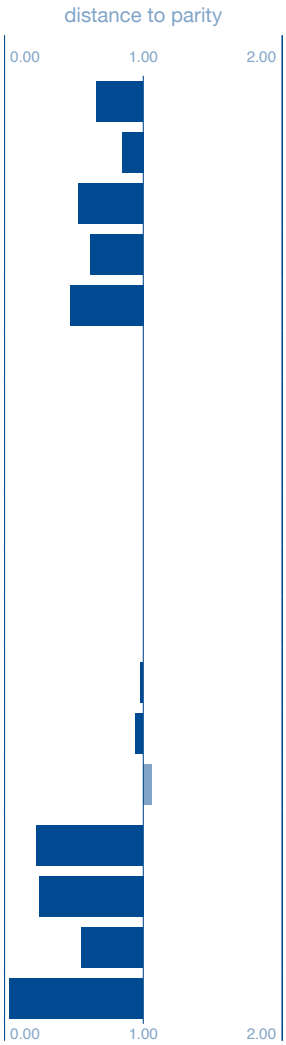


Slovak Republic score
average score

	2006 score		2020 score	
Global Gender Gap Index	**50**	**0.676**	**63**	**0.718**
Economic participation and opportunity	43	0.650	83	0.663
Educational attainment	34	0.995	1	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	77	0.077	58	0.231

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**83**	**0.663**	**0.582**			
Labour force participation rate, %	64	0.846	0.661	66.4	78.5	0.85
Wage equality for similar work, 1-7 (best)	124	0.534	0.613	–	–	3.74
Estimated earned income, int'l $ 1,000	72	0.621	0.499	24.1	38.7	0.62
Legislators, senior officials and managers, %	74	0.473	0.356	32.1	67.9	0.47
Professional and technical workers, %	1	1.000	0.756	53.4	46.7	1.14
Educational attainment	**1**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	1	1.000	0.757	84.1	82.1	1.02
Enrolment in secondary education, %	1	1.000	0.954	85.3	84.2	1.01
Enrolment in tertiary education, %	1	1.000	0.931	56.6	37.1	1.53
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	71.2	65.3	1.09
Political empowerment	**58**	**0.231**	**0.239**			
Women in parliament , %	92	0.250	0.298	20.0	80.0	0.25
Women in ministerial positions, %	23	0.555	0.255	35.7	64.3	0.56
Years with female/male head of state (last 50)	50	0.037	0.190	1.8	48.2	0.04



0.718 / 63 SVK

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	106.6
GDP per capita, constant '11, intl. $ 1000	–	–	31.22
Total population, million people	2.80	2.65	5.50
Population growth rate, %	0.04	0.11	0.07
Population sex ratio (female/male), female/male ratio	48.66	51.34	0.95

Work participation and leadership	female	male	value
Labour force, million people	1.23	1.49	0.45
Unemployed adults, % of labour force (15-64)	7.11	6.20	1.15
Workers employed part-time, % of employed people	7.90	4.10	1.93
Gender pay gap (OECD only), %	–	–	15.00
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.15
Gender parity in tech roles, 1-7 (best)	–	–	4.73
Boards of listed companies,% board members	15.10	84.90	0.18
Firms with female majority ownership, % firms	5.10	94.90	0.05
Firms with female top managers, % firms	14.00	86.00	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1920
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.1
Average number of children per woman	n/a	n/a	1.50
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	1.10
Length of maternity/paternity leave (days), weeks	164.0	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	75.00	0.00	0.00

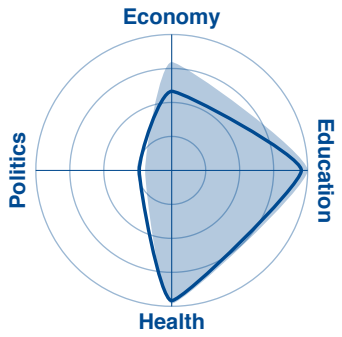
Education and skills	female	male	value
STEMS, attainment %	11.91	36.70	0.32
Agri., Forestry, Fisheries & Veterinary, attainment %	2.08	2.39	0.87
Arts & Humanities, attainment %	8.41	6.52	1.29
Business, Admin. & Law, attainment %	21.46	18.56	1.16
Education, attainment %	16.69	6.22	2.68
Engineering, Manuf. & Construction, attainment %	5.45	23.31	0.23
Health & Welfare, attainment %	22.35	11.19	2.00
Information & Comm. Technologies, attainment %	0.65	7.85	0.08
Natural Sci., Mathematics & Statistics, attainment %	5.80	5.54	1.05
Services, attainment %	4.03	9.38	0.43
Social Sci., Journalism & Information, attainment %	13.07	9.04	1.45
Vocational training, attainment %	20.78	24.16	0.86
PhD graduates, attainment %	0.63	0.63	0.99

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	23.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.50
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Slovenia

rank
out of 153 countries **36**

score
0.00 = imparity
1.00 = parity **0.743**

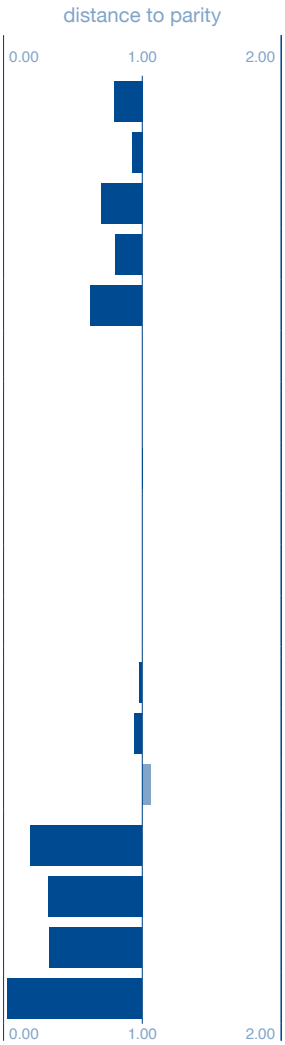


Slovenia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**51**	**0.675**	**36**	**0.743**
Economic participation and opportunity	34	0.667	12	0.797
Educational attainment	22	0.999	27	1.000
Health and survival	71	0.973	1	0.980
Political empowerment	88	0.060	71	0.196

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**12**	**0.797**	**0.582**			
Labour force participation rate, %	25	0.927	0.661	71.4	77.0	0.93
Wage equality for similar work, 1-7 (best)	43	0.705	0.613	–	–	4.94
Estimated earned income, int'l $ 1,000	10	0.809	0.499	28.1	34.7	0.81
Legislators, senior officials and managers, %	37	0.627	0.356	38.6	61.5	0.63
Professional and technical workers, %	1	1.000	0.756	55.1	44.9	1.23
Educational attainment	**27**	**1.000**	**0.954**			
Literacy rate, %	53	0.999	0.899	99.6	99.7	1.00
Enrolment in primary education, %	1	1.000	0.757	98.8	97.5	1.01
Enrolment in secondary education, %	1	1.000	0.954	96.6	94.8	1.02
Enrolment in tertiary education, %	1	1.000	0.931	93.0	65.0	1.43
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	72.6	68.3	1.06
Political empowerment	**71**	**0.196**	**0.239**			
Women in parliament , %	63	0.323	0.298	24.4	75.6	0.32
Women in ministerial positions, %	57	0.333	0.255	25.0	75.0	0.33
Years with female/male head of state (last 50)	53	0.031	0.190	1.5	48.5	0.03



0.743 / 36 SVN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	54.06
GDP per capita, constant '11, intl. $ 1000	–	–	32.65
Total population, million people	1.04	1.03	2.10
Population growth rate, %	-0.00	0.08	0.04
Population sex ratio (female/male), female/male ratio	49.75	50.25	0.99

Work participation and leadership	female	male	value
Labour force, million people	0.47	0.54	0.46
Unemployed adults, % of labour force (15-64)	5.79	4.70	1.23
Workers employed part-time, % of employed people	36.17	24.83	1.46
Gender pay gap (OECD only), %	–	–	5.00
Proportion of unpaid work per day, female/male ratio	20.56	11.11	1.85
Advancement of women to leadership roles, 1-7 (best)	–	–	4.94
Gender parity in tech roles, 1-7 (best)	–	–	4.28
Boards of listed companies,% board members	22.60	77.40	0.29
Firms with female majority ownership, % firms	13.30	86.70	0.15
Firms with female top managers, % firms	18.80	81.20	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	10.00	90.00	0.11
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.5
Average number of children per woman	n/a	n/a	1.60
Women's unmet demand for family planning, % women 15-49	–	–	9.20
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.20
Length of maternity/paternity leave (days), weeks	52.10	2.90	0.06
Wages paid during maternity/paternity leave, % annual gross wage	100.0	90.00	1.11

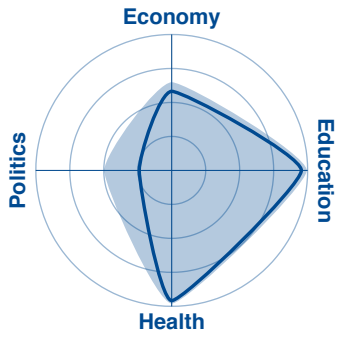
Education and skills	female	male	value
STEMS, attainment %	14.46	45.87	0.32
Agri., Forestry, Fisheries & Veterinary, attainment %	2.36	2.64	0.89
Arts & Humanities, attainment %	10.03	7.48	1.34
Business, Admin. & Law, attainment %	21.81	18.01	1.21
Education, attainment %	16.44	2.93	5.61
Engineering, Manuf. & Construction, attainment %	7.22	31.36	0.23
Health & Welfare, attainment %	15.84	7.21	2.20
Information & Comm. Technologies, attainment %	0.84	8.14	0.10
Natural Sci., Mathematics & Statistics, attainment %	6.40	6.37	1.01
Services, attainment %	7.11	7.92	0.90
Social Sci., Journalism & Information, attainment %	11.95	7.95	1.50
Vocational training, attainment %	31.31	38.74	0.81
PhD graduates, attainment %	2.85	2.65	1.08

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	7
Prevalence of gender violence in lifetime, % women	–	–	13.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.80
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

South Africa

rank
out of 153 countries **17**

score
0.00 = imparity
1.00 = parity **0.780**



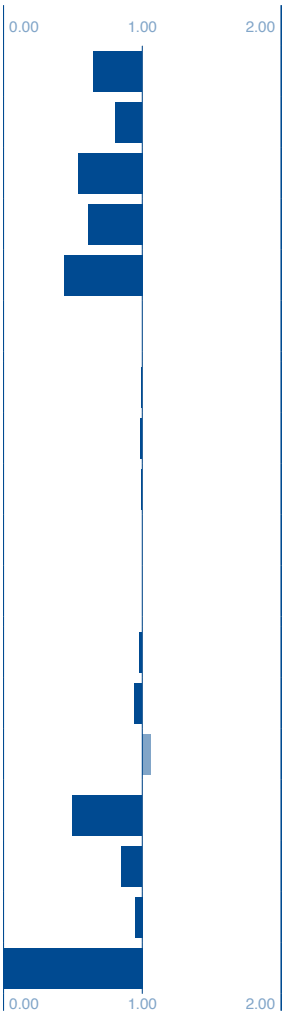
South Africa score
average score

	2006 score		2020 score	
Global Gender Gap Index	**18**	**0.713**	**17**	**0.780**
Economic participation and opportunity	79	0.556	92	0.649
Educational attainment	42	0.993	67	0.994
Health and survival	59	0.976	1	0.980
Political empowerment	8	0.326	10	0.497

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**92**	**0.649**	**0.582**			
Labour force participation rate, %	82	0.809	0.661	53.4	66.0	0.81
Wage equality for similar work, 1-7 (best)	121	0.537	0.613	–	–	3.76
Estimated earned income, int'l $ 1,000	81	0.611	0.499	9.2	15.1	0.61
Legislators, senior officials and managers, %	84	0.438	0.356	30.5	69.5	0.44
Professional and technical workers, %	1	1.000	0.756	53.1	46.9	1.13
Educational attainment	**67**	**0.994**	**0.954**			
Literacy rate, %	77	0.986	0.899	86.5	87.7	0.99
Enrolment in primary education, %	106	0.993	0.757	86.7	87.3	0.99
Enrolment in secondary education, %	1	1.000	0.954	78.5	65.4	1.20
Enrolment in tertiary education, %	1	1.000	0.931	26.4	18.4	1.43
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	58.2	53.2	1.09
Political empowerment	**10**	**0.497**	**0.239**			
Women in parliament , %	9	0.851	0.298	46.0	54.0	0.85
Women in ministerial positions, %	10	0.946	0.255	48.6	51.4	0.95
Years with female/male head of state (last 50)	72	0.000	0.190	0.0	50.0	0.00

distance to parity



0.780 / 17

ZAF

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	368.1
GDP per capita, constant '11, intl. $ 1000	–	–	12.11
Total population, million people	29.30	28.50	57.80
Population growth rate, %	1.37	1.28	1.32
Population sex ratio (female/male), female/male ratio	49.31	50.69	0.97

Work participation and leadership	female	male	value
Labour force, million people	10.20	12.31	0.45
Unemployed adults, % of labour force (15-64)	29.32	25.36	1.16
Workers employed part-time, % of employed people	12.80	5.90	2.17
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	15.56	6.46	2.41
Advancement of women to leadership roles, 1-7 (best)	–	–	4.06
Gender parity in tech roles, 1-7 (best)	–	–	4.53
Boards of listed companies,% board members	21.40	78.60	0.27
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1930
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	38.89	61.11	0.64
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	2.41
Women's unmet demand for family planning, % women 15-49	–	–	14.70
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	6.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

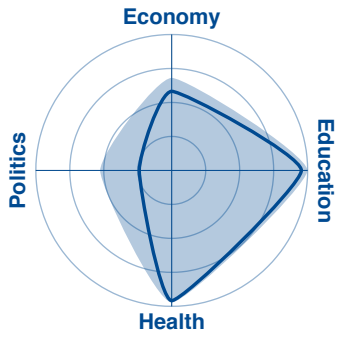
Education and skills	female	male	value
STEMS, attainment %	12.94	27.51	0.47
Agri., Forestry, Fisheries & Veterinary, attainment %	1.70	2.48	0.69
Arts & Humanities, attainment %	5.17	5.04	1.03
Business, Admin. & Law, attainment %	30.10	35.64	0.84
Education, attainment %	23.96	11.93	2.01
Engineering, Manuf. & Construction, attainment %	4.25	14.18	0.30
Health & Welfare, attainment %	8.17	4.35	1.88
Information & Comm. Technologies, attainment %	2.00	5.10	0.39
Natural Sci., Mathematics & Statistics, attainment %	6.69	8.22	0.81
Services, attainment %	0.55	0.24	2.30
Social Sci., Journalism & Information, attainment %	17.26	12.71	1.36
Vocational training, attainment %	5.84	4.72	1.24
PhD graduates, attainment %	0.26	0.36	0.71

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	119
Prevalence of gender violence in lifetime, % women	–	–	20.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	96.70
Antenatal care, at least four visits, % women 15-49	–	–	76.70

Spain

rank 8
out of 153 countries

score 0.795
0.00 = imparity
1.00 = parity

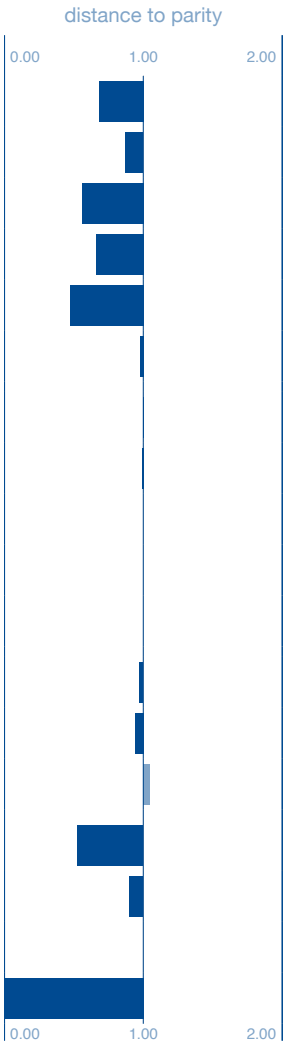


Spain score
average score

	2006 score		2020 score	
Global Gender Gap Index	**11**	**0.732**	**8**	**0.795**
Economic participation and opportunity	85	0.539	72	0.681
Educational attainment	38	0.994	43	0.998
Health and survival	71	0.973	93	0.972
Political empowerment	5	0.421	8	0.527

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**72**	**0.681**	**0.582**			
Labour force participation rate, %	54	0.872	0.661	68.8	78.9	0.87
Wage equality for similar work, 1-7 (best)	115	0.558	0.613	–	–	3.90
Estimated earned income, int'l $ 1,000	55	0.661	0.499	27.7	41.9	0.66
Legislators, senior officials and managers, %	73	0.473	0.356	32.1	67.9	0.47
Professional and technical workers, %	74	0.978	0.756	49.4	50.6	0.98
Educational attainment	**43**	**0.998**	**0.954**			
Literacy rate, %	69	0.990	0.899	98.0	98.9	0.99
Enrolment in primary education, %	1	1.000	0.757	97.6	96.9	1.01
Enrolment in secondary education, %	1	1.000	0.954	97.8	96.1	1.02
Enrolment in tertiary education, %	1	1.000	0.931	97.0	81.1	1.20
Health and survival	**93**	**0.972**	**0.958**			
Sex ratio at birth, %	128	0.940	0.925	–	–	0.94
Healthy life expectancy, years	86	1.044	1.034	75.4	72.2	1.04
Political empowerment	**8**	**0.527**	**0.239**			
Women in parliament , %	5	0.902	0.298	47.4	52.6	0.90
Women in ministerial positions, %	1	1.000	0.255	64.7	35.3	1.83
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.795 / 8

ESP

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	1.14k
GDP per capita, constant '11, intl. $ 1000	–	–	35.70
Total population, million people	23.77	22.93	46.70
Population growth rate, %	0.05	0.14	0.09
Population sex ratio (female/male), female/male ratio	49.10	50.90	0.96

Work participation and leadership	female	male	value
Labour force, million people	10.52	12.09	0.47
Unemployed adults, % of labour force (15-64)	17.12	13.81	1.24
Workers employed part-time, % of employed people	39.73	20.34	1.95
Gender pay gap (OECD only), %	–	–	11.50
Proportion of unpaid work per day, female/male ratio	18.96	8.61	2.20
Advancement of women to leadership roles, 1-7 (best)	–	–	4.11
Gender parity in tech roles, 1-7 (best)	–	–	4.35
Boards of listed companies,% board members	22.00	78.00	0.28
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1931
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	39.46	60.54	0.65
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	32.1
Average number of children per woman	n/a	n/a	1.33
Women's unmet demand for family planning, % women 15-49	–	–	12.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	4.00
Length of maternity/paternity leave (days), weeks	16.00	2.10	0.13
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00

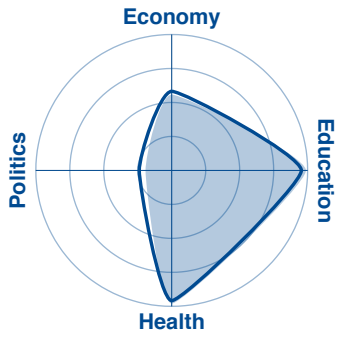
Education and skills	female	male	value
STEMS, attainment %	12.44	37.34	0.33
Agri., Forestry, Fisheries & Veterinary, attainment %	0.99	1.62	0.61
Arts & Humanities, attainment %	9.60	8.39	1.14
Business, Admin. & Law, attainment %	18.94	18.84	1.01
Education, attainment %	22.35	8.84	2.53
Engineering, Manuf. & Construction, attainment %	6.78	23.54	0.29
Health & Welfare, attainment %	21.30	10.13	2.10
Information & Comm. Technologies, attainment %	0.92	7.81	0.12
Natural Sci., Mathematics & Statistics, attainment %	4.73	5.98	0.79
Services, attainment %	6.10	8.89	0.69
Social Sci., Journalism & Information, attainment %	8.11	5.75	1.41
Vocational training, attainment %	12.79	16.78	0.76
PhD graduates, attainment %	0.58	0.74	0.78

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	4
Prevalence of gender violence in lifetime, % women	–	–	13.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	n/a	n/a	n/a
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Sri Lanka

rank
out of 153 countries
102

score
0.00 = imparity
1.00 = parity
0.680

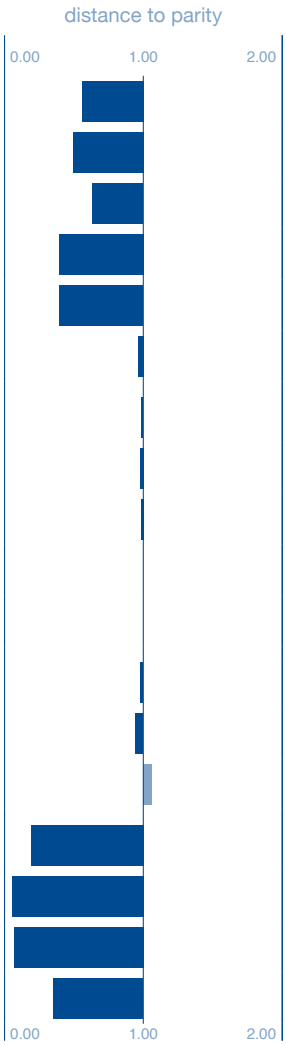


Sri Lanka score
average score

	2006 score		2020 score	
Global Gender Gap Index	**13**	**0.720**	**102**	**0.680**
Economic participation and opportunity	84	0.545	126	0.558
Educational attainment	52	0.990	88	0.988
Health and survival	1	0.980	1	0.980
Political empowerment	7	0.365	73	0.193

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**126**	**0.558**	**0.582**			
Labour force participation rate, %	133	0.495	0.661	38.2	77.1	0.50
Wage equality for similar work, 1-7 (best)	82	0.635	0.613	–	–	4.45
Estimated earned income, int'l $ 1,000	132	0.393	0.499	6.6	16.7	0.39
Legislators, senior officials and managers, %	94	0.396	0.356	28.4	71.6	0.40
Professional and technical workers, %	79	0.962	0.756	49.0	51.0	0.96
Educational attainment	**88**	**0.988**	**0.954**			
Literacy rate, %	86	0.978	0.899	91.0	93.0	0.98
Enrolment in primary education, %	125	0.982	0.757	96.4	98.1	0.98
Enrolment in secondary education, %	1	1.000	0.954	90.4	87.7	1.03
Enrolment in tertiary education, %	1	1.000	0.931	23.4	15.8	1.48
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	1	1.060	1.034	69.3	64.4	1.08
Political empowerment	**73**	**0.193**	**0.239**			
Women in parliament , %	145	0.056	0.298	5.3	94.7	0.06
Women in ministerial positions, %	129	0.072	0.255	6.7	93.3	0.07
Years with female/male head of state (last 50)	9	0.356	0.190	13.1	36.9	0.36



0.680 / 102 LKA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	88.90
GDP per capita, constant '11, intl. $ 1000	–	–	11.95
Total population, million people	11.03	10.20	21.20
Population growth rate, %	0.53	0.36	0.45
Population sex ratio (female/male), female/male ratio	48.03	51.97	0.92

Work participation and leadership	female	male	value
Labour force, million people	2.86	4.93	0.37
Unemployed adults, % of labour force (15-64)	7.03	3.03	2.32
Workers employed part-time, % of employed people	32.29	19.33	1.67
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.62
Gender parity in tech roles, 1-7 (best)	–	–	3.62
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	8.80	91.20	0.10

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1931
Number of female heads of state to date	n/a	n/a	2
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	2.21
Women's unmet demand for family planning, % women 15-49	–	–	7.50
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	10.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

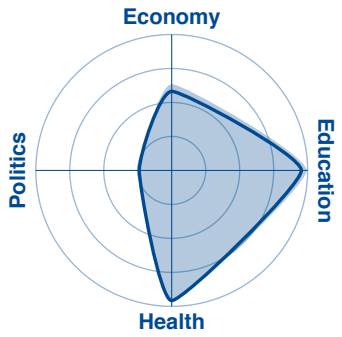
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	2.64	3.05	0.87
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	36
Prevalence of gender violence in lifetime, % women	–	–	16.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	98.60
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Suriname

rank 77
out of 153 countries

score 0.707
0.00 = imparity
1.00 = parity

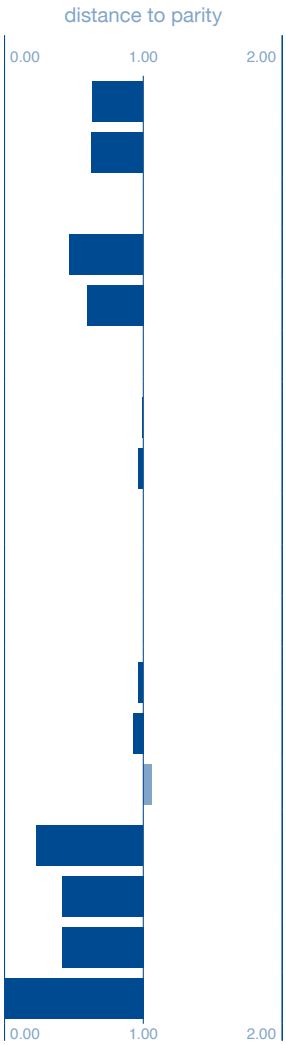


Suriname score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**77**	**0.707**
Economic participation and opportunity	n/a	-	99	0.635
Educational attainment	n/a	-	68	0.993
Health and survival	n/a	-	125	0.967
Political empowerment	n/a	-	56	0.232

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**99**	**0.635**	**0.582**			
Labour force participation rate, %	122	0.626	0.661	43.6	69.7	0.63
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	123	0.470	0.499	8.8	18.7	0.47
Legislators, senior officials and managers, %	44	0.594	0.356	37.3	62.7	0.59
Professional and technical workers, %	1	1.000	0.756	61.1	38.9	1.57
Educational attainment	**68**	**0.993**	**0.954**			
Literacy rate, %	92	0.965	0.899	92.7	96.1	0.97
Enrolment in primary education, %	1	1.000	0.757	87.7	84.4	1.04
Enrolment in secondary education, %	1	1.000	0.954	64.0	52.0	1.23
Enrolment in tertiary education, %	1	1.000	0.931	15.7	9.5	1.66
Health and survival	**125**	**0.967**	**0.958**			
Sex ratio at birth, %	145	0.926	0.925	–	–	0.93
Healthy life expectancy, years	1	1.060	1.034	65.4	61.0	1.07
Political empowerment	**56**	**0.232**	**0.239**			
Women in parliament , %	48	0.417	0.298	29.4	70.6	0.42
Women in ministerial positions, %	38	0.416	0.255	29.4	70.6	0.42
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.707 / 77 SUR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	3.43
GDP per capita, constant '11, intl. $ 1000	–	–	13.43
Total population, million people	0.29	0.29	0.60
Population growth rate, %	0.96	0.91	0.93
Population sex ratio (female/male), female/male ratio	50.28	49.72	1.01

Work participation and leadership	female	male	value
Labour force, million people	0.06	0.09	0.40
Unemployed adults, % of labour force (15-64)	11.45	4.38	2.61
Workers employed part-time, % of employed people	21.19	9.15	2.32
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	15.30	84.70	0.18
Firms with female top managers, % firms	11.90	88.10	0.14

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	n/a	n/a	n/a
Women's access to land use, control & ownership, 0-1 (worst)	n/a	n/a	n/a
Women's access to non-land assets use, control & ownership, 0-1 (worst)	n/a	n/a	n/a

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1948
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	n/a	n/a	n/a
Right to travel outside the country, 0-1 (worst)	n/a	n/a	n/a

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.7
Average number of children per woman	n/a	n/a	2.43
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a
Right to divorce, 0-1 (worst)	n/a	n/a	n/a
Child marriage, % women 15-19	n/a	n/a	n/a
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

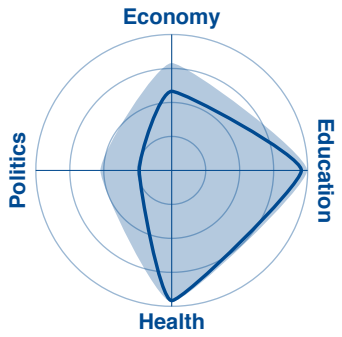
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	17.10	19.73	0.87
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	120
Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	n/a	n/a	n/a
Births attended by skilled personnel, % live births	–	–	80.00
Antenatal care, at least four visits, % women 15-49	–	–	72.80

Sweden

rank
out of 153 countries **4**

score
0.00 = imparity
1.00 = parity **0.820**

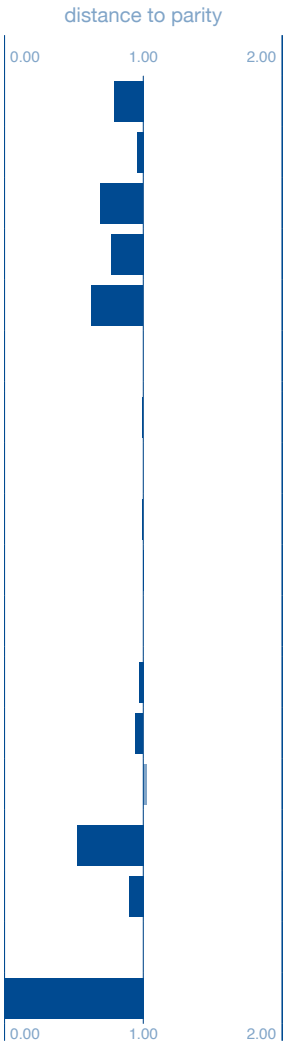


Sweden score
average score

	2006 score		2020 score	
Global Gender Gap Index	**1**	**0.813**	**4**	**0.820**
Economic participation and opportunity	9	0.731	16	0.790
Educational attainment	23	0.999	59	0.996
Health and survival	70	0.973	117	0.969
Political empowerment	1	0.550	9	0.525

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**16**	**0.790**	**0.582**			
Labour force participation rate, %	14	0.955	0.661	81.0	84.8	0.96
Wage equality for similar work, 1-7 (best)	50	0.694	0.613	–	–	4.86
Estimated earned income, int'l $ 1,000	15	0.769	0.499	39.0	50.8	0.77
Legislators, senior officials and managers, %	35	0.628	0.356	38.6	61.4	0.63
Professional and technical workers, %	1	1.000	0.756	52.1	47.9	1.09
Educational attainment	**59**	**0.996**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	103	0.994	0.757	98.1	98.7	0.99
Enrolment in secondary education, %	106	0.997	0.954	99.5	99.8	1.00
Enrolment in tertiary education, %	1	1.000	0.931	82.1	52.7	1.56
Health and survival	**117**	**0.969**	**0.958**			
Sex ratio at birth, %	112	0.943	0.925	–	–	0.94
Healthy life expectancy, years	127	1.027	1.034	73.4	71.5	1.03
Political empowerment	**9**	**0.525**	**0.239**			
Women in parliament , %	6	0.897	0.298	47.3	52.7	0.90
Women in ministerial positions, %	1	1.000	0.255	54.5	45.5	1.20
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SWE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	556.1
GDP per capita, constant '11, intl. $ 1000	–	–	47.67
Total population, million people	4.98	4.99	10.00
Population growth rate, %	0.61	0.69	0.65
Population sex ratio (female/male), female/male ratio	50.05	49.95	1.00

Work participation and leadership	female	male	value
Labour force, million people	2.52	2.74	0.48
Unemployed adults, % of labour force (15-64)	6.41	6.58	0.97
Workers employed part-time, % of employed people	17.50	10.40	1.68
Gender pay gap (OECD only), %	–	–	7.30
Proportion of unpaid work per day, female/male ratio	16.04	12.83	1.25
Advancement of women to leadership roles, 1-7 (best)	–	–	5.43
Gender parity in tech roles, 1-7 (best)	–	–	5.43
Boards of listed companies,% board members	36.30	63.70	0.57
Firms with female majority ownership, % firms	9.30	90.70	0.10
Firms with female top managers, % firms	12.50	87.50	0.14

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.0
Average number of children per woman	n/a	n/a	1.85
Women's unmet demand for family planning, % women 15-49	–	–	10.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.30
Length of maternity/paternity leave (days), weeks	55.70	14.30	0.26
Wages paid during maternity/paternity leave, % annual gross wage	77.60	58.38	1.33

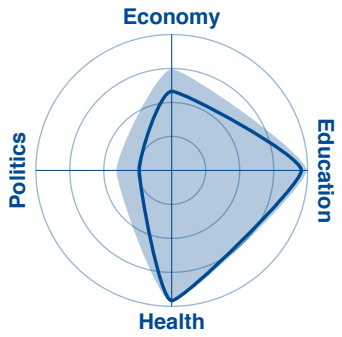
Education and skills	female	male	value
STEMS, attainment %	15.68	46.99	0.33
Agri., Forestry, Fisheries & Veterinary, attainment %	0.96	0.82	1.18
Arts & Humanities, attainment %	6.04	5.90	1.02
Business, Admin. & Law, attainment %	16.73	15.27	1.10
Education, attainment %	15.65	6.57	2.38
Engineering, Manuf. & Construction, attainment %	9.90	33.46	0.30
Health & Welfare, attainment %	29.92	11.72	2.55
Information & Comm. Technologies, attainment %	2.08	7.90	0.26
Natural Sci., Mathematics & Statistics, attainment %	3.70	5.62	0.66
Services, attainment %	2.30	2.14	1.08
Social Sci., Journalism & Information, attainment %	12.67	10.56	1.20
Vocational training, attainment %	10.97	13.37	0.82
PhD graduates, attainment %	0.97	1.53	0.63

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	4
Prevalence of gender violence in lifetime, % women	–	–	28.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	n/a	n/a	n/a
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Switzerland

rank 18
out of 153 countries

score 0.779
0.00 = imparity
1.00 = parity



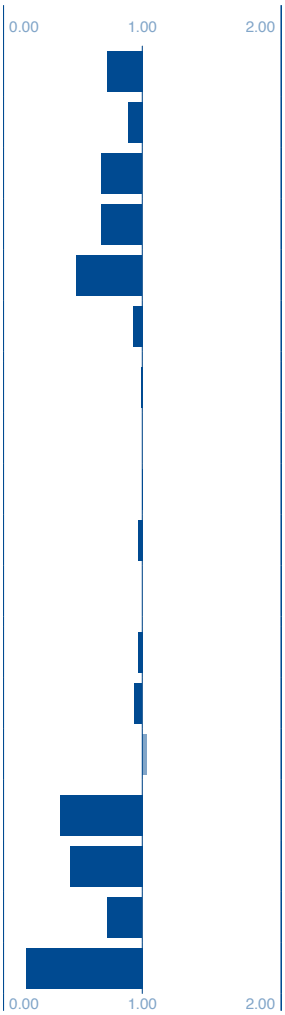
Switzerland score
average score

	2006 score		2020 score	
Global Gender Gap Index	**26**	**0.700**	**18**	**0.779**
Economic participation and opportunity	18	0.709	34	0.746
Educational attainment	79	0.957	77	0.992
Health and survival	35	0.979	110	0.970
Political empowerment	34	0.154	19	0.407

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**34**	**0.746**	**0.582**			
Labour force participation rate, %	37	0.899	0.661	79.5	88.4	0.90
Wage equality for similar work, 1-7 (best)	40	0.707	0.613	–	–	4.95
Estimated earned income, int'l $ 1,000	37	0.706	0.499	46.4	65.7	0.71
Legislators, senior officials and managers, %	58	0.526	0.356	34.5	65.5	0.53
Professional and technical workers, %	85	0.934	0.756	48.3	51.7	0.93
Educational attainment	**77**	**0.992**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	86	0.997	0.757	93.6	93.8	1.00
Enrolment in secondary education, %	119	0.969	0.954	83.9	86.7	0.97
Enrolment in tertiary education, %	1	1.000	0.931	60.3	58.8	1.03
Health and survival	**110**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	121	1.029	1.034	74.5	72.4	1.03
Political empowerment	**19**	**0.407**	**0.239**			
Women in parliament , %	35	0.481	0.298	32.5	67.5	0.48
Women in ministerial positions, %	12	0.751	0.255	42.9	57.1	0.75
Years with female/male head of state (last 50)	19	0.162	0.190	7.0	43.0	0.16

distance to parity



0.779 / 18 CHE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	705.5
GDP per capita, constant '11, intl. $ 1000	–	–	57.77
Total population, million people	4.30	4.23	8.50
Population growth rate, %	0.73	0.81	0.77
Population sex ratio (female/male), female/male ratio	49.57	50.43	0.98

Work participation and leadership	female	male	value
Labour force, million people	2.22	2.50	0.47
Unemployed adults, % of labour force (15-64)	5.26	4.53	1.16
Workers employed part-time, % of employed people	61.24	30.77	1.99
Gender pay gap (OECD only), %	–	–	14.80
Proportion of unpaid work per day, female/male ratio	16.83	10.80	1.56
Advancement of women to leadership roles, 1-7 (best)	–	–	5.34
Gender parity in tech roles, 1-7 (best)	–	–	5.22
Boards of listed companies,% board members	21.30	78.70	0.27
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1971
Number of female heads of state to date	n/a	n/a	5
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	15.22	84.78	0.18
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.9
Average number of children per woman	n/a	n/a	1.54
Women's unmet demand for family planning, % women 15-49	–	–	8.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	0.40
Length of maternity/paternity leave (days), weeks	14.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	58.37	0.00	0.00

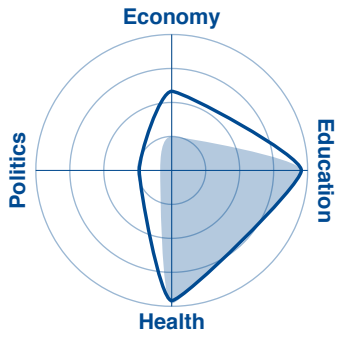
Education and skills	female	male	value
STEMS, attainment %	11.43	37.50	0.30
Agri., Forestry, Fisheries & Veterinary, attainment %	1.03	1.70	0.61
Arts & Humanities, attainment %	9.42	5.66	1.66
Business, Admin. & Law, attainment %	26.09	30.55	0.85
Education, attainment %	13.68	5.74	2.38
Engineering, Manuf. & Construction, attainment %	5.19	25.68	0.20
Health & Welfare, attainment %	23.46	7.84	2.99
Information & Comm. Technologies, attainment %	0.51	4.33	0.12
Natural Sci., Mathematics & Statistics, attainment %	5.74	7.49	0.77
Services, attainment %	4.65	6.36	0.73
Social Sci., Journalism & Information, attainment %	9.52	4.12	2.31
Vocational training, attainment %	19.97	26.36	0.76
PhD graduates, attainment %	2.06	3.85	0.54

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	5
Prevalence of gender violence in lifetime, % women	–	–	9.8
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	n/a	n/a	n/a
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

Syria

rank
out of 153 countries
150

score
0.00 = imparity
1.00 = parity
0.567



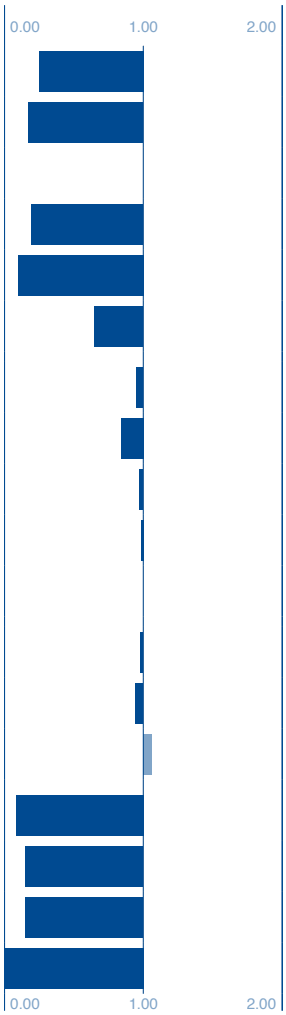
Syria score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**150**	**0.567**
Economic participation and opportunity	n/a	-	152	0.249
Educational attainment	n/a	-	117	0.953
Health and survival	n/a	-	1	0.980
Political empowerment	n/a	-	130	0.085

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**152**	**0.249**	**0.582**			
Labour force participation rate, %	151	0.175	0.661	12.9	73.6	0.18
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	147	0.196	0.499	2.1	10.8	0.20
Legislators, senior officials and managers, %	143	0.098	0.356	9.0	91.1	0.10
Professional and technical workers, %	114	0.650	0.756	39.4	60.6	0.65
Educational attainment	**117**	**0.953**	**0.954**			
Literacy rate, %	125	0.839	0.899	73.6	87.8	0.84
Enrolment in primary education, %	129	0.974	0.757	67.0	68.9	0.97
Enrolment in secondary education, %	113	0.983	0.954	48.1	48.9	0.98
Enrolment in tertiary education, %	1	1.000	0.931	42.8	37.5	1.14
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	59.5	52.5	1.13
Political empowerment	**130**	**0.085**	**0.239**			
Women in parliament , %	124	0.152	0.298	13.2	86.8	0.15
Women in ministerial positions, %	107	0.153	0.255	13.3	86.7	0.15
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.567 / 150 SYR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	n/a
GDP per capita, constant '11, intl. $ 1000	–	–	n/a
Total population, million people	8.44	8.50	16.90
Population growth rate, %	0.88	0.59	0.74
Population sex ratio (female/male), female/male ratio	50.19	49.81	1.01

Work participation and leadership	female	male	value
Labour force, million people	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	25.88	5.36	4.83
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1949
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.4
Average number of children per woman	n/a	n/a	2.84
Women's unmet demand for family planning, % women 15-49	–	–	16.40
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	9.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

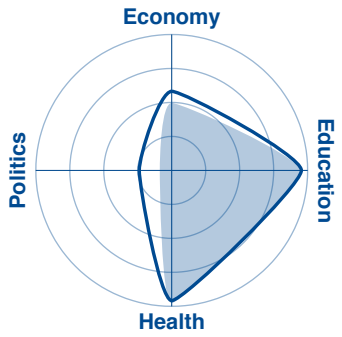
Education and skills	female	male	value
STEMS, attainment %	19.24	28.33	0.68
Agri., Forestry, Fisheries & Veterinary, attainment %	5.16	7.40	0.70
Arts & Humanities, attainment %	22.99	13.12	1.75
Business, Admin. & Law, attainment %	15.57	24.92	0.62
Education, attainment %	23.23	10.99	2.11
Engineering, Manuf. & Construction, attainment %	11.08	20.49	0.54
Health & Welfare, attainment %	11.49	13.64	0.84
Information & Comm. Technologies, attainment %	1.17	1.25	0.93
Natural Sci., Mathematics & Statistics, attainment %	6.99	6.59	1.06
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	0.31	0.23	1.34
Vocational training, attainment %	1.74	2.37	0.73
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	31
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	96.20
Antenatal care, at least four visits, % women 15-49	–	–	n/a

Tajikistan

rank
out of 153 countries **137**

score
0.00 = imparity
1.00 = parity **0.626**



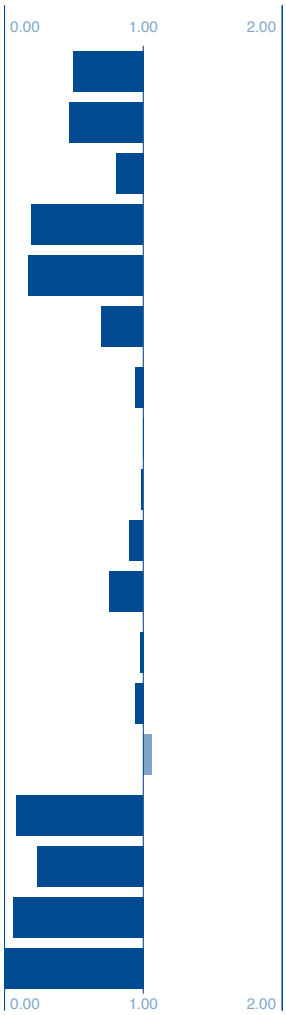
Tajikistan score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**137**	**0.626**
Economic participation and opportunity	n/a	-	134	0.496
Educational attainment	n/a	-	123	0.942
Health and survival	n/a	-	72	0.976
Political empowerment	n/a	-	128	0.088

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**134**	**0.496**	**0.582**			
Labour force participation rate, %	137	0.470	0.661	29.3	62.4	0.47
Wage equality for similar work, 1-7 (best)	8	0.802	0.613	–	–	5.62
Estimated earned income, int'l $ 1,000	146	0.197	0.499	0.7	3.4	0.20
Legislators, senior officials and managers, %	133	0.174	0.356	14.8	85.2	0.17
Professional and technical workers, %	108	0.699	0.756	41.1	58.9	0.70
Educational attainment	**123**	**0.942**	**0.954**			
Literacy rate, %	55	0.999	0.899	99.7	99.8	1.00
Enrolment in primary education, %	114	0.988	0.757	96.0	97.1	0.99
Enrolment in secondary education, %	134	0.901	0.954	78.8	87.5	0.90
Enrolment in tertiary education, %	122	0.757	0.931	26.9	35.5	0.76
Health and survival	**72**	**0.976**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	60	1.058	1.034	65.3	61.7	1.06
Political empowerment	**128**	**0.088**	**0.239**			
Women in parliament , %	99	0.235	0.298	19.1	81.0	0.24
Women in ministerial positions, %	135	0.063	0.255	5.9	94.1	0.06
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.626 / 137 TJK

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	7.52
GDP per capita, constant '11, intl. $ 1000	–	–	3.04
Total population, million people	4.51	4.59	9.10
Population growth rate, %	2.45	2.39	2.42
Population sex ratio (female/male), female/male ratio	50.42	49.58	1.02

Work participation and leadership	female	male	value
Labour force, million people	0.89	1.32	0.40
Unemployed adults, % of labour force (15-64)	3.94	6.88	0.57
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.27
Gender parity in tech roles, 1-7 (best)	–	–	3.13
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	8.00	92.00	0.09
Firms with female top managers, % firms	9.60	90.40	0.11

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1924
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	21.88	78.12	0.28
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.0
Average number of children per woman	n/a	n/a	3.61
Women's unmet demand for family planning, % women 15-49	–	–	22.90
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	14.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

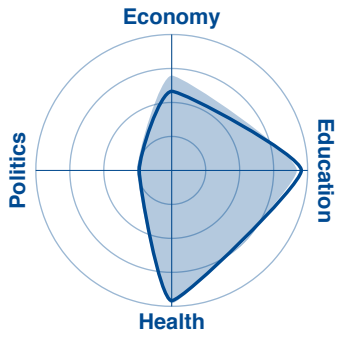
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	17
Prevalence of gender violence in lifetime, % women	–	–	20.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	94.80
Antenatal care, at least four visits, % women 15-49	–	–	68.40

Tanzania

rank
out of 153 countries **68**

score
0.00 = imparity
1.00 = parity **0.713**



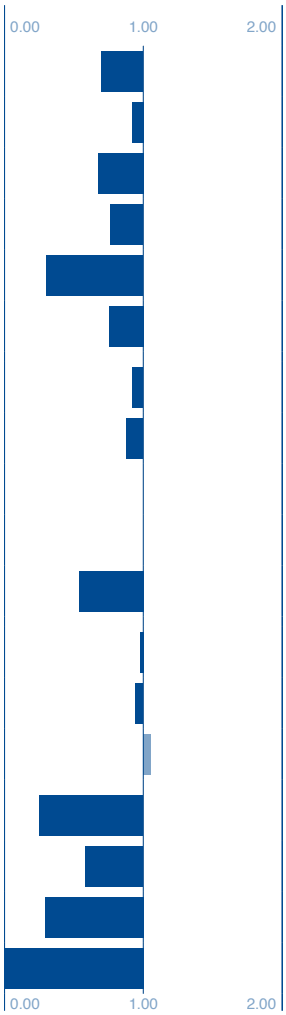
Tanzania score
average score

	2006 score		2020 score	
Global Gender Gap Index	**24**	**0.704**	**68**	**0.713**
Economic participation and opportunity	1	0.809	63	0.698
Educational attainment	97	0.859	127	0.921
Health and survival	95	0.967	49	0.978
Political empowerment	26	0.180	50	0.254

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**63**	**0.698**	**0.582**			
Labour force participation rate, %	27	0.919	0.661	81.0	88.1	0.92
Wage equality for similar work, 1-7 (best)	65	0.676	0.613	–	–	4.73
Estimated earned income, int'l $ 1,000	18	0.765	0.499	2.1	2.8	0.77
Legislators, senior officials and managers, %	111	0.303	0.356	23.3	76.7	0.30
Professional and technical workers, %	105	0.755	0.756	43.0	57.0	0.76
Educational attainment	**127**	**0.921**	**0.954**			
Literacy rate, %	118	0.878	0.899	73.1	83.2	0.88
Enrolment in primary education, %	1	1.000	0.757	82.9	79.9	1.04
Enrolment in secondary education, %	1	1.000	0.954	27.3	25.8	1.06
Enrolment in tertiary education, %	138	0.538	0.931	2.8	5.2	0.54
Health and survival	**49**	**0.978**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	65	1.056	1.034	58.0	54.9	1.06
Political empowerment	**50**	**0.254**	**0.239**			
Women in parliament , %	27	0.585	0.298	36.9	63.1	0.58
Women in ministerial positions, %	72	0.294	0.255	22.7	77.3	0.29
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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TZA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	56.85
GDP per capita, constant '11, intl. $ 1000	–	–	2.91
Total population, million people	28.19	28.13	56.30
Population growth rate, %	2.98	3.03	3.00
Population sex ratio (female/male), female/male ratio	49.95	50.05	1.00

Work participation and leadership	female	male	value
Labour force, million people	10.20	10.27	0.50
Unemployed adults, % of labour force (15-64)	2.82	1.65	1.72
Workers employed part-time, % of employed people	45.36	31.02	1.46
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	-	-	-
Advancement of women to leadership roles, 1-7 (best)	–	–	4.50
Gender parity in tech roles, 1-7 (best)	–	–	3.84
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	9.90	90.10	0.11
Firms with female top managers, % firms	14.00	86.00	0.16

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1959
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	4.92
Women's unmet demand for family planning, % women 15-49	–	–	22.10
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	25.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

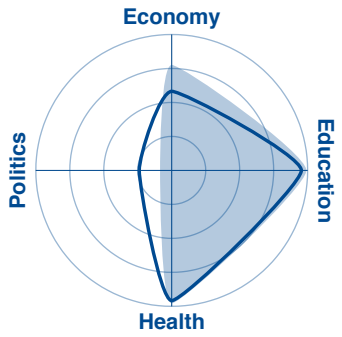
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.04	0.08	0.44
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	524
Prevalence of gender violence in lifetime, % women	–	–	41.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	63.50
Antenatal care, at least four visits, % women 15-49	–	–	50.70

Thailand

rank 75
out of 153 countries

score 0.708
0.00 = imparity
1.00 = parity

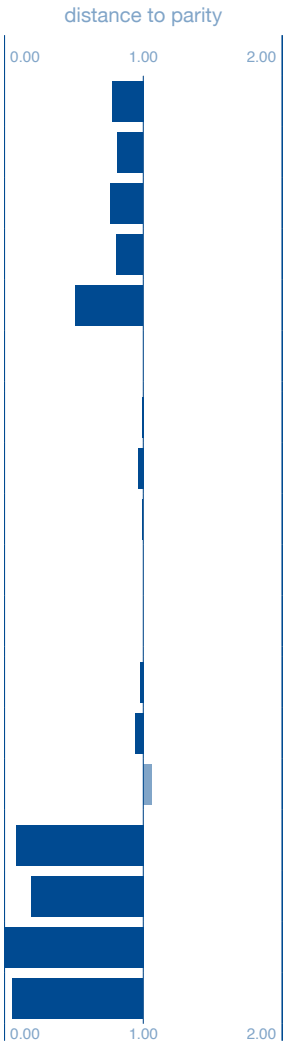


Thailand score
average score

	2006 score		2020 score	
Global Gender Gap Index	**40**	**0.683**	**75**	**0.708**
Economic participation and opportunity	13	0.722	22	0.776
Educational attainment	72	0.973	80	0.991
Health and survival	1	0.980	52	0.978
Political empowerment	89	0.058	129	0.086

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**22**	**0.776**	**0.582**			
Labour force participation rate, %	78	0.816	0.661	67.2	82.4	0.82
Wage equality for similar work, 1-7 (best)	11	0.765	0.613	–	–	5.35
Estimated earned income, int'l $ 1,000	11	0.809	0.499	15.2	18.7	0.81
Legislators, senior officials and managers, %	65	0.513	0.356	33.9	66.1	0.51
Professional and technical workers, %	1	1.000	0.756	57.0	43.0	1.32
Educational attainment	**80**	**0.991**	**0.954**			
Literacy rate, %	93	0.963	0.899	91.2	94.7	0.96
Enrolment in primary education, %	99	0.995	0.757	97.9	98.3	1.00
Enrolment in secondary education, %	1	1.000	0.954	77.5	77.0	1.01
Enrolment in tertiary education, %	1	1.000	0.931	57.8	41.1	1.41
Health and survival	**52**	**0.978**	**0.958**			
Sex ratio at birth, %	124	0.942	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	69.8	64.0	1.09
Political empowerment	**129**	**0.086**	**0.239**			
Women in parliament , %	110	0.193	0.298	16.2	83.8	0.19
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	43	0.058	0.190	2.8	47.2	0.06



0.708 / 75 THA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	504.9
GDP per capita, constant '11, intl. $ 1000	–	–	17.31
Total population, million people	35.60	33.83	69.40
Population growth rate, %	0.35	0.21	0.28
Population sex ratio (female/male), female/male ratio	48.73	51.27	0.95

Work participation and leadership	female	male	value
Labour force, million people	16.60	19.60	0.46
Unemployed adults, % of labour force (15-64)	0.78	0.83	0.93
Workers employed part-time, % of employed people	17.36	16.40	1.06
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	12.78	3.40	3.75
Advancement of women to leadership roles, 1-7 (best)	–	–	5.19
Gender parity in tech roles, 1-7 (best)	–	–	3.96
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	33.40	66.60	0.50
Firms with female top managers, % firms	64.80	35.20	1.84

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1932
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	10.00	90.00	0.11
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.3
Average number of children per woman	n/a	n/a	1.53
Women's unmet demand for family planning, % women 15-49	–	–	6.20
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	17.10
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

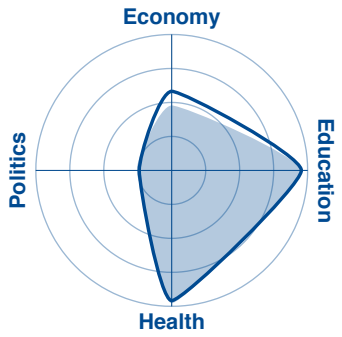
Education and skills	female	male	value
STEMS, attainment %	14.98	44.26	0.34
Agri., Forestry, Fisheries & Veterinary, attainment %	2.79	3.28	0.85
Arts & Humanities, attainment %	8.53	5.81	1.47
Business, Admin. & Law, attainment %	25.30	14.38	1.76
Education, attainment %	11.00	5.54	1.99
Engineering, Manuf. & Construction, attainment %	5.69	36.05	0.16
Health & Welfare, attainment %	6.55	2.59	2.53
Information & Comm. Technologies, attainment %	3.84	5.34	0.72
Natural Sci., Mathematics & Statistics, attainment %	5.45	2.87	1.90
Services, attainment %	5.73	4.74	1.21
Social Sci., Journalism & Information, attainment %	21.42	16.56	1.29
Vocational training, attainment %	4.19	6.93	0.61
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	37
Prevalence of gender violence in lifetime, % women	–	–	44.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	99.10
Antenatal care, at least four visits, % women 15-49	–	–	92.70

Timor-leste

rank 117
out of 153 countries

score 0.662
0.00 = imparity
1.00 = parity

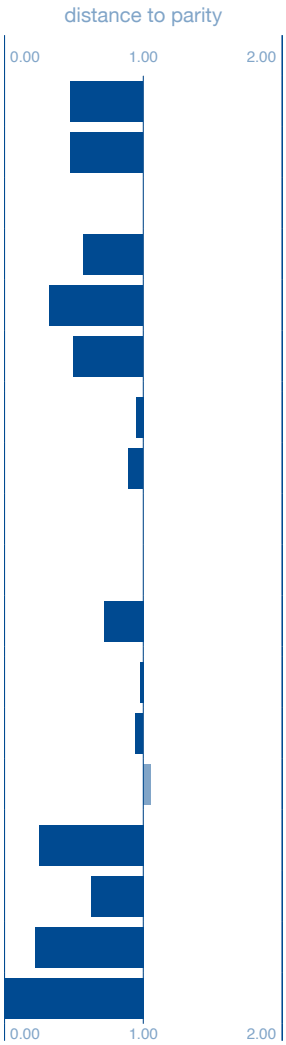


Timor-leste score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**117**	**0.662**
Economic participation and opportunity	n/a	-	135	0.478
Educational attainment	n/a	-	122	0.946
Health and survival	n/a	-	61	0.977
Political empowerment	n/a	-	51	0.249

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**135**	**0.478**	**0.582**			
Labour force participation rate, %	136	0.478	0.661	25.6	53.6	0.48
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	99	0.571	0.499	4.0	7.0	0.57
Legislators, senior officials and managers, %	108	0.325	0.356	24.5	75.5	0.32
Professional and technical workers, %	126	0.497	0.756	33.2	66.8	0.50
Educational attainment	**122**	**0.946**	**0.954**			
Literacy rate, %	113	0.893	0.899	64.2	71.9	0.89
Enrolment in primary education, %	1	1.000	0.757	93.0	91.7	1.01
Enrolment in secondary education, %	1	1.000	0.954	67.0	58.6	1.14
Enrolment in tertiary education, %	126	0.718	0.931	14.8	20.6	0.72
Health and survival	**61**	**0.977**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	74	1.052	1.034	60.7	57.7	1.05
Political empowerment	**51**	**0.249**	**0.239**			
Women in parliament , %	22	0.625	0.298	38.5	61.5	0.62
Women in ministerial positions, %	90	0.222	0.255	18.2	81.8	0.22
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.662 / 117 TLS

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.75
GDP per capita, constant '11, intl. $ 1000	–	–	4.42
Total population, million people	0.63	0.64	1.30
Population growth rate, %	1.99	1.97	1.98
Population sex ratio (female/male), female/male ratio	50.54	49.46	1.02

Work participation and leadership	female	male	value
Labour force, million people	0.20	0.24	0.45
Unemployed adults, % of labour force (15-64)	6.56	n/a	n/a
Workers employed part-time, % of employed people	58.60	40.21	1.46
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	61.80	38.20	1.62
Firms with female top managers, % firms	27.00	73.00	0.37

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	0
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.3
Average number of children per woman	n/a	n/a	4.10
Women's unmet demand for family planning, % women 15-49	–	–	25.30
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	8.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

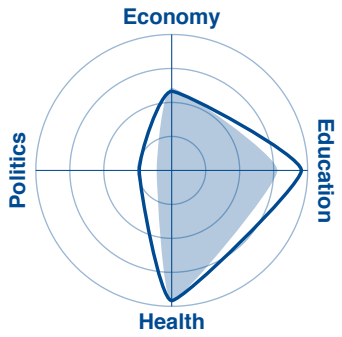
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	4.21	5.72	0.74
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	142
Prevalence of gender violence in lifetime, % women	–	–	58.8
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	56.70
Antenatal care, at least four visits, % women 15-49	–	–	61.90

Togo

rank
out of 153 countries **140**

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

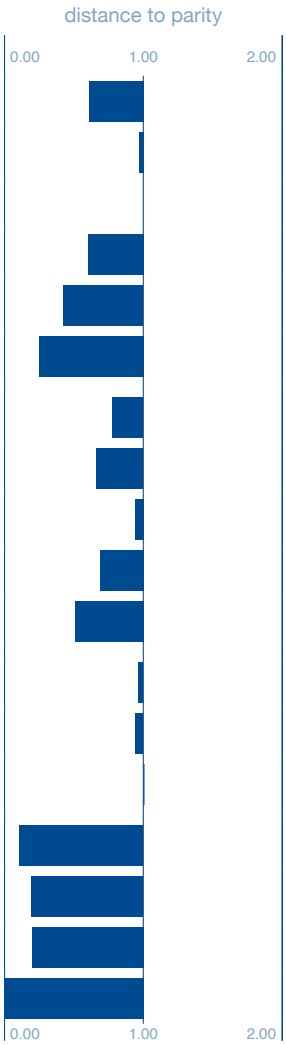


Togo score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**140**	**0.615**
Economic participation and opportunity	n/a	-	110	0.608
Educational attainment	n/a	-	146	0.778
Health and survival	n/a	-	134	0.965
Political empowerment	n/a	-	116	0.111

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**110**	**0.608**	**0.582**			
Labour force participation rate, %	9	0.970	0.661	77.7	80.1	0.97
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	85	0.601	0.499	1.1	1.8	0.60
Legislators, senior officials and managers, %	87	0.425	0.356	29.8	70.2	0.43
Professional and technical workers, %	145	0.250	0.756	20.0	80.0	0.25
Educational attainment	**146**	**0.778**	**0.954**			
Literacy rate, %	142	0.663	0.899	51.2	77.3	0.66
Enrolment in primary education, %	132	0.939	0.757	88.0	93.8	0.94
Enrolment in secondary education, %	148	0.689	0.954	33.5	48.5	0.69
Enrolment in tertiary education, %	139	0.510	0.931	9.8	19.2	0.51
Health and survival	**134**	**0.965**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	141	1.011	1.034	54.2	53.6	1.01
Political empowerment	**116**	**0.111**	**0.239**			
Women in parliament , %	109	0.197	0.298	16.5	83.5	0.20
Women in ministerial positions, %	94	0.200	0.255	16.7	83.3	0.20
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	5.36
GDP per capita, constant '11, intl. $ 1000	–	–	1.55
Total population, million people	3.97	3.92	7.90
Population growth rate, %	2.42	2.48	2.45
Population sex ratio (female/male), female/male ratio	49.73	50.27	0.99

Work participation and leadership	female	male	value
Labour force, million people	1.37	1.36	0.50
Unemployed adults, % of labour force (15-64)	1.81	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	10.70	89.30	0.12
Firms with female top managers, % firms	11.40	88.60	0.13

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1945
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.9
Average number of children per woman	n/a	n/a	4.35
Women's unmet demand for family planning, % women 15-49	–	–	33.60
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	13.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

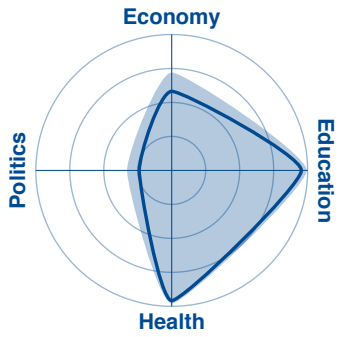
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	2.20	3.02	0.73
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	396
Prevalence of gender violence in lifetime, % women	–	–	22.1
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	44.60
Antenatal care, at least four visits, % women 15-49	–	–	67.90

Trinidad and Tobago

rank
out of 153 countries
24

score
0.00 = imparity
1.00 = parity
0.756

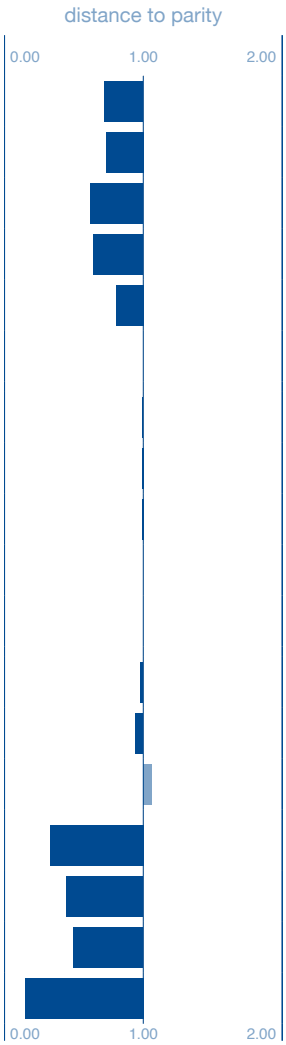


Trinidad and Tobago score
average score

	2006 score		2020 score	
Global Gender Gap Index	**45**	**0.680**	**24**	**0.756**
Economic participation and opportunity	56	0.614	51	0.721
Educational attainment	30	0.996	66	0.994
Health and survival	1	0.980	1	0.980
Political empowerment	46	0.130	31	0.329

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**51**	**0.721**	**0.582**			
Labour force participation rate, %	100	0.733	0.661	58.0	79.1	0.73
Wage equality for similar work, 1-7 (best)	88	0.620	0.613	–	–	4.34
Estimated earned income, int'l $ 1,000	63	0.642	0.499	22.8	35.5	0.64
Legislators, senior officials and managers, %	13	0.802	0.356	44.5	55.5	0.80
Professional and technical workers, %	1	1.000	0.756	58.7	41.3	1.42
Educational attainment	**66**	**0.994**	**0.954**			
Literacy rate, %	68	0.992	0.899	98.3	99.1	0.99
Enrolment in primary education, %	110	0.991	0.757	94.8	95.7	0.99
Enrolment in secondary education, %	1	1.000	0.954	75.2	70.2	1.07
Enrolment in tertiary education, %	1	1.000	0.931	13.4	10.6	1.27
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	1	1.060	1.034	66.2	60.4	1.10
Political empowerment	**31**	**0.329**	**0.239**			
Women in parliament , %	40	0.448	0.298	31.0	69.1	0.45
Women in ministerial positions, %	29	0.499	0.255	33.3	66.7	0.50
Years with female/male head of state (last 50)	23	0.151	0.190	6.6	43.4	0.15



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	22.53
GDP per capita, constant '11, intl. $ 1000	–	–	28.69
Total population, million people	0.70	0.69	1.40
Population growth rate, %	0.41	0.33	0.37
Population sex ratio (female/male), female/male ratio	49.41	50.59	0.98

Work participation and leadership	female	male	value
Labour force, million people	0.26	0.36	0.42
Unemployed adults, % of labour force (15-64)	3.00	3.05	0.98
Workers employed part-time, % of employed people	7.00	6.14	1.14
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.31
Gender parity in tech roles, 1-7 (best)	–	–	3.93
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	20.80	79.20	0.26

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	0
Number of female heads of state to date	n/a	n/a	n/a
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	35.48	64.52	0.55
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.9
Average number of children per woman	n/a	n/a	1.73
Women's unmet demand for family planning, % women 15-49	–	–	24.30
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

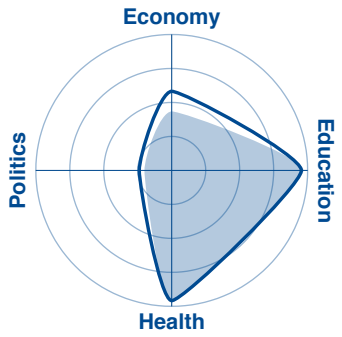
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.18	0.29	0.62

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	67
Prevalence of gender violence in lifetime, % women	–	–	30.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	100.0
Antenatal care, at least four visits, % women 15-49	–	–	100.0

Tunisia

rank
out of 153 countries **124**

score
0.00 = imparity
1.00 = parity **0.644**



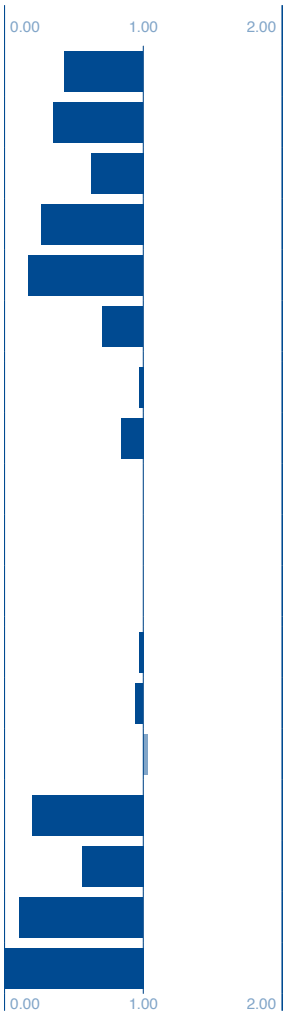
Tunisia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**90**	**0.629**	**124**	**0.644**
Economic participation and opportunity	97	0.480	142	0.434
Educational attainment	76	0.959	106	0.970
Health and survival	98	0.966	107	0.971
Political empowerment	53	0.110	67	0.201

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**142**	**0.434**	**0.582**			
Labour force participation rate, %	141	0.355	0.661	27.1	76.3	0.36
Wage equality for similar work, 1-7 (best)	85	0.623	0.613	–	–	4.36
Estimated earned income, int'l $ 1,000	138	0.266	0.499	4.7	17.6	0.27
Legislators, senior officials and managers, %	134	0.173	0.356	14.8	85.2	0.17
Professional and technical workers, %	107	0.708	0.756	41.5	58.5	0.71
Educational attainment	**106**	**0.970**	**0.954**			
Literacy rate, %	124	0.839	0.899	72.2	86.1	0.84
Enrolment in primary education, %	1	1.000	0.757	98.6	96.5	1.02
Enrolment in secondary education, %	1	1.000	0.954	51.4	48.6	1.06
Enrolment in tertiary education, %	1	1.000	0.931	41.7	23.1	1.80
Health and survival	**107**	**0.971**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	116	1.031	1.034	67.3	65.3	1.03
Political empowerment	**67**	**0.201**	**0.239**			
Women in parliament , %	29	0.561	0.298	35.9	64.1	0.56
Women in ministerial positions, %	119	0.111	0.255	10.0	90.0	0.11
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	39.90
GDP per capita, constant '11, intl. $ 1000	–	–	11.00
Total population, million people	5.83	5.73	11.60
Population growth rate, %	1.09	1.15	1.12
Population sex ratio (female/male), female/male ratio	49.56	50.44	0.98

Work participation and leadership	female	male	value
Labour force, million people	1.11	2.82	0.28
Unemployed adults, % of labour force (15-64)	22.38	12.63	1.77
Workers employed part-time, % of employed people	18.57	9.57	1.94
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	-	-	-
Advancement of women to leadership roles, 1-7 (best)	–	–	4.09
Gender parity in tech roles, 1-7 (best)	–	–	3.75
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	2.70	97.30	0.03
Firms with female top managers, % firms	8.50	91.50	0.09

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1959
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	31.0
Average number of children per woman	n/a	n/a	2.20
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	3.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

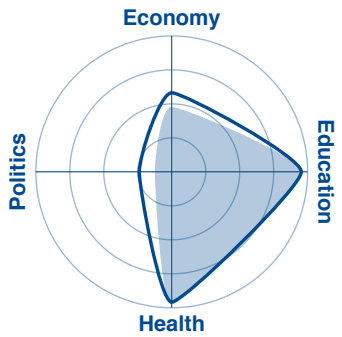
Education and skills	female	male	value
STEMS, attainment %	37.81	57.22	0.66
Agri., Forestry, Fisheries & Veterinary, attainment %	1.55	1.30	1.19
Arts & Humanities, attainment %	18.52	10.49	1.77
Business, Admin. & Law, attainment %	23.05	15.58	1.48
Education, attainment %	0.57	0.48	1.19
Engineering, Manuf. & Construction, attainment %	11.62	29.78	0.39
Health & Welfare, attainment %	7.93	4.81	1.65
Information & Comm. Technologies, attainment %	14.31	19.16	0.75
Natural Sci., Mathematics & Statistics, attainment %	11.88	8.29	1.43
Services, attainment %	3.44	5.65	0.61
Social Sci., Journalism & Information, attainment %	7.13	4.47	1.60
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	43
Prevalence of gender violence in lifetime, % women	–	–	20.3
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	73.60
Antenatal care, at least four visits, % women 15-49	–	–	89.30

Turkey

rank
out of 153 countries
130

score
0.00 = imparity
1.00 = parity
0.635

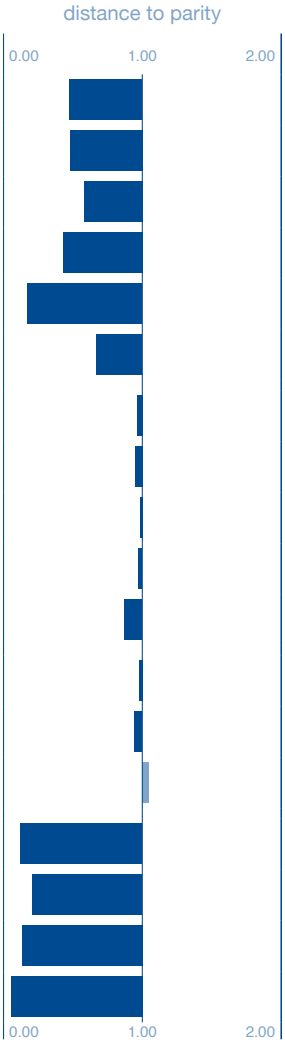


Turkey score
average score

	2006 score		2020 score	
Global Gender Gap Index	**105**	**0.585**	**130**	**0.635**
Economic participation and opportunity	106	0.434	136	0.478
Educational attainment	92	0.885	113	0.961
Health and survival	85	0.969	64	0.976
Political empowerment	96	0.052	109	0.124

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**136**	**0.478**	**0.582**			
Labour force participation rate, %	135	0.480	0.661	37.5	78.1	0.48
Wage equality for similar work, 1-7 (best)	106	0.581	0.613	–	–	4.07
Estimated earned income, int'l $ 1,000	130	0.429	0.499	13.2	30.8	0.43
Legislators, senior officials and managers, %	132	0.174	0.356	14.8	85.2	0.17
Professional and technical workers, %	111	0.670	0.756	40.1	59.9	0.67
Educational attainment	**113**	**0.961**	**0.954**			
Literacy rate, %	101	0.946	0.899	93.5	98.8	0.95
Enrolment in primary education, %	118	0.984	0.757	87.2	88.6	0.98
Enrolment in secondary education, %	118	0.974	0.954	86.0	88.4	0.97
Enrolment in tertiary education, %	112	0.872	0.931	–	–	-
Health and survival	**64**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	77	1.050	1.034	67.6	64.4	1.05
Political empowerment	**109**	**0.124**	**0.239**			
Women in parliament , %	104	0.211	0.298	17.5	82.6	0.21
Women in ministerial positions, %	113	0.134	0.255	11.8	88.2	0.13
Years with female/male head of state (last 50)	45	0.057	0.190	2.7	47.3	0.06



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	771.3
GDP per capita, constant '11, intl. $ 1000	–	–	24.92
Total population, million people	41.73	40.61	82.30
Population growth rate, %	1.26	1.38	1.32
Population sex ratio (female/male), female/male ratio	49.32	50.68	0.97

Work participation and leadership	female	male	value
Labour force, million people	10.23	21.14	0.33
Unemployed adults, % of labour force (15-64)	14.05	9.70	1.45
Workers employed part-time, % of employed people	17.90	5.90	3.03
Gender pay gap (OECD only), %	–	–	6.90
Proportion of unpaid work per day, female/male ratio	19.15	3.71	5.17
Advancement of women to leadership roles, 1-7 (best)	–	–	3.63
Gender parity in tech roles, 1-7 (best)	–	–	3.60
Boards of listed companies,% board members	13.40	86.60	0.15
Firms with female majority ownership, % firms	3.90	96.10	0.04
Firms with female top managers, % firms	3.90	96.10	0.04

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1930
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.6
Average number of children per woman	n/a	n/a	2.08
Women's unmet demand for family planning, % women 15-49	–	–	5.90
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	6.70
Length of maternity/paternity leave (days), weeks	16.00	1.00	0.06
Wages paid during maternity/paternity leave, % annual gross wage	66.70	100.0	0.67

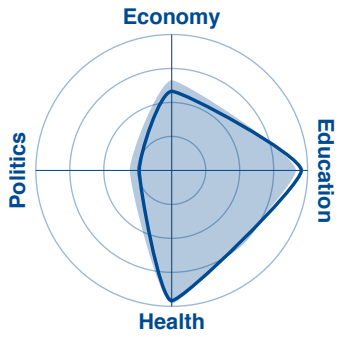
Education and skills	female	male	value
STEMS, attainment %	14.24	26.01	0.55
Agri., Forestry, Fisheries & Veterinary, attainment %	2.29	2.87	0.80
Arts & Humanities, attainment %	13.77	8.07	1.71
Business, Admin. & Law, attainment %	36.55	39.98	0.91
Education, attainment %	13.52	7.37	1.83
Engineering, Manuf. & Construction, attainment %	7.45	19.41	0.38
Health & Welfare, attainment %	8.88	4.25	2.09
Information & Comm. Technologies, attainment %	1.59	2.94	0.54
Natural Sci., Mathematics & Statistics, attainment %	5.20	3.66	1.42
Services, attainment %	2.91	4.74	0.61
Social Sci., Journalism & Information, attainment %	7.84	6.71	1.17
Vocational training, attainment %	24.35	27.30	0.89
PhD graduates, attainment %	0.34	0.51	0.67

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	17
Prevalence of gender violence in lifetime, % women	–	–	38.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	98.00
Antenatal care, at least four visits, % women 15-49	–	–	88.90

Uganda

rank
out of 153 countries **65**

score
0.00 = imparity
1.00 = parity **0.717**



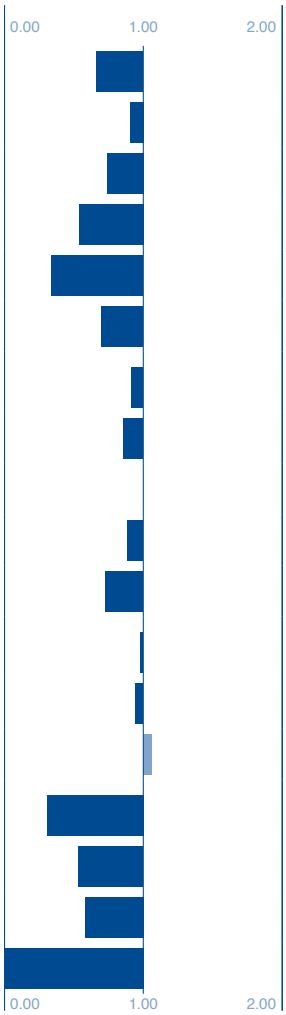
Uganda score
average score

	2006 score		2020 score	
Global Gender Gap Index	**47**	**0.680**	**65**	**0.717**
Economic participation and opportunity	28	0.677	82	0.663
Educational attainment	98	0.859	129	0.914
Health and survival	60	0.976	1	0.980
Political empowerment	22	0.207	35	0.309

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**82**	**0.663**	**0.582**			
Labour force participation rate, %	34	0.906	0.661	68.5	75.6	0.91
Wage equality for similar work, 1-7 (best)	23	0.740	0.613	–	–	5.18
Estimated earned income, int'l $ 1,000	109	0.537	0.499	1.4	2.6	0.54
Legislators, senior officials and managers, %	106	0.339	0.356	25.3	74.7	0.34
Professional and technical workers, %	109	0.698	0.756	41.1	58.9	0.70
Educational attainment	**129**	**0.914**	**0.954**			
Literacy rate, %	122	0.857	0.899	70.8	82.7	0.86
Enrolment in primary education, %	1	1.000	0.757	96.9	94.1	1.03
Enrolment in secondary education, %	136	0.886	0.954	21.0	23.7	0.89
Enrolment in tertiary education, %	125	0.730	0.931	4.1	5.6	0.73
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	56.9	52.9	1.08
Political empowerment	**35**	**0.309**	**0.239**			
Women in parliament , %	32	0.535	0.298	34.9	65.1	0.54
Women in ministerial positions, %	21	0.580	0.255	36.7	63.3	0.58
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.717 / 65 UGA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	28.12
GDP per capita, constant '11, intl. $ 1000	–	–	2.22
Total population, million people	21.70	21.03	42.70
Population growth rate, %	3.53	3.68	3.61
Population sex ratio (female/male), female/male ratio	49.22	50.78	0.97

Work participation and leadership	female	male	value
Labour force, million people	4.36	5.43	0.45
Unemployed adults, % of labour force (15-64)	11.40	8.23	1.39
Workers employed part-time, % of employed people	46.92	38.38	1.22
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.90
Gender parity in tech roles, 1-7 (best)	–	–	3.04
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	10.20	89.80	0.11
Firms with female top managers, % firms	15.40	84.60	0.18

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.75
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1962
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	5.01
Women's unmet demand for family planning, % women 15-49	–	–	29.60
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	22.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

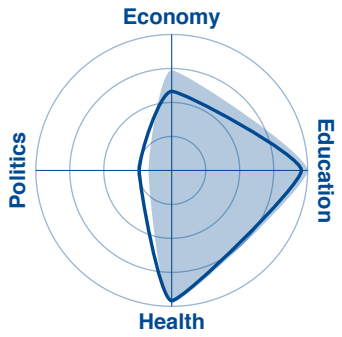
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	375
Prevalence of gender violence in lifetime, % women	–	–	49.9
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	74.20
Antenatal care, at least four visits, % women 15-49	–	–	62.80

Ukraine

rank
out of 153 countries **59**

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



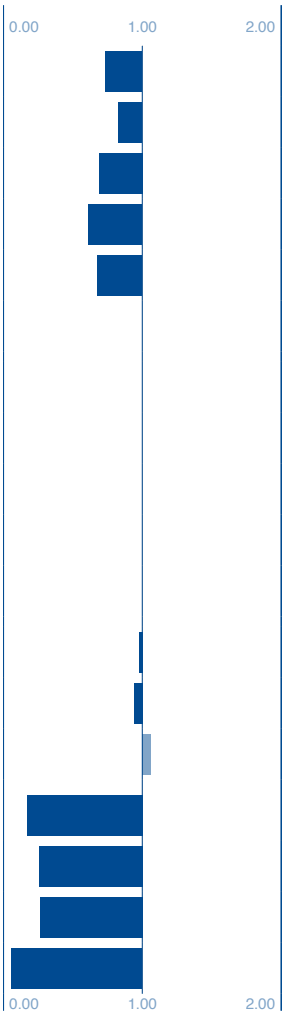
Ukraine score
average score

	2006 score		2020 score	
Global Gender Gap Index	**48**	**0.680**	**59**	**0.721**
Economic participation and opportunity	24	0.691	39	0.737
Educational attainment	25	0.998	26	1.000
Health and survival	1	0.980	52	0.978
Political empowerment	97	0.050	83	0.171

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**39**	**0.737**	**0.582**			
Labour force participation rate, %	72	0.830	0.661	60.5	72.9	0.83
Wage equality for similar work, 1-7 (best)	55	0.690	0.613	–	–	4.83
Estimated earned income, int'l $ 1,000	78	0.612	0.499	5.8	9.5	0.61
Legislators, senior officials and managers, %	24	0.679	0.356	40.4	59.6	0.68
Professional and technical workers, %	1	1.000	0.756	62.6	37.4	1.68
Educational attainment	**26**	**1.000**	**0.954**			
Literacy rate, %	50	1.000	0.899	100.0	100.0	1.00
Enrolment in primary education, %	1	1.000	0.757	92.7	90.7	1.02
Enrolment in secondary education, %	1	1.000	0.954	86.1	85.3	1.01
Enrolment in tertiary education, %	1	1.000	0.931	88.8	76.8	1.16
Health and survival	**52**	**0.978**	**0.958**			
Sex ratio at birth, %	124	0.942	0.925	–	–	0.94
Healthy life expectancy, years	1	1.060	1.034	67.6	60.3	1.12
Political empowerment	**83**	**0.171**	**0.239**			
Women in parliament , %	88	0.258	0.298	20.5	79.5	0.26
Women in ministerial positions, %	82	0.263	0.255	20.8	79.2	0.26
Years with female/male head of state (last 50)	42	0.060	0.190	2.8	47.2	0.06

distance to parity



0.721 / 59 UKR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	130.9
GDP per capita, constant '11, intl. $ 1000	–	–	8.25
Total population, million people	23.75	20.49	44.20
Population growth rate, %	-0.59	-0.55	-0.57
Population sex ratio (female/male), female/male ratio	46.31	53.69	0.86

Work participation and leadership	female	male	value
Labour force, million people	8.21	9.08	0.47
Unemployed adults, % of labour force (15-64)	7.73	10.38	0.74
Workers employed part-time, % of employed people	19.59	11.26	1.74
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.68
Gender parity in tech roles, 1-7 (best)	–	–	3.46
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	12.90	87.10	0.15
Firms with female top managers, % firms	18.80	81.20	0.23

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	1
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.6
Average number of children per woman	n/a	n/a	1.44
Women's unmet demand for family planning, % women 15-49	–	–	4.90
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	7.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

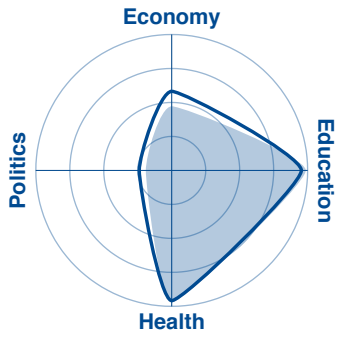
Education and skills	female	male	value
STEMS, attainment %	13.70	38.40	0.36
Agri., Forestry, Fisheries & Veterinary, attainment %	2.43	5.61	0.43
Arts & Humanities, attainment %	10.71	3.57	3.00
Business, Admin. & Law, attainment %	31.61	24.72	1.28
Education, attainment %	13.52	4.69	2.88
Engineering, Manuf. & Construction, attainment %	7.99	26.82	0.30
Health & Welfare, attainment %	13.02	4.23	3.08
Information & Comm. Technologies, attainment %	1.53	8.20	0.19
Natural Sci., Mathematics & Statistics, attainment %	4.18	3.38	1.24
Services, attainment %	4.91	13.00	0.38
Social Sci., Journalism & Information, attainment %	7.65	3.20	2.39
Vocational training, attainment %	3.31	5.50	0.60
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	13.2
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	–	–	85.60

United Arab Emirates

rank
out of 153 countries
120

score
0.00 = imparity
1.00 = parity
0.655

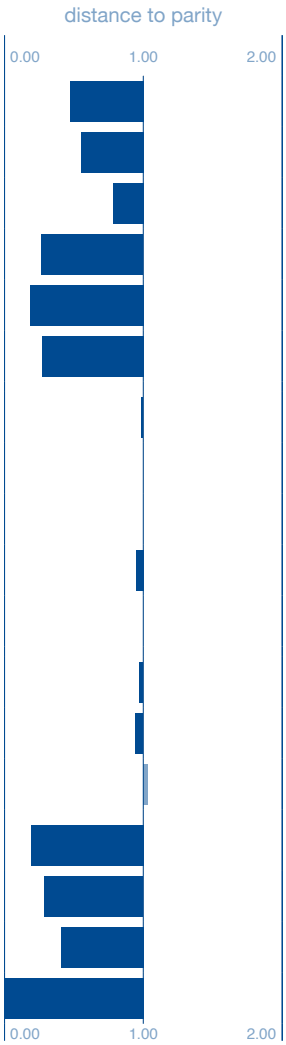


United Arab Emirates score
average score

	2006 score		2020 score	
Global Gender Gap Index	**101**	**0.592**	**120**	**0.655**
Economic participation and opportunity	109	0.403	137	0.472
Educational attainment	61	0.986	89	0.987
Health and survival	100	0.964	94	0.972
Political empowerment	112	0.015	75	0.191

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**137**	**0.472**	**0.582**			
Labour force participation rate, %	129	0.553	0.661	52.0	94.1	0.55
Wage equality for similar work, 1-7 (best)	10	0.781	0.613	–	–	5.47
Estimated earned income, int'l $ 1,000	137	0.268	0.499	19.3	72.2	0.27
Legislators, senior officials and managers, %	128	0.187	0.356	15.8	84.2	0.19
Professional and technical workers, %	144	0.270	0.756	21.2	78.8	0.27
Educational attainment	**89**	**0.987**	**0.954**			
Literacy rate, %	1	1.000	0.899	91.5	89.5	1.02
Enrolment in primary education, %	1	1.000	0.757	86.8	84.4	1.03
Enrolment in secondary education, %	130	0.949	0.954	90.3	95.2	0.95
Enrolment in tertiary education, %	n/a	-	0.931	–	–	-
Health and survival	**94**	**0.972**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	105	1.035	1.034	68.3	66.0	1.03
Political empowerment	**75**	**0.191**	**0.239**			
Women in parliament , %	74	0.290	0.298	22.5	77.5	0.29
Women in ministerial positions, %	42	0.408	0.255	29.0	71.0	0.41
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.655 / 120 ARE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	414.2
GDP per capita, constant '11, intl. $ 1000	–	–	61.51
Total population, million people	2.95	6.68	9.60
Population growth rate, %	1.80	1.29	1.45
Population sex ratio (female/male), female/male ratio	69.36	30.64	2.26

Work participation and leadership	female	male	value
Labour force, million people	1.44	5.91	0.20
Unemployed adults, % of labour force (15-64)	5.94	1.34	4.43
Workers employed part-time, % of employed people	4.10	1.93	2.12
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.51
Gender parity in tech roles, 1-7 (best)	–	–	5.11
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	2006
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.7
Average number of children per woman	n/a	n/a	1.42
Women's unmet demand for family planning, % women 15-49	–	–	18.00
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	6.80
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

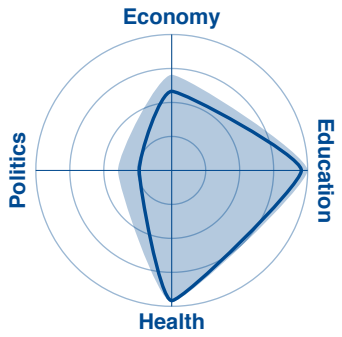
Education and skills	female	male	value
STEMS, attainment %	22.21	33.67	0.66
Agri., Forestry, Fisheries & Veterinary, attainment %	0.19	0.05	3.95
Arts & Humanities, attainment %	9.93	2.29	4.34
Business, Admin. & Law, attainment %	40.05	56.63	0.71
Education, attainment %	4.95	0.49	10.06
Engineering, Manuf. & Construction, attainment %	12.68	27.31	0.46
Health & Welfare, attainment %	11.00	2.76	3.99
Information & Comm. Technologies, attainment %	6.80	5.89	1.16
Natural Sci., Mathematics & Statistics, attainment %	2.73	0.48	5.68
Services, attainment %	0.89	0.53	1.66
Social Sci., Journalism & Information, attainment %	10.71	3.36	3.19
Vocational training, attainment %	0.47	0.45	1.05
PhD graduates, attainment %	0.47	0.84	0.55

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	3
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.90
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

United Kingdom

rank 21
out of 153 countries

score 0.767
0.00 = imparity
1.00 = parity

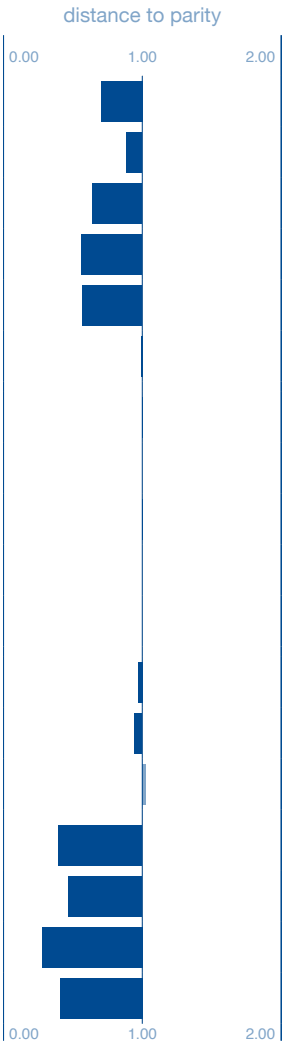


United Kingdom score
average score

	2006 score		2020 score	
Global Gender Gap Index	**9**	**0.736**	**21**	**0.767**
Economic participation and opportunity	37	0.664	58	0.704
Educational attainment	1	1.000	38	0.999
Health and survival	63	0.974	112	0.970
Political empowerment	12	0.307	20	0.396

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**58**	**0.704**	**0.582**			
Labour force participation rate, %	49	0.886	0.661	72.8	82.2	0.89
Wage equality for similar work, 1-7 (best)	76	0.642	0.613	–	–	4.49
Estimated earned income, int'l $ 1,000	102	0.562	0.499	29.1	51.8	0.56
Legislators, senior officials and managers, %	47	0.569	0.356	36.3	63.7	0.57
Professional and technical workers, %	71	0.990	0.756	49.8	50.3	0.99
Educational attainment	**38**	**0.999**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	88	0.997	0.757	99.4	99.6	1.00
Enrolment in secondary education, %	1	1.000	0.954	97.2	97.0	1.00
Enrolment in tertiary education, %	1	1.000	0.931	69.4	51.0	1.36
Health and survival	**112**	**0.970**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	123	1.028	1.034	72.9	70.9	1.03
Political empowerment	**20**	**0.396**	**0.239**			
Women in parliament , %	36	0.471	0.298	32.0	68.0	0.47
Women in ministerial positions, %	76	0.277	0.255	21.7	78.3	0.28
Years with female/male head of state (last 50)	7	0.410	0.190	14.5	35.5	0.41



0.767 / 21 GBR

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	2.28k
GDP per capita, constant '11, intl. $ 1000	–	–	40.64
Total population, million people	34.00	33.14	67.10
Population growth rate, %	0.53	0.62	0.58
Population sex ratio (female/male), female/male ratio	49.36	50.64	0.97

Work participation and leadership	female	male	value
Labour force, million people	15.34	17.10	0.47
Unemployed adults, % of labour force (15-64)	4.03	4.16	0.97
Workers employed part-time, % of employed people	37.00	11.50	3.22
Gender pay gap (OECD only), %	–	–	16.40
Proportion of unpaid work per day, female/male ratio	12.65	6.97	1.82
Advancement of women to leadership roles, 1-7 (best)	–	–	4.82
Gender parity in tech roles, 1-7 (best)	–	–	5.11
Boards of listed companies,% board members	27.20	72.80	0.37
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1918
Number of female heads of state to date	n/a	n/a	3
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	26.36	73.64	0.36
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.4
Average number of children per woman	n/a	n/a	1.75
Women's unmet demand for family planning, % women 15-49	–	–	6.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	3.00
Length of maternity/paternity leave (days), weeks	39.00	2.00	0.05
Wages paid during maternity/paternity leave, % annual gross wage	30.09	19.20	1.57

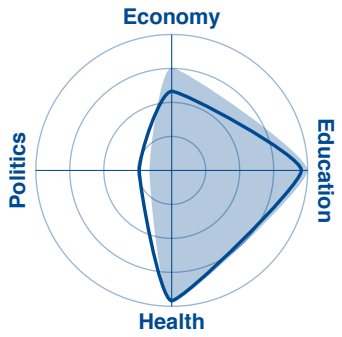
Education and skills	female	male	value
STEMS, attainment %	17.53	38.08	0.46
Agri., Forestry, Fisheries & Veterinary, attainment %	1.11	0.80	1.39
Arts & Humanities, attainment %	17.00	13.18	1.29
Business, Admin. & Law, attainment %	20.69	23.85	0.87
Education, attainment %	12.27	5.22	2.35
Engineering, Manuf. & Construction, attainment %	3.75	16.35	0.23
Health & Welfare, attainment %	17.70	7.73	2.29
Information & Comm. Technologies, attainment %	1.23	6.82	0.18
Natural Sci., Mathematics & Statistics, attainment %	12.55	14.91	0.84
Services, attainment %	0.06	0.10	0.55
Social Sci., Journalism & Information, attainment %	12.97	10.44	1.24
Vocational training, attainment %	18.11	20.47	0.88
PhD graduates, attainment %	0.82	1.19	0.69

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	7
Prevalence of gender violence in lifetime, % women	–	–	29.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	99.00
Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a

United States

rank 53
out of 153 countries

score 0.724
0.00 = imparity
1.00 = parity

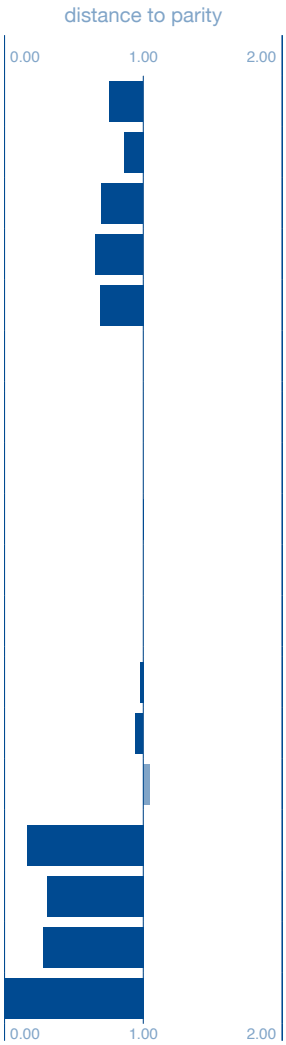


United States score
average score

	2006 score		2020 score	
Global Gender Gap Index	**23**	**0.704**	**53**	**0.724**
Economic participation and opportunity	3	0.759	26	0.756
Educational attainment	66	0.982	34	1.000
Health and survival	1	0.980	70	0.976
Political empowerment	66	0.097	86	0.164

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**26**	**0.756**	**0.582**			
Labour force participation rate, %	61	0.860	0.661	66.8	77.7	0.86
Wage equality for similar work, 1-7 (best)	47	0.699	0.613	–	–	4.90
Estimated earned income, int'l $ 1,000	60	0.656	0.499	39.3	59.9	0.66
Legislators, senior officials and managers, %	22	0.688	0.356	40.7	59.3	0.69
Professional and technical workers, %	1	1.000	0.756	52.9	47.1	1.12
Educational attainment	**34**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	99.0	1.00
Enrolment in primary education, %	78	0.999	0.757	94.6	94.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	93.0	91.9	1.01
Enrolment in tertiary education, %	1	1.000	0.931	102.0	75.0	1.36
Health and survival	**70**	**0.976**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.96
Healthy life expectancy, years	82	1.048	1.034	70.1	66.9	1.05
Political empowerment	**86**	**0.164**	**0.239**			
Women in parliament , %	67	0.308	0.298	23.6	76.4	0.31
Women in ministerial positions, %	76	0.277	0.255	21.7	78.3	0.28
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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USA

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	20.6k
GDP per capita, constant '11, intl. $ 1000	–	–	55.86
Total population, million people	165.2	161.8	327.1
Population growth rate, %	0.60	0.60	0.60
Population sex ratio (female/male), female/male ratio	49.48	50.52	0.98

Work participation and leadership	female	male	value
Labour force, million people	71.47	80.57	0.47
Unemployed adults, % of labour force (15-64)	3.87	4.00	0.97
Workers employed part-time, % of employed people	27.99	16.46	1.70
Gender pay gap (OECD only), %	–	–	18.20
Proportion of unpaid work per day, female/male ratio	15.42	9.88	1.56
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25
Gender parity in tech roles, 1-7 (best)	–	–	6.02
Boards of listed companies,% board members	21.70	78.30	0.28
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1920
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	25.00	75.00	0.33
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.3
Average number of children per woman	n/a	n/a	1.78
Women's unmet demand for family planning, % women 15-49	–	–	9.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	2.10
Length of maternity/paternity leave (days), weeks	0.00	0.00	0.00
Wages paid during maternity/paternity leave, % annual gross wage	0.00	0.00	0.00

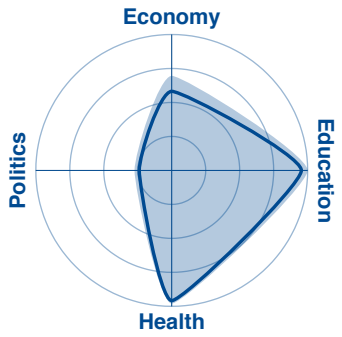
Education and skills	female	male	value
STEMS, attainment %	10.43	28.44	0.37
Agri., Forestry, Fisheries & Veterinary, attainment %	0.79	1.02	0.77
Arts & Humanities, attainment %	20.20	18.88	1.07
Business, Admin. & Law, attainment %	16.69	22.97	0.73
Education, attainment %	9.04	3.54	2.56
Engineering, Manuf. & Construction, attainment %	2.42	13.25	0.18
Health & Welfare, attainment %	23.71	7.61	3.12
Information & Comm. Technologies, attainment %	1.53	6.95	0.22
Natural Sci., Mathematics & Statistics, attainment %	6.47	8.24	0.79
Services, attainment %	5.72	7.50	0.76
Social Sci., Journalism & Information, attainment %	13.43	10.04	1.34
Vocational training, attainment %	1.51	1.06	1.43
PhD graduates, attainment %	1.64	2.45	0.67

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	19
Prevalence of gender violence in lifetime, % women	–	–	35.6
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.10
Antenatal care, at least four visits, % women 15-49	–	–	96.60

Uruguay

rank
out of 153 countries **37**

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

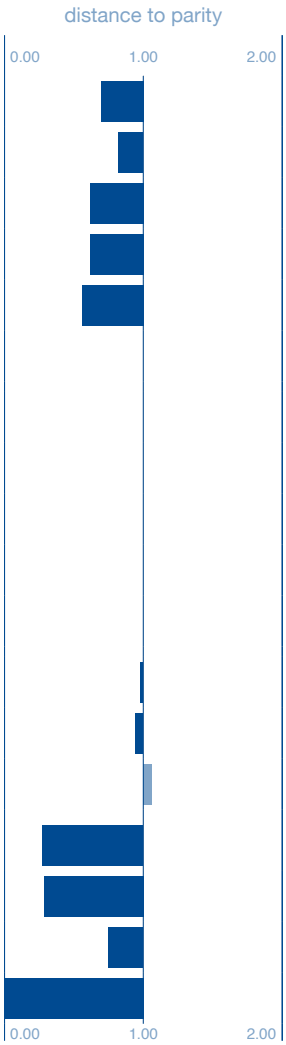


Uruguay score
average score

	2006 score		2020 score	
Global Gender Gap Index	**66**	**0.655**	**37**	**0.737**
Economic participation and opportunity	60	0.611	64	0.696
Educational attainment	47	0.991	28	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	103	0.039	42	0.274

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**64**	**0.696**	**0.582**			
Labour force participation rate, %	74	0.823	0.661	68.4	83.1	0.82
Wage equality for similar work, 1-7 (best)	92	0.617	0.613	–	–	4.32
Estimated earned income, int'l $ 1,000	75	0.616	0.499	16.1	26.1	0.62
Legislators, senior officials and managers, %	52	0.561	0.356	35.9	64.1	0.56
Professional and technical workers, %	1	1.000	0.756	53.4	46.6	1.14
Educational attainment	**28**	**1.000**	**0.954**			
Literacy rate, %	1	1.000	0.899	99.0	98.4	1.01
Enrolment in primary education, %	74	1.000	0.757	96.6	96.7	1.00
Enrolment in secondary education, %	1	1.000	0.954	91.1	85.4	1.07
Enrolment in tertiary education, %	1	1.000	0.931	58.0	34.5	1.68
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	71.2	65.8	1.08
Political empowerment	**42**	**0.274**	**0.239**			
Women in parliament , %	76	0.286	0.298	22.2	77.8	0.29
Women in ministerial positions, %	12	0.751	0.255	42.9	57.1	0.75
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



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SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	59.65
GDP per capita, constant '11, intl. $ 1000	–	–	20.58
Total population, million people	1.78	1.67	3.40
Population growth rate, %	0.33	0.40	0.36
Population sex ratio (female/male), female/male ratio	48.28	51.72	0.93

Work participation and leadership	female	male	value
Labour force, million people	0.79	0.92	0.46
Unemployed adults, % of labour force (15-64)	10.34	7.06	1.46
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	19.87	8.38	2.37
Advancement of women to leadership roles, 1-7 (best)	–	–	4.32
Gender parity in tech roles, 1-7 (best)	–	–	3.89
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	11.60	88.40	0.13
Firms with female top managers, % firms	10.60	89.40	0.12

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1932
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	25.81	74.19	0.35
Right to equal justice, 0-1 (worst)	–	–	0.25
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.8
Average number of children per woman	n/a	n/a	1.98
Women's unmet demand for family planning, % women 15-49	–	–	7.00
Right to divorce, 0-1 (worst)	–	–	0.00
Child marriage, % women 15-19	–	–	12.00
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

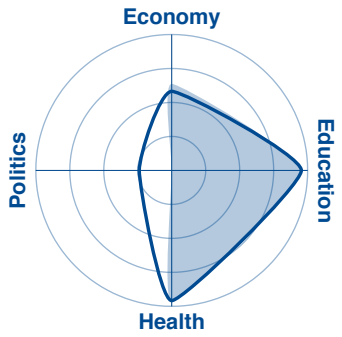
Education and skills	female	male	value
STEMS, attainment %	12.19	26.40	0.46
Agri., Forestry, Fisheries & Veterinary, attainment %	2.33	6.01	0.39
Arts & Humanities, attainment %	3.84	3.65	1.05
Business, Admin. & Law, attainment %	24.53	24.77	0.99
Education, attainment %	18.28	5.54	3.30
Engineering, Manuf. & Construction, attainment %	8.17	16.35	0.50
Health & Welfare, attainment %	22.67	11.16	2.03
Information & Comm. Technologies, attainment %	1.00	7.92	0.13
Natural Sci., Mathematics & Statistics, attainment %	3.02	2.13	1.42
Services, attainment %	3.54	15.06	0.23
Social Sci., Journalism & Information, attainment %	12.62	7.40	1.70
Vocational training, attainment %	8.60	12.80	0.67
PhD graduates, attainment %	0.06	0.06	1.03

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	17
Prevalence of gender violence in lifetime, % women	–	–	14.8
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	99.70
Antenatal care, at least four visits, % women 15-49	–	–	76.80

Vanuatu

rank
out of 153 countries
126

score
0.00 = imparity
1.00 = parity
0.638

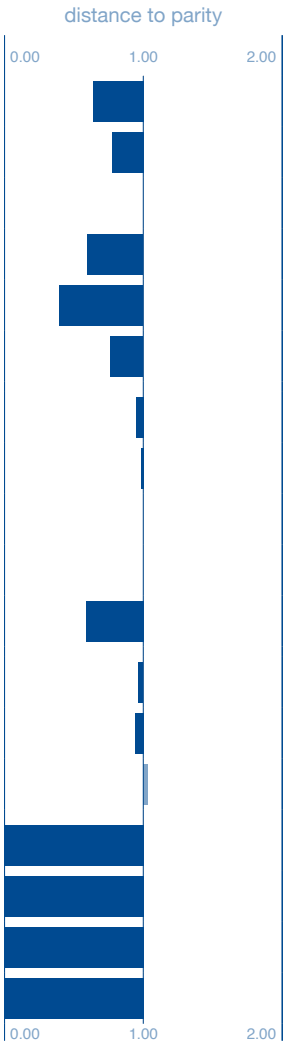


Vanuatu score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**126**	**0.638**
Economic participation and opportunity	n/a	-	98	0.637
Educational attainment	n/a	-	121	0.947
Health and survival	n/a	-	128	0.967
Political empowerment	n/a	-	152	0.000

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**98**	**0.637**	**0.582**			
Labour force participation rate, %	87	0.776	0.661	62.4	80.4	0.78
Wage equality for similar work, 1-7 (best)	n/a	-	0.613	–	–	–
Estimated earned income, int'l $ 1,000	86	0.600	0.499	1.9	3.1	0.60
Legislators, senior officials and managers, %	93	0.399	0.356	28.5	71.5	0.40
Professional and technical workers, %	104	0.764	0.756	43.3	56.7	0.76
Educational attainment	**121**	**0.947**	**0.954**			
Literacy rate, %	83	0.982	0.899	86.7	88.3	0.98
Enrolment in primary education, %	1	1.000	0.757	80.6	79.1	1.02
Enrolment in secondary education, %	1	1.000	0.954	49.8	48.1	1.04
Enrolment in tertiary education, %	135	0.589	0.931	3.5	5.9	0.59
Health and survival	**128**	**0.967**	**0.958**			
Sex ratio at birth, %	130	0.939	0.925	–	–	0.94
Healthy life expectancy, years	120	1.029	1.034	63.7	61.9	1.03
Political empowerment	**152**	**0.000**	**0.239**			
Women in parliament , %	152	0.000	0.298	0.0	100.0	0.00
Women in ministerial positions, %	145	0.000	0.255	0.0	100.0	0.00
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.638 / 126 VUT

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	0.93
GDP per capita, constant '11, intl. $ 1000	–	–	2.54
Total population, million people	0.14	0.15	0.30
Population growth rate, %	2.49	2.44	2.46
Population sex ratio (female/male), female/male ratio	50.71	49.29	1.03

Work participation and leadership	female	male	value
Labour force, million people	0.04	0.05	0.44
Unemployed adults, % of labour force (15-64)	5.37	4.33	1.24
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	n/a	n/a	n/a

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	n/a	n/a	n/a
Women's access to land use, control & ownership, 0-1 (worst)	n/a	n/a	n/a
Women's access to non-land assets use, control & ownership, 0-1 (worst)	n/a	n/a	n/a

Civil and political freedom	female	male	value
Year women received right to vote	–	–	0
Number of female heads of state to date	n/a	n/a	n/a
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	n/a	n/a	n/a
Right to travel outside the country, 0-1 (worst)	n/a	n/a	n/a

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	29.3
Average number of children per woman	n/a	n/a	3.80
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a
Right to divorce, 0-1 (worst)	n/a	n/a	n/a
Child marriage, % women 15-19	n/a	n/a	n/a
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

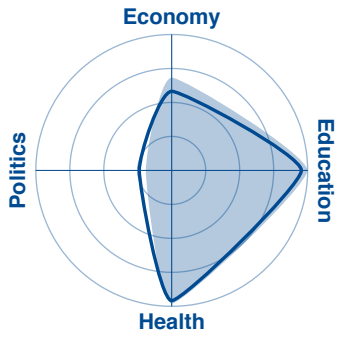
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.67	0.69	0.97
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	72
Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	n/a	n/a	n/a
Births attended by skilled personnel, % live births	–	–	89.40
Antenatal care, at least four visits, % women 15-49	–	–	51.80

Venezuela

rank
out of 153 countries **67**

score
0.00 = imparity
1.00 = parity **0.713**



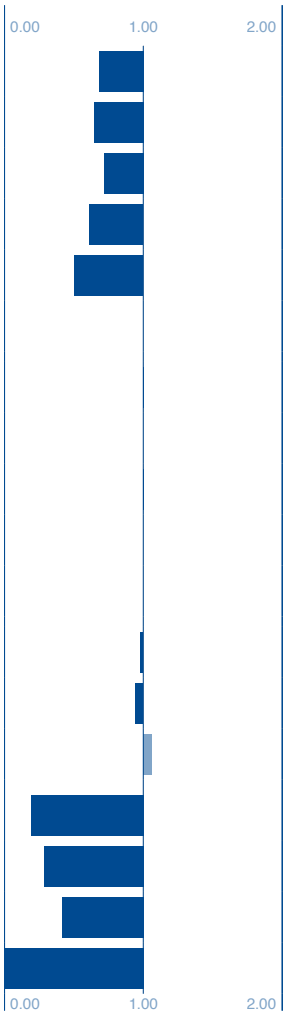
Venezuela score
average score

	2006 score		2020 score	
Global Gender Gap Index	**57**	**0.666**	**67**	**0.713**
Economic participation and opportunity	66	0.600	69	0.683
Educational attainment	62	0.986	41	0.998
Health and survival	71	0.973	1	0.980
Political empowerment	57	0.107	74	0.191

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**69**	**0.683**	**0.582**			
Labour force participation rate, %	116	0.644	0.661	52.0	80.7	0.64
Wage equality for similar work, 1-7 (best)	31	0.719	0.613	–	–	5.03
Estimated earned income, int'l $ 1,000	76	0.614	0.499	13.7	22.3	0.61
Legislators, senior officials and managers, %	69	0.505	0.356	33.6	66.4	0.51
Professional and technical workers, %	1	1.000	0.756	64.3	35.7	1.80
Educational attainment	**41**	**0.998**	**0.954**			
Literacy rate, %	1	1.000	0.899	97.2	97.0	1.00
Enrolment in primary education, %	89	0.997	0.757	87.2	87.5	1.00
Enrolment in secondary education, %	1	1.000	0.954	76.8	69.8	1.10
Enrolment in tertiary education, %	1	1.000	0.931	100.3	59.4	1.69
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	70.0	62.5	1.12
Political empowerment	**74**	**0.191**	**0.239**			
Women in parliament , %	77	0.285	0.298	22.2	77.8	0.28
Women in ministerial positions, %	38	0.416	0.255	29.4	70.6	0.42
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.713 / 67 VEN

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	98.44
GDP per capita, constant '11, intl. $ 1000	–	–	9.59
Total population, million people	14.63	14.26	28.90
Population growth rate, %	-1.07	-1.51	-1.29
Population sex ratio (female/male), female/male ratio	49.37	50.63	0.97

Work participation and leadership	female	male	value
Labour force, million people	5.10	7.74	0.40
Unemployed adults, % of labour force (15-64)	7.27	6.42	1.13
Workers employed part-time, % of employed people	20.96	8.73	2.40
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.49
Gender parity in tech roles, 1-7 (best)	–	–	3.08
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	n/a	n/a	n/a
Firms with female top managers, % firms	31.10	68.90	0.45

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	No
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	26.4
Average number of children per woman	n/a	n/a	2.28
Women's unmet demand for family planning, % women 15-49	–	–	11.00
Right to divorce, 0-1 (worst)	–	–	0.75
Child marriage, % women 15-19	–	–	16.40
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

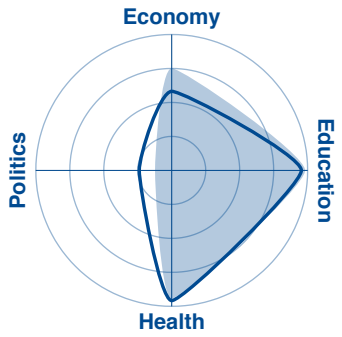
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	1.99	2.06	0.97
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	125
Prevalence of gender violence in lifetime, % women	–	–	n/a
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	95.40
Antenatal care, at least four visits, % women 15-49	–	–	89.60

Viet Nam

rank 87
out of 153 countries

score 0.700
0.00 = imparity
1.00 = parity

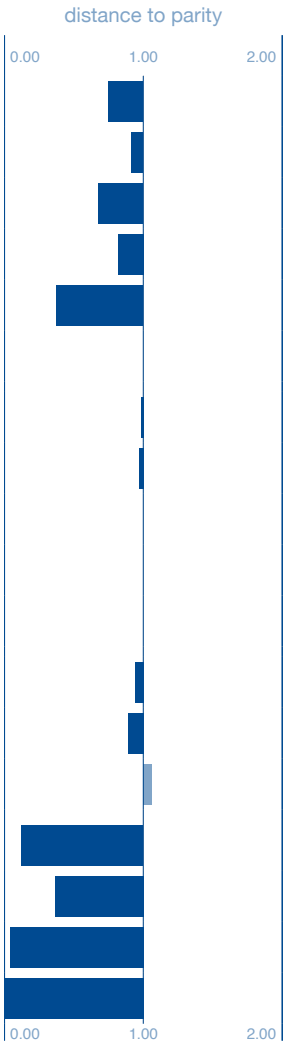


Viet Nam score
average score

	2006 score		2020 score	
Global Gender Gap Index	**n/a**	**-**	**87**	**0.700**
Economic participation and opportunity	n/a	-	31	0.751
Educational attainment	n/a	-	93	0.982
Health and survival	n/a	-	151	0.942
Political empowerment	n/a	-	110	0.123

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**31**	**0.751**	**0.582**			
Labour force participation rate, %	30	0.916	0.661	79.1	86.4	0.92
Wage equality for similar work, 1-7 (best)	62	0.678	0.613	–	–	4.74
Estimated earned income, int'l $ 1,000	8	0.820	0.499	6.0	7.3	0.82
Legislators, senior officials and managers, %	97	0.376	0.356	27.3	72.7	0.38
Professional and technical workers, %	1	1.000	0.756	54.6	45.4	1.20
Educational attainment	**93**	**0.982**	**0.954**			
Literacy rate, %	88	0.970	0.899	93.6	96.5	0.97
Enrolment in primary education, %	n/a	-	0.757	–	–	-
Enrolment in secondary education, %	n/a	-	0.954	–	–	-
Enrolment in tertiary education, %	1	1.000	0.931	31.7	25.5	1.24
Health and survival	**151**	**0.942**	**0.958**			
Sex ratio at birth, %	151	0.890	0.925	–	–	0.89
Healthy life expectancy, years	1	1.060	1.034	70.7	64.2	1.10
Political empowerment	**110**	**0.123**	**0.239**			
Women in parliament , %	56	0.365	0.298	26.7	73.3	0.36
Women in ministerial positions, %	141	0.042	0.255	4.0	96.0	0.04
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.700 / 87 VNM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	241.3
GDP per capita, constant '11, intl. $ 1000	–	–	6.68
Total population, million people	47.87	47.68	95.50
Population growth rate, %	0.93	0.99	0.96
Population sex ratio (female/male), female/male ratio	49.90	50.10	1.00

Work participation and leadership	female	male	value
Labour force, million people	25.37	27.74	0.48
Unemployed adults, % of labour force (15-64)	2.21	1.93	1.14
Workers employed part-time, % of employed people	21.18	15.48	1.37
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.31
Gender parity in tech roles, 1-7 (best)	–	–	3.64
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	19.30	80.70	0.24
Firms with female top managers, % firms	22.40	77.60	0.29

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1946
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	Yes
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.00
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	27.6
Average number of children per woman	n/a	n/a	2.06
Women's unmet demand for family planning, % women 15-49	–	–	6.60
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	10.30
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

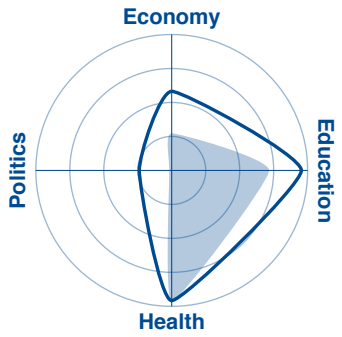
Education and skills	female	male	value
STEMS, attainment %	15.38	31.19	0.49
Agri., Forestry, Fisheries & Veterinary, attainment %	4.44	4.60	0.97
Arts & Humanities, attainment %	4.16	3.72	1.12
Business, Admin. & Law, attainment %	32.32	25.62	1.26
Education, attainment %	30.58	19.93	1.53
Engineering, Manuf. & Construction, attainment %	13.73	27.18	0.50
Health & Welfare, attainment %	6.58	5.39	1.22
Information & Comm. Technologies, attainment %	1.01	3.28	0.31
Natural Sci., Mathematics & Statistics, attainment %	0.64	0.73	0.88
Services, attainment %	2.30	5.18	0.44
Social Sci., Journalism & Information, attainment %	4.09	3.57	1.15
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	43
Prevalence of gender violence in lifetime, % women	–	–	34.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Births attended by skilled personnel, % live births	–	–	93.80
Antenatal care, at least four visits, % women 15-49	–	–	89.40

Yemen

rank
out of 153 countries **153**

score
0.00 = imparity
1.00 = parity **0.494**

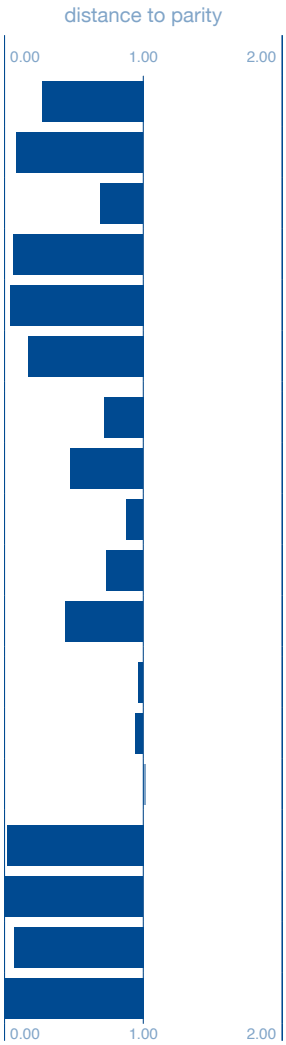


Yemen score
average score

	2006 score		2020 score	
Global Gender Gap Index	**115**	**0.459**	**153**	**0.494**
Economic participation and opportunity	114	0.253	151	0.273
Educational attainment	114	0.598	150	0.717
Health and survival	48	0.979	129	0.966
Political empowerment	113	0.008	151	0.018

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**151**	**0.273**	**0.582**			
Labour force participation rate, %	153	0.087	0.661	6.3	72.3	0.09
Wage equality for similar work, 1-7 (best)	54	0.691	0.613	–	–	4.84
Estimated earned income, int'l $ 1,000	152	0.067	0.499	0.5	7.1	0.07
Legislators, senior officials and managers, %	147	0.043	0.356	4.1	95.9	0.04
Professional and technical workers, %	147	0.171	0.756	14.6	85.4	0.17
Educational attainment	**150**	**0.717**	**0.954**			
Literacy rate, %	150	0.478	0.899	35.0	73.2	0.48
Enrolment in primary education, %	140	0.880	0.757	78.7	89.4	0.88
Enrolment in secondary education, %	147	0.735	0.954	40.2	54.7	0.73
Enrolment in tertiary education, %	143	0.440	0.931	6.2	14.0	0.44
Health and survival	**129**	**0.966**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	138	1.016	1.034	55.5	54.6	1.02
Political empowerment	**151**	**0.018**	**0.239**			
Women in parliament , %	151	0.003	0.298	0.3	99.7	0.00
Women in ministerial positions, %	132	0.070	0.255	6.5	93.5	0.07
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00



0.494 / 153 YEM

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	27.59
GDP per capita, constant '11, intl. $ 1000	–	–	2.00
Total population, million people	14.14	14.36	28.50
Population growth rate, %	2.34	2.31	2.33
Population sex ratio (female/male), female/male ratio	50.39	49.61	1.02

Work participation and leadership	female	male	value
Labour force, million people	0.39	4.32	0.08
Unemployed adults, % of labour force (15-64)	26.39	12.67	2.08
Workers employed part-time, % of employed people	2.14	1.05	2.04
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.26
Gender parity in tech roles, 1-7 (best)	–	–	2.17
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	0.60	99.40	0.01
Firms with female top managers, % firms	1.60	98.40	0.02

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1967
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	2.70	97.30	0.03
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	1.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	30.0
Average number of children per woman	n/a	n/a	3.84
Women's unmet demand for family planning, % women 15-49	–	–	28.70
Right to divorce, 0-1 (worst)	–	–	1.00
Child marriage, % women 15-19	–	–	17.20
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

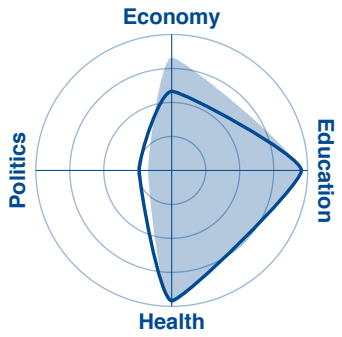
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	0.02	0.39	0.06
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	164
Prevalence of gender violence in lifetime, % women	–	–	67.0
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	44.70
Antenatal care, at least four visits, % women 15-49	–	–	25.10

Zambia

rank
out of 153 countries **45**

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



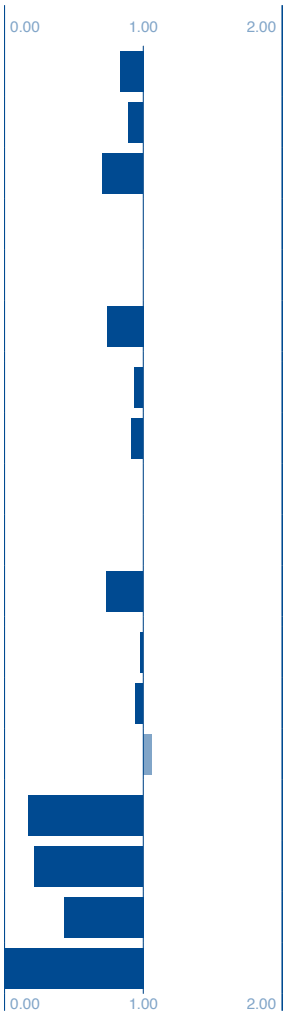
Zambia score
average score

	2006 score		2020 score	
Global Gender Gap Index	**85**	**0.636**	**45**	**0.731**
Economic participation and opportunity	64	0.602	7	0.831
Educational attainment	100	0.843	125	0.938
Health and survival	102	0.963	1	0.980
Political empowerment	43	0.135	80	0.174

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**7**	**0.831**	**0.582**			
Labour force participation rate, %	43	0.894	0.661	71.7	80.2	0.89
Wage equality for similar work, 1-7 (best)	42	0.707	0.613	–	–	4.95
Estimated earned income, int'l $ 1,000	1	1.000	0.499	3.8	3.7	1.02
Legislators, senior officials and managers, %	n/a	-	0.356	–	–	-
Professional and technical workers, %	106	0.740	0.756	42.5	57.5	0.74
Educational attainment	**125**	**0.938**	**0.954**			
Literacy rate, %	108	0.917	0.899	83.1	90.6	0.92
Enrolment in primary education, %	1	1.000	0.757	84.9	81.4	1.04
Enrolment in secondary education, %	n/a	-	0.954	–	–	-
Enrolment in tertiary education, %	123	0.737	0.931	3.5	4.8	0.74
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97
Healthy life expectancy, years	1	1.060	1.034	56.0	52.6	1.06
Political empowerment	**80**	**0.174**	**0.239**			
Women in parliament , %	101	0.219	0.298	18.0	82.0	0.22
Women in ministerial positions, %	37	0.429	0.255	30.0	70.0	0.43
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



0.731 / 45 ZMB

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	26.72
GDP per capita, constant '11, intl. $ 1000	–	–	3.66
Total population, million people	8.76	8.59	17.40
Population growth rate, %	2.93	2.94	2.94
Population sex ratio (female/male), female/male ratio	49.51	50.49	0.98

Work participation and leadership	female	male	value
Labour force, million people	1.29	1.89	0.40
Unemployed adults, % of labour force (15-64)	12.97	11.08	1.17
Workers employed part-time, % of employed people	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.48
Gender parity in tech roles, 1-7 (best)	–	–	2.95
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	19.00	81.00	0.23
Firms with female top managers, % firms	23.80	76.20	0.31

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1962
Number of female heads of state to date	n/a	n/a	n/a
Election list quotas for women, national, yes/no	n/a	n/a	n/a
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a
Seats held in upper house,% total seats	n/a	n/a	n/a
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.75

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.8
Average number of children per woman	n/a	n/a	4.66
Women's unmet demand for family planning, % women 15-49	–	–	21.10
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	18.60
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

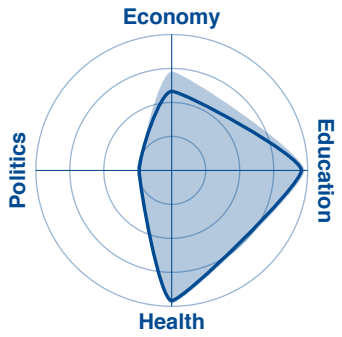
Education and skills	female	male	value
STEMS, attainment %	n/a	n/a	n/a
Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Arts & Humanities, attainment %	n/a	n/a	n/a
Business, Admin. & Law, attainment %	n/a	n/a	n/a
Education, attainment %	n/a	n/a	n/a
Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Health & Welfare, attainment %	n/a	n/a	n/a
Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Services, attainment %	n/a	n/a	n/a
Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	n/a	n/a	n/a

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	213
Prevalence of gender violence in lifetime, % women	–	–	42.7
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Births attended by skilled personnel, % live births	–	–	63.30
Antenatal care, at least four visits, % women 15-49	–	–	50.70

Zimbabwe

rank
out of 153 countries **47**

score
0.00 = imparity
1.00 = parity **0.730**



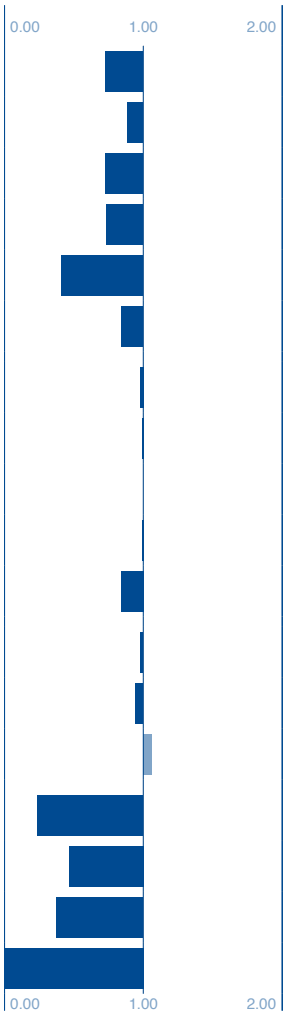
Zimbabwe score
average score

	2006 score		2020 score	
Global Gender Gap Index	**76**	**0.646**	**47**	**0.730**
Economic participation and opportunity	62	0.606	45	0.728
Educational attainment	87	0.920	98	0.977
Health and survival	108	0.957	1	0.980
Political empowerment	62	0.102	54	0.238

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**45**	**0.728**	**0.582**			
Labour force participation rate, %	50	0.885	0.661	79.5	89.8	0.89
Wage equality for similar work, 1-7 (best)	27	0.727	0.613	–	–	5.09
Estimated earned income, int'l $ 1,000	25	0.736	0.499	1.9	2.5	0.73
Legislators, senior officials and managers, %	90	0.411	0.356	29.1	70.9	0.41
Professional and technical workers, %	100	0.844	0.756	45.8	54.2	0.84
Educational attainment	**98**	**0.977**	**0.954**			
Literacy rate, %	71	0.990	0.899	88.3	89.2	0.99
Enrolment in primary education, %	1	1.000	0.757	89.4	88.5	1.01
Enrolment in secondary education, %	111	0.991	0.954	48.5	49.0	0.99
Enrolment in tertiary education, %	115	0.840	0.931	9.2	10.9	0.84
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.98
Healthy life expectancy, years	1	1.060	1.034	55.9	52.7	1.06
Political empowerment	**54**	**0.238**	**0.239**			
Women in parliament , %	37	0.467	0.298	31.9	68.2	0.47
Women in ministerial positions, %	49	0.376	0.255	27.3	72.7	0.38
Years with female/male head of state (last 50)	73	0.000	0.190	0.0	50.0	0.00

distance to parity



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ZWE

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value
GDP, US$ billions	–	–	21.00
GDP per capita, constant '11, intl. $ 1000	–	–	2.58
Total population, million people	7.56	6.88	14.40
Population growth rate, %	1.35	1.52	1.43
Population sex ratio (female/male), female/male ratio	47.64	52.36	0.91

Work participation and leadership	female	male	value
Labour force, million people	3.49	3.11	0.53
Unemployed adults, % of labour force (15-64)	15.69	7.62	2.06
Workers employed part-time, % of employed people	70.12	52.07	1.35
Gender pay gap (OECD only), %	–	–	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.28
Gender parity in tech roles, 1-7 (best)	–	–	2.87
Boards of listed companies,% board members	n/a	n/a	n/a
Firms with female majority ownership, % firms	13.90	86.10	0.16
Firms with female top managers, % firms	16.30	83.70	0.19

Access to finance	female	male	value
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25

Civil and political freedom	female	male	value
Year women received right to vote	–	–	1919
Number of female heads of state to date	n/a	n/a	0
Election list quotas for women, national, yes/no	n/a	n/a	No
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes
Seats held in upper house,% total seats	43.75	56.25	0.78
Right to equal justice, 0-1 (worst)	–	–	0.75
Right to travel outside the country, 0-1 (worst)	–	–	0.00

Family and care	female	male	value
Mean age of women at birth of first child	n/a	n/a	28.2
Average number of children per woman	n/a	n/a	3.63
Women's unmet demand for family planning, % women 15-49	–	–	10.40
Right to divorce, 0-1 (worst)	–	–	0.25
Child marriage, % women 15-19	–	–	22.90
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a

Education and skills	female	male	value
STEMS, attainment %	20.95	36.81	0.57
Agri., Forestry, Fisheries & Veterinary, attainment %	4.08	2.80	1.46
Arts & Humanities, attainment %	8.00	6.62	1.21
Business, Admin. & Law, attainment %	33.57	22.20	1.51
Education, attainment %	9.73	10.19	0.95
Engineering, Manuf. & Construction, attainment %	9.02	24.91	0.36
Health & Welfare, attainment %	2.10	3.35	0.63
Information & Comm. Technologies, attainment %	9.37	7.78	1.20
Natural Sci., Mathematics & Statistics, attainment %	2.56	4.13	0.62
Services, attainment %	2.32	0.81	2.85
Social Sci., Journalism & Information, attainment %	16.20	13.70	1.18
Vocational training, attainment %	n/a	n/a	n/a
PhD graduates, attainment %	0.02	0.05	0.49

Health	female	male	value
Maternal mortality, deaths per 100,000 live births	–	–	458
Prevalence of gender violence in lifetime, % women	–	–	35.4
Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Births attended by skilled personnel, % live births	–	–	78.10
Antenatal care, at least four visits, % women 15-49	–	–	75.70

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