

## GENDER EQUITY: The governments of the world agreed on...

### Gender and education

"Discrimination against women, denying or limiting as it does their equality of rights with men, is fundamentally unjust and constitutes an offence against human dignity."

Declaration on the Elimination of Discrimination against Women, Article 1, 1967.

"We are convinced that... women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace."

Conference on Women - Beijing Platform for Action, Paragraph 13, 1995.

#### HUMAN RIGHTS

The right to non discrimination on the basis of sex is enshrined in:

UDHR - Art. 2 & 26 CEDAW - Art. 7, 10 & 11  
CESCR - Art. 3 & 7 CRC - Art. 29

#### INTERNATIONAL COMMITMENTS

Gender equity is considered in:

Millennium Development Goals - Goal 3  
World Summit for Social Development  
Fourth World Conference on Women - Beijing Platform for Action - Critical Areas of Concern

	LITERACY RATIO GAP (WOMEN/MEN)			NET PRIMARY ENROLMENT RATIO GAP (WOMEN/MEN)			NET SECONDARY ENROLMENT RATIO GAP (WOMEN/MEN)			GROSS TERTIARY ENROLMENT RATIO GAP (WOMEN/MEN)		
	1995*	2005	Progress or regression	Initial data*	2001/2002	Progress or regression	Initial data*	2001/2002	Progress or regression	1995*	2001/2002	Progress or regression
<b>Countries in better situation</b>												
Albania	0.96	0.98	▬	1.03 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.03 <sup>I</sup>	1.03 <sup>L</sup>	▬	1.29	1.73 <sup>O</sup>	▬
Argentina	1.00	1.00	▬	1.00 <sup>I</sup>	1.00 <sup>M</sup>	▬	1.07 <sup>I</sup>	1.05 <sup>M</sup>	▬	1.37	1.49 <sup>L-M</sup>	▬
Armenia	1.00	1.00	▬	1.02 <sup>K</sup>	0.99 <sup>M</sup>	▬	1.06 <sup>K</sup>	1.04 <sup>M</sup>	▬	1.07	1.16 <sup>L-M</sup>	▬
Aruba				1.01 <sup>I</sup>	0.99 <sup>M</sup>	▬	1.07 <sup>I</sup>	1.08 <sup>M</sup>	▬		1.48 <sup>L-M</sup>	
Australia				1.01 <sup>F</sup>	1.00 <sup>M</sup>	▬	1.02 <sup>F</sup>	1.03 <sup>M</sup>	▬	1.05	1.24 <sup>L-M</sup>	▬
Austria				1.03 <sup>F</sup>	1.01 <sup>L</sup>	▬	1.01 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.00	1.15 <sup>O</sup>	▬
Azerbaijan				1.02 <sup>I</sup>	0.98 <sup>M</sup>	←	1.01 <sup>I</sup>	0.99 <sup>M</sup>	▬	1.02	1.00 <sup>L-M</sup>	▬
Bahamas	1.02	1.02	▬	1.02 <sup>C</sup>	1.04 <sup>M</sup>	▬	1.01 <sup>C</sup>	1.00 <sup>M</sup>	▬	2.19		
Bahrain	1.00	1.01	▬	1.02 <sup>F</sup>	1.00 <sup>M</sup>	▬	1.06 <sup>F</sup>	1.12 <sup>M</sup>	▬	1.57	1.87 <sup>I-J</sup>	▬
Barbados	1.00	1.00	▬	0.99 <sup>B</sup>	1.00 <sup>M</sup>	▬	1.05 <sup>I</sup>	0.99 <sup>M</sup>	▬	1.50	2.60 <sup>O</sup>	▬
Belarus	1.00	1.00	▬	0.96 <sup>F</sup>	0.98 <sup>M</sup>	→	0.98 <sup>I</sup>	1.04 <sup>M</sup>	→	1.18	1.36 <sup>L-M</sup>	▬
Belgium				1.00 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.00 <sup>E</sup>			1.03	1.17 <sup>O</sup>	▬
Belize	1.01	1.01	▬	0.99 <sup>E</sup>	1.00 <sup>L</sup>	▬	1.08 <sup>C</sup>	1.09 <sup>L</sup>	▬	1.57		
Botswana	1.10	1.08	▬	1.05 <sup>F</sup>	1.05 <sup>M</sup>	▬	1.21 <sup>F</sup>	1.16 <sup>L</sup>	▬	0.91	0.80 <sup>L-M</sup>	←
Brazil	1.03	1.03	▬	0.93 <sup>J</sup>	1.01 <sup>M</sup>	→	1.08 <sup>J</sup>	1.07 <sup>M</sup>	▬	1.19	1.31 <sup>L-M</sup>	▬
British Virgin Islands					0.98 <sup>M</sup>			1.08 <sup>M</sup>			2.35 <sup>L-M</sup>	
Brunei Darussalam	1.01	1.00	▬	1.01 <sup>E</sup>			1.09 <sup>D</sup>			1.45	1.70 <sup>L-M</sup>	▬
Bulgaria	1.00	1.00	▬	0.97 <sup>F</sup>	0.98 <sup>L</sup>	▬	1.01 <sup>E</sup>	0.98 <sup>L</sup>	←	1.70	1.35 <sup>O</sup>	▬
Canada				0.98 <sup>F</sup>	1.00 <sup>L</sup>	→	0.99 <sup>F</sup>	1.01 <sup>L</sup>	▬	1.18	1.33 <sup>O</sup>	▬
Chile	1.00	1.00	▬	0.98 <sup>F</sup>	0.99 <sup>L</sup>	▬	1.09 <sup>F</sup>	1.04 <sup>L</sup>	▬	0.86	0.92 <sup>O</sup>	→
China	0.97	0.98	▬	1.00 <sup>F</sup>	1.01 <sup>L</sup>	▬				0.54		
Colombia	1.01	1.01	▬	1.00 <sup>J</sup>	0.99 <sup>M</sup>	▬	1.15 <sup>F</sup>	1.10 <sup>M</sup>	▬	1.04	1.09 <sup>L-M</sup>	▬
Costa Rica	1.01	1.01	▬	1.01 <sup>H</sup>	1.01 <sup>M</sup>	▬	1.13 <sup>H</sup>	1.10 <sup>M</sup>	▬	0.83	1.16 <sup>L-M</sup>	→
Croatia	1.00	1.00	▬	0.99 <sup>E</sup>	0.99 <sup>M</sup>	▬	1.08 <sup>E</sup>	1.02 <sup>M</sup>	▬	1.00	1.15 <sup>L-M</sup>	▬
Cuba	1.00	1.00	▬	1.00 <sup>F</sup>	0.99 <sup>M</sup>	▬	1.14 <sup>D</sup>	1.01 <sup>M</sup>	▬	1.54	1.25 <sup>L-M</sup>	▬
Cyprus	1.00	1.00	▬	1.00 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.03 <sup>E</sup>	1.02 <sup>L</sup>	▬	1.52	1.32 <sup>O</sup>	▬
Czech Republic				1.00 <sup>F</sup>	1.00 <sup>M</sup>	▬	1.03 <sup>F</sup>	1.01 <sup>M</sup>	▬	0.92	1.09 <sup>L-M</sup>	→
Denmark				1.00 <sup>F</sup>	1.00 <sup>K</sup>	▬	1.02 <sup>F</sup>	1.03 <sup>K</sup>	▬	1.22	1.36 <sup>O</sup>	▬
Dominica					0.97 <sup>L</sup>			1.06 <sup>L</sup>				
Dominican Republic	1.02	1.02	▬	1.02 <sup>G</sup>	0.96 <sup>M</sup>	←	1.47 <sup>E</sup>	1.34 <sup>M</sup>	▬	1.31		
Ecuador	0.99	1.00	▬	1.01 <sup>F</sup>	1.01 <sup>M</sup>	▬	1.51 <sup>H</sup>	1.00 <sup>M</sup>	▬	0.65		
El Salvador	0.98	0.99	▬	1.01 <sup>F</sup>	1.00 <sup>M</sup>	▬	1.13 <sup>F</sup>	1.04 <sup>M</sup>	▬	1.02	1.20 <sup>L-M</sup>	▬
Estonia	1.00	1.00	▬	0.98 <sup>F</sup>	0.99 <sup>L</sup>	▬	1.07 <sup>F</sup>	1.07 <sup>L</sup>	▬	1.17	1.57 <sup>O</sup>	▬
Fiji	1.00	1.00	▬	1.00 <sup>C</sup>	1.00 <sup>M</sup>	▬		1.08 <sup>M</sup>		0.63		
Finland				1.01 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.02 <sup>F</sup>	1.01 <sup>L</sup>	▬	1.16	1.22 <sup>O</sup>	▬
France				1.00 <sup>F</sup>	1.00 <sup>L</sup>	▬	1.01 <sup>F</sup>	1.02 <sup>L</sup>	▬	1.27	1.23 <sup>O</sup>	▬
Georgia				1.01 <sup>F</sup>	1.00 <sup>M</sup>	▬	0.98 <sup>F</sup>	1.03 <sup>J</sup>	→	1.17	1.03 <sup>L-M</sup>	▬

→ Significant progress  
→ Slight progress  
▬ Stagnant  
← Slight regression  
← Significant regression

Notes: \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1997; I: 1998; J: 1999; K: 2000; L: 2001; M: 2002; N: 1999/2000; O: 2000/2001.

	LITERACY RATIO GAP (WOMEN/MEN)			NET PRIMARY ENROLMENT RATIO GAP (WOMEN/MEN)			NET SECONDARY ENROLMENT RATIO GAP (WOMEN/MEN)			GROSS TERTIARY ENROLMENT RATIO GAP (WOMEN/MEN)		
	1995*	2005	Progress or regression	Initial data*	2001/2002	Progress or regression	Initial data*	2001/2002	Progress or regression	1995*	2001/2002	Progress or regression
Germany				1.02 <sup>F</sup>	1.02 <sup>M</sup>		1.00 <sup>F</sup>	1.00 <sup>M</sup>		0.85	1.00 <sup>L-M</sup>	→
Greece	1.00	1.00		1.00 <sup>F</sup>	1.01 <sup>L</sup>		1.04 <sup>F</sup>	1.02 <sup>L</sup>		0.99	1.10 <sup>O</sup>	
Guyana	1.00	1.00		1.00 <sup>F</sup>	0.97 <sup>K</sup>	←	1.07 <sup>C</sup>	1.10 <sup>K</sup>		0.89		
Honduras	1.03	1.04		1.02 <sup>D</sup>	1.01 <sup>M</sup>					0.80	1.33 <sup>L-M</sup>	→
Hong Kong (China)	1.00	1.01		1.03 <sup>F</sup>	1.00 <sup>M</sup>		1.07 <sup>F</sup>	1.01 <sup>M</sup>		0.86	1.00 <sup>L-M</sup>	→
Hungary	1.00	1.00		0.99 <sup>F</sup>	0.99 <sup>M</sup>		1.02 <sup>F</sup>	1.00 <sup>M</sup>		1.19	1.28 <sup>L-M</sup>	
Iceland				1.00 <sup>F</sup>	1.00 <sup>L</sup>		1.02 <sup>F</sup>	1.06 <sup>L</sup>		1.49	1.74 <sup>O</sup>	
Iran, Islamic Rep.	0.92	0.97	→	0.96 <sup>G</sup>	0.98 <sup>L</sup>	→				0.60	1.00 <sup>L-M</sup>	→
Ireland				1.02 <sup>F</sup>	1.01 <sup>L</sup>		1.05 <sup>F</sup>	1.08 <sup>L</sup>		1.07	1.26 <sup>O</sup>	
Israel	1.00	1.00		1.00 <sup>I</sup>	1.00 <sup>M</sup>		1.01 <sup>I</sup>	1.01 <sup>M</sup>		1.12	1.37 <sup>L-M</sup>	
Italy	1.00	1.00		0.99 <sup>F</sup>	1.00 <sup>L</sup>		1.01 <sup>I</sup>	1.01 <sup>J</sup>		1.17	1.33 <sup>O</sup>	
Jamaica	1.08	1.07		0.98 <sup>C</sup>	1.00 <sup>M</sup>	→	1.06 <sup>C</sup>	1.04 <sup>M</sup>		0.75	2.18 <sup>L-M</sup>	→
Japan				1.00 <sup>E</sup>	1.00 <sup>M</sup>		1.01 <sup>D</sup>	1.01 <sup>K</sup>		0.82	0.85 <sup>L-M</sup>	→
Jordan	0.99	1.00		1.01 <sup>F</sup>	1.01 <sup>M</sup>		1.08 <sup>F</sup>	1.03 <sup>M</sup>		0.96	1.00 <sup>L-M</sup>	→
Kazakhstan	1.00	1.00		0.99 <sup>K</sup>	0.99 <sup>M</sup>		0.98 <sup>K</sup>	0.98 <sup>M</sup>		1.28	1.23 <sup>L-M</sup>	
Kenya	0.96	0.99	→	1.01 <sup>J</sup>	1.03 <sup>M</sup>		0.98 <sup>J</sup>	1.00 <sup>M</sup>	→	0.39	0.50 <sup>L-M</sup>	→
Korea, Rep.	1.00	1.00		1.01 <sup>F</sup>	1.00 <sup>M</sup>		1.00 <sup>F</sup>	1.01 <sup>M</sup>		0.57	0.58 <sup>N</sup>	
Kuwait	1.01	1.02		0.99 <sup>F</sup>	0.99 <sup>M</sup>		1.00 <sup>F</sup>	1.05 <sup>M</sup>		1.61	2.67 <sup>I-J</sup>	
Latvia	1.00	1.00		0.96 <sup>F</sup>	0.99 <sup>L</sup>	→	1.02 <sup>F</sup>	1.01 <sup>L</sup>		1.36	1.63 <sup>O</sup>	
Lebanon	0.94	0.97	→	0.98 <sup>H</sup>	0.99 <sup>M</sup>		1.15 <sup>H</sup>			0.98	1.14 <sup>L-M</sup>	→
Lesotho	1.22	1.16		1.17 <sup>F</sup>	1.09 <sup>M</sup>		2.04 <sup>E</sup>	1.59 <sup>M</sup>		1.24	1.50 <sup>L-M</sup>	
Libya	0.89	0.96	→							0.97	1.09 <sup>L-M</sup>	→
Lithuania	1.00	1.00		0.99 <sup>H</sup>	0.99 <sup>L</sup>		1.04 <sup>E</sup>	1.01 <sup>L</sup>		1.52	1.53 <sup>O</sup>	
Luxembourg				1.03 <sup>J</sup>	1.00 <sup>L</sup>		1.08 <sup>F</sup>	1.09 <sup>L</sup>		0.53	1.11 <sup>O</sup>	→
Macedonia, FYR				0.98 <sup>F</sup>	1.00 <sup>L</sup>	→	0.99 <sup>F</sup>	0.96 <sup>L</sup>	←	1.24	1.33 <sup>O</sup>	
Madagascar	0.89	0.94	→	1.04 <sup>F</sup>	1.01 <sup>M</sup>		1.04 <sup>F</sup>	1.09 <sup>J</sup>		0.83	1.00 <sup>L-M</sup>	→
Malaysia	1.00	1.00		1.01 <sup>E</sup>	1.00 <sup>M</sup>		1.11 <sup>I</sup>	1.11 <sup>M</sup>		0.70	1.08 <sup>O</sup>	→
Maldives	1.00	1.00		1.01 <sup>I</sup>	1.00 <sup>M</sup>		1.11 <sup>I</sup>	1.14 <sup>K</sup>				
Malta	1.03	1.02		0.99 <sup>F</sup>	1.00 <sup>L</sup>		0.98 <sup>F</sup>	1.01 <sup>L</sup>	→	1.05	1.27 <sup>O</sup>	
Mauritius	1.00	1.02		1.00 <sup>F</sup>	1.00 <sup>M</sup>		1.10 <sup>H</sup>	1.07 <sup>M</sup>		1.01	1.30 <sup>L-M</sup>	
Mexico	0.99	0.99		1.01 <sup>G</sup>	1.01 <sup>M</sup>		1.00 <sup>I</sup>	1.03 <sup>M</sup>		0.90	0.95 <sup>L-M</sup>	→
Moldova	1.00	1.00		1.00 <sup>K</sup>	0.99 <sup>M</sup>		1.03 <sup>K</sup>	1.04 <sup>M</sup>		1.26	1.32 <sup>L-M</sup>	
Mongolia	1.01	1.01		1.04 <sup>F</sup>	1.04 <sup>M</sup>		1.34 <sup>F</sup>	1.20 <sup>M</sup>		2.35	1.76 <sup>L-M</sup>	
Myanmar	0.98	1.00	→	0.98 <sup>I</sup>	1.00 <sup>M</sup>	→	0.98 <sup>I</sup>	0.94 <sup>M</sup>	←	1.61	1.88 <sup>O</sup>	
Namibia	1.04	1.04		1.08 <sup>H</sup>	1.07 <sup>M</sup>		1.34 <sup>H</sup>	1.38 <sup>M</sup>		1.57	0.88 <sup>L-M</sup>	←
Netherlands				0.99 <sup>F</sup>	0.99 <sup>L</sup>		1.01 <sup>F</sup>	1.00 <sup>L</sup>		0.93	1.08 <sup>O</sup>	→
Netherlands Antilles	1.00	1.00		1.01 <sup>I</sup>	1.06 <sup>M</sup>		1.18 <sup>I</sup>	1.06 <sup>M</sup>			1.55 <sup>L-M</sup>	
New Zealand				1.01 <sup>F</sup>	0.99 <sup>M</sup>		1.02 <sup>F</sup>	1.02 <sup>L</sup>		1.26	1.53 <sup>L-M</sup>	
Nicaragua	1.02	1.02		1.03 <sup>F</sup>	1.00 <sup>M</sup>		1.18 <sup>H</sup>	1.18 <sup>M</sup>		1.04		
Norway				1.00 <sup>F</sup>	1.00 <sup>L</sup>		1.01 <sup>F</sup>	1.00 <sup>L</sup>		1.29	1.52 <sup>O</sup>	
Oman	0.91	0.99	→	0.97 <sup>F</sup>	1.01 <sup>M</sup>	→	0.99 <sup>H</sup>	1.00 <sup>M</sup>		0.90	1.67 <sup>L-M</sup>	→
Panama	0.99	0.99		1.00 <sup>A</sup>	1.00 <sup>M</sup>		1.11 <sup>A</sup>	1.08 <sup>M</sup>		1.49	1.68 <sup>N</sup>	
Paraguay	1.00	1.00		1.00 <sup>E</sup>	1.01 <sup>M</sup>		1.06 <sup>E</sup>	1.04 <sup>M</sup>		1.10	1.38 <sup>L-M</sup>	
Philippines	1.00	1.00		1.01 <sup>K</sup>	1.02 <sup>M</sup>		1.09 <sup>I</sup>	1.22 <sup>M</sup>		1.30	1.30 <sup>L-M</sup>	
Poland	1.00	1.00		1.00 <sup>G</sup>	1.00 <sup>M</sup>		1.09 <sup>E</sup>	1.03 <sup>M</sup>		1.46	1.44 <sup>L-M</sup>	
Portugal	1.00	1.00		1.00 <sup>F</sup>			1.10 <sup>E</sup>	1.09 <sup>L</sup>		1.33	1.35 <sup>O</sup>	
Qatar	1.05	1.04		0.97 <sup>D</sup>	0.99 <sup>M</sup>	→	1.04 <sup>D</sup>	1.05 <sup>M</sup>		2.91	2.62 <sup>L-M</sup>	
Romania	1.00	1.00		0.99 <sup>F</sup>	0.99 <sup>L</sup>		1.02 <sup>F</sup>	1.03 <sup>L</sup>		0.98	1.20 <sup>O</sup>	→
Russian Federation	1.00	1.00		1.00 <sup>D</sup>						1.25	1.33 <sup>L-M</sup>	
Samoa	1.00	1.00		1.00 <sup>F</sup>	0.98 <sup>M</sup>	←	1.11 <sup>I</sup>	1.12 <sup>M</sup>		0.96	0.86 <sup>L-M</sup>	←
Serbia and Montenegro					1.00 <sup>L</sup>					1.22	1.18 <sup>O</sup>	
Seychelles					0.99 <sup>M</sup>			1.05 <sup>M</sup>				
Slovakia				1.01 <sup>K</sup>	1.02 <sup>M</sup>		1.01 <sup>K</sup>	1.01 <sup>M</sup>		1.02	1.13 <sup>L-M</sup>	
Slovenia	1.00	1.00		1.00 <sup>F</sup>	0.99 <sup>L</sup>			1.02 <sup>L</sup>		1.33	1.35 <sup>O</sup>	
South Africa	1.00	1.00		1.04 <sup>H</sup>	1.01 <sup>M</sup>		1.19 <sup>E</sup>	1.10 <sup>L</sup>		1.06	1.14 <sup>L-M</sup>	
Spain	1.00	1.00		1.00 <sup>F</sup>	0.99 <sup>M</sup>		1.03 <sup>I</sup>	1.04 <sup>M</sup>		1.17	1.19 <sup>L-M</sup>	

→ Significant progress  
→ Slight progress  
|| Stagnant  
← Slight regression  
← Significant regression

Notes: \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.  
Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1997; I: 1998; J: 1999; K: 2000; L: 2001; M: 2002; N: 1999/2000; O: 2000/2001.

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	1995*	2005	Progress or regression	Initial data*	2001/2002	Progress or regression	Initial data*	2001/2002	Progress or regression	1995*	2001/2002	Progress or regression
Sri Lanka	0.99	1.00		1.00 <sup>I</sup>	1.00 <sup>M</sup>					0.71		
St. Kitts and Nevis					1.10 <sup>L</sup>			1.20 <sup>L</sup>				
St. Lucia				1.00 <sup>I</sup>	0.98 <sup>M</sup>	←	1.30 <sup>I</sup>	1.30 <sup>M</sup>			0.89 <sup>I-J</sup>	
St. Vincent and the Grenadines					1.00 <sup>M</sup>			1.21 <sup>M</sup>				
Suriname				0.96 <sup>K</sup>	1.01 <sup>M</sup>	→	1.13 <sup>K</sup>	1.44 <sup>M</sup>			1.67 <sup>L-M</sup>	
Swaziland	1.02	1.02		1.01 <sup>F</sup>	1.01 <sup>M</sup>		1.19 <sup>F</sup>	1.21 <sup>M</sup>		0.83	1.25 <sup>L-M</sup>	→
Sweden				1.00 <sup>F</sup>	1.00 <sup>M</sup>		1.01 <sup>F</sup>	1.01 <sup>M</sup>		1.29	1.55 <sup>L-M</sup>	
Tanzania	0.91	0.97	→	1.03 <sup>F</sup>	1.00 <sup>M</sup>		0.94 <sup>J</sup>			0.19		
Thailand	0.99	0.99		0.97 <sup>K</sup>	0.98 <sup>M</sup>	→				1.14	1.09 <sup>L-M</sup>	
Tonga				1.01 <sup>I</sup>	1.00 <sup>M</sup>		1.11 <sup>I</sup>	1.13 <sup>L</sup>			1.33 <sup>L-M</sup>	
Trinidad and Tobago	1.00	1.00		0.99 <sup>F</sup>	1.00 <sup>M</sup>		1.04 <sup>C</sup>	1.07 <sup>L</sup>		0.75	1.50 <sup>L-M</sup>	→
Tunisia	0.88	0.94	→	0.95 <sup>F</sup>	1.00 <sup>M</sup>	→	1.01 <sup>H</sup>	1.03 <sup>M</sup>		0.80	0.95 <sup>O</sup>	→
Turks and Caicos Islands					1.00 <sup>M</sup>			1.05 <sup>M</sup>				
Ukraine	1.00	1.00		0.99 <sup>I</sup>	0.99 <sup>M</sup>			1.01 <sup>M</sup>		1.31	1.17 <sup>L-M</sup>	
United Arab Emirates	1.08	1.07		0.98 <sup>F</sup>	0.98 <sup>M</sup>		1.12 <sup>E</sup>	1.06 <sup>M</sup>		3.81		
United Kingdom				1.01 <sup>F</sup>	1.00 <sup>L</sup>		1.03 <sup>F</sup>	1.01 <sup>L</sup>		1.10	1.19 <sup>O</sup>	
United States of America				1.00 <sup>F</sup>	1.01 <sup>M</sup>		1.00 <sup>F</sup>	1.00 <sup>M</sup>		1.30	1.34 <sup>L-M</sup>	
Uruguay	1.01	1.01		1.01 <sup>F</sup>	1.01 <sup>M</sup>		1.11 <sup>K</sup>	1.12 <sup>M</sup>		1.31	1.78 <sup>L-M</sup>	
Vanuatu				1.01 <sup>I</sup>	1.02 <sup>M</sup>		0.80 <sup>B</sup>	1.04 <sup>M</sup>	→			
Venezuela	1.01	1.01		1.02 <sup>G</sup>	1.01 <sup>M</sup>		1.53 <sup>G</sup>	1.17 <sup>M</sup>		0.90	1.35 <sup>L-M</sup>	→
West Bank and Gaza					1.00 <sup>M</sup>			1.06 <sup>M</sup>			0.88 <sup>I-J</sup>	
<b>Countries above average</b>												
Algeria	0.85	0.93	→	0.92 <sup>F</sup>	0.98 <sup>M</sup>	→	0.89 <sup>F</sup>	1.07 <sup>M</sup>	→	0.70		
Angola				1.09 <sup>H</sup>	0.88 <sup>K</sup>	←				0.55	1.00 <sup>N</sup>	→
Bangladesh	0.68	0.73	→	0.88 <sup>A</sup>	1.02 <sup>M</sup>	→	0.51 <sup>A</sup>	1.10 <sup>M</sup>	→	0.19	0.50 <sup>L-M</sup>	→
Bolivia	0.94	0.97	→	0.92 <sup>A</sup>	1.00 <sup>M</sup>	→	0.85 <sup>A</sup>	0.99 <sup>L</sup>	→	0.68	0.55 <sup>I-J</sup>	←
Cape Verde	0.90	0.95	→	1.01 <sup>I</sup>	0.99 <sup>M</sup>		0.98 <sup>D</sup>	1.04 <sup>M</sup>	→		0.75 <sup>L-M</sup>	
Indonesia	0.98	0.99		0.97 <sup>F</sup>	0.99 <sup>M</sup>	→	0.86 <sup>E</sup>	0.96 <sup>K</sup>	→	0.55	0.88 <sup>L-M</sup>	→
Kyrgyzstan				0.96 <sup>F</sup>	0.96 <sup>M</sup>					1.11	1.14 <sup>L-M</sup>	
Macao (China)	0.97	0.99		1.00 <sup>B</sup>	0.98 <sup>M</sup>	←	1.13 <sup>B</sup>	1.10 <sup>M</sup>		0.91	0.51 <sup>L-M</sup>	←
Malawi	0.71	0.79	→	1.02 <sup>E</sup>	1.00 <sup>M</sup>		0.79 <sup>J</sup>	0.81 <sup>M</sup>	→	0.43		
Palau				0.97 <sup>I</sup>	0.93 <sup>L</sup>	←					2.08 <sup>O</sup>	
Peru	0.96	0.98		0.99 <sup>F</sup>	1.00 <sup>M</sup>		0.97 <sup>F</sup>	0.97 <sup>L</sup>		0.95	0.97 <sup>L-M</sup>	→
Rwanda	0.92	0.98	→	0.99 <sup>B</sup>	1.02 <sup>M</sup>		0.76 <sup>A</sup>			2.70	0.33 <sup>L-M</sup>	←
São Tomé and Príncipe					0.94 <sup>M</sup>						1.00 <sup>L-M</sup>	
Saudi Arabia	0.92	0.98	→	0.91 <sup>F</sup>	0.93 <sup>M</sup>	→	0.76 <sup>F</sup>	0.93 <sup>M</sup>	→	0.94	1.44 <sup>L-M</sup>	→
Switzerland				0.99 <sup>F</sup>	1.00 <sup>L</sup>		0.93 <sup>F</sup>	0.94 <sup>L</sup>	→	0.64	0.75 <sup>I-J</sup>	→
Viet Nam	1.00	1.01			0.94 <sup>L</sup>					0.62	0.82 <sup>L-M</sup>	→
Zambia	0.91	0.96	→	0.98 <sup>F</sup>	1.00 <sup>M</sup>	→	0.72 <sup>E</sup>	0.82 <sup>M</sup>	→	0.40	0.67 <sup>O</sup>	→
Zimbabwe	0.96	0.98		1.01 <sup>J</sup>	1.01 <sup>M</sup>		0.91 <sup>J</sup>	0.90 <sup>M</sup>		0.42	0.50 <sup>L-M</sup>	→
<b>Countries below average</b>												
Burundi	0.86	1.01	→	0.88 <sup>G</sup>	0.81 <sup>M</sup>	←	0.66 <sup>C</sup>	0.78 <sup>M</sup>	→	0.38	0.33 <sup>L-M</sup>	←
Cameroon	0.93	0.98	→							0.19	0.57 <sup>L-M</sup>	→
Comoros	0.78	0.80		0.81 <sup>D</sup>	0.85 <sup>K</sup>	→				0.41	1.00 <sup>N</sup>	→
Congo, Dem. Rep.	0.79	0.89	→	0.70 <sup>E</sup>	0.97 <sup>J</sup>	→	0.61 <sup>E</sup>			0.17		
Congo, Rep.	0.98	0.99								0.23	0.17 <sup>L-M</sup>	←
Djibouti	0.84	0.93	→	0.75 <sup>F</sup>	0.79 <sup>M</sup>	→	0.68 <sup>G</sup>	0.62 <sup>M</sup>	←	0.86	1.00 <sup>L-M</sup>	→
Egypt	0.77	0.86	→	0.89 <sup>G</sup>	0.96 <sup>M</sup>	→	0.90 <sup>G</sup>	0.95 <sup>M</sup>	→	0.66		
Equatorial Guinea	0.95	0.98	→	0.79 <sup>I</sup>	0.86 <sup>M</sup>	→		0.58 <sup>K</sup>			0.50 <sup>N</sup>	
Gabon					0.99 <sup>L</sup>						0.56 <sup>I-J</sup>	
Gambia	0.71	0.80	→	0.79 <sup>F</sup>	0.92 <sup>M</sup>	→	0.54 <sup>C</sup>	0.75 <sup>M</sup>	→	0.55		
Ghana	0.91	0.97	→	0.93 <sup>I</sup>	0.97 <sup>M</sup>	→	0.80 <sup>I</sup>	0.88 <sup>M</sup>	→	0.28	0.40 <sup>L-M</sup>	→
Guatemala	0.84	0.86	→	0.92 <sup>H</sup>	0.95 <sup>M</sup>	→	0.96 <sup>I</sup>	0.97 <sup>M</sup>		0.31		
Lao PDR	0.80	0.87	→	0.89 <sup>F</sup>	0.92 <sup>M</sup>	→	0.76 <sup>G</sup>	0.80 <sup>M</sup>	→	0.44	0.50 <sup>L-M</sup>	→
Morocco	0.69	0.83	→	0.77 <sup>F</sup>	0.92 <sup>M</sup>	→		0.82 <sup>K</sup>		0.73	0.82 <sup>L-M</sup>	→
<p>→ Significant progress  → Slight progress     Stagnant  ← Slight regression  ← Significant regression</p> <p><b>Notes:</b> * Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.  Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1997; I: 1998; J: 1999;  K: 2000; L: 2001; M: 2002; N: 1999/2000; O: 2000/2001.</p>												

	LITERACY RATIO GAP (WOMEN/MEN)			NET PRIMARY ENROLMENT RATIO GAP (WOMEN/MEN)			NET SECONDARY ENROLMENT RATIO GAP (WOMEN/MEN)			GROSS TERTIARY ENROLMENT RATIO GAP (WOMEN/MEN)		
	1995*	2005	Progress or regression	Initial data*	2001/2002	Progress or regression	Initial data*	2001/2002	Progress or regression	1995*	2001/2002	Progress or regression
Niue					0.94 <sup>M</sup>			0.98 <sup>M</sup>				
Sudan	0.80	0.91	→	0.84 <sup>I</sup>	0.84 <sup>K</sup>					0.87	0.86 <sup>I-J</sup>	←
Syrian Arab Republic	0.78	0.86	→	0.92 <sup>F</sup>	0.95 <sup>M</sup>	→	0.88 <sup>F</sup>	0.90 <sup>M</sup>	→	0.72		
Tajikistan	1.00	1.00		0.94 <sup>I</sup>	0.95 <sup>M</sup>	→	0.89 <sup>I</sup>	0.84 <sup>M</sup>	←	0.51	0.32 <sup>L-M</sup>	←
Turkey	0.93	0.97	→	0.96 <sup>E</sup>	0.93 <sup>M</sup>	←	0.70 <sup>E</sup>			0.61	0.72 <sup>L-M</sup>	→
Uganda	0.80	0.88	→	0.90 <sup>H</sup>				0.87 <sup>L</sup>		0.48	0.50 <sup>L-M</sup>	→
<b>Countries in worse situation</b>												
Benin	0.47	0.55	→	0.58 <sup>F</sup>	0.69 <sup>K</sup>	→	0.46 <sup>I</sup>	0.48 <sup>L</sup>	→	0.22	0.17 <sup>N</sup>	←
Burkina Faso	0.45	0.58	→	0.65 <sup>E</sup>	0.71 <sup>M</sup>	→	0.55 <sup>D</sup>	0.60 <sup>L</sup>	→	0.32	0.50 <sup>L-M</sup>	→
Cambodia	0.84	0.91	→	0.86 <sup>H</sup>	0.93 <sup>M</sup>	→	0.55 <sup>H</sup>	0.58 <sup>M</sup>	→	0.19	0.50 <sup>L-M</sup>	→
Central African Republic	0.69	0.85	→	0.66 <sup>A</sup>						0.16	0.33 <sup>N</sup>	→
Chad	0.73	0.88	→	0.56 <sup>G</sup>	0.67 <sup>M</sup>	→	0.30 <sup>H</sup>	0.36 <sup>L</sup>	→	0.15		
Côte d'Ivoire	0.68	0.79	→	0.75 <sup>F</sup>	0.74 <sup>M</sup>					0.32	0.40 <sup>I-J</sup>	→
Eritrea	0.72	0.79	→	0.91 <sup>F</sup>	0.85 <sup>M</sup>	←	0.88 <sup>F</sup>	0.75 <sup>M</sup>	←	0.13		
Ethiopia	0.73	0.86	→	0.62 <sup>F</sup>	0.79 <sup>M</sup>	→	0.71 <sup>I</sup>	0.58 <sup>M</sup>	←	0.25	0.33 <sup>L-M</sup>	→
Guinea				0.65 <sup>H</sup>	0.78 <sup>M</sup>	→	0.41 <sup>H</sup>	0.41 <sup>J</sup>		0.10		
Guinea-Bissau	0.51	0.69	→		0.72 <sup>K</sup>					0.05		
India	0.78	0.85	→		0.84 <sup>L</sup>					0.62	0.69 <sup>O</sup>	→
Iraq	0.47	0.51	→	0.88 <sup>F</sup>	0.85 <sup>K</sup>	←	0.67 <sup>C</sup>	0.65 <sup>K</sup>	←	0.64	0.56 <sup>L-M</sup>	←
Liberia	0.57	0.68	→	0.86 <sup>I</sup>	0.77 <sup>K</sup>	←		0.57 <sup>K</sup>		0.33	0.79 <sup>N</sup>	→
Mali	0.49	0.57	→	0.66 <sup>F</sup>	0.73 <sup>J</sup>	→				0.20		
Mauritania	0.68	0.75	→	0.86 <sup>F</sup>	0.96 <sup>M</sup>	→	0.78 <sup>K</sup>	0.81 <sup>M</sup>	→	0.21	0.20 <sup>L-M</sup>	
Mozambique	0.55	0.68	→	0.76 <sup>F</sup>	0.89 <sup>M</sup>	→	0.67 <sup>F</sup>	0.69 <sup>M</sup>	→	0.34		
Nepal	0.48	0.63	→	0.79 <sup>I</sup>	0.88 <sup>L</sup>	→				0.33	0.25 <sup>L-M</sup>	←
Niger	0.40	0.46	→	0.61 <sup>G</sup>	0.68 <sup>M</sup>	→	0.56 <sup>G</sup>	0.57 <sup>M</sup>		0.18	0.50 <sup>L-M</sup>	→
Pakistan	0.54	0.64	→	0.60 <sup>J</sup>	0.75 <sup>L</sup>	→				0.60		
Papua New Guinea	0.87	0.91	→	0.91 <sup>I</sup>	0.89 <sup>M</sup>	←	0.78 <sup>I</sup>	0.80 <sup>M</sup>	→	0.48	0.33 <sup>I-J</sup>	←
Senegal	0.65	0.75	→	0.80 <sup>F</sup>	0.89 <sup>M</sup>	→				0.31		
Togo	0.67	0.79	→	0.74 <sup>F</sup>	0.84 <sup>M</sup>	→	0.44 <sup>H</sup>	0.47 <sup>K</sup>	→	0.18	0.17 <sup>N</sup>	
Yemen	0.44	0.67	→	0.59 <sup>I</sup>	0.66 <sup>K</sup>	→		0.45 <sup>K</sup>		0.17	0.29 <sup>N</sup>	→
<b>Countries with insufficient data to summarize the area</b>												
Afghanistan										0.46		
French Polynesia				1.01 <sup>E</sup>						1.02		
Grenada					0.90 <sup>L</sup>							
Haiti	0.99	1.02		1.05 <sup>A</sup>						0.49		
Marshall Islands					0.91 <sup>K</sup>							
Nauru					1.03 <sup>J</sup>							
New Caledonia				1.00 <sup>A</sup>			1.12 <sup>A</sup>			0.71		
Nigeria	0.89	0.97	→							0.38		
Puerto Rico	1.02	1.01								1.42		
Sierra Leone							0.82 <sup>J</sup>			0.19	0.33 <sup>L-M</sup>	→
Singapore	1.00	1.00								0.84		
Timor-Leste											1.50 <sup>L-M</sup>	
Turkmenistan										1.11		
Tuvalu					0.96 <sup>J</sup>							
Uzbekistan	1.00	1.00								1.12		
<p><b>UDHR:</b> Universal Declaration of Human Rights  <b>CESCR:</b> International Covenant on Economic, Social and Cultural Rights  <b>CEDAW:</b> Convention on the Elimination of All Forms of Discrimination against Women  <b>CRC:</b> Convention on the Rights of the Child</p> <p><b>Sources:</b>  UNESCO Website Database, October 2004 (www.unesco.org); World Development Indicators 2004, World Bank and World Education Report, 1998 (UNESCO).</p> <p><b>Notes:</b> * Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1997; I: 1998; J: 1999; K: 2000; L: 2001; M: 2002; N: 1999/2000; O: 2000/2001.</p> <p>→ <b>Significant progress</b>  → <b>Slight progress</b>     <b>Stagnant</b>  ← <b>Slight regression</b>  ← <b>Significant regression</b></p>												

## GENDER EQUITY: The governments of the world agreed on...

### Gender gap in economic activity and earned income

"Discrimination against women, denying or limiting as it does their equality of rights with men, is fundamentally unjust and constitutes an offence against human dignity."

Declaration on the Elimination of Discrimination against Women, Article 1, 1967.

"We are convinced that... women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace."

Conference on Women - Beijing Platform for Action, Paragraph 13, 1995.

#### HUMAN RIGHTS

The right to non discrimination on the basis of sex is enshrined in:

UDHR - Art. 2 & 26 CEDAW - Art. 7, 10 & 11  
CESCR - Art. 3 & 7 CRC - Art. 29

#### INTERNATIONAL COMMITMENTS

Gender equity is considered in:

Millennium Development Goals - Goal 3  
World Summit for Social Development  
Fourth World Conference on Women - Beijing Platform for Action - Critical Areas of Concern

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	Initial data* (%)	2002 (%)	Progress or regression	1991/2001
<b>Countries in better situation</b>				
Armenia		45.5 <sup>H</sup>		0.69
Australia	46.8 <sup>F</sup>	48.9	→	0.71
Azerbaijan	42.7 <sup>F</sup>	48.4	→	0.57
Bahamas	49.4 <sup>F</sup>	48.5		0.65
Barbados	46.7 <sup>F</sup>	48.5	→	0.61
Belarus	56.2 <sup>F</sup>	55.8		0.65
Benin	51.5 <sup>A</sup>			0.69
Bermuda	50.4 <sup>F</sup>	49.4		
Bulgaria	53.0 <sup>F</sup>	51.3	←	0.66
Burundi	9.9 <sup>A</sup>			0.71
Cambodia	46.0 <sup>F</sup>	53.2	→	0.77
Canada	47.8 <sup>F</sup>	48.7		0.63
Colombia	44.9 <sup>F</sup>	49.2	→	0.53
Czech Republic	46.3 <sup>F</sup>	46.7		0.56
Denmark	46.5 <sup>F</sup>	49.0	→	0.72
Estonia	50.8 <sup>F</sup>	51.5		0.63
Finland	51.1 <sup>F</sup>	50.7		0.70
France	45.7 <sup>F</sup>	47.0		0.59
Ghana	56.6 <sup>A</sup>			0.75
Guinea	30.1 <sup>A</sup>			0.68
Hungary	45.9 <sup>F</sup>	46.7		0.59
Iceland	54.0 <sup>F</sup>	53.0		0.63
Israel	45.5 <sup>F</sup>	48.7	→	0.53
Jamaica	49.2 <sup>F</sup>	47.2	←	0.66
Kazakhstan	53.8 <sup>F</sup>	48.1	←	0.59
Kyrgyzstan	46.0 <sup>F</sup>	45.4		0.65
Lao PDR	42.1 <sup>A</sup>			0.65
Latvia	53.3 <sup>F</sup>	53.4		0.69
Lithuania	55.0 <sup>F</sup>	50.3	←	0.67
Macao (China)	45.3 <sup>F</sup>	50.1	→	
Moldova	52.8 <sup>F</sup>	53.7		0.65
Mongolia	48.0 <sup>F</sup>	47.4		0.67
Mozambique	15.2 <sup>A</sup>			0.66
Netherlands Antilles	43.9 <sup>F</sup>	48.3	→	
New Zealand	48.8 <sup>F</sup>	50.6	→	0.69






**Significant progress**  
**Slight progress**  
**||** **Stagnant**  
**Slight regression**  
**Significant regression**

**Notes:** \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1998; I: 2001.

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	Initial data* (%)	2002 (%)	Progress or regression	1991/2001
Norway	47.6 <sup>F</sup>	48.9		0.74
Poland	47.3 <sup>F</sup>	47.5		0.62
Portugal	45.9 <sup>F</sup>	46.5		0.54
Russian Federation	49.7 <sup>F</sup>	49.6		0.64
Slovakia	49.1 <sup>F</sup>	52.0	→	0.65
Slovenia	48.0 <sup>F</sup>	47.9		0.62
Solomon Islands	33.3 <sup>A</sup>			0.69
Sweden	51.3 <sup>F</sup>	50.9		0.83
Tajikistan	44.0 <sup>F</sup>	50.4	→	0.62
Tanzania	33.1 <sup>A</sup>			0.71
Turkmenistan				0.63
Uganda	43.2 <sup>A</sup>			0.66
Ukraine	50.7 <sup>F</sup>	53.2	→	0.53
United Kingdom	50.2 <sup>F</sup>	50.4		0.60
United States of America	48.3 <sup>F</sup>	48.6		0.62
Uzbekistan	43.5 <sup>F</sup>	41.8	←	0.66
Viet Nam	52.9 <sup>A</sup>			0.69
<b>Countries above average</b>				
Albania	40.0 <sup>F</sup>	40.2		0.56
Andorra	43.9 <sup>F</sup>	45.5	→	
Angola	42.7 <sup>C</sup>			0.62
Brazil	44.1 <sup>F</sup>	46.6	→	0.42
Central African Republic	36.1 <sup>A</sup>			0.60
Chad	5.5 <sup>B</sup>			0.59
China	38.7 <sup>F</sup>	39.3		0.66
Comoros	16.1 <sup>A</sup>			0.56
Congo, Dem. Rep.	32.2 <sup>A</sup>			0.55
Congo, Rep.	32.5 <sup>A</sup>			0.56
Cook Islands	39.2 <sup>F</sup>	41.2	→	
Croatia	47.7 <sup>F</sup>	45.7	←	0.56
Gabon	43.2 <sup>A</sup>			0.59
Gambia	24.0 <sup>A</sup>			0.59
Georgia	45.1 <sup>F</sup>	46.5		0.40
Haiti	39.5 <sup>A</sup>			0.56
Hong Kong (China)	42.5 <sup>F</sup>	45.9	→	0.56
Ireland	44.4 <sup>F</sup>	47.6	→	0.40
Kenya	26.6 <sup>F</sup>	37.6	→	0.90
Macedonia, FYR	38.5 <sup>F</sup>	41.8	→	0.55
Madagascar	26.0 <sup>A</sup>			0.59
Maldives	31.6 <sup>F</sup>	39.6	→	
Mali	35.6 <sup>A</sup>			0.61
Mauritania	43.3 <sup>A</sup>			0.56
Namibia	43.6 <sup>F</sup>	50.0	→	0.51
Netherlands	41.7 <sup>F</sup>	45.0	→	0.53
Niger	8.6 <sup>B</sup>			0.57
Papua New Guinea	24.1 <sup>A</sup>			0.58
Philippines	40.0 <sup>F</sup>	40.7		0.59
Puerto Rico	43.9 <sup>F</sup>	40.1	←	
Romania	42.0 <sup>F</sup>	45.2	→	0.58
Rwanda	16.7 <sup>A</sup>			0.62
San Marino	39.9 <sup>F</sup>	41.7	→	
Senegal	28.1 <sup>A</sup>			0.55
Singapore	41.0 <sup>F</sup>	46.7	→	0.50
Sri Lanka	44.0 <sup>F</sup>	44.6		0.57
Switzerland	44.2 <sup>F</sup>	47.2	→	0.50

→ **Significant progress**  
→ **Slight progress**  
|| **Stagnant**  
← **Slight regression**  
← **Significant regression**

**Notes:** \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1998; I: 2001.

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	Initial data* (%)	2002 (%)	Progress or regression	1991/2001
Thailand	44.0 <sup>F</sup>	46.1	→	0.61
Zambia	36.1 <sup>A</sup>			0.55
<b>Countries below average</b>				
Argentina	39.9 <sup>F</sup>	45.9	→	0.37
Austria	42.0 <sup>F</sup>	44.1	→	0.36
Bangladesh	21.1 <sup>F</sup>	25.0	→	0.56
Belgium	42.0 <sup>F</sup>	45.2	→	0.50
Belize	38.8 <sup>F</sup>	41.0	→	0.24
Bolivia	35.9 <sup>F</sup>	37.3	→	0.45
Botswana	46.6 <sup>F</sup>	44.8	←	0.51
Burkina Faso	13.0 <sup>F</sup>	14.0		0.70
Cameroon	24.3 <sup>A</sup>			0.44
Cape Verde	50.0 <sup>A</sup>			0.46
Costa Rica	36.7 <sup>F</sup>	39.6	→	0.39
Cuba	37.6 <sup>F</sup>	37.7		
Cyprus	39.1 <sup>F</sup>	42.4	→	0.47
Ecuador	40.3 <sup>F</sup>	40.0		0.30
Equatorial Guinea	13.3 <sup>A</sup>			0.40
Eritrea	32.3 <sup>G</sup>			0.52
Ethiopia	39.9 <sup>B</sup>			0.51
Germany	43.0 <sup>F</sup>	45.9	→	0.52
Greece	37.6 <sup>F</sup>	40.5	→	0.43
Guinea-Bissau	10.5 <sup>A</sup>			0.49
Honduras	44.6 <sup>F</sup>	50.2	→	0.37
Indonesia	29.0 <sup>F</sup>	29.7		0.51
Italy	37.0 <sup>F</sup>	40.9	→	0.45
Japan	38.9 <sup>F</sup>	40.6	→	0.46
Korea, Rep.	38.0 <sup>F</sup>	39.7	→	0.46
Malawi	11.3 <sup>F</sup>	12.2		0.68
Malaysia	36.3 <sup>F</sup>	34.6	←	0.40
Morocco	26.1 <sup>F</sup>	25.8		0.40
Nepal	11.7 <sup>A</sup>			0.50
Nicaragua	49.0 <sup>A</sup>			0.44
Nigeria	36.4 <sup>A</sup>			0.43
Panama	42.7 <sup>F</sup>	43.5		0.50
Paraguay	40.7 <sup>F</sup>	40.5		0.33
Sierra Leone	32.1 <sup>A</sup>			0.41
South Africa	39.5 <sup>D</sup>			0.45
Spain	36.1 <sup>F</sup>	39.9	→	0.44
Suriname	35.4 <sup>F</sup>	33.2	←	
Togo	46.6 <sup>A</sup>			0.47
Trinidad and Tobago	39.2 <sup>F</sup>	40.8	→	0.45
Turkey	16.7 <sup>F</sup>	20.6	→	0.60
Uruguay	43.9 <sup>F</sup>	45.8	→	0.52
Venezuela	36.7 <sup>F</sup>	41.8	→	0.41
Zimbabwe	17.2 <sup>F</sup>	20.6	→	0.57
<b>Countries in worse situation</b>				
Algeria	12.6 <sup>G</sup>	14.2 <sup>I</sup>	→	0.31
Bahrain	9.9 <sup>F</sup>	12.5	→	0.34
Chile	36.2 <sup>F</sup>	36.5		0.38
Côte d'Ivoire	21.5 <sup>F</sup>	19.6	←	0.37
Dominican Republic	35.7 <sup>F</sup>	34.9		0.36
Egypt	18.9 <sup>F</sup>	20.3	→	0.38
El Salvador	30.7 <sup>F</sup>	31.1		0.36
<p>  <b>Significant progress</b>   <b>Slight progress</b>   <b>Stagnant</b>   <b>Slight regression</b>   <b>Significant regression</b> </p> <p><b>Notes:</b> * Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: A: 1990; B: 1991; C: 1992; D: 1993; E: 1994; F: 1995; G: 1996; H: 1998; I: 2001.</p>				

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	Initial data* (%)	2002 (%)	Progress or regression	1991/2001
Fiji	31.8 <sup>F</sup>	34.8	→	0.36
Guatemala	37.9 <sup>F</sup>	39.2		0.33
Guyana	44.8 <sup>A</sup>			0.39
India	14.4 <sup>F</sup>	17.5	→	0.38
Iran, Islamic Rep.	18.0 <sup>A</sup>			0.29
Jordan	22.6 <sup>F</sup>	21.9		0.31
Kuwait	25.6 <sup>F</sup>	19.7	←	0.34
Lebanon	29.3 <sup>A</sup>			0.31
Lesotho	40.4 <sup>A</sup>			0.38
Luxembourg	35.9 <sup>F</sup>	37.5	→	0.38
Malta	28.7 <sup>F</sup>	33.8	→	0.37
Mauritius	36.4 <sup>F</sup>	38.2	→	0.37
Mexico	35.9 <sup>F</sup>	37.1		0.38
Oman	20.9 <sup>F</sup>	25.2	→	0.22
Pakistan	7.5 <sup>F</sup>	8.2		0.33
Peru	32.0 <sup>F</sup>	35.0	→	0.27
Qatar	15.6 <sup>F</sup>	13.8	←	
Saudi Arabia	15.2 <sup>F</sup>	14.0		0.21
Sudan	18.8 <sup>F</sup>	14.7	←	0.32
Swaziland	33.2 <sup>F</sup>	29.3	←	0.31
Syrian Arab Republic	16.3 <sup>F</sup>	18.4	→	0.28
Tunisia	19.7 <sup>A</sup>			0.36
United Arab Emirates	12.6 <sup>F</sup>	12.7		
West Bank and Gaza	13.5 <sup>F</sup>	17.0	→	
Yemen	7.6 <sup>F</sup>	5.8	←	0.30
<b>Countries with insufficient data to summarize the area</b>				
Afghanistan	4.7 <sup>A</sup>			
Bhutan	11.9 <sup>A</sup>			
Bosnia and Herzegovina	43.4 <sup>A</sup>			
British Virgin Islands	48.3 <sup>E</sup>			
Brunei Darussalam	39.5 <sup>A</sup>			
Cayman Islands	48.6 <sup>B</sup>			
Grenada	38.4 <sup>B</sup>			
Guadeloupe	55.0 <sup>A</sup>			
Guam	43.6 <sup>C</sup>			
Iraq	12.7 <sup>A</sup>			
Korea, Dem. Rep.	49.6 <sup>A</sup>			
Liberia	28.3 <sup>A</sup>			
Libya	18.9 <sup>A</sup>			
Myanmar	35.2 <sup>A</sup>			
Serbia and Montenegro	46.4 <sup>A</sup>			
Somalia	27.6 <sup>A</sup>			
Timor-Leste	27.9 <sup>A</sup>			
<p><b>UDHR:</b> Universal Declaration of Human Rights  <b>CESCR:</b> International Covenant on Economic, Social and Cultural Rights  <b>CEDAW:</b> Convention on the Elimination of All Forms of Discrimination against Women  <b>CRC:</b> Convention on the Rights of the Child</p> <p><b>Sources:</b>  <b>Women wage employment in non-agricultural sector:</b> The UN Statistics Division Website (<a href="http://unstats.un.org/unsd/">unstats.un.org/unsd/</a>)  <b>Estimated earned income ratio (women/men):</b> Human Development Report 2004, UNDP.</p> <p><b>Notes:</b> * Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date. Data source year: <b>A:</b> 1990; <b>B:</b> 1991; <b>C:</b> 1992; <b>D:</b> 1993; <b>E:</b> 1994; <b>F:</b> 1995; <b>G:</b> 1996; <b>H:</b> 1998; <b>I:</b> 2001.</p> <p>→ <b>Significant progress</b>  → <b>Slight progress</b>     <b>Stagnant</b>  ← <b>Slight regression</b>  ← <b>Significant regression</b></p>				



## GENDER EQUITY: The governments of the world agreed on...

### Women's empowerment

"Discrimination against women, denying or limiting as it does their equality of rights with men, is fundamentally unjust and constitutes an offence against human dignity."

Declaration on the Elimination of Discrimination against Women, Article 1, 1967.

"We are convinced that... women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace."

Conference on Women - Beijing Platform for Action, Paragraph 13, 1995.

#### HUMAN RIGHTS

The right to non discrimination on the basis of sex is enshrined in:

UDHR - Art. 2 & 26 CEDAW - Art. 7, 10 & 11  
CESCR - Art. 3 & 7 CRC - Art. 29

#### INTERNATIONAL COMMITMENTS

Gender equity is considered in:

Millennium Development Goals - Goal 3  
World Summit for Social Development  
Fourth World Conference on Women -  
Beijing Platform for Action - Critical Areas of Concern

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL			SEATS IN PARLIAMENT HELD BY WOMEN		
	Latest available data (A) (%)	Latest available data (A) (%)	1995* (%)	2001 (%)	Progress or regression	1997 (%)	2004 (%)	Progress or regression
<b>Countries in better situation</b>								
Australia	35	55	24	20	←	15.5	25.3	→
Austria	29	48	7	31	→	26.8	33.9	→
Bulgaria			9	19	→	13.3	26.2	→
Finland	28	52	16	44	→	33.5	37.5	→
Germany	34	49	7	36	→	26.2	32.2	→
Grenada			19	25	→	20.0	26.7	→
Hungary	35	62	8	36	→	11.4	9.8	←
Iceland	29	55	8	33	→	25.4	30.2	→
Lithuania	44	70	9	19	→	17.5		
Luxembourg			8	29	→	20.0	20.0	"
Moldova	40	64	4			4.8	12.9	→
New Zealand	38	52	17	44	→	29.2	28.3	"
Norway	28	49	44	42	←	39.4	36.4	←
Philippines	58	62	24			10.8	15.3	→
Russian Federation	37	64	2			10.2	9.8	"
Seychelles			21	23	→	27.3	29.4	→
South Africa			7	38	→	25.0	32.8	→
Sweden	31	50	33	55	→	40.4	45.3	→
Uganda			10	27	→	18.1	24.7	→
United States of America	46	55		32		11.7	14.3	→
<b>Countries above average</b>								
Bahamas	31	58	34	17	←	8.2	20.0	→
Barbados	40	55	23	14	←	10.7	13.3	→
Belgium	30	48	8	19	→	12.0	35.3	→
Bolivia	36	40	9			6.9	18.5	→
Botswana	35	52	11	27	→	8.5	17.0	→
Canada	34	54	19	24	→	18.0	21.1	→
Cape Verde			12	35	→	11.1	11.1	"
Colombia	38	50	25	47	→	11.7	12.0	"
Costa Rica	53	28	21	29	→	15.8	35.1	→
Croatia	26	51		16		7.9	17.8	→
Cuba			8	11	→	22.8	36.0	→
Czech Republic	26	52	1			15.0	17.0	→
Denmark	22	51	19	45	→	33.0	38.0	→
Dominican Republic	31	49	12			11.7	17.3	→
Estonia	37	68	10	14	→	12.9	18.8	→

→ Significant progress  
→ Slight progress  
" Stagnant  
← Slight regression  
← Significant regression

Note: \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.

A: Latest available data taken from ILO Laborsta Database (March, 2004) as published by Human Development Report 2004, UNDP.

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL			SEATS IN PARLIAMENT HELD BY WOMEN		
	Latest available data (A) (%)	Latest available data (A) (%)	1995* (%)	2001 (%)	Progress or regression	1997 (%)	2004 (%)	Progress or regression
France			9	38	→	6.4	12.2	→
Gambia			7	31	→		13.2	
Georgia	28	64	3	10	→	6.8	9.4	→
Ireland	28	52	11	19	→	13.9	13.3	
Latvia	37	66	16	7	←	9.0	21.0	→
Mali			7	33	→	2.3	10.2	→
Namibia	30	55	7	16	→	18.1	26.4	→
Netherlands	26	48	20	31	→	31.3	36.7	→
Nicaragua			11	23	→	10.8	20.7	→
Panama	38	49	11	20	→	9.7	16.7	→
Peru	27	44	10	16	→	10.8	18.3	→
Poland	34	60	8	19	→	13.0	20.2	→
Portugal	29	51	18	10	←	13.0	19.1	→
Romania	31	56	3	20	→	7.0	10.7	→
Rwanda			10	13	→	17.1	48.8	→
Slovakia	31	61	13	19	→	14.7	19.3	→
Spain	31	46	10	18	→	24.6	36.0	→
Suriname	28	51	14			15.7	17.6	→
Switzerland	28	45	7	29	→	21.0	25.0	→
Trinidad and Tobago	40	51	14	9	←	11.1	19.4	→
Ukraine	38	64	1			3.8	5.3	→
United Kingdom	31	44	8	33	→	9.5	17.9	→
Uruguay	37	52	3			7.1	12.1	→
Zimbabwe			11	36	→	14.7	10.0	←
<b>Countries below average</b>								
Angola			6	15	→	9.5	15.5	→
Argentina	26	53	3	7	→	25.3	34.0	→
Belarus			4	26	→		10.3	
Belize	31	52	10	11		3.4	3.3	
Brazil		62	13	0	←	6.6	8.6	→
Burkina Faso			10	9	←	3.7	11.7	→
Burundi			4	5			18.4	
Chile	21	52	12	26	→	7.5	12.5	→
China			4	5		21.0	20.2	
Côte d'Ivoire			3	9	→	8.3	8.5	
Dominica			31	0	←	9.4	18.8	→
Ecuador	25	44	10	20	→		16.0	
El Salvador	26	46	18	15	←	10.7	10.7	
Eritrea				12		21.0	22.0	
Ethiopia			11	22	→	2.0	7.7	→
Fiji	51	9	10	21	→	4.3	5.7	→
Gabon			6	12	→		9.2	
Ghana			11	9	←		9.5	
Greece	26	48	6	7		6.3	14.0	→
Guinea			5	11	→	7.0	19.3	→
Haiti			14	18	→	3.6	3.6	
Honduras	22	36	17	33	→	7.8	5.5	←
Hong Kong (China)	26	40						
India			6	10	→	7.2	8.1	
Israel	26	54	10	6	←	7.5	15.0	→
Italy	21	45	10	18	→	11.1	11.5	
Jamaica			13	13		11.7	11.7	
Lao PDR			3	10	→	9.4	22.9	→
Macedonia, FYR	19	51	11	11		3.3	18.3	→
Malawi			6	12	→	5.6	14.6	→
Malaysia	20	45	6			7.8	9.1	
<p>→ Significant progress  → Slight progress     Stagnant  ← Slight regression  ← Significant regression</p> <p><b>Note:</b> * Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.  A: Latest available data taken from ILO Laborsta Database (March, 2004) as published by Human Development Report 2004, UNDP.</p>								

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL			SEATS IN PARLIAMENT HELD BY WOMEN		
	Latest available data (A) (%)	Latest available data (A) (%)	1995* (%)	2001 (%)	Progress or regression	1997 (%)	2004 (%)	Progress or regression
Mexico	25	40	7	11	→	14.2	22.6	→
Mongolia	30	66	5	10	→	7.9	5.4	←
Nigeria			4	23	→		6.1	
Paraguay	23	54	3			2.5	10.0	→
Senegal			2	16	→	11.7	19.2	→
Sierra Leone			5	8	→	6.3	14.5	→
Singapore	26	43	5	6	"	2.5	16.0	→
Slovenia	29	55	15			7.8	12.2	→
St. Lucia			5	18	→	0.0	11.1	→
St. Vincent and the Grenadines			25	0	←	9.5	22.7	→
Swaziland	24	61	7	13	→	3.1	10.8	→
Syrian Arab Republic			4	11	→	9.6	12.0	→
Thailand	27	55	4	6	→	5.6	9.2	→
Tunisia			5	10	→	6.7	11.5	→
Venezuela	27	61	6	0	←	5.9	9.7	→
<b>Countries in worse situation</b>								
Albania			12	15	→	12.1	5.7	←
Algeria			2	0	←	6.6	6.2	"
Antigua and Barbuda			30	0	←	5.3	10.5	→
Azerbaijan			5	3	←	12.0	10.5	←
Bahrain	10	19	0				0.0	
Bangladesh	8	25	3	10	→	9.1	2.0	←
Benin			10	11	"	7.2	7.2	"
Cambodia	14	33	5	7	→	5.8	9.8	→
Cameroon			5	6	"	12.2	8.9	←
Cyprus	14	46	5			5.4	10.7	→
Djibouti			1	5	→	0.0	10.8	→
Egypt	9	30	2	6	→	2.0	2.4	"
Guatemala			18	7	←	12.5	8.2	←
Indonesia			2	6	→	12.6	11.1	←
Iran, Islamic Rep.	13	33	0	9	→	4.0	3.1	"
Japan	10	46	8	6	←	4.6	7.1	→
Jordan			7	0	←	1.3	5.5	→
Kenya			5	1	←	3.0	7.1	→
Korea, Rep.	5	34	2	7	→	3.0	13.0	→
Kuwait			6	0	←	0.0	0.0	"
Lebanon			0	0	"	2.3	2.3	"
Madagascar			0	13	→	3.7	3.8	"
Maldives	15	40	10			6.3	6.0	"
Malta	17	40	2	5	→	5.8	9.2	→
Mauritania			5	14	→	1.3	3.7	→
Mauritius			7	9	→	7.6	5.7	←
Morocco			1	5	→	0.6	10.8	→
Nepal			0	15	→	3.4	5.9	→
Niger			9	10	"		1.2	
Pakistan	9	26	2				21.6	
Papua New Guinea			2	0	←	0.0	0.9	"
Samoa			7	8	"	4.1	6.1	→
Saudi Arabia	1	31	0			5.3	0.0	
Sri Lanka	4	49	9			5.3	4.9	"
St. Kitts and Nevis			21	0	←	13.3	13.3	"
Sudan			1	5	→	5.3	9.7	→
Togo			3	7	→	1.2	7.4	→
Turkey	7	31	5	0	←	2.4	4.4	→
United Arab Emirates	8	25	0			0.0	0.0	"
Uzbekistan			3	4	→	6.0	7.2	"
West Bank and Gaza	10	33						

Significant progress  
 Slight progress  
 Stagnant  
 Slight regression  
 Significant regression

**Note:** \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.  
**A:** Latest available data taken from ILO Laborsta Database (March, 2004) as published by Human Development Report 2004, UNDP.

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL			SEATS IN PARLIAMENT HELD BY WOMEN		
	Latest available data (A) (%)	Latest available data (A) (%)	1995* (%)	2001 (%)	Progress or regression	1997 (%)	2004 (%)	Progress or regression
Yemen	4	15	0			0.7	0.3	"
Zambia			9	6	←	9.7	12.0	→
<b>Countries with insufficient data to summarize the area</b>								
Armenia			2			6.3	4.6	←
Bhutan			5			2.0	9.5	→
Bosnia and Herzegovina							16.7	
Brunei Darussalam			2	0	←			
Central African Republic			5			3.5		
Chad			3			17.3	5.8	←
Comoros			3			0.0	3.0	→
Congo, Dem. Rep.							12.0	
Congo, Rep.			4			1.6	8.5	→
Equatorial Guinea			3			8.8	18.0	→
Guinea-Bissau			12	8	←	10.0		
Guyana			16			20.0	20.0	"
Iraq			0					
Kazakhstan			1	18	→	13.4		
Kiribati						0.0	4.8	→
Korea, Dem. Rep.						20.1	20.1	"
Kyrgyzstan			8			1.4	10.0	→
Lesotho			14			4.6	11.7	→
Liberia						5.7	5.3	"
Libya			0	13	→			
Liechtenstein						8.0	12.0	→
Marshall Islands							3.0	
Micronesia, Fed. Sts.						0.0	0.0	"
Monaco						5.6	20.8	→
Mozambique			13			25.2	30.0	→
Myanmar			0					
Nauru						5.6	0.0	←
Oman			4					
Palau						0.0	0.0	"
Qatar			2	0	←			
San Marino						11.7	16.7	→
São Tomé and Príncipe			4			7.3	9.1	→
Serbia and Montenegro							7.9	
Solomon Islands			0			2.1	0.0	←
Tajikistan			4			2.8	12.7	→
Tanzania			9			17.5	21.4	→
Timor-Leste							26.1	
Tonga						0.0	0.0	"
Turkmenistan			4			18.0	26.0	→
Tuvalu						7.7	0.0	←
Vanuatu			0				3.8	
Viet Nam			4			28.5	27.3	"

**UDHR:** Universal Declaration of Human Rights  
**CESCR:** International Covenant on Economic, Social and Cultural Rights  
**CEDAW:** Convention on the Elimination of All Forms of Discrimination against Women  
**CRC:** Convention on the Rights of the Child

**Sources:**  
**Female professional and technical workers:** UN Statistics Division and Human Development Report 2004, UNDP.  
**Female legislators, senior officials and managers:** UN Statistics Division and Human Development Report 2004, UNDP.  
**Women in decision-making positions in government at ministerial level:** UN Statistics Division and Human Development Report 2004, UNDP.  
**Seats in parliament held by women:** IPU Database, October, 2004.

→ **Significant progress**  
→ **Slight progress**  
" **Stagnant**  
← **Slight regression**  
← **Significant regression**

**Note:** \* Initial data in this table refer to 1995 or around 1995 in order to monitor progress from Beijing to date.  
**A:** Latest available data taken from ILO Laborsta Database (March, 2004) as published by Human Development Report 2004, UNDP.