

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 |
| Countries in better situation | | | | | | | | | | | | |
| Albania | 0.96 | 0.98 | | 1.03 ^F | 1.00 ^L | | 1.03 ^I | 1.03 ^L | | 1.29 | 1.73 ^D | |
| Argentina | 1.00 | 1.00 | | 1.00 ^I | 1.00 ^M | | 1.07 ^I | 1.05 ^M | | 1.37 | 1.49 ^{L-M} | |
| Armenia | 1.00 | 1.00 | | 1.02 ^K | 0.99 ^M | | 1.06 ^K | 1.04 ^M | | 1.07 | 1.16 ^{L-M} | |
| Aruba | | | | 1.01 ^I | 0.99 ^M | | 1.07 ^I | 1.08 ^M | | | 1.48 ^{L-M} | |
| Australia | | | | 1.01 ^F | 1.00 ^M | | 1.02 ^F | 1.03 ^M | | 1.05 | 1.24 ^{L-M} | |
| Austria | | | | 1.03 ^F | 1.01 ^L | | 1.01 ^F | 1.00 ^L | | 1.00 | 1.15 ^D | |
| Azerbaijan | | | | 1.02 ^I | 0.98 ^M | ← | 1.01 ^I | 0.99 ^M | | 1.02 | 1.00 ^{L-M} | |
| Bahamas | 1.02 | 1.02 | | 1.02 ^C | 1.04 ^M | | 1.01 ^C | 1.00 ^M | | 2.19 | | |
| Bahrain | 1.00 | 1.01 | | 1.02 ^F | 1.00 ^M | | 1.06 ^F | 1.12 ^M | | 1.57 | 1.87 ^{I-J} | |
| Barbados | 1.00 | 1.00 | | 0.99 ^B | 1.00 ^M | | 1.05 ^I | 0.99 ^M | | 1.50 | 2.60 ^D | |
| Belarus | 1.00 | 1.00 | | 0.96 ^E | 0.98 ^M | → | 0.98 ^I | 1.04 ^M | → | 1.18 | 1.36 ^{L-M} | |
| Belgium | | | | 1.00 ^F | 1.00 ^L | | 1.00 ^E | | | 1.03 | 1.17 ^D | |
| Belize | 1.01 | 1.01 | | 0.99 ^E | 1.00 ^L | | 1.08 ^C | 1.09 ^L | | 1.57 | | |
| Botswana | 1.10 | 1.08 | | 1.05 ^F | 1.05 ^M | | 1.21 ^F | 1.16 ^L | | 0.91 | 0.80 ^{L-M} | ← |
| Brazil | 1.03 | 1.03 | | 0.93 ^J | 1.01 ^M | → | 1.08 ^J | 1.07 ^M | | 1.19 | 1.31 ^{L-M} | |
| British Virgin Islands | | | | | 0.98 ^M | | | 1.08 ^M | | | 2.35 ^{L-M} | |
| Brunei Darussalam | 1.01 | 1.00 | | 1.01 ^E | | | 1.09 ^D | | | 1.45 | 1.70 ^{L-M} | |
| Bulgaria | 1.00 | 1.00 | | 0.97 ^F | 0.98 ^L | | 1.01 ^E | 0.98 ^L | ← | 1.70 | 1.35 ^D | |
| Canada | | | | 0.98 ^F | 1.00 ^L | → | 0.99 ^F | 1.01 ^L | | 1.18 | 1.33 ^D | |
| Chile | 1.00 | 1.00 | | 0.98 ^F | 0.99 ^L | | 1.09 ^F | 1.04 ^L | | 0.86 | 0.92 ^D | → |
| China | 0.97 | 0.98 | | 1.00 ^F | 1.01 ^L | | | | | 0.54 | | |
| Colombia | 1.01 | 1.01 | | 1.00 ^J | 0.99 ^M | | 1.15 ^F | 1.10 ^M | | 1.04 | 1.09 ^{L-M} | |
| Costa Rica | 1.01 | 1.01 | | 1.01 ^H | 1.01 ^M | | 1.13 ^H | 1.10 ^M | | 0.83 | 1.16 ^{L-M} | → |
| Croatia | 1.00 | 1.00 | | 0.99 ^E | 0.99 ^M | | 1.08 ^E | 1.02 ^M | | 1.00 | 1.15 ^{L-M} | |
| Cuba | 1.00 | 1.00 | | 1.00 ^F | 0.99 ^M | | 1.14 ^D | 1.01 ^M | | 1.54 | 1.25 ^{L-M} | |
| Cyprus | 1.00 | 1.00 | | 1.00 ^F | 1.00 ^L | | 1.03 ^E | 1.02 ^L | | 1.52 | 1.32 ^D | |
| Czech Republic | | | | 1.00 ^F | 1.00 ^M | | 1.03 ^F | 1.01 ^M | | 0.92 | 1.09 ^{L-M} | → |
| Denmark | | | | 1.00 ^F | 1.00 ^K | | 1.02 ^F | 1.03 ^K | | 1.22 | 1.36 ^D | |
| Dominica | | | | | 0.97 ^L | | | 1.06 ^L | | | | |
| Dominican Republic | 1.02 | 1.02 | | 1.02 ^G | 0.96 ^M | ← | 1.47 ^E | 1.34 ^M | | 1.31 | | |
| Ecuador | 0.99 | 1.00 | | 1.01 ^F | 1.01 ^M | | 1.51 ^H | 1.00 ^M | | 0.65 | | |
| El Salvador | 0.98 | 0.99 | | 1.01 ^F | 1.00 ^M | | 1.13 ^F | 1.04 ^M | | 1.02 | 1.20 ^{L-M} | |
| Estonia | 1.00 | 1.00 | | 0.98 ^F | 0.99 ^L | | 1.07 ^F | 1.07 ^L | | 1.17 | 1.57 ^D | |
| Fiji | 1.00 | 1.00 | | 1.00 ^C | 1.00 ^M | | | 1.08 ^M | | 0.63 | | |
| Finland | | | | 1.01 ^F | 1.00 ^L | | 1.02 ^F | 1.01 ^L | | 1.16 | 1.22 ^D | |
| France | | | | 1.00 ^F | 1.00 ^L | | 1.01 ^F | 1.02 ^L | | 1.27 | 1.23 ^D | |
| Georgia | | | | 1.01 ^F | 1.00 ^M | | 0.98 ^F | 1.03 ^J | → | 1.17 | 1.03 ^{L-M} | |

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

 Significant progress
 Slight progress
 Stagnant
 Slight regression
 Significant regression

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 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 ^I | 1.00 ^M | | | | | 0.71 | | |
| St. Kitts and Nevis | | | | | 1.10 ^L | | | 1.20 ^L | | | | |
| St. Lucia | | | | 1.00 ^I | 0.98 ^M | ← | 1.30 ^I | 1.30 ^M | | | 0.89 ^{I-J} | |
| St. Vincent and the Grenadines | | | | | 1.00 ^M | | | 1.21 ^M | | | | |
| Suriname | | | | 0.96 ^K | 1.01 ^M | → | 1.13 ^K | 1.44 ^M | | | 1.67 ^{L-M} | |
| Swaziland | 1.02 | 1.02 | | 1.01 ^F | 1.01 ^M | | 1.19 ^F | 1.21 ^M | | 0.83 | 1.25 ^{L-M} | → |
| Sweden | | | | 1.00 ^F | 1.00 ^M | | 1.01 ^F | 1.01 ^M | | 1.29 | 1.55 ^{L-M} | |
| Tanzania | 0.91 | 0.97 | → | 1.03 ^F | 1.00 ^M | | 0.94 ^J | | | 0.19 | | |
| Thailand | 0.99 | 0.99 | | 0.97 ^K | 0.98 ^M | → | | | | 1.14 | 1.09 ^{L-M} | |
| Tonga | | | | 1.01 ^I | 1.00 ^M | | 1.11 ^I | 1.13 ^L | | | 1.33 ^{L-M} | |
| Trinidad and Tobago | 1.00 | 1.00 | | 0.99 ^F | 1.00 ^M | | 1.04 ^C | 1.07 ^L | | 0.75 | 1.50 ^{L-M} | → |
| Tunisia | 0.88 | 0.94 | → | 0.95 ^F | 1.00 ^M | → | 1.01 ^H | 1.03 ^M | | 0.80 | 0.95 ^D | → |
| Turks and Caicos Islands | | | | | 1.00 ^M | | | 1.05 ^M | | | | |
| Ukraine | 1.00 | 1.00 | | 0.99 ^I | 0.99 ^M | | | 1.01 ^M | | 1.31 | 1.17 ^{L-M} | |
| United Arab Emirates | 1.08 | 1.07 | | 0.98 ^F | 0.98 ^M | | 1.12 ^E | 1.06 ^M | | 3.81 | | |
| United Kingdom | | | | 1.01 ^F | 1.00 ^L | | 1.03 ^F | 1.01 ^L | | 1.10 | 1.19 ^D | |
| United States of America | | | | 1.00 ^F | 1.01 ^M | | 1.00 ^F | 1.00 ^M | | 1.30 | 1.34 ^{L-M} | |
| Uruguay | 1.01 | 1.01 | | 1.01 ^F | 1.01 ^M | | 1.11 ^K | 1.12 ^M | | 1.31 | 1.78 ^{L-M} | |
| Vanuatu | | | | 1.01 ^I | 1.02 ^M | | 0.80 ^B | 1.04 ^M | → | | | |
| Venezuela | 1.01 | 1.01 | | 1.02 ^G | 1.01 ^M | | 1.53 ^G | 1.17 ^M | | 0.90 | 1.35 ^{L-M} | → |
| West Bank and Gaza | | | | | 1.00 ^M | | | 1.06 ^M | | | 0.88 ^J | |
| Countries above average | | | | | | | | | | | | |
| Algeria | 0.85 | 0.93 | → | 0.92 ^F | 0.98 ^M | → | 0.89 ^F | 1.07 ^M | → | 0.70 | | |
| Angola | | | | 1.09 ^H | 0.88 ^K | ← | | | | 0.55 | 1.00 ^N | → |
| Bangladesh | 0.68 | 0.73 | → | 0.88 ^A | 1.02 ^M | → | 0.51 ^A | 1.10 ^M | → | 0.19 | 0.50 ^{L-M} | → |
| Bolivia | 0.94 | 0.97 | → | 0.92 ^A | 1.00 ^M | → | 0.85 ^A | 0.99 ^L | → | 0.68 | 0.55 ^{I-J} | ← |
| Cape Verde | 0.90 | 0.95 | → | 1.01 ^I | 0.99 ^M | | 0.98 ^D | 1.04 ^M | → | | 0.75 ^{L-M} | |
| Indonesia | 0.98 | 0.99 | | 0.97 ^F | 0.99 ^M | → | 0.86 ^E | 0.96 ^K | → | 0.55 | 0.88 ^{L-M} | → |
| Kyrgyzstan | | | | 0.96 ^F | 0.96 ^M | | | | | 1.11 | 1.14 ^{L-M} | |
| Macao (China) | 0.97 | 0.99 | | 1.00 ^B | 0.98 ^M | ← | 1.13 ^B | 1.10 ^M | | 0.91 | 0.51 ^{L-M} | ← |
| Malawi | 0.71 | 0.79 | → | 1.02 ^E | 1.00 ^M | | 0.79 ^J | 0.81 ^M | → | 0.43 | | |
| Palau | | | | 0.97 ^I | 0.93 ^L | ← | | | | | 2.08 ^D | |
| Peru | 0.96 | 0.98 | | 0.99 ^F | 1.00 ^M | | 0.97 ^F | 0.97 ^L | | 0.95 | 0.97 ^{L-M} | → |
| Rwanda | 0.92 | 0.98 | → | 0.99 ^B | 1.02 ^M | | 0.76 ^A | | | 2.70 | 0.33 ^{L-M} | ← |
| São Tomé and Príncipe | | | | | 0.94 ^M | | | | | | 1.00 ^{L-M} | |
| Saudi Arabia | 0.92 | 0.98 | → | 0.91 ^F | 0.93 ^M | → | 0.76 ^F | 0.93 ^M | → | 0.94 | 1.44 ^{L-M} | → |
| Switzerland | | | | 0.99 ^F | 1.00 ^L | | 0.93 ^F | 0.94 ^L | → | 0.64 | 0.75 ^{I-J} | → |
| Viet Nam | 1.00 | 1.01 | | | 0.94 ^L | | | | | 0.62 | 0.82 ^{L-M} | → |
| Zambia | 0.91 | 0.96 | → | 0.98 ^F | 1.00 ^M | → | 0.72 ^E | 0.82 ^M | → | 0.40 | 0.67 ^D | → |
| Zimbabwe | 0.96 | 0.98 | | 1.01 ^J | 1.01 ^M | | 0.91 ^J | 0.90 ^M | | 0.42 | 0.50 ^{L-M} | → |
| Countries below average | | | | | | | | | | | | |
| Burundi | 0.86 | 1.01 | → | 0.88 ^G | 0.81 ^M | ← | 0.66 ^C | 0.78 ^M | → | 0.38 | 0.33 ^{L-M} | ← |
| Cameroon | 0.93 | 0.98 | → | | | | | | | 0.19 | 0.57 ^{L-M} | → |
| Comoros | 0.78 | 0.80 | | 0.81 ^D | 0.85 ^K | → | | | | 0.41 | 1.00 ^N | → |
| Congo, Dem. Rep. | 0.79 | 0.89 | → | 0.70 ^E | 0.97 ^J | → | 0.61 ^E | | | 0.17 | | |
| Congo, Rep. | 0.98 | 0.99 | | | | | | | | 0.23 | 0.17 ^{L-M} | ← |
| Djibouti | 0.84 | 0.93 | → | 0.75 ^F | 0.79 ^M | → | 0.68 ^G | 0.62 ^M | ← | 0.86 | 1.00 ^{L-M} | → |
| Egypt | 0.77 | 0.86 | → | 0.89 ^G | 0.96 ^M | → | 0.90 ^G | 0.95 ^M | → | 0.66 | | |
| Equatorial Guinea | 0.95 | 0.98 | → | 0.79 ^I | 0.86 ^M | → | | 0.58 ^K | | | 0.50 ^N | |
| Gabon | | | | | 0.99 ^L | | | | | | 0.56 ^{I-J} | |
| Gambia | 0.71 | 0.80 | → | 0.79 ^F | 0.92 ^M | → | 0.54 ^C | 0.75 ^M | → | 0.55 | | |
| Ghana | 0.91 | 0.97 | → | 0.93 ^I | 0.97 ^M | → | 0.80 ^I | 0.88 ^M | → | 0.28 | 0.40 ^{L-M} | → |
| Guatemala | 0.84 | 0.86 | → | 0.92 ^H | 0.95 ^M | → | 0.96 ^I | 0.97 ^M | | 0.31 | | |
| Lao PDR | 0.80 | 0.87 | → | 0.89 ^F | 0.92 ^M | → | 0.76 ^G | 0.80 ^M | → | 0.44 | 0.50 ^{L-M} | → |
| Morocco | 0.69 | 0.83 | → | 0.77 ^F | 0.92 ^M | → | | 0.82 ^K | | 0.73 | 0.82 ^{L-M} | → |

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 |
| Niue | | | | | 0.94 ^M | | | 0.98 ^M | | | | |
| Sudan | 0.80 | 0.91 | → | 0.84 ^I | 0.84 ^K | | | | | 0.87 | 0.86 ^{I-J} | ← |
| Syrian Arab Republic | 0.78 | 0.86 | → | 0.92 ^F | 0.95 ^M | → | 0.88 ^F | 0.90 ^M | → | 0.72 | | |
| Tajikistan | 1.00 | 1.00 | | 0.94 ^I | 0.95 ^M | → | 0.89 ^I | 0.84 ^M | ← | 0.51 | 0.32 ^{L-M} | ← |
| Turkey | 0.93 | 0.97 | → | 0.96 ^E | 0.93 ^M | ← | 0.70 ^E | | | 0.61 | 0.72 ^{L-M} | → |
| Uganda | 0.80 | 0.88 | → | 0.90 ^H | | | | 0.87 ^L | | 0.48 | 0.50 ^{L-M} | → |
| Countries in worse situation | | | | | | | | | | | | |
| Benin | 0.47 | 0.55 | → | 0.58 ^F | 0.69 ^K | → | 0.46 ^I | 0.48 ^L | → | 0.22 | 0.17 ^N | ← |
| Burkina Faso | 0.45 | 0.58 | → | 0.65 ^E | 0.71 ^M | → | 0.55 ^D | 0.60 ^L | → | 0.32 | 0.50 ^{L-M} | → |
| Cambodia | 0.84 | 0.91 | → | 0.86 ^H | 0.93 ^M | → | 0.55 ^H | 0.58 ^M | → | 0.19 | 0.50 ^{L-M} | → |
| Central African Republic | 0.69 | 0.85 | → | 0.66 ^A | | | | | | 0.16 | 0.33 ^H | → |
| Chad | 0.73 | 0.88 | → | 0.56 ^G | 0.67 ^M | → | 0.30 ^H | 0.36 ^L | → | 0.15 | | |
| Côte d'Ivoire | 0.68 | 0.79 | → | 0.75 ^F | 0.74 ^M | | | | | 0.32 | 0.40 ^{I-J} | → |
| Eritrea | 0.72 | 0.79 | → | 0.91 ^F | 0.85 ^M | ← | 0.88 ^F | 0.75 ^M | ← | 0.13 | | |
| Ethiopia | 0.73 | 0.86 | → | 0.62 ^F | 0.79 ^M | → | 0.71 ^I | 0.58 ^M | ← | 0.25 | 0.33 ^{L-M} | → |
| Guinea | | | | 0.65 ^H | 0.78 ^M | → | 0.41 ^H | 0.41 ^J | | 0.10 | | |
| Guinea-Bissau | 0.51 | 0.69 | → | | 0.72 ^K | | | | | 0.05 | | |
| India | 0.78 | 0.85 | → | | 0.84 ^L | | | | | 0.62 | 0.69 ^D | → |
| Iraq | 0.47 | 0.51 | → | 0.88 ^F | 0.85 ^K | ← | 0.67 ^C | 0.65 ^K | ← | 0.64 | 0.56 ^{L-M} | ← |
| Liberia | 0.57 | 0.68 | → | 0.86 ^I | 0.77 ^K | ← | | 0.57 ^K | | 0.33 | 0.79 ^H | → |
| Mali | 0.49 | 0.57 | → | 0.66 ^F | 0.73 ^J | → | | | | 0.20 | | |
| Mauritania | 0.68 | 0.75 | → | 0.86 ^F | 0.96 ^M | → | 0.78 ^K | 0.81 ^M | → | 0.21 | 0.20 ^{L-M} | |
| Mozambique | 0.55 | 0.68 | → | 0.76 ^F | 0.89 ^M | → | 0.67 ^F | 0.69 ^M | → | 0.34 | | |
| Nepal | 0.48 | 0.63 | → | 0.79 ^I | 0.88 ^L | → | | | | 0.33 | 0.25 ^{L-M} | ← |
| Niger | 0.40 | 0.46 | → | 0.61 ^G | 0.68 ^M | → | 0.56 ^G | 0.57 ^M | | 0.18 | 0.50 ^{L-M} | → |
| Pakistan | 0.54 | 0.64 | → | 0.60 ^J | 0.75 ^L | → | | | | 0.60 | | |
| Papua New Guinea | 0.87 | 0.91 | → | 0.91 ^I | 0.89 ^M | ← | 0.78 ^I | 0.80 ^M | → | 0.48 | 0.33 ^{I-J} | ← |
| Senegal | 0.65 | 0.75 | → | 0.80 ^F | 0.89 ^M | → | | | | 0.31 | | |
| Togo | 0.67 | 0.79 | → | 0.74 ^F | 0.84 ^M | → | 0.44 ^H | 0.47 ^K | → | 0.18 | 0.17 ^N | |
| Yemen | 0.44 | 0.67 | → | 0.59 ^I | 0.66 ^K | → | | 0.45 ^K | | 0.17 | 0.29 ^N | → |
| Countries with insufficient data to summarize the area | | | | | | | | | | | | |
| Afghanistan | | | | | | | | | | 0.46 | | |
| French Polynesia | | | | 1.01 ^E | | | | | | 1.02 | | |
| Grenada | | | | | 0.90 ^L | | | | | | | |
| Haiti | 0.99 | 1.02 | | 1.05 ^A | | | | | | 0.49 | | |
| Marshall Islands | | | | | 0.91 ^K | | | | | | | |
| Nauru | | | | | 1.03 ^J | | | | | | | |
| New Caledonia | | | | 1.00 ^A | | | 1.12 ^A | | | 0.71 | | |
| Nigeria | 0.89 | 0.97 | → | | | | | | | 0.38 | | |
| Puerto Rico | 1.02 | 1.01 | | | | | | | | 1.42 | | |
| Sierra Leone | | | | | | | 0.82 ^J | | | 0.19 | 0.33 ^{L-M} | → |
| Singapore | 1.00 | 1.00 | | | | | | | | 0.84 | | |
| Timor-Leste | | | | | | | | | | | 1.50 ^{L-M} | |
| Turkmenistan | | | | | | | | | | 1.11 | | |
| Tuvalu | | | | | 0.96 ^J | | | | | | | |
| Uzbekistan | 1.00 | 1.00 | | | | | | | | 1.12 | | |

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:
UNESCO Website Database, October 2004 (www.unesco.org); World Development Indicators 2004, World Bank and World Education Report, 1998 (UNESCO).

→ **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.

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 |
| Countries in better situation | | | | |
| Armenia | | 45.5 ^H | | 0.69 |
| Australia | 46.8 ^F | 48.9 | → | 0.71 |
| Azerbaijan | 42.7 ^F | 48.4 | → | 0.57 |
| Bahamas | 49.4 ^F | 48.5 | | 0.65 |
| Barbados | 46.7 ^F | 48.5 | → | 0.61 |
| Belarus | 56.2 ^F | 55.8 | | 0.65 |
| Benin | 51.5 ^A | | | 0.69 |
| Bermuda | 50.4 ^F | 49.4 | | |
| Bulgaria | 53.0 ^F | 51.3 | ← | 0.66 |
| Burundi | 9.9 ^A | | | 0.71 |
| Cambodia | 46.0 ^F | 53.2 | → | 0.77 |
| Canada | 47.8 ^F | 48.7 | | 0.63 |
| Colombia | 44.9 ^F | 49.2 | → | 0.53 |
| Czech Republic | 46.3 ^F | 46.7 | | 0.56 |
| Denmark | 46.5 ^F | 49.0 | → | 0.72 |
| Estonia | 50.8 ^F | 51.5 | | 0.63 |
| Finland | 51.1 ^F | 50.7 | | 0.70 |
| France | 45.7 ^F | 47.0 | | 0.59 |
| Ghana | 56.6 ^A | | | 0.75 |
| Guinea | 30.1 ^A | | | 0.68 |
| Hungary | 45.9 ^F | 46.7 | | 0.59 |
| Iceland | 54.0 ^F | 53.0 | | 0.63 |
| Israel | 45.5 ^F | 48.7 | → | 0.53 |
| Jamaica | 49.2 ^F | 47.2 | ← | 0.66 |
| Kazakhstan | 53.8 ^F | 48.1 | ← | 0.59 |
| Kyrgyzstan | 46.0 ^F | 45.4 | | 0.65 |
| Lao PDR | 42.1 ^A | | | 0.65 |
| Latvia | 53.3 ^F | 53.4 | | 0.69 |
| Lithuania | 55.0 ^F | 50.3 | ← | 0.67 |
| Macao (China) | 45.3 ^F | 50.1 | → | |
| Moldova | 52.8 ^F | 53.7 | | 0.65 |
| Mongolia | 48.0 ^F | 47.4 | | 0.67 |
| Mozambique | 15.2 ^A | | | 0.66 |
| Netherlands Antilles | 43.9 ^F | 48.3 | → | |
| New Zealand | 48.8 ^F | 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 ^F | 48.9 | | 0.74 |
| Poland | 47.3 ^F | 47.5 | | 0.62 |
| Portugal | 45.9 ^F | 46.5 | | 0.54 |
| Russian Federation | 49.7 ^F | 49.6 | | 0.64 |
| Slovakia | 49.1 ^F | 52.0 | → | 0.65 |
| Slovenia | 48.0 ^F | 47.9 | | 0.62 |
| Solomon Islands | 33.3 ^A | | | 0.69 |
| Sweden | 51.3 ^F | 50.9 | | 0.83 |
| Tajikistan | 44.0 ^F | 50.4 | → | 0.62 |
| Tanzania | 33.1 ^A | | | 0.71 |
| Turkmenistan | | | | 0.63 |
| Uganda | 43.2 ^A | | | 0.66 |
| Ukraine | 50.7 ^F | 53.2 | → | 0.53 |
| United Kingdom | 50.2 ^F | 50.4 | | 0.60 |
| United States of America | 48.3 ^F | 48.6 | | 0.62 |
| Uzbekistan | 43.5 ^F | 41.8 | ← | 0.66 |
| Viet Nam | 52.9 ^A | | | 0.69 |
| Countries above average | | | | |
| Albania | 40.0 ^F | 40.2 | | 0.56 |
| Andorra | 43.9 ^F | 45.5 | → | |
| Angola | 42.7 ^C | | | 0.62 |
| Brazil | 44.1 ^F | 46.6 | → | 0.42 |
| Central African Republic | 36.1 ^A | | | 0.60 |
| Chad | 5.5 ^B | | | 0.59 |
| China | 38.7 ^F | 39.3 | | 0.66 |
| Comoros | 16.1 ^A | | | 0.56 |
| Congo, Dem. Rep. | 32.2 ^A | | | 0.55 |
| Congo, Rep. | 32.5 ^A | | | 0.56 |
| Cook Islands | 39.2 ^F | 41.2 | → | |
| Croatia | 47.7 ^F | 45.7 | ← | 0.56 |
| Gabon | 43.2 ^A | | | 0.59 |
| Gambia | 24.0 ^A | | | 0.59 |
| Georgia | 45.1 ^F | 46.5 | | 0.40 |
| Haiti | 39.5 ^A | | | 0.56 |
| Hong Kong (China) | 42.5 ^F | 45.9 | → | 0.56 |
| Ireland | 44.4 ^F | 47.6 | → | 0.40 |
| Kenya | 26.6 ^F | 37.6 | → | 0.90 |
| Macedonia, FYR | 38.5 ^F | 41.8 | → | 0.55 |
| Madagascar | 26.0 ^A | | | 0.59 |
| Maldives | 31.6 ^F | 39.6 | → | |
| Mali | 35.6 ^A | | | 0.61 |
| Mauritania | 43.3 ^A | | | 0.56 |
| Namibia | 43.6 ^F | 50.0 | → | 0.51 |
| Netherlands | 41.7 ^F | 45.0 | → | 0.53 |
| Niger | 8.6 ^B | | | 0.57 |
| Papua New Guinea | 24.1 ^A | | | 0.58 |
| Philippines | 40.0 ^F | 40.7 | | 0.59 |
| Puerto Rico | 43.9 ^F | 40.1 | ← | |
| Romania | 42.0 ^F | 45.2 | → | 0.58 |
| Rwanda | 16.7 ^A | | | 0.62 |
| San Marino | 39.9 ^F | 41.7 | → | |
| Senegal | 28.1 ^A | | | 0.55 |
| Singapore | 41.0 ^F | 46.7 | → | 0.50 |
| Sri Lanka | 44.0 ^F | 44.6 | | 0.57 |
| Switzerland | 44.2 ^F | 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 ^F | 46.1 | → | 0.61 |
| Zambia | 36.1 ^A | | | 0.55 |
| Countries below average | | | | |
| Argentina | 39.9 ^F | 45.9 | → | 0.37 |
| Austria | 42.0 ^F | 44.1 | → | 0.36 |
| Bangladesh | 21.1 ^F | 25.0 | → | 0.56 |
| Belgium | 42.0 ^F | 45.2 | → | 0.50 |
| Belize | 38.8 ^F | 41.0 | → | 0.24 |
| Bolivia | 35.9 ^F | 37.3 | → | 0.45 |
| Botswana | 46.6 ^F | 44.8 | ← | 0.51 |
| Burkina Faso | 13.0 ^F | 14.0 | | 0.70 |
| Cameroon | 24.3 ^A | | | 0.44 |
| Cape Verde | 50.0 ^A | | | 0.46 |
| Costa Rica | 36.7 ^F | 39.6 | → | 0.39 |
| Cuba | 37.6 ^F | 37.7 | | |
| Cyprus | 39.1 ^F | 42.4 | → | 0.47 |
| Ecuador | 40.3 ^F | 40.0 | | 0.30 |
| Equatorial Guinea | 13.3 ^A | | | 0.40 |
| Eritrea | 32.3 ^G | | | 0.52 |
| Ethiopia | 39.9 ^B | | | 0.51 |
| Germany | 43.0 ^F | 45.9 | → | 0.52 |
| Greece | 37.6 ^F | 40.5 | → | 0.43 |
| Guinea-Bissau | 10.5 ^A | | | 0.49 |
| Honduras | 44.6 ^F | 50.2 | → | 0.37 |
| Indonesia | 29.0 ^F | 29.7 | | 0.51 |
| Italy | 37.0 ^F | 40.9 | → | 0.45 |
| Japan | 38.9 ^F | 40.6 | → | 0.46 |
| Korea, Rep. | 38.0 ^F | 39.7 | → | 0.46 |
| Malawi | 11.3 ^F | 12.2 | | 0.68 |
| Malaysia | 36.3 ^F | 34.6 | ← | 0.40 |
| Morocco | 26.1 ^F | 25.8 | | 0.40 |
| Nepal | 11.7 ^A | | | 0.50 |
| Nicaragua | 49.0 ^A | | | 0.44 |
| Nigeria | 36.4 ^A | | | 0.43 |
| Panama | 42.7 ^F | 43.5 | | 0.50 |
| Paraguay | 40.7 ^F | 40.5 | | 0.33 |
| Sierra Leone | 32.1 ^A | | | 0.41 |
| South Africa | 39.5 ^D | | | 0.45 |
| Spain | 36.1 ^F | 39.9 | → | 0.44 |
| Suriname | 35.4 ^F | 33.2 | ← | |
| Togo | 46.6 ^A | | | 0.47 |
| Trinidad and Tobago | 39.2 ^F | 40.8 | → | 0.45 |
| Turkey | 16.7 ^F | 20.6 | → | 0.60 |
| Uruguay | 43.9 ^F | 45.8 | → | 0.52 |
| Venezuela | 36.7 ^F | 41.8 | → | 0.41 |
| Zimbabwe | 17.2 ^F | 20.6 | → | 0.57 |
| Countries in worse situation | | | | |
| Algeria | 12.6 ^G | 14.2 ^I | → | 0.31 |
| Bahrain | 9.9 ^F | 12.5 | → | 0.34 |
| Chile | 36.2 ^F | 36.5 | | 0.38 |
| Côte d'Ivoire | 21.5 ^F | 19.6 | ← | 0.37 |
| Dominican Republic | 35.7 ^F | 34.9 | | 0.36 |
| Egypt | 18.9 ^F | 20.3 | → | 0.38 |
| El Salvador | 30.7 ^F | 31.1 | | 0.36 |
| <p>  Significant progress  Slight progress  Stagnant  Slight regression  Significant regression </p> <p>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.</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 ^F | 34.8 | → | 0.36 |
| Guatemala | 37.9 ^F | 39.2 | | 0.33 |
| Guyana | 44.8 ^A | | | 0.39 |
| India | 14.4 ^F | 17.5 | → | 0.38 |
| Iran, Islamic Rep. | 18.0 ^A | | | 0.29 |
| Jordan | 22.6 ^F | 21.9 | | 0.31 |
| Kuwait | 25.6 ^F | 19.7 | ← | 0.34 |
| Lebanon | 29.3 ^A | | | 0.31 |
| Lesotho | 40.4 ^A | | | 0.38 |
| Luxembourg | 35.9 ^F | 37.5 | → | 0.38 |
| Malta | 28.7 ^F | 33.8 | → | 0.37 |
| Mauritius | 36.4 ^F | 38.2 | → | 0.37 |
| Mexico | 35.9 ^F | 37.1 | | 0.38 |
| Oman | 20.9 ^F | 25.2 | → | 0.22 |
| Pakistan | 7.5 ^F | 8.2 | | 0.33 |
| Peru | 32.0 ^F | 35.0 | → | 0.27 |
| Qatar | 15.6 ^F | 13.8 | ← | |
| Saudi Arabia | 15.2 ^F | 14.0 | | 0.21 |
| Sudan | 18.8 ^F | 14.7 | ← | 0.32 |
| Swaziland | 33.2 ^F | 29.3 | ← | 0.31 |
| Syrian Arab Republic | 16.3 ^F | 18.4 | → | 0.28 |
| Tunisia | 19.7 ^A | | | 0.36 |
| United Arab Emirates | 12.6 ^F | 12.7 | | |
| West Bank and Gaza | 13.5 ^F | 17.0 | → | |
| Yemen | 7.6 ^F | 5.8 | ← | 0.30 |
| Countries with insufficient data to summarize the area | | | | |
| Afghanistan | 4.7 ^A | | | |
| Bhutan | 11.9 ^A | | | |
| Bosnia and Herzegovina | 43.4 ^A | | | |
| British Virgin Islands | 48.3 ^E | | | |
| Brunei Darussalam | 39.5 ^A | | | |
| Cayman Islands | 48.6 ^B | | | |
| Grenada | 38.4 ^B | | | |
| Guadeloupe | 55.0 ^A | | | |
| Guam | 43.6 ^C | | | |
| Iraq | 12.7 ^A | | | |
| Korea, Dem. Rep. | 49.6 ^A | | | |
| Liberia | 28.3 ^A | | | |
| Libya | 18.9 ^A | | | |
| Myanmar | 35.2 ^A | | | |
| Serbia and Montenegro | 46.4 ^A | | | |
| Somalia | 27.6 ^A | | | |
| Timor-Leste | 27.9 ^A | | | |

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:
Women wage employment in non-agricultural sector: The UN Statistics Division Website (unstats.un.org/unsd/)
Estimated earned income ratio (women/men): Human Development Report 2004, UNDP.

→ **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.

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 |
| Countries in better situation | | | | | | | | |
| 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 | → |
| Countries above average | | | | | | | | |
| 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 | ← |
| Countries below average | | | | | | | | |
| 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 | | | 11 | 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 | | 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>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.</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 | → |
| Countries in worse situation | | | | | | | | |
| 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 | | | | 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**

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|---|---|---|---|----------|------------------------|-----------------------------------|----------|------------------------|
| | 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 | → |
| Countries with insufficient data to summarize the area | | | | | | | | |
| 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**

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