

## 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.

	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)
	1990	2001	Progress or regression	1990/1991	2000/2001	Progress or regression	Initial data	2000	Progress or regression	2000/2001
<b>Countries in better situation</b>										
Albania	0.94	0.97	→	1.01	1.00		1.03 <sup>P</sup>	1.03		1.73
Algeria	0.79	0.90	→	0.88	0.97	→	0.80 <sup>G</sup>	1.05	→	
Argentina	1.00	1.00		1.00	0.99		1.07 <sup>P</sup>	1.06		1.67 <sup>T</sup>
Armenia	1.00	1.00			1.02			1.06		
Aruba					0.99		1.07 <sup>P</sup>	1.05		1.46
Australia				1.00	1.01		1.05 <sup>G</sup>	1.03		1.23
Austria				1.02	1.01		0.99 <sup>I</sup>	0.99		1.15
Azerbaijan					1.03			1.01 <sup>P</sup>		0.91 <sup>T</sup>
Bahamas	1.02	1.02			0.92		1.01 <sup>H</sup>	0.99 <sup>Q</sup>		
Bahrain	0.99	1.00		1.00	1.01		1.03 <sup>G</sup>	1.07		1.55 <sup>S</sup>
Barbados	1.00	1.00			1.01		1.05 <sup>P</sup>	0.97		2.50
Belarus	1.00	1.00			0.99		0.98 <sup>P</sup>	1.01	→	1.29
Belgium				1.02	1.00		1.03 <sup>G</sup>	0.98 <sup>M</sup>		1.15
Belize	1.01	1.01			1.04		1.11 <sup>G</sup>	1.07		
Botswana	1.10	1.09		1.08	1.04		1.19 <sup>G</sup>	1.14		0.80
Brazil	1.03	1.03			0.93		1.08 <sup>Q</sup>	1.08		1.36
Brunei Darussalam	1.01	1.01					1.12 <sup>H</sup>	1.11 <sup>L</sup>		2.00
Bulgaria	1.00	1.00		0.99	0.98		1.04 <sup>G</sup>	0.98		1.34
Canada				1.00	1.00		1.01 <sup>G</sup>	1.01 <sup>Q</sup>		1.33
Cape Verde	0.87	0.93	→		1.01		0.98 <sup>K</sup>	1.02 <sup>Q</sup>		
Chile	1.00	1.00			0.99		1.07 <sup>H</sup>	0.76	←	0.92
Colombia	1.01	1.01		1.15	1.00		1.15 <sup>M</sup>	1.10		1.09
Costa Rica	1.01	1.01		1.01	1.00		1.07 <sup>G</sup>	1.11		1.20
Croatia	1.00	1.00		1.00			1.10 <sup>G</sup>	1.02 <sup>Q</sup>		1.17
Cuba	1.00	1.00		1.00	0.99		1.14 <sup>G</sup>	1.05		1.13
Cyprus	1.00	1.00			1.01		1.01 <sup>G</sup>	1.02		1.32
Czech Republic				1.00	1.00		1.01 <sup>K</sup>	1.03 <sup>M</sup>		1.07
Denmark				1.00			1.03 <sup>G</sup>	1.03 <sup>Q</sup>		1.36
Dominican Republic	1.02	1.02			1.02		1.48 <sup>K</sup>	1.28		
Ecuador	0.99	0.99			1.01		1.51 <sup>Q</sup>	1.04		
El Salvador	0.97	0.98					1.13 <sup>M</sup>	0.99 <sup>P</sup>		1.19
Estonia	1.00	1.00		0.99	0.98		1.07 <sup>I</sup>	1.03		1.56
Fiji	1.00	1.00			1.00					
Finland				1.00	1.00		1.02 <sup>G</sup>	1.02		
France				1.00	1.00		1.05 <sup>H</sup>	1.02		1.23
Georgia				1.00	1.00		0.96 <sup>L</sup>	1.02 <sup>P</sup>		0.97
Germany				1.03			1.00 <sup>I</sup>	1.01 <sup>Q</sup>		0.96 <sup>S</sup>
Greece	1.00	1.00		0.99	1.00		1.02 <sup>G</sup>	1.03		1.10
Guyana	1.00	1.00		1.00			1.07 <sup>G</sup>	1.06 <sup>M</sup>		





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

**Note:** A: 1984 data; B: 1985 data; C: 1986 data; D: 1987 data; E: 1988 data; F: 1989 data; G: 1990 data; H: 1991 data; I: 1992 data; J: 1991/93 data; K: 1993 data; L: 1994 data; M: 1995 data; N: 1996 data; O: 1997 data; P: 1998 data; Q: 1999 data; R: 2000 data; S: 1998/1999 data; T: 1999/2000 data.

	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)
	1990	2001	Progress or regression	1990/1991	2000/2001	Progress or regression	Initial data	2000	Progress or regression	2000/2001
Honduras	1.03	1.04			1.02					1.31
Hong Kong (China)	0.99	1.01						1.07 <sup>M</sup>		1.04
Hungary	1.00	1.00		1.01	0.99		1.04 <sup>G</sup>	1.01 <sup>O</sup>		1.29
Iceland				0.99	1.00		1.04 <sup>K</sup>	1.05		1.72
Indonesia	0.97	0.99	➡	0.96	0.99	➡	0.88 <sup>G</sup>	0.96 <sup>O</sup>	➡	0.81
Iran, Islamic Rep.	0.88	0.95	➡		0.98			0.92 <sup>N</sup>		1.00
Ireland				1.02			1.05 <sup>G</sup>	1.05 <sup>N</sup>		1.26
Israel	0.99	1.00		1.03	1.00		1.01 <sup>P</sup>	1.01		1.41
Italy	1.00	1.00		1.00	1.00		1.01 <sup>P</sup>	1.01		1.33
Jamaica	1.09	1.07		1.00	1.00		1.06 <sup>G</sup>	1.04		2.00
Japan				1.00	1.00		1.01 <sup>K</sup>	1.01 <sup>O</sup>		0.86
Jordan	0.97	1.00	➡	1.01			1.16 <sup>H</sup>	1.07 <sup>O</sup>		1.15 <sup>T</sup>
Kazakhstan	1.00	1.00		0.99	0.99			0.98		1.21
Kenya	0.93	0.98	➡	1.00	1.02		0.98 <sup>O</sup>	0.97		1.00
Korea, Rep.	1.00	1.00		1.01	1.01		0.98 <sup>G</sup>	1.00		0.59
Kuwait	0.99	1.02	➡	0.93			0.98 <sup>H</sup>	1.02 <sup>P</sup>		2.31 <sup>S</sup>
Kyrgyzstan				1.00	0.97	⬅				1.05
Latvia	1.00	1.00		0.99	1.00		1.02 <sup>M</sup>	1.08		1.65
Lebanon	0.93	0.96	➡		1.00		1.15 <sup>O</sup>	1.09 <sup>P</sup>		1.10
Lesotho	1.26	1.19		1.25	1.09		2.04 <sup>H</sup>	1.54		1.50
Libya	0.84	0.94	➡	0.96						0.96
Lithuania	1.00	1.00			0.99		1.04 <sup>L</sup>	1.01		1.50
Luxembourg				1.09	1.01		1.08 <sup>M</sup>	1.08		1.25
Macao (China)	0.97	0.98		0.98	0.99		1.13 <sup>H</sup>	1.12		0.86
Macedonia, FYR				0.99	1.00		1.00 <sup>L</sup>	0.98 <sup>O</sup>		1.33
Madagascar	0.86	0.92	➡	1.00	1.01			1.03 <sup>P</sup>		1.00
Malaysia	0.99	1.00		1.00	1.00		1.11 <sup>P</sup>	1.11		1.07
Maldives	1.00	1.00			1.01		1.11 <sup>P</sup>	1.13 <sup>O</sup>		
Malta	1.03	1.02		0.99			0.99 <sup>G</sup>	0.95 <sup>P</sup>		1.27
Mauritius	1.00	1.01		1.01	1.00		1.10 <sup>O</sup>	1.04		1.30
Mexico	0.98	0.99			1.01		1.00 <sup>P</sup>	1.08		0.95
Moldova	1.00	1.00		0.99	1.00			1.03		1.29
Mongolia	1.00	1.01		1.02	1.04		1.37 <sup>L</sup>	1.21		1.75
Myanmar	0.96	0.99	➡	0.96	0.99	➡	0.98 <sup>P</sup>	0.95		1.88
Namibia	1.04	1.04		1.09	1.07		1.39 <sup>I</sup>	1.38		1.40 <sup>T</sup>
Netherlands				1.04	0.99		1.02 <sup>G</sup>	1.00		1.08
Netherlands Antilles	1.00	1.00			0.88		1.18 <sup>P</sup>	1.29		1.42
New Zealand				0.99	1.00		1.02 <sup>G</sup>	1.02		1.53
Nicaragua	1.01	1.02		1.04	1.01		1.76 <sup>B</sup>	1.18		
Norway				1.00	1.00		1.02 <sup>G</sup>	1.01		1.52
Oman	0.79	0.97	➡	0.94	0.99	➡	0.90 <sup>I</sup>	1.01	➡	1.43
Palau					0.97			1.07 <sup>P</sup>		1.82
Panama	0.99	0.99		1.00	1.00		1.11 <sup>G</sup>	1.09		1.69 <sup>T</sup>
Paraguay	0.99	1.00		0.99	1.01	➡	1.04 <sup>G</sup>	1.06		1.36
Peru	0.95	0.97		0.99			0.97 <sup>M</sup>	0.98 <sup>P</sup>		
Philippines	1.00	1.00		0.99	1.01	➡	1.02 <sup>B</sup>	1.18		1.27 <sup>S</sup>
Poland	1.00	1.00		1.00	1.00		1.08 <sup>G</sup>	1.03		1.43
Portugal	1.00	1.00		1.00			1.17 <sup>I</sup>	1.08		1.35
Qatar	1.05	1.05		0.98	1.01	➡	1.10 <sup>G</sup>	1.10 <sup>P</sup>		2.92
Romania	1.00	1.00		1.00	0.99		1.02 <sup>K</sup>	1.02		1.20
Russian Federation	1.00	1.00		1.00						1.29
Samoa	1.00	1.00		1.09	0.97	⬅	1.11 <sup>P</sup>	1.08		1.00
Slovakia					1.01			1.01		1.10

 Significant progress  
 Slight progress  
|| Stagnant  
 Slight regression  
 Significant regression

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Slovenia	1.00	1.00		1.01	0.99			1.03 <sup>Q</sup>		1.35
South Africa	1.00	1.00		1.02	0.98	←	1.15 <sup>H</sup>	1.12		1.21
Spain	1.00	1.00		1.00	1.01		1.03 <sup>P</sup>	1.03		1.16
Sri Lanka	0.98	1.00		0.96	1.00	→				
St. Lucia				0.97	1.01	→	1.30 <sup>P</sup>	1.28		0.89 <sup>S</sup>
Sudan	0.71	0.87	→	0.74						1.00 <sup>S</sup>
Suriname				1.03	0.96	←		1.13		
Swaziland	1.01	1.02		1.04	1.02		1.20 <sup>H</sup>	1.17 <sup>Q</sup>		0.83
Sweden				1.00	0.99		1.01 <sup>G</sup>	1.04 <sup>Q</sup>		1.52
Switzerland				1.02	0.99		0.94 <sup>G</sup>	0.95		0.79
Tanzania	0.87	0.95	→	1.02	1.04		0.94 <sup>Q</sup>	0.94		
Thailand	0.99	0.99		0.97	0.97					1.12
Tonga					0.98		1.11 <sup>P</sup>	1.07		1.33 <sup>T</sup>
Trinidad and Tobago	1.00	1.00		1.00	1.00		1.04 <sup>I</sup>	1.07		1.60
Tunisia	0.81	0.92	→	0.92	0.99	→	0.85 <sup>H</sup>	1.05	→	0.95
Ukraine	1.00	1.00		1.00	0.99					1.15 <sup>S</sup>
United Arab Emirates	1.08	1.08		1.04	1.02		1.13 <sup>G</sup>	1.13		
United Kingdom				1.02	1.00		1.05 <sup>G</sup>	1.02		1.26
United States of America				1.00	1.01		1.02 <sup>G</sup>	1.02		1.32
Uruguay	1.01	1.01		1.01	1.01			1.11		1.81
Uzbekistan	1.00	1.00			0.99					
Vanuatu				1.02	1.10		0.80 <sup>H</sup>	1.20 <sup>P</sup>	→	
Venezuela	1.01	1.01		1.03	1.02		1.50 <sup>G</sup>	1.20		1.46
Viet Nam	0.99	1.01		0.92	0.94	→				0.73
West Bank and Gaza					1.02					0.97
<b>Countries above average</b>										
Angola				0.96	0.91	←				1.00
Bangladesh	0.65	0.71	→	0.87	1.02	→	0.51 <sup>G</sup>	1.05	→	0.63
Bolivia	0.93	0.96	→	0.92	1.00	→	0.85 <sup>G</sup>	0.98	→	0.54 <sup>S</sup>
China	0.95	0.98	→	0.96						0.50 <sup>T</sup>
Comoros	0.78	0.79		0.73	0.87	→				1.00 <sup>T</sup>
Egypt	0.72	0.83	→	0.85	0.95	→	0.86 <sup>K</sup>	0.96	→	
Gabon					0.98					0.60 <sup>S</sup>
Guatemala	0.82	0.85	→		0.95		0.96 <sup>P</sup>	0.94	←	
Malawi	0.68	0.76	→	0.93	1.07	→	0.79 <sup>Q</sup>	0.85	→	
Papua New Guinea	0.84	0.90	→	0.94			0.78 <sup>P</sup>	0.77 <sup>Q</sup>	←	0.67 <sup>S</sup>
Saudi Arabia	0.86	0.96	→	0.82	0.92	→	0.82 <sup>G</sup>	0.95	→	1.25 <sup>T</sup>
Syrian Arab Republic	0.73	0.83	→	0.90	0.95	→	0.74 <sup>G</sup>	0.90	→	
Turkey	0.91	0.95	→				0.71 <sup>K</sup>	0.73 <sup>N</sup>	→	0.74
Zambia	0.88	0.95	→		0.99		0.72 <sup>L</sup>	0.87	→	0.67
Zimbabwe	0.95	0.97	→	1.00	1.00		0.91 <sup>Q</sup>	0.92	→	0.60
<b>Countries below average</b>										
Burundi	0.77	0.96	→	0.85	0.83	←	0.66 <sup>I</sup>			0.50
Cambodia	0.81	0.89	→		0.90		0.55 <sup>Q</sup>	0.59	→	0.50
Congo, Dem. Rep.	0.72	0.86	→	0.78	0.95	→	0.57 <sup>H</sup>	0.58 <sup>P</sup>	→	
Congo, Rep.	0.95	0.99	→	0.92						0.11
Djibouti	0.78	0.90	→		0.77		0.64 <sup>B</sup>	0.68 <sup>N</sup>	→	1.00
Equatorial Guinea	0.92	0.97	→		0.89			0.36 <sup>P</sup>		0.50 <sup>T</sup>
Eritrea	0.68	0.76	→	0.98	0.86	←	0.89 <sup>K</sup>	0.74	←	
Gambia	0.68	0.76	→		0.93		0.53 <sup>H</sup>	0.70	→	
Ghana	0.86	0.95	→	0.87	0.95	→	0.80 <sup>P</sup>	0.86	→	0.40
India	0.74	0.82	→							0.62 <sup>T</sup>
Lao PDR	0.76	0.84	→	0.85	0.92	→	0.78 <sup>H</sup>	0.81	→	0.50
 Significant progress  Slight progress    Stagnant  Slight regression  Significant regression	<b>Note:</b> A: 1984 data; B: 1985 data; C: 1986 data; D: 1987 data; E: 1988 data; F: 1989 data; G: 1990 data; H: 1991 data; I: 1992 data; J: 1991/93 data; K: 1993 data; L: 1994 data; M: 1995 data; N: 1996 data; O: 1997 data; P: 1998 data; Q: 1999 data; R: 2000 data; S: 1998/1999 data; T: 1999/2000 data.									

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	1990	2001	Progress or regression	1990/1991	2000/2001	Progress or regression	Initial data	2000	Progress or regression	2000/2001
Mauritania	0.65	0.72	→	0.74	0.93	→		0.78		0.17
Morocco	0.62	0.78	→	0.70	0.91	→		0.83 <sup>Q</sup>		0.82
Rwanda	0.86	0.96	→	0.99			0.76 <sup>G</sup>			0.50
Senegal	0.60	0.71	→	0.75	0.90	→				
Sierra Leone							0.82 <sup>Q</sup>	0.83	→	0.33
Tajikistan	1.00	1.00		0.98	0.92	←	0.89 <sup>P</sup>	0.84	←	0.33
Uganda	0.76	0.85	→		0.94			0.72 <sup>Q</sup>		0.50
<b>Countries in worse situation</b>										
Benin	0.44	0.52	→	0.49	0.69	→	0.46 <sup>P</sup>	0.46 <sup>Q</sup>		0.17 <sup>T</sup>
Burkina Faso	0.39	0.52	→	0.63	0.71	→	0.53 <sup>H</sup>	0.65	→	
Central African Republic	0.60	0.79	→	0.66	0.70	→				0.33 <sup>T</sup>
Chad	0.65	0.83	→	0.45	0.67	→	0.30 <sup>Q</sup>	0.31 <sup>Q</sup>	→	
Côte d'Ivoire	0.62	0.75	→		0.75					0.40 <sup>S</sup>
Ethiopia	0.66	0.81	→	0.75	0.77	→	0.71 <sup>P</sup>	0.68	←	0.50
Guinea					0.79		0.40 <sup>B</sup>	0.38 <sup>P</sup>		
Iraq	0.44	0.50	→	0.89			0.67 <sup>I</sup>	0.66 <sup>Q</sup>	←	0.53 <sup>T</sup>
Liberia	0.51	0.63	→					0.67 <sup>Q</sup>		0.27 <sup>S</sup>
Mali	0.45	0.54	→	0.59	0.71	→	0.55 <sup>G</sup>			
Mozambique	0.48	0.63	→		0.85		0.63 <sup>I</sup>	0.68	→	
Nepal	0.41	0.57	→	0.61	0.87	→				0.29
Niger	0.37	0.44	→	0.58	0.67	→	0.43 <sup>G</sup>	0.67	→	0.50
Pakistan	0.49	0.60	→		0.74					
Togo	0.60	0.74	→	0.71	0.82	→	0.38 <sup>G</sup>	0.44 <sup>P</sup>	→	0.17 <sup>T</sup>
Yemen	0.34	0.58	→		0.58			0.40 <sup>P</sup>		0.29 <sup>S</sup>
<b>Countries with insufficient data to summarise the area</b>										
Afghanistan				0.55			0.37 <sup>K</sup>			
Cameroon	0.88	0.96	→	0.87						
Cook Islands					0.96					
Guinea-Bissau	0.43	0.62	→							
Haiti	0.96	1.01	→	1.05						
Nauru					1.04					
New Caledonia							1.12 <sup>G</sup>			
Nigeria	0.82	0.95	→							
Puerto Rico	1.02	1.01								
Serbia and Montenegro										1.26
Singapore	1.00	1.00		0.99						
Somalia							0.54 <sup>B</sup>			
Tuvalu					0.96					

#### HUMAN RIGHTS

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

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

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

#### 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

Sources: UNESCO Website Database 2003 (www.unesco.org) and World Development Indicators 2003, World Bank.

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

Note: A: 1984 data; B: 1985 data; C: 1986 data; D: 1987 data; E: 1988 data; F: 1989 data; G: 1990 data; H: 1991 data; I: 1992 data; J: 1991/93 data; K: 1993 data; L: 1994 data; M: 1995 data; N: 1996 data; O: 1997 data; P: 1998 data; Q: 1999 data; R: 2000 data; S: 1998/1999 data; T: 1999/2000 data.

## 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

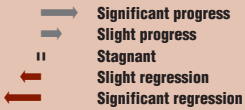
*"We are convinced that ... women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace"*

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

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	1990 (%)	2001 (%)	Progress or regression	1991/2001
<b>Countries in better situation</b>				
Australia	44.6	48.1	➡	0.70
Bahamas	49.2	48.4		0.64
Barbados	45.5	46.6		0.61
Belarus	55.7	56.0		
Bermuda	48.7	49.3		
Bulgaria	53.6	50.2	⬅	
Cambodia	40.6	51.7	➡	0.77
Canada	46.9	48.8		0.63
Czech Republic	46.0	46.6		0.55
Denmark	47.1	48.9		0.71
Estonia	52.3	51.7		0.63
Finland	50.6	50.2		0.70
France	43.9	46.3	➡	
Hungary	47.2	46.1		0.58
Iceland	53.0	52.3		0.63
Israel	43.0	48.5	➡	0.53
Kazakhstan	59.9	49.8 <sup>F</sup>	⬅	
Latvia	52.2	52.7		0.70
Lithuania	57.8	51.3	⬅	0.66
Macao (China)	42.7	49.0	➡	
Moldova	53.8	52.7		0.65
Mongolia	48.6	47.7 <sup>F</sup>		
Netherlands Antilles	43.1	48.0	➡	
New Zealand	47.3	50.9	➡	0.68
Norway	47.0	48.3		0.65
Poland	48.6	46.9 <sup>H</sup>		0.62
Portugal	42.3	46.3	➡	0.53
Russian Federation	49.9	49.7		0.64
Slovakia	48.2	51.9	➡	0.65
Slovenia	49.1	47.7		0.62
Sweden	50.5	50.7		0.68
Tajikistan	39.1	51.6	➡	
Thailand	45.3	46.8		0.61
Ukraine	52.1	53.0		0.53
United Kingdom	47.8	49.7		0.60
United States of America	47.4	48.4		0.62
Uruguay	41.9	46.5	➡	0.52
<b>Countries above average</b>				
Albania	39.6	41.1		
Andorra	44.2	45.5 <sup>I</sup>		

➡ Significant progress  
 ➡ Slight progress  
 || Stagnant  
 ⬅ Slight regression  
 ⬅ Significant regression

Note: A: 1991 data; B: 1992 data; C: 1993 data; D: 1996 data; E: 1997 data; F: 1998 data; G: 1999 data; H: 2000 data.

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	1990 (%)	2001 (%)	Progress or regression	1991/2001
Angola	34.6	42.7 <sup>B</sup>	→	
Argentina	37.3	42.9	→	
Armenia	61.3	45.5 <sup>E</sup>	←	
Azerbaijan	35.0	45.4	→	
Botswana	46.5	44.8 <sup>H</sup>		0.60
Brazil	40.2	45.7	→	
China	37.7	39.2		
Colombia	39.9	49.1	→	0.47
Croatia	44.2	45.9		0.55
Ethiopia	44.1	39.9 <sup>A</sup>	←	
Georgia	43.5	48.6	→	0.41
Germany	40.7	45.5	→	0.57
Guatemala	36.8	39.2 <sup>I</sup>	→	
Hong Kong (China)	41.2	45.5	→	
Jamaica	49.6	45.8	←	
Kyrgyzstan	47.7	44.8	←	
Macedonia, FYR	38.3	41.9	→	
Mauritius	36.7	39.0	→	
Namibia	45.5	48.8 <sup>H</sup>	→	0.51
Netherlands	37.7	44.3	→	0.53
Philippines	40.4	42.2		0.59
Puerto Rico	46.5	39.0	←	
Romania	42.7	45.7	→	0.58
San Marino	40.4	41.8		
Singapore	42.5	46.9	→	0.50
South Africa	51.8	39.5 <sup>C</sup>	←	
Sri Lanka	39.1	46.6	→	0.50
Switzerland	42.9	47.2 <sup>I</sup>	→	0.50
<b>Countries below average</b>				
Austria	40.1	43.5	→	0.50
Bangladesh	17.6	22.9 <sup>H</sup>	→	0.56
Belgium	39.9	44.8	→	0.44
Belize	37.4	41.0	→	0.24
Bolivia	35.2	36.4		0.45
Cook Islands	38.4	38.2 <sup>C</sup>		
Costa Rica	37.2	40.1	→	0.38
Cuba	37.1	37.9		
Cyprus	37.3	43.2	→	0.47
Ecuador	37.3	41.4	→	0.30
Eritrea	42.7	32.3 <sup>D</sup>	←	
Fiji	29.9	37.8	→	
Greece	35.3	40.5	→	0.45
Honduras	48.1	51.7	→	0.37
Indonesia	29.2	29.7 <sup>I</sup>		
Ireland	41.7	46.5	→	0.40
Italy	36.5	40.6	→	0.45
Japan	38.0	40.4	→	0.45
Kenya	21.4	37.8	→	
Korea, Rep.	38.1	41.5	→	0.46
Luxembourg	34.6	37.6	→	
Malaysia	37.8	36.5		0.47
Maldives	21.2	36.7 <sup>H</sup>	→	
Malta	28.7	30.8		
				
<p>Note: A: 1991 data; B: 1992 data; C: 1993 data; D: 1996 data; E: 1997 data; F: 1998 data; G: 1999 data; H: 2000 data.</p>				

	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	1990 (%)	2001 (%)	Progress or regression	1991/2001
Morocco	36.8	26.6	←	
Oman	18.7	25.3	→	
Panama	44.3	41.7	←	0.42
Spain	32.6	39.3	→	0.44
Suriname	39.1	33.9	←	
Swaziland	35.1	29.6	←	
Trinidad and Tobago	35.6	39.9	→	0.45
Uzbekistan	47.3	37.9	←	
Venezuela	35.2	39.6	→	0.41
<b>Countries in worse situation</b>				
Algeria	8.0	12.2 <sup>H</sup>	→	
Bahrain	7.3	12.9	→	
Burkina Faso	12.5	12.5 <sup>B</sup>		
Chad	3.8	5.5 <sup>A</sup>	→	
Chile	36.2	36.6		0.38
Côte d'Ivoire	22.9	20.6 <sup>F</sup>	←	
Dominican Republic	35.5	34.3		0.36
Egypt	20.5	19.7		0.39
El Salvador	32.3	31.2		0.35
India	12.7	17.1	→	
Jordan	23.1	20.8	←	
Kuwait	30.3	23.2 <sup>F</sup>	←	
Malawi	10.5	12.2		
Mexico	35.3	37.2		0.38
Niger	11.0	8.6 <sup>A</sup>	←	
Pakistan	6.6	7.9		0.32
Paraguay	40.5	38.4		0.33
Peru	28.9	34.6	→	0.26
Qatar	17.2	14.5	←	
Saudi Arabia	17.9	14.2	←	
Sudan	22.2	20.1 <sup>B</sup>	←	
Syrian Arab Republic	14.2	17.4	→	
Turkey	16.7	18.9		0.46
United Arab Emirates	16.0	13.8 <sup>H</sup>	←	0.21
West Bank and Gaza	15.5	15.9		
Yemen	8.9	6.5 <sup>B</sup>	←	0.30
Zimbabwe	15.4	20.2	→	
<b>Countries with insufficient data to summarise the area</b>				
Afghanistan	4.7			
Benin	51.5			
Bhutan	11.9			
Bosnia and Herzegovina	43.4			
British Virgin Islands	48.3			
Brunei Darussalam	39.5			
Burundi	9.9			
Cameroon	24.3			
Cape Verde	50.0			
Cayman Islands	48.6			
Central African Republic	36.1			
Comoros	16.1			
Congo, Dem. Rep.	32.2			
Congo, Rep.	32.5			
Equatorial Guinea	13.3			
Gabon	43.2			

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

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	WOMEN WAGE EMPLOYMENT IN NON-AGRICULTURAL SECTOR (AS % OF TOTAL NON-AGRICULTURAL EMPLOYEES)			ESTIMATED EARNED INCOME RATIO (WOMEN/MEN)
	1990 (%)	2001 (%)	Progress or regression	1991/2001
Gambia	24.0			
Ghana	56.6			
Grenada	38.4			
Guadeloupe	55.0			
Guam	43.6			
Guinea	30.1			
Guinea-Bissau	10.5			
Guyana	44.8			
Haiti	39.5			
Iran, Islamic Rep.	18.0			
Iraq	12.7			
Korea, Dem. Rep.	49.6			
Lao PDR	42.1			
Lebanon	29.3			
Lesotho	40.4			
Liberia	28.3			
Libya	18.9			
Madagascar	26.0			
Mali	35.6			
Mauritania	43.3			
Mozambique	15.2			
Myanmar	35.2			
Nepal	11.7			
Nicaragua	49.0			
Nigeria	36.4			
Papua New Guinea	24.1			
Rwanda	16.7			
Senegal	28.1			
Serbia and Montenegro	46.4			
Sierra Leone	32.1			
Solomon Islands	33.3			
Somalia	27.6			
Tanzania	33.1			
Timor-Leste	27.9			
Togo	46.6			
Tunisia	19.7			
Uganda	43.2			
Viet Nam	52.9			
Zambia	36.1			

#### HUMAN RIGHTS

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






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

**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

#### 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**

**Sources:** The UN Statistics Division Website  
(unstats.un.org/unsd/) and Human Development  
Report 2003, UNDP.

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

**Note:** A: 1991 data; B: 1992 data; C: 1993 data; D: 1996 data; E: 1997 data; F: 1998 data; G: 1999 data; H: 2000 data.



## 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."*

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*"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.**

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (AS % OF TOTAL)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	SEATS IN PARLIAMENT HELD BY WOMEN			WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL		
	Latest available data <sup>F</sup> (%)	Latest available data <sup>F</sup> (%)	1990 (%)	2003 (%)	Progress or regression	1994 (%)	1998 (%)	Progress or regression
<b>Countries in better situation</b>								
Andorra			4 <sup>A</sup>	14	→		18	
Bahamas	56	31	4	20	→	23	17	←
Dominica			10	19	→	9	20	→
Finland	57	28	32	37	→	39	29	←
Grenada			20 <sup>A</sup>	27	→	10	14	→
Luxembourg			13	17	→	9	17	→
Philippines	62	58	9	18	→	8	10	→
Poland	60	32	14	20	→	7	17	→
Seychelles			16	29	→	31	33	→
Slovakia	61	31	15 <sup>A</sup>	19	→	5	19	→
Sweden	49	30	38	45	→	30	43	→
Uganda			12	25	→	10	13	→
United States of America	54	46	7	14	→	14	26	→
<b>Countries above average</b>								
Angola			15	16		7	14	→
Argentina			6	31	→	0	8	→
Australia	45	25	6	25	→	13	14	→
Austria	48	29	12	34	→	16	20	→
Barbados	55	40	4	11	→	0	27	→
Bolivia	40	36	9	19	→	0	6	→
Botswana	52	35	5	17	→	6	14	→
Brazil	62		5	9	→	5	4	←
Canada	53	35	13	21	→	14		
Colombia	49	38	5	12	→	11	18	→
Costa Rica	28	53	11	35	→	10	15	→
Croatia	50	25	8 <sup>A</sup>	21	→	4	12	→
Cuba			34	36		0	5	→
Czech Republic	53	26	15	17		0	17	→
Denmark	51	21	31	38	→	29	41	→
Dominican Republic	49	31	8	17	→	4	10	→
Ecuador	44	25	5	16	→	6	20	→
Estonia	70	35	13 <sup>A</sup>	18	→	15	12	←
Gambia			8	13	→	0	29	→
Germany	50	27	26 <sup>A</sup>	32	→	16	8	←
Guinea-Bissau			20	8	←	4	18	→
Guyana			37	20	←	12	15	→
Honduras	51	36	10	6	←	11	11	
Hungary	61	34	21	10	←	0	5	→
Iceland	55	31	21	30	→	15	8	←
Ireland	49	28	8	13	→	16	21	→
Latvia	68	38	9 <sup>A</sup>	21	→	0	7	→
Lithuania	69	47	18 <sup>A</sup>	11	←	0	6	→
Macedonia, FYR			3 <sup>A</sup>	18	→	8	9	→






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

**Note:** A: 1997 data; B: 1998 data; C: 1999 data; D: 2000 data; E: 2001 data; F: latest available data taken from ILO Laborsta Database (March, 2003) as published by Human Development Report 2003, UNDP.

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (AS % OF TOTAL)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	SEATS IN PARLIAMENT HELD BY WOMEN			WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL		
	Latest available data <sup>F</sup> (%)	Latest available data <sup>F</sup> (%)	1990 (%)	2003 (%)	Progress or regression	1994 (%)	1998 (%)	Progress or regression
Mali			2 <sup>A</sup>	10	→	10	21	→
Moldova	66	37	5 <sup>A</sup>	13	→	0	0	
Namibia	55	30	7	26	→	10	8	←
Netherlands	48	26	21	37	→	31	28	←
New Zealand	53	38	14	29	→	8	8	
Norway	48	26	36	36		35	20	←
Portugal	50	32	8	19	→	10	10	
Romania	57	29	34	11	←	0	8	→
Russian Federation	64	37	10 <sup>A</sup>	8	←	0	8	→
Rwanda			17	49	→	9	5	←
Sierra Leone			6 <sup>A</sup>	15	→	0	10	→
Spain	45	32	15	28	→	14	18	→
St. Vincent and the Grenadines			10	23	→	0	10	→
Suriname	51	28	8	18	→	0	5	→
Switzerland	43	24	14	27	→	17	17	
Tanzania			18 <sup>A</sup>	22	→	13	13	
Trinidad and Tobago	51	40	17	19		19	14	←
Turkmenistan			26	26		3	4	→
Ukraine	63	37	4 <sup>A</sup>	5		0	5	→
United Kingdom	43	30	6	18	→	9	24	→
Uruguay	52	37	6	12	→	0	7	→
<b>Countries below average</b>								
Albania			29	6	←	0	11	→
Azerbaijan			12 <sup>A</sup>	11		5	10	→
Belgium	50	19	9	35	→	11	3	←
Belize	53	33	3 <sup>A</sup>	3		6	0	←
Benin			3	6	→	10	13	→
Bosnia and Herzegovina			29 <sup>D</sup>	17	←	0	6	→
Burkina Faso			4 <sup>A</sup>	12	→	7	10	→
Burundi			6 <sup>C</sup>	18	→	7	8	→
Cameroon			14	9	←	3	6	→
Cape Verde			12	11		13	13	
Chile	50	24	8 <sup>A</sup>	13	→	13	13	
Congo, Rep.			14	9	←	6	6	
El Salvador	47	33	12	11		10	6	←
Eritrea			21 <sup>A</sup>	22		7	5	←
Ethiopia			2 <sup>A</sup>	8	→	10	5	←
Fiji			4 <sup>A</sup>	6	→	10	10	
France			7	12	→	7	12	→
Georgia	60	23	7 <sup>A</sup>	7		0	4	→
Ghana			9 <sup>B</sup>	9		11	9	←
Greece	47	25	7	9		4	5	→
Guinea			7 <sup>A</sup>	19	→	9	8	←
Israel	54	27	7	15	→	4	0	←
Italy	44	19	13	12		12	13	→
Jamaica			5	12	→	5	12	→
Kazakhstan			13 <sup>A</sup>	10	←	6	5	←
Kyrgyzstan			1 <sup>A</sup>	10	→	0	4	→
Lao PDR			6	23	→	0	0	
Lesotho			5 <sup>A</sup>	12	→	6	6	
Liberia			6 <sup>A</sup>	8	→	5	8	→
Liechtenstein			4	12	→	17	14	←
Madagascar			7	4	←	0	19	→
Malawi			10	9		9	4	←
Malaysia	45	20	5	10	→	7	16	→
Mexico	40	25	12	23	→	5	5	
Monaco			11	21	→	0	0	

 Significant progress  
 Slight progress  
 Stagnant  
 Slight regression  
 Significant regression

Note: A: 1997 data; B: 1998 data; C: 1999 data; D: 2000 data; E: 2001 data; F: latest available data taken from ILO Laborsta Database (March, 2003) as published by Human Development Report 2003, UNDP.

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (AS % OF TOTAL)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	SEATS IN PARLIAMENT HELD BY WOMEN			WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL		
	Latest available data <sup>F</sup> (%)	Latest available data <sup>F</sup> (%)	1990 (%)	2003 (%)	Progress or regression	1994 (%)	1998 (%)	Progress or regression
Mozambique			16	30	→	4	0	←
Nicaragua			15	21	→	10	5	←
Niger			5	1	←	5	10	→
Palau				0			20	
Panama	46	33	8	10		13	6	←
Paraguay	54	23	6	9	→	0	7	→
Peru	44	27	6	18	→	6	10	→
San Marino			12	17	→	17	0	←
Senegal			13	19	→	7	7	
Singapore	43	24	5	16	→	0	0	
Slovenia	54	31	8 <sup>A</sup>	12	→	5	0	←
Sri Lanka	49	4	5	4		3	13	→
St. Lucia			12 <sup>B</sup>	11		8	10	→
Syrian Arab Republic			9	12	→	7	8	→
Tajikistan			3 <sup>A</sup>	13	→	3	6	→
Thailand	55	27	3	9	→	0	4	→
Togo			5	7		5	9	→
Venezuela	58	24	10	10		11	3	←
Viet Nam			18	27	→	5	0	←
Zimbabwe			11	10		3	12	→
<b>Countries in worse situation</b>								
Algeria			2	6	→	4	0	←
Antigua and Barbuda			5 <sup>A</sup>	5		0	0	
Armenia			36	5	←	3	0	←
Bahrain				0		0	0	
Bangladesh	25	8	10	2	←	8	5	←
Belarus			5 <sup>D</sup>	10	→	3	3	
Bhutan			2	9	→	22	0	←
Cambodia	33	14	6 <sup>A</sup>	7		0		
Central African Republic			4	7	→	5	4	←
Chad			17 <sup>A</sup>	6	←	5	0	←
Côte d'Ivoire			6	9	→	8	3	←
Cyprus	43	18	2	11	→	7	0	←
Djibouti				11		0	0	
Egypt	29	10	4	2		4	6	→
Equatorial Guinea			13	5	←	4	4	
Gabon			13	9	←	7	3	←
Guatemala			7	9		19	0	←
Haiti			4 <sup>A</sup>	4		13	0	←
Hong Kong (China)	38	25						
Indonesia			12	8	←	6	3	←
Iran, Islamic Rep.			2	4		0	0	
Iraq			11	8	←	0	0	
Japan	45	9	1	7	→	6	0	←
Jordan			1 <sup>A</sup>	6	→	3	2	←
Kenya			1	7	→	0	0	
Korea, Rep.	34	5	2	6	→	4		
Kuwait				0		0	0	
Lebanon			2 <sup>A</sup>	2		0	0	
Maldives	40	15	6	6		5	6	→
Malta			3	8	→	0	0	
Marshall Islands			3 <sup>E</sup>	3		8	0	←
Micronesia, Fed. Sts.				0		0	0	
Mongolia			25	11	←	0	0	
Morocco			1 <sup>A</sup>	11	→	0	0	
Nepal			6	6		0	3	→
<p>  <b>Significant progress</b>   <b>Slight progress</b>   <b>Stagnant</b>   <b>Slight regression</b>   <b>Significant regression</b> </p> <p><b>Note:</b> A: 1997 data; B: 1998 data; C: 1999 data; D: 2000 data; E: 2001 data; F: latest available data taken from ILO Laborsta Database (March, 2003) as published by Human Development Report 2003, UNDP.</p>								

	FEMALE PROFESSIONAL AND TECHNICAL WORKERS (AS % OF TOTAL)	FEMALE LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	SEATS IN PARLIAMENT HELD BY WOMEN			WOMEN IN DECISION-MAKING POSITIONS IN GOVERNMENT AT MINISTERIAL LEVEL		
	Latest available data <sup>F</sup> (%)	Latest available data <sup>F</sup> (%)	1990 (%)	2003 (%)	Progress or regression	1994 (%)	1998 (%)	Progress or regression
Nigeria			3 <sup>E</sup>	5	→	3	6	→
Pakistan	26	9	10	22	→	4	7	→
Papua New Guinea			2 <sup>B</sup>	1		0	0	
Samoa			4 <sup>A</sup>	6	→		7	
São Tomé and Príncipe			12	9	←	0	0	
Solomon Islands			2 <sup>A</sup>	0	←	5	6	→
St. Kitts and Nevis			7	13	→		0	
Sudan			5 <sup>A</sup>	10	→	0	0	
Swaziland			4	3		0	6	→
Tunisia			4	12	→	4	3	←
Turkey	31	8	1	4	→	5	5	
United Arab Emirates	25	8		0		0	0	
Uzbekistan			6 <sup>A</sup>	7		3	3	
Vanuatu			4	2		7	0	←
West Bank and Gaza	32	11						
Yemen	15	4	4	1	←	0	0	
Zambia			7	12	→	5	3	←
<b>Countries with insufficient data to summarise the area</b>								
Afghanistan			4			0	0	
Brunei Darussalam						0	0	
Bulgaria			21	26	→	0		
China			21	22		6		
Comoros						0	7	→
Congo, Dem. Rep.			5 <sup>A</sup>			6		
India			5	9	→	3		
Kiribati			5 <sup>D</sup>	5				
Korea, Dem. Rep.			21	20		0		
Libya						0	7	→
Mauritania			1 <sup>A</sup>			0	4	→
Mauritius			7	6		3		
Myanmar						0	0	
Nauru			6	0	←			
Oman						0	0	
Qatar						0	0	
Saudi Arabia						0	0	
Serbia and Montenegro							5	
Somalia			4			0	0	
South Africa			3	30	→	6		
Timor-Leste				26				
Tuvalu			8	0	←			

#### HUMAN RIGHTS

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

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

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

#### 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

Sources: The UN Statistics Division Website (unstats.un.org/unsd/); The World's Women 2000: Trends and Statistics, UN Statistics Division and Human Development Report 2003, UNDP.

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

Note: A: 1997 data; B: 1998 data; C: 1999 data; D: 2000 data; E: 2001 data; F: latest available data taken from ILO Laborsta Database (March, 2003) as published by Human Development Report 2003, UNDP.