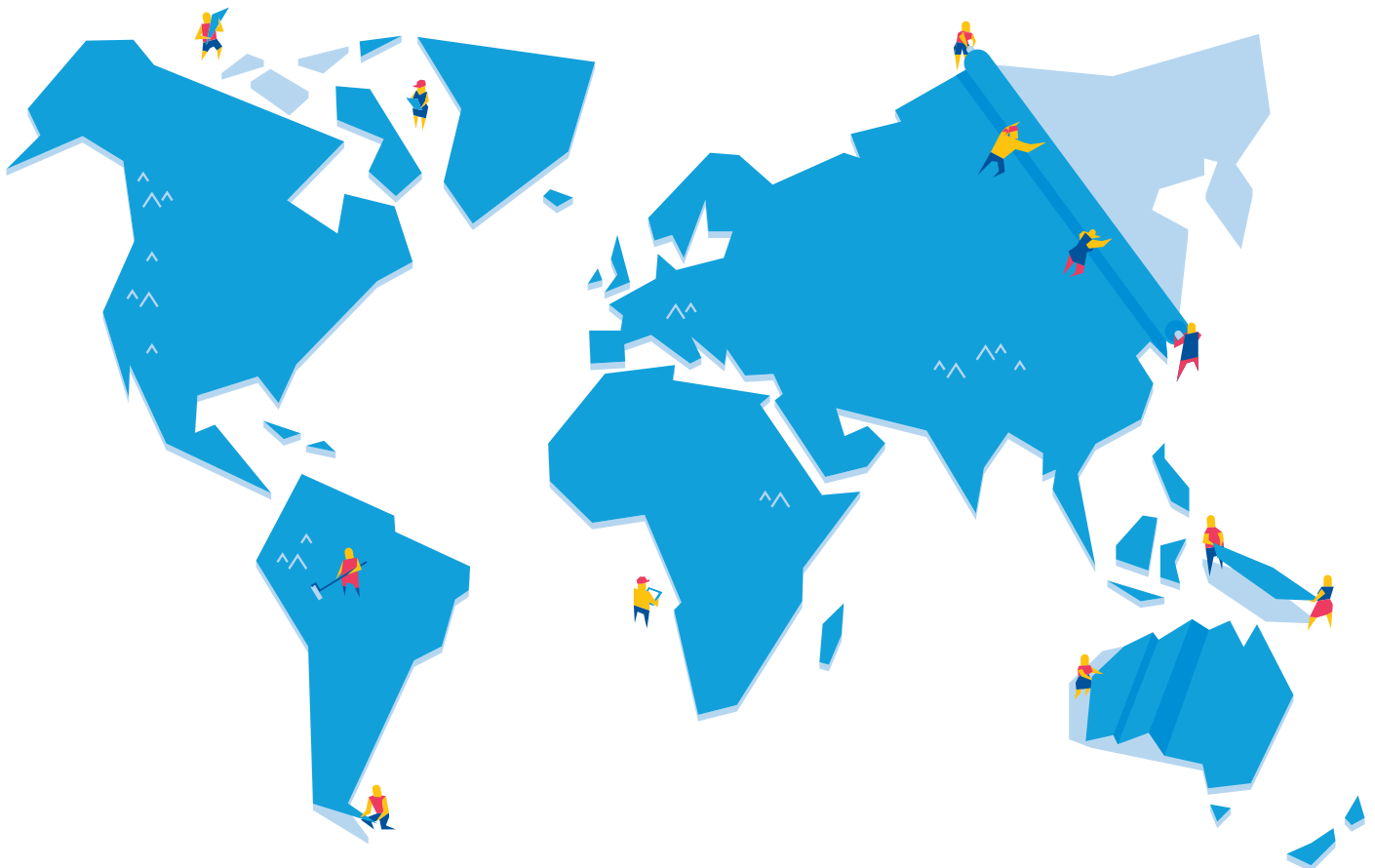


Insight Report

# The Global Human Capital Report 2017

Preparing people for the future of work





Insight Report

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Preparing people for the future of work

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# Preface

**KLAUS SCHWAB**

Founder and Executive Chairman, World Economic Forum

The world is endowed with a vast wealth of human talent. The ingenuity and creativity at our collective disposal provides us with the means not only to address the great challenges of our time but also, critically, to build a future that is more inclusive and human centric. All too often however, human potential is not realized, held back either by inequality or an unrealistic and outdated faith on the part of policymakers that investment in small sub sections of highly skilled labour alone can drive sustainable, inclusive growth.

The *Global Human Capital Report 2017* proposes a new benchmark for leaders to build the workforces of the future. The approach it advocates, based on the principle that all people deserve an equal opportunity to develop their talents, provides leaders with the means and the tools to navigate the changes we are already witnessing from the current wave of automation and successfully navigate the transition to the Fourth Industrial Revolution.

Underpinning the *Report*, the Global Human Capital Index provides a means of measuring the quantifiable elements of the world's talent potential so that greater attention can be focused on delivering it. By measuring countries' talent resources holistically according to individuals' ability to acquire, develop and deploy skills throughout their working life rather than simply during the formative years, we hope to foster a true revolution in educational systems where education is geared to meeting the needs of the future workforce.

Managing this transition towards deeper investment in human potential within the context of the Fourth Industrial Revolution is one of the most important political, societal, economic and moral challenges we are facing today. Our work in the World Economic Forum's System Initiative on Shaping the Future of Education, Gender and Work provides a platform for leaders to collaborate on meeting this challenge. The System Initiative promotes the development of education that matches the needs of the future, a workforce that is better prepared for shifts in labour markets, opportunities for job creation and structures that allow for gains and opportunities to be shared equally, regardless of gender, age or origin. The Initiative offers the latest knowledge—including this *Report*—to leaders and the public for more informed decision-making, provides an exclusive platform for leaders to build consensus and share ideas, and works with leaders and organizations to take collaborative and coordinated action.

We would like to express our appreciation to Till Leopold, Vesselina Ratcheva, Richard Samans and Saadia Zahidi for their leadership of this *Report*, and to the broader Education, Gender and Work team for their support of this project. We appreciate the unique data collaboration with LinkedIn. Finally, we welcome the leadership and guidance of the Partners and Stewards of the System Initiative on Shaping the Future of Education, Gender and Work.

It is our hope that this latest edition of the *Report* will provide a new, ambitious benchmark for countries and that the platform offered by the Education, Gender and Work System Initiative will serve as a catalyst for unified leadership by business, government and other stakeholders to positively shape the future of this system, helping unlock a new golden age for human potential and progress.





# Key Findings

How nations develop their human capital can be a more important determinant of their long-term success than virtually any other factor. By “human capital” we mean the knowledge and skills people possess that enable them to create value in the global economic system. Human capital is not defined solely through formal education and skilling. It can be enhanced over time, growing through use—and depreciating through lack of use—across people’s lifetimes. The Global Human Capital Index featured in this *Report* thus treats human capital as a dynamic rather than fixed concept.

The Global Human Capital Index 2017 ranks 130 countries on how well they are developing their human capital on a scale from 0 (worst) to 100 (best) across four thematic dimensions—capacity, deployment, development and know-how—and five distinct age groups or generations—0–14 years; 15–24 years; 25–54 years; 55–64 years; and 65 years and over—to capture the full human capital potential profile of a country. It can be used as a tool to assess progress within countries and points to opportunities for cross-country learning and exchange.

The Capacity subindex quantifies the existing stock of education across generations; the Deployment subindex covers skills application and accumulation of skills through work; the Development subindex reflects current efforts to educate, skill and upskill the student body and the working age population; and the Know-how subindex captures the breadth and depth of specialized skills use at work.

The *Report*’s key findings are:

- On average, the world has developed only 62% of its human capital as measured by this Index. Or, conversely, nations are neglecting or wasting, on average, 38% of their talent. Across the Index, there are only 25 nations that have tapped 70% of their people’s human capital or more. In addition, 50 countries score between 60% and 70%. A further 41 countries score between 50% and 60%, while 14 countries remain below 50%, meaning these nations are currently leveraging less than half of their human capital.
- The top ten of this year’s edition of the Human Capital Index is headed by smaller European countries—Norway (1), Finland (2), Switzerland (3)—as well as large economies such as the United States (4) and Germany (6). Four countries from the East Asia and the Pacific region, three countries from the Eastern Europe and Central Asia region and one country from the Middle East and North Africa region are also ranked in the Index top 20.
- The leaders of the Index are generally economies with a longstanding commitment to their people’s educational attainment and that have deployed a broad share of their workforce in skill-intensive occupations across a broad range of sectors. Unsurprisingly, they are mainly today’s high-income economies. Creating a virtuous cycle of this nature should be the aim of all countries.
- At a regional level, the human capital development gap is smallest in North America, followed by Western Europe, Eastern Europe and Central Asia, East Asia and the Pacific, Latin America, and Middle East and North Africa. The gap is largest in South Asia and Sub-Saharan Africa.
- From North America, the United States (4) ranks in the top ten and Canada (14) ranks in the top 20. In Western Europe, the Nordic countries Norway (1), Finland (2), Denmark (5) and Sweden (8)—as well as Switzerland (3) and Germany (6)—dominate the rankings, collectively taking the region’s top spots. Twelve countries have crossed the threshold of developing at least 70% of their human capital. The Netherlands (13) and Belgium (15) rank ahead of the United Kingdom (23) and France (26) to make up the mid-range of the regional league table, while three Mediterranean countries—Portugal (43), Spain (44) and Greece (48)—take the bottom ranks.
- Three countries from the Eastern Europe and Central Asia region rank in the top 20: Slovenia (9) Estonia (12), and the Russian Federation (16). The Czech Republic (22), Ukraine (24) and Lithuania (25), all score above the 70% threshold. The bottom-ranked countries in the region, Macedonia, FYR (67) and Albania (85), are held back by high unemployment and underemployment rates across all age groups.

- In East Asia, the best-performing countries in the region, such as Singapore (11), Japan (17), and Korea, Rep. (27) are global strongholds of human capital success, while countries such as Lao PDR (84), Myanmar (89) and Cambodia (92) trail the region despite their very high degree of human capital utilization across the Deployment subindex.
- The gap between the best and worst performers in Latin America and the Caribbean is smaller than for any other region. The two best-performing countries in the region are Argentina (52) and Chile (53). The region's two largest economies, Mexico (69) and Brazil (77), rank in the middle and lower half of the Index overall along with Peru (66) and Colombia (68). The bottom ranks of the region are made up of Venezuela (94) and Central American nations such as Honduras (101).
- Only one country, Israel (18), from the Middle East and North Africa makes it into the top 20. Three gulf states—the United Arab Emirates (45), Bahrain (47) and Qatar (55)—outperform the rest of the region's Arab-speaking countries and score in the mid-range of the Index overall. Turkey (75) has developed 60% of its human capital against the theoretical ideal. Saudi Arabia (82), the region's largest economy ranks ahead of Egypt (97), its most populous one. Algeria (112), Tunisia (115) and Morocco (118), make up the lower end of the rankings, ahead of Mauritania (129) and Yemen (130).
- From South Asia, Sri Lanka (70) is the top performer, while Nepal (98), India (103), Bangladesh (111) and Pakistan (125) lag behind. With the exception of Sri Lanka, the rest have yet to reach the 60% threshold with regard to developing their human capital.
- Sub-Saharan Africa is the lowest-ranked region in the Index. Rwanda (71), Ghana (72), Cameroon (73) and Mauritius (74) have developed more than 60% of their human capital. South Africa (87), the region's second largest economy, places towards the middle in the region. Nigeria (114) ranks in the lower midfield and Ethiopia (127) is the lowest performer, fourth from the bottom on the Index overall.
- There are significant opportunities for economies with already high talent capacity and development, such as France, Greece, Italy and United Arab Emirates, to boost their human capital performance through a focus on the Know-how subindex, including opportunities for high- and medium-skilled work as well as broadening the complexity of the economies in question through sectoral investment. In North America, Western Europe, Middle East and North Africa and Eastern Europe and Central Asia, more can be done to improve the deployment of their countries' high capacity talent. Sub-Saharan Africa and South Asia need much better investment in developing their current and future workforces in order to expand beyond their relatively low current capacity.
- Core to the Index is the concept that investment in developing talent across the lifecycle—through education and employment—enhances human capital. Even with similar levels of upfront educational investment, on-the-job learning is critical for generating returns on the initial investment as well as ensuring that people's skills grow and appreciate in value over time. Data from our research partnership with LinkedIn confirms that individual's specialization and capacity expands as they enter the labour market, highlights new opportunities for identifying and analyzing similar talent pools and points to opportunities for stronger design of reskilling and upskilling efforts. More broadly, this unique data also suggests that there is an opportunity for policymakers to use dynamic labour market information to enhance their workforce planning and decision-making.

Because human capital is critical not only to the productivity of society but also the functioning of its political, social and civic institutions, understanding its current state and capacity is valuable to a wide variety of stakeholders. It is our hope that this *Report* can support governments, businesses, education providers and civil society institutions in identifying key areas for focus and investment.

Part 1

**Measuring  
Global Human Capital**



# The Global Human Capital Index 2017

Human capital is a key factor for growth, development and competitiveness. This link works through multiple pathways at the individual, firm and national level. Learning and working provide people with livelihoods, an opportunity to contribute to their societies and, often, meaning and identity. Workers' skills lead to productivity and innovation in companies. At the national level, equality of opportunity in education and employment contribute to economic development and positive social and political outcomes.

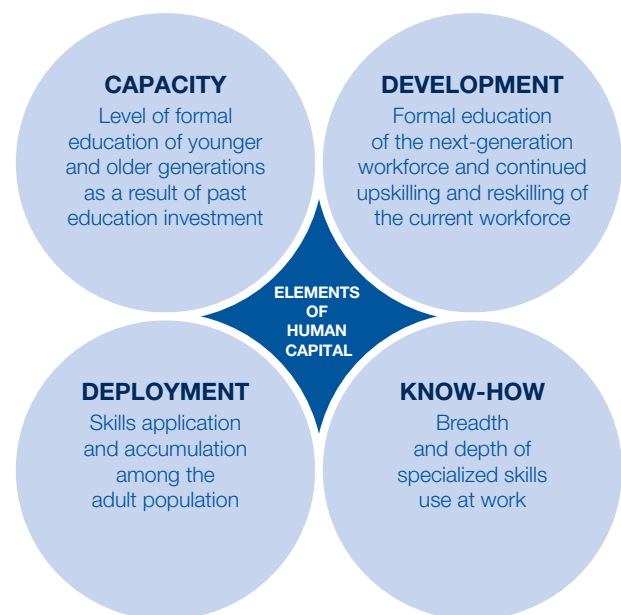
The Global Human Capital Index featured in this *Report* aims to provide a holistic assessment of a country's human capital—both current and expected—across its population. It enables effective comparisons across regions, generations and income groups. The methodology behind the rankings is intended to serve as a basis for time-series analysis that allows countries to track progress, relative to their own performance as well as that of others.

By “human capital” we mean the knowledge and skills people possess that enable them to create value in the global economic system.<sup>1</sup> This focus has been chosen specifically so that the Index quantifies key concepts and provides a practical tool to policy-makers and business leaders.

There are several distinctive aspects to the notion of human capital as conceptualized and understood in this *Report* (Figure 1).

First, the Global Human Capital Index regards relevant skills as a dynamic asset people have and develop over time, not as innate talent that is fixed. This means people's human capital in the form of relevant skills is likely to produce higher returns if invested in optimally, starting early in life, and may also experience depreciation if not kept current and *developed* continuously. Formal education enhances people's *capacity*, and while applying and

Figure 1: Elements of Human Capital



acquiring skills through work further develops people's human capital. Therefore, maximizing opportunity for all entails lifelong access to acquiring education and skills and working-age access to deploying and developing skills through work.

Second, the *Report's* understanding of human capital—and the scoring criteria of the Index—are based on the notion that it is neither through “cheap labour” nor through attracting a narrow set of the “best and the brightest” and winning a “war for talent” that countries can optimize their long-term human capital potential, but

through building up deep, diverse and resilient talent pools and skills ecosystems in their economies that allow for inclusive participation in good quality, skilled jobs by the largest possible number of people.

Too many countries, especially in today's developing economies, are still pursuing pathways to economic value creation based on "cheap labour" alone—that is, in the framework of the Index, by solely focusing on maximizing *deployment* of their people's current human capital with little regard to skill diversification and acquiring more advanced *know-how*. The technological changes brought about by the Fourth Industrial Revolution entail a very real possibility of disrupting such economic development pathways beyond all viability. Conversely, economic value creation in a growing number of advanced economies is based on highly specialized *know-how*—but the jobs and sectors driving these trends risk leaving behind a growing share of the workforce.

Third, implicit in the above is an assumption by the *Report* of the intrinsic value of human productivity and creativity and a human-centric vision of the future of work that recognizes people's knowledge, talents and skills as key drivers of a prosperous and inclusive economy. Even if, in the long term, technological and social changes should give rise to a world in which work and earning are not as closely tied as in the past through tools such as a basic income, equipping the largest possible number of people, regardless of age, gender or origin, with the know-how, skills and opportunity to contribute and thrive in such a technology-enabled, human-centric economy—in short: maximizing their human capital—ought to be, and remain, a top priority for business and policy leaders.

This *Report* consists of two parts. Part 1 of the *Report* contains three sections. Section one introduces the Global Human Capital Index and the core concepts underlying its methodology. Section two covers the overarching results of the Global Human Capital Index, paying particular attention to global trends and distinctive features of high-performing countries. This section also examines the results through the prism of regional and income groupings, placing countries' performance in context. Section three reviews the results across the four thematic subindexes of the Index—Capacity, Deployment, Development and Know-how—and considers their variation by age group and generation. Specifically, this section explores generational gaps between the human capital outcomes of younger and older generations in the workforce and considers different strategies for expanding and nurturing human capital potential as well as hiring pools. This section of the *Report* also features a range of unique and illuminating data on the global human capital landscape obtained in collaboration from the Forum's research partnership with LinkedIn.

Part 2 of the *Report*, provides detailed, indicator-level results and information for all countries included in the Index in the form of individual **Country Profiles**. The *Report* also includes a practical **User's Guide** and an

appendix with Technical Notes on the Index methodology. In addition, the *Report* website (<http://reports.weforum.org/global-human-capital-report-2017>) features an innovative Data Explorer tool, providing the possibility to compare countries as well as comprehensive ranking tables by age group, region and income group.

Because human capital is critical not only to the productivity of society but also to the functioning of its political, social and civic institutions, understanding its current state and capacity is valuable to a wide variety of stakeholders. It is our hope that this *Report* can support governments, businesses, education providers and civil society institutions in identifying key areas for focus and investment. All of these entities have a stake in human capital development, whether their primary goal is to power their businesses, strengthen their communities or create a population that is better able to contribute to and share in the rewards of growth and prosperity. The *Report* also aims to foster public-private collaboration between sectors, ultimately reframing the debate around employment, skills and human capital—from today's focus on problems and challenges towards the opportunities for collaboration that fully leveraging the human capital potential residing in people's skills and capacities can bring.

## Measuring Global Human Capital

The Global Human Capital Index, revised in 2017, assesses the degree to which countries have optimized their human capital for the benefit of their economies and of individuals' themselves. It is based on four underlying concepts and is constructed using four subindexes.

### Underlying Concepts

There are four guiding concepts underlying the revised Index, forming the basis of how indicators were chosen, how the data is treated and the scale used. For a description of how these concepts are captured by the choice of indicators and construction techniques used in the creation of the Index, please refer to the sections below.

#### Outcomes vs. inputs

The Global Human Capital Index evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of a country's current human capital, current investment in building future human capital and current outcomes in the labour market.

#### Distance to the ideal

The Index holds all countries to the same standard, measuring countries' "distance to the ideal" state, or gap in human capital optimization. To arrive at this score the Index examines each indicator in relation to a meaningful maximum value that represents "the ideal." Every

indicator's score is a function of the country's "distance from the ideal" for the specific dimension measured. By establishing an absolute measure of countries' performance, the Global Human Capital Index allows for both intra- and inter-country comparisons year-to-year.

### Human capital as a dynamic concept

By "human capital" we mean not individuals themselves but the knowledge and skills they possess that enable them to create value in the global economic system.<sup>2</sup> This requires investment both on the side of individuals and by public and private stakeholders across people's lifetimes. The Index thus treats human capital as a dynamic rather than fixed concept. It recognizes that human capital is not defined solely through formal education and skilling but can be enhanced over time—growing through use and depreciating through lack of use.

### Demographics count

Whenever possible and relevant, the Index aims to take a generational view and disaggregates indicators according to five distinct age groups, highlighting issues that are unique or particularly crucial for the human capital development of each cohort. This view across age groups allows for more targeted policy interventions and human resource planning.<sup>3</sup>

## Subindexes

Four thematic dimensions form the subindexes of the Global Human Capital Index—Capacity, Deployment, Development and Know-how. The Index's Capacity subindex quantifies the existing stock of education across generations, the Deployment subindex covers active participation in the workforce across generations, the Development subindex reflects current efforts to educate, skill and upskill the student body and the working age population, and the Know-how subindex captures the growth or depreciation of working-age people's skillsets through opportunities for higher value-add work. The Global Human Capital Index aims to portray these varied dimensions within the limits of available data and where possible and relevant applies a generational lens across five distinct age groups or generations—0–14 years; 15–24 years; 25–54 years; 55–64 years; and 65 years and over (Table 1 on page 6).

### Capacity

A more educated population is better prepared to adapt to new technologies, innovate and compete on a global level. The Capacity subindex features four common measures of formal educational attainment, disaggregated across age groups in the workforce. These capture the percentage of the population that has achieved at least primary, (lower) secondary or tertiary education, respectively, and the proportion of the population that has a basic level of literacy and numeracy.

### Deployment

Beyond formal learning, human capital is enhanced in the workplace through learning-by-doing, tacit knowledge, exchange with colleagues and formal on-the-job learning. The Deployment subindex measures how many people are able to participate actively in the workforce as well as how successfully particular segments of the population—women, youth and older people, those who tend to be particularly inefficiently engaged in labour markets—are able to contribute. Including both those currently employed as well as people actively looking for work, a country's labour force participation rate is the broadest measure of the share of its people participating in the labour market. Unemployment rates capture the subset of this group that is currently out of a job but would like to work. The underemployment rate is the share of those currently employed who would be willing and available to work more. A measure of the gender gap in economic participation is also included as it remains a critical weakness in most labour markets around the world.<sup>4</sup>

### Development

This subindex concerns that formal education of the next-generation workforce and continued upskilling and reskilling of the current workforce. Access to education for today's children and youth—the future workforce—is captured using net adjusted enrolment rates for primary school and net enrolment rates for secondary school, as well as through gross tertiary enrolment ratios and a measure of the education gender gap at the secondary enrolment level, for the under 15 and 15–24 age groups. As young adults with completed secondary education face a choice between tertiary studies, acquiring further specialized vocational skills or entering the labour market, the Index includes a measure of enrolment in vocational training programmes, without making a value judgement between these three options in terms of index scoring.<sup>5</sup> The Index also includes two qualitative indicators on the quality of primary education and on how well the education system as a whole meets the needs of a competitive economy, as assessed by a country's business community. The Index includes an assessment of the skill diversity of a country's recent graduates as a proxy for the range of expertise available to a country.<sup>6</sup> Finally, outcomes on lifelong learning among the adult workforce are captured through a measure of formal staff training from the World Economic Forum's Executive Opinion Survey.

### Know-how

Know-how concerns the breadth and depth of specialized skills use at work. Economic complexity is a measure of the degree of sophistication of a country's "productive knowledge" as can be empirically observed in the quality of its export products.<sup>7</sup> In addition, the Index measures the current level availability of high- and mid-skilled opportunities and, in parallel, employer's perceptions of the ease or difficulty of filling vacancies.



**Table 1: Structure of the Global Human Capital Index**

COMPONENT (Subindex weighting)	INDICATOR	AGE GROUP				
		Share of total population (range of country values) <sup>1</sup>				
		0–14 (13%–48%)	15–24 (9%–22%)	25–54 (26%–70%)	55–64 (3%–14%)	65+ (1%–27%)
<b>Capacity</b> (25% of total Index score)	Literacy and numeracy					
	Primary education attainment rate					
	Secondary education attainment rate					
	Tertiary education attainment rate					
<b>Deployment</b> (25% of total Index score)	Labour force participation rate					
	Employment gender gap					
	Unemployment rate					
	Underemployment rate					
<b>Development</b> (25% of total Index score)	Primary education enrolment rate					
	Quality of primary schools					
	Secondary education enrolment rate					
	Secondary enrolment gender gap					
	Vocational education enrolment rate					
	Tertiary education enrolment rate					
	Skill diversity of graduates					
	Quality of education system					
	Extent of staff training					
<b>Know-how</b> (25% of total Index score)	High-skilled employment share					
	Medium-skilled employment share					
	Economic complexity					
	Availability of skilled employees					

<sup>1</sup> Individual countries' age group distributions are used for weighting indicators in the Capacity and Deployment subindexes to arrive at an overall subindex score.

## Index Construction

In total, the Index covers 21 unique indicators, out of which eight have been fully disaggregated by generation, resulting in 44 distinct data points. To be included in the Index an indicator must have available data for at least half of the sample countries. Values for each of the indicators come from publicly available data originally compiled by international organizations such as the International Labour Organization (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO). In addition to hard data, the Index uses qualitative survey data from the World Economic Forum's Executive Opinion Survey.

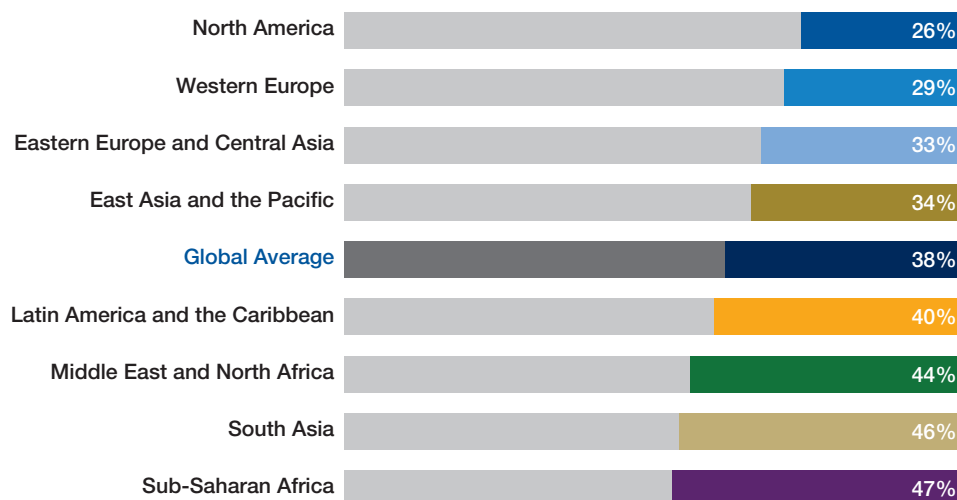
As many of the concepts measured by the Global Human Capital Index are expressed as percentage rates, final scores can be roughly interpreted as a percentage reflecting the degree of effective human capital utilization in a given country relative to the ideal outcome. For example,

the Primary education attainment rate indicator has a logical maximum value of 100% and a higher score reflects a more desirable situation. Conversely, for a number of indicators, such as Underemployment rate, the logical ideal value corresponds to 0%. All rankings on the Global Human Capital Index have been directionally oriented towards a score of 100 as the best possible human capital outcome and performance.

This latest edition of the Global Human Capital Index revises the choice of indicators and construction to improve the *Report's* usability for different stakeholders. Country scores and rankings are therefore not strictly comparable to previous editions of the *Report*. **For a detailed explanation of the Index methodology—and of methodology updates relative to previous editions of the Global Human Capital Report—please refer to the Technical Notes available in Appendix B of this Report.**



Figure 2: Gap in human capital development, by region, 2017



Source: Global Human Capital Index 2017.

## Global Human Capital Index Results

The Human Capital Index 2017 ranks 130 countries on how well they are developing their human capital on a scale from 0 (worst) to 100 (best) across four thematic subindexes—Capacity, Deployment, Development and Know-how—and five distinct age groups or generations—0–14 years; 15–24 years; 25–54 years; 55–64 years; and 65 years and over—to capture the full human capital potential profile of a country. It can be used as a tool to assess progress within countries and points to opportunities for cross-country learning and exchange. The following section discusses global trends and high-level results for the 130 countries ranked by the Index. Detailed results for all 130 countries ranked by the Index are shown in Table 2 on pages 8–9. **Please refer to the *Report* website (<http://reports.weforum.org/global-human-capital-report-2017>) for a comprehensive Data Explorer tool.**

## Global Overview

Between them, the 130 countries featured in this year's edition of the *Report* make up 93% of the world's population and contribute more than 95% of global gross domestic product (GDP). Yet, like the wider geographic regions in which they are located, these countries exhibit a broad range of overall success in developing their human capital. On average, the world has developed only 62% of its human capital as measured by this Index. Or, conversely, nations are neglecting or wasting, on average, 38% of their talent (Figure 2). At a regional level, the human capital development gap is smallest in North America and Western Europe, and largest in South Asia and Sub-Saharan Africa. However, there are a wide variety of overall human capital outcomes within each region and across different aspects of human capital globally.

The Global Human Capital Index shows that all countries can do more to nurture and fully develop their human capital. Across the Index, there are only 25 nations that have tapped 70% of their people's human capital or more. In addition to these 25 countries, 50 countries score between 60% and 70%. A further 41 countries score between 50% and 60%, while 14 countries remain below 50%, meaning these nations are currently leveraging less than half of their human capital.

Table 2: Global Human Capital Index 2017, detailed rankings

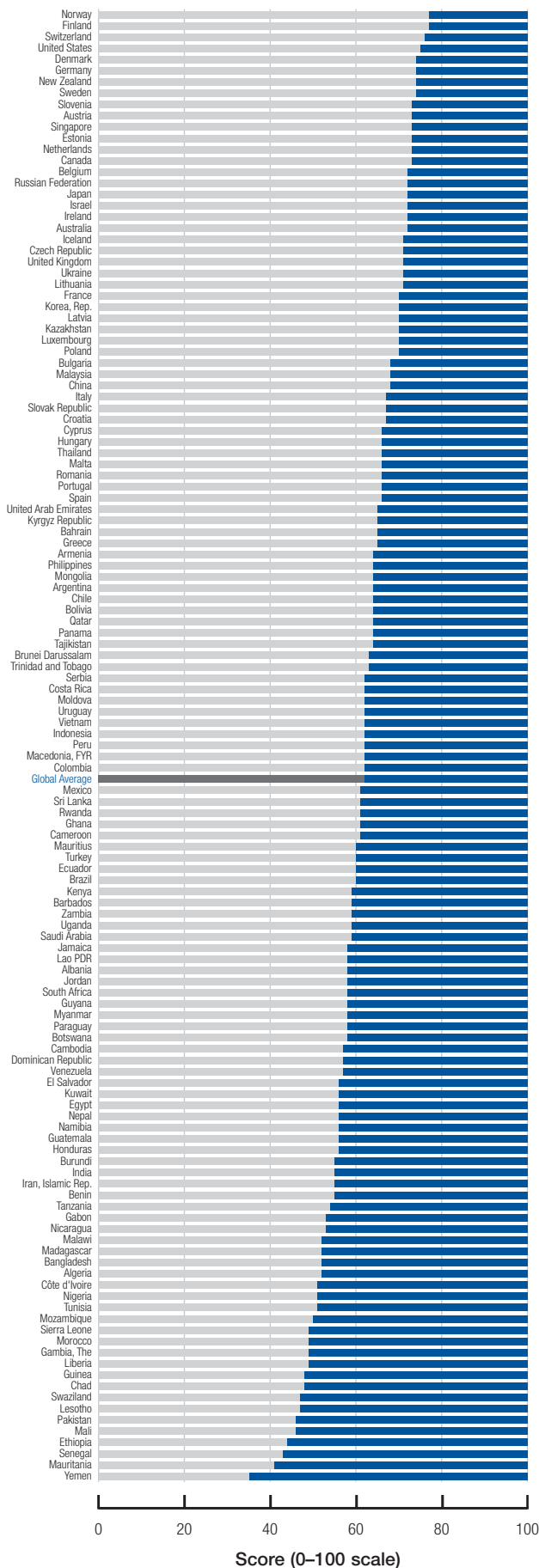
Country	OVERALL INDEX		CAPACITY SUBINDEX		DEPLOYMENT SUBINDEX		DEVELOPMENT SUBINDEX		KNOW-HOW SUBINDEX	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Norway	77.12	1	80.46	13	73.18	24	82.63	6	72.22	6
Finland	77.07	2	81.05	8	65.09	68	88.51	1	73.62	2
Switzerland	76.48	3	76.36	28	69.12	42	84.87	2	75.57	1
United States	74.84	4	78.18	22	68.72	43	83.45	4	68.99	13
Denmark	74.40	5	79.37	16	71.41	34	78.65	14	68.18	17
Germany	74.30	6	76.33	29	69.52	40	79.38	12	71.96	7
New Zealand	74.14	7	78.92	18	72.76	27	80.38	8	64.50	22
Sweden	73.95	8	76.21	31	69.60	39	77.10	16	72.89	3
Slovenia	73.33	9	81.10	7	65.90	64	79.21	13	67.10	18
Austria	73.29	10	73.71	45	68.00	44	81.53	7	69.92	11
Singapore	73.28	11	76.45	27	70.52	36	73.62	25	72.52	4
Estonia	73.13	12	80.94	10	72.70	28	76.20	18	62.68	26
Netherlands	73.07	13	74.09	43	65.37	67	83.60	3	69.22	12
Canada	73.06	14	80.38	15	71.96	32	74.06	22	65.85	20
Belgium	72.46	15	75.14	35	63.39	75	82.84	5	68.47	16
Russian Federation	72.16	16	83.19	4	74.33	18	72.97	33	58.14	42
Japan	72.05	17	80.96	9	66.32	62	73.92	23	67.00	19
Israel	71.75	18	70.70	58	70.56	35	74.69	21	71.03	8
Ireland	71.67	19	75.47	34	62.33	78	80.04	10	68.84	15
Australia	71.56	20	78.44	20	66.20	63	80.24	9	61.36	29
Iceland	71.44	21	58.39	96	75.55	14	79.50	11	72.33	5
Czech Republic	71.41	22	69.20	67	73.74	22	78.13	15	64.58	21
United Kingdom	71.31	23	71.59	54	67.40	51	76.23	17	70.02	10
Ukraine	71.27	24	81.70	5	72.65	31	71.47	38	59.26	38
Lithuania	70.81	25	80.42	14	70.28	37	73.05	31	59.50	37
France	69.94	26	74.68	39	60.90	86	75.34	20	68.86	14
Korea, Rep.	69.88	27	76.59	26	66.73	58	73.34	26	62.87	25
Latvia	69.85	28	81.57	6	67.23	52	72.07	35	58.52	41
Kazakhstan	69.78	29	83.60	2	74.66	17	68.80	45	52.08	64
Luxembourg	69.61	30	69.19	68	66.98	57	71.34	39	70.94	9
Poland	69.61	31	76.65	25	65.87	65	72.70	34	63.21	24
Bulgaria	68.49	32	80.47	12	67.65	47	70.81	40	55.05	46
Malaysia	68.29	33	75.62	32	64.73	70	70.79	41	62.02	28
China	67.72	34	70.34	62	74.06	19	68.47	47	58.01	44
Italy	67.23	35	74.21	41	57.13	107	73.23	28	64.36	23
Slovak Republic	67.14	36	70.03	63	66.48	60	71.66	37	60.38	34
Croatia	66.81	37	73.11	48	61.95	80	72.98	32	59.20	39
Cyprus	66.43	38	78.35	21	59.06	100	67.67	50	60.64	33
Hungary	66.40	39	75.51	33	67.07	56	63.45	69	59.56	36
Thailand	66.15	40	65.60	77	80.99	7	63.68	66	54.33	51
Malta	66.13	41	74.11	42	60.41	91	68.81	44	61.20	30
Romania	66.12	42	76.77	24	67.64	48	66.39	57	53.66	54
Portugal	65.70	43	66.99	75	60.39	92	73.25	27	62.16	27
Spain	65.60	44	69.63	66	58.50	101	73.08	30	61.18	31
United Arab Emirates	65.48	45	60.36	91	64.91	69	75.82	19	60.84	32
Kyrgyz Republic	65.14	46	84.85	1	61.14	84	63.35	70	51.21	70
Bahrain	64.98	47	76.31	30	67.85	45	61.91	77	53.87	53
Greece	64.68	48	72.89	50	53.12	116	73.14	29	59.58	35
Armenia	64.46	49	83.31	3	54.12	114	65.37	61	55.05	47
Philippines	64.36	50	78.83	19	60.64	87	65.67	60	52.30	60
Mongolia	64.35	51	80.57	11	67.56	49	66.09	59	43.18	111
Argentina	64.34	52	72.31	51	57.91	102	73.80	24	53.35	56
Chile	64.22	53	77.56	23	59.85	97	67.46	51	52.01	65
Bolivia	64.06	54	75.02	36	72.65	30	68.25	48	40.31	123
Qatar	63.97	55	58.67	94	78.50	10	67.45	52	51.25	69
Panama	63.85	56	74.33	40	66.71	59	62.15	76	52.19	62
Tajikistan	63.79	57	79.20	17	60.63	88	63.14	73	52.20	61
Brunei Darussalam	62.82	58	58.95	93	67.08	55	66.73	55	58.53	40
Trinidad and Tobago	62.54	59	68.67	71	67.18	53	63.87	64	50.44	78
Serbia	62.50	60	68.43	73	54.96	112	71.79	36	54.81	49
Costa Rica	62.38	61	71.05	56	56.07	110	69.02	43	53.38	55
Moldova	62.29	62	72.19	52	64.46	72	63.16	72	49.34	85
Uruguay	62.26	63	71.00	57	63.85	74	63.49	68	50.71	75
Vietnam	62.19	64	62.26	85	81.12	6	63.62	67	41.76	120
Indonesia	62.19	65	69.72	64	61.58	82	67.24	53	50.21	80

Table 2: Global Human Capital Index 2017, detailed rankings (cont'd.)

Country	OVERALL INDEX		CAPACITY SUBINDEX		DEPLOYMENT SUBINDEX		DEVELOPMENT SUBINDEX		KNOW-HOW SUBINDEX	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Peru	62.17	66	74.88	38	72.66	29	58.89	84	42.26	119
Macedonia, FYR	61.82	67	70.62	59	57.56	104	66.35	58	52.75	57
Colombia	61.80	68	72.96	49	61.05	85	61.62	80	51.56	67
Mexico	61.25	69	70.54	61	62.37	77	57.25	92	54.85	48
Sri Lanka	61.19	70	73.77	44	59.95	96	61.69	79	49.35	84
Rwanda	61.06	71	47.92	112	90.06	2	55.69	93	50.57	77
Ghana	61.01	72	64.83	79	77.35	11	55.04	96	46.82	95
Cameroon	60.76	73	61.85	88	76.03	13	55.57	95	49.60	82
Mauritius	60.34	74	65.43	78	60.09	93	64.59	63	51.25	68
Turkey	60.33	75	63.70	83	56.63	108	68.59	46	52.39	59
Ecuador	59.87	76	71.94	53	59.72	98	64.76	62	43.07	113
Brazil	59.73	77	68.01	74	62.40	76	58.39	87	50.13	81
Kenya	59.48	78	60.80	90	73.18	25	53.17	101	50.77	74
Barbados	59.21	79	43.60	115	67.11	54	68.04	49	58.10	43
Zambia	59.08	80	64.44	81	64.56	71	57.77	88	49.55	83
Uganda	58.73	81	57.38	98	84.26	3	47.88	112	45.42	102
Saudi Arabia	58.52	82	70.56	60	47.70	124	63.23	71	52.60	58
Jamaica	58.39	83	62.13	86	69.12	41	50.16	106	52.18	63
Lao PDR	58.36	84	57.33	99	76.84	12	54.20	97	45.06	105
Albania	58.22	85	64.22	82	51.15	120	70.16	42	47.34	92
Jordan	58.15	86	73.54	46	35.31	129	66.59	56	57.15	45
South Africa	58.09	87	69.65	65	56.39	109	57.64	90	48.70	86
Guyana	58.02	88	74.97	37	49.35	122	59.21	83	48.53	88
Myanmar	57.67	89	63.58	84	73.42	23	47.31	117	46.36	97
Paraguay	57.65	90	71.46	55	67.73	46	47.87	113	43.56	110
Botswana	57.56	91	58.47	95	66.38	61	62.27	75	43.10	112
Cambodia	57.28	92	54.26	102	83.39	4	50.12	107	41.36	121
Dominican Republic	57.12	93	73.43	47	57.66	103	50.54	105	46.85	94
Venezuela	56.88	94	61.93	87	60.47	89	62.44	74	42.70	116
El Salvador	56.36	95	68.52	72	54.42	113	57.65	89	44.83	107
Kuwait	56.08	96	49.41	105	67.44	50	55.66	94	51.80	66
Egypt	55.99	97	64.58	80	46.02	126	58.71	86	54.66	50
Nepal	55.92	98	49.25	107	80.52	9	48.17	111	45.73	100
Namibia	55.86	99	61.55	89	61.25	83	57.57	91	43.06	114
Guatemala	55.83	100	57.46	97	60.00	94	58.85	85	47.02	93
Honduras	55.77	101	59.62	92	57.20	106	61.19	81	45.06	106
Burundi	55.45	102	36.00	121	90.21	1	47.75	114	47.84	91
India	55.29	103	54.51	101	52.69	118	63.73	65	50.25	79
Iran, Islamic Rep.	54.97	104	66.78	76	40.50	128	67.03	54	45.58	101
Benin	54.58	105	36.99	120	80.53	8	46.61	118	54.17	52
Tanzania	53.58	106	48.17	108	73.07	26	48.88	110	44.21	109
Gabon	53.37	107	68.94	70	51.30	119	50.55	104	42.70	115
Nicaragua	53.11	108	69.03	69	59.97	95	43.84	121	39.59	124
Malawi	52.32	109	48.16	109	75.52	15	42.93	122	42.68	117
Madagascar	51.96	110	52.74	103	71.62	33	47.57	116	35.94	128
Bangladesh	51.75	111	51.36	104	57.22	105	53.24	100	45.17	104
Algeria	51.51	112	46.32	113	53.25	115	61.07	82	45.41	103
Côte d'Ivoire	51.12	113	38.94	119	63.94	73	52.96	102	48.64	87
Nigeria	51.06	114	56.44	100	65.68	66	41.61	126	40.50	122
Tunisia	50.76	115	48.07	110	42.28	127	61.78	78	50.89	73
Mozambique	50.18	116	45.33	114	70.19	38	42.80	124	42.38	118
Sierra Leone	49.49	117	27.57	128	74.95	16	49.53	109	45.90	99
Morocco	49.47	118	49.39	106	50.11	121	53.90	99	44.49	108
Gambia, The	48.94	119	29.84	125	62.26	79	52.70	103	50.95	72
Liberia	48.86	120	30.43	124	73.94	20	45.11	120	45.96	98
Guinea	48.01	121	28.97	127	82.15	5	41.98	125	38.95	125
Chad	47.53	122	33.57	123	73.91	21	34.64	129	47.99	90
Swaziland	47.15	123	39.86	118	52.95	117	47.75	115	48.05	89
Lesotho	46.88	124	40.42	117	61.72	81	49.63	108	35.73	129
Pakistan	46.34	125	47.99	111	48.02	123	42.92	123	46.44	96
Mali	46.02	126	26.46	129	60.44	90	46.15	119	51.05	71
Ethiopia	44.44	127	29.10	126	59.70	99	53.92	98	35.04	130
Senegal	43.33	128	26.34	130	55.75	111	40.65	127	50.60	76
Mauritania	41.19	129	41.22	116	46.13	125	38.79	128	38.61	126
Yemen	35.48	130	34.95	122	34.16	130	34.39	130	38.43	127

Source: Global Human Capital Index 2017.

**Figure 3: Gap in human capital development, by country, 2017**



Source: Global Human Capital Index 2017.

## Top Ten

The top ten of this year's edition of the Global Human Capital Index is topped by smaller European countries—namely the Nordics and Switzerland—as well as strong placements by the United States and Germany among the world's major economies. However, four countries from the East Asia and the Pacific region, three countries from the Eastern Europe and Central Asia region and one country from the Middle East and North Africa region are also ranked in the Index top 20 (Figure 3). Generally, Index leaders are high-income economies with a longstanding commitment to their people's educational attainment, and that have placed correspondingly high importance on building their future human capital potential and deployed a broad share of their workforce in skill-intensive occupations across a broad range of sectors.

The top three nations are scoring a cut above the remainder of other leading countries in this year's Index, with **Norway** (1) and **Finland** (2) almost drawing level and slightly ahead of **Switzerland** (3). All three countries are unique in the Index in having passed the threshold of developing more than 75% of their human capital against the theoretical ideal.

**Norway** (1) is the best-performing country in the world. While not taking the top spot for any individual component of human capital, the country is characterized by a consistently strong performance across all thematic dimensions of the Index—Capacity, Deployment, Development and Know-how—and across all age groups. It also ranks first in the world for the availability of skilled employees. While sharing similar strengths to its Nordic neighbours it outperforms them on the Deployment subindex, with a particularly low unemployment rate.

**Finland** (2) scores in almost a class of its own with regard to building future human capital potential, taking the top spot on the Development subindex due to the quality of its primary schools and overall education system, as well as high and diversified vocational and tertiary education enrolment. It also scores in the top ten on the Capacity and Know-how subindexes, with its older generations possessing some of the world's highest attainment rates of tertiary education and almost half of the country's workforce employed in high-skilled occupations. However, the country is not without challenges when it comes to its Deployment subindex, currently experiencing youth unemployment rates of more than 20%.

The top three is completed by **Switzerland** (3), which benefits from the high quality of its education system and staff training—ranking first in the world this year on both counts—as well as a strong rate of vocational training. Switzerland also ranks first overall on the Know-how subindex, with a very high share of skill-intensive employment and economic complexity. With regard to the Deployment subindex, a labour force gender gap persists across both its core working age and older generations.

The **United States** (4) enters the Index in fourth place—the highest-ranked country outside of Western Europe—scoring strongly on the Development subindex, due in particular to its younger generation’s high rates of enrolment in tertiary education and high skill diversity, a continuation of the high proportion of those who already attained tertiary education across the country’s older age groups. The nation’s success is more mixed across the Deployment subindex, for which comparatively low unemployment rates, on the one hand, are undermined by, on the other hand, somewhat high levels of inactivity among its core working-age population.

**Denmark** (5) and **Sweden** (8) share Norway’s consistently strong performance across all thematic dimensions, although with slightly less strong scores than the latter regarding optimization of their future human capital potential through the quality of their education systems. Sweden also performs particularly strongly on the Know-how subindex, ranking third globally on this aspect.

Similarly, **Germany** (6) is strongest on the Know-how subindex, supported by a balanced performance across the development and deployment themes. With an ageing population structure, the country disposes of highly educated older generations, although it has not been without challenges with regard to universalizing these successes to all segments of its population. **New Zealand** (7) and **Slovenia** (9) are the highest-ranked countries from the East Asia and the Pacific and Eastern Europe and Central Asia regions, respectively. The former is particularly successful with regard to building future human capital potential, scoring highly on the quality of its education system, while the latter performs well on the Capacity subindex, with highly educated older generations. This year’s top ten is rounded off by **Austria** (10), which benefits from its well-established vocational training system and the skill diversity of the nation’s graduates.

## Results by Region

At a global level, only two regions—North America and Western Europe—have developed more than 70% of their human capital versus the ideal score. Three regions—Eastern Europe and Central Asia, East Asia and the Pacific and Latin America and the Caribbean—score in the 60% to 70% range, while the Middle East and North Africa, South Asia and Sub-Saharan Africa have yet to cross the 60% threshold. However, as illustrated in Figure 4 on page 12, there is a wide variety of effective human capital utilization in every world region, with both success stories and underperforming countries in each.

### East Asia and the Pacific

East Asia and the Pacific—jointly with South Asia, the world’s most populous region—scores towards the middle of the range of the Global Human Capital Index results, with an overall average score of 65.77. The gap between the best and worst performers is among the largest of any

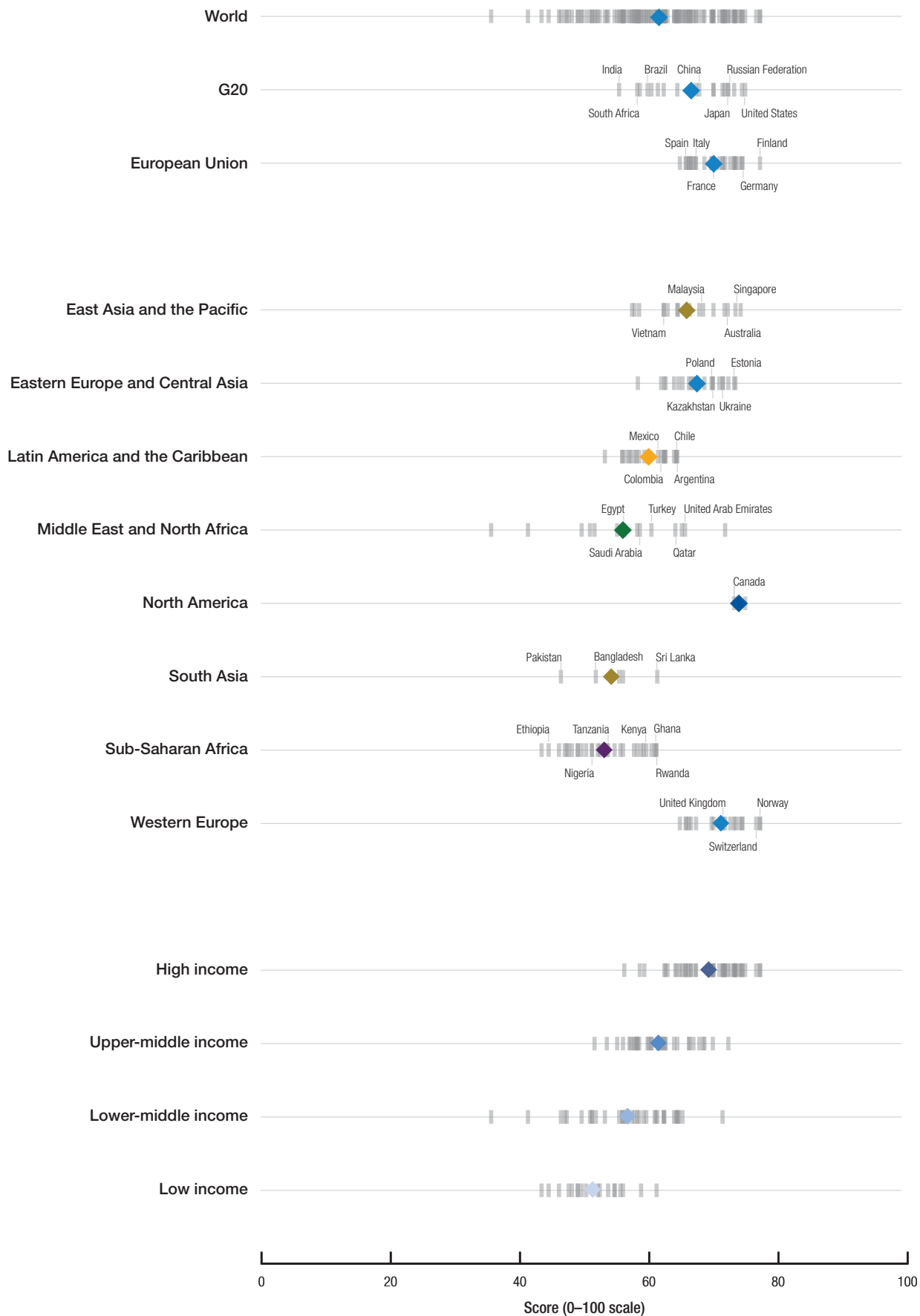
region, reflecting in part the different stages of economic development of the 16 countries covered in the Index, as well as the varying degrees of human capital development that exist between countries with similar income. Over half of the countries in the region have achieved near-universal primary school enrolment rates. Yet, on average, over 20% of the region’s 0–14 age group is not enrolled in secondary education. Nevertheless, scores for the region’s Capacity subindex are generally much higher among the region’s younger age groups, reflecting the region’s remarkable progress between generations.

The best-performing countries in the region, such as **Singapore** (11), **Japan** (17), and **Korea, Rep.** (27), are global strongholds of human capital success, while countries such as **Lao PDR** (84), **Myanmar** (89) and **Cambodia** (92) trail the region despite their very high degree of human capital utilization across the Deployment subindex. By contrast, ASEAN economies such as **Thailand** (40) are managing to complement high Deployment scores with skill-intensive utilization of their human capital potential as evidenced by its strong performance on the Know-how subindex. **Vietnam** (64) and **Indonesia** (65) have made remarkable progress in educational attainment among their younger generations and have a correspondingly solid outlook for building their future human capital potential across the Development subindex. **Malaysia** (33) performs ahead of the rest of ASEAN other than Singapore, with strong scores across Capacity, Development and Know-how, but is held back by its Deployment subindex performance, due to considerable employment gender gaps.

**China** (34) does best on the Deployment subindex, but also performs relatively well across the Development and Know-how subindexes. Ranking well ahead of the other BRICS nations—except for the Russian Federation—the country’s rapid expansion of educational attainment across its younger generations is poised to prove an asset in preparing its future workforce. Conversely, fast-ageing **Japan** (17), and **Korea, Rep.** (27) realize a high degree of their human capital on the Capacity subindexes due to notable educational achievements of their older generations. However, both countries are held back by relatively low labour force participation across the age range, due in particular to persistent employment gender gaps. **Singapore** (11) combines the world’s second-highest proportion of high-skilled employment with significant strengths in the quality of its education system and staff training. It, too, is yet to fully realize the human capital boost that would come from addressing the nation’s employment gender gap.

Meanwhile, **New Zealand** (7) and **Australia** (20) add two further countries with solid track records in maximizing their human capital to the East Asia and the Pacific region’s wider talent pool, although the latter would benefit from additional efforts to reduce unemployment and underemployment, particularly among its young generation.

Figure 4: Global Human Capital Index 2017, by region, income and political grouping



Source: Global Human Capital Index 2017.



## Eastern Europe and Central Asia

The Index covers 21 countries from Eastern Europe and Central Asia. With an average score of 67.36, the region ranks in third place globally, after North America and Western Europe. It includes several remarkable success stories with regard to successful human capital development, including **Slovenia** (9) and **Estonia** (12), which both score within the overall Index top 15, and the **Russian Federation** (16), **Czech Republic** (22), **Ukraine** (24) and **Lithuania** (25), which all score above the 70% threshold. Ukraine's performance is particularly high relative to its GDP per capita levels.

Most countries in the region are close to having achieved near universal basic education enrolment. Some, however, such as **Moldova** (62) and **Romania** (42), still lag behind. The bottom-ranked countries in the region, **Macedonia, FYR** (67) and **Albania** (85), are also held back by the persistence of high unemployment and underemployment rates across all age groups, resulting in low scores across the Deployment subindex.

The **Russian Federation** (16) performs well on both the Capacity and Deployment subindexes, benefiting from very high levels of primary, secondary and tertiary education attainment across all of its age groups. However, these achievements are not matched by the current quality of its education system, staff training or performance across the Know-how subindex. This indicates a need for additional efforts in future workforce development and preparing the country's population for the Fourth Industrial Revolution.

In general, countries scoring in the lower-half of the region's league table such as **Kyrgyz Republic** (46) and **Tajikistan** (57), outperform on the Capacity subindex, benefiting from formally well-educated older populations—a legacy of the region's former heavily state-led school systems—but underperform with regard to labour force participation and deployment of the region's talent pool in skill-intensive working environments.

## Latin America and the Caribbean

The 22 countries ranked by the Index in the Latin America and the Caribbean region score in the lower middle range of the Index—just below the Index's global average and behind the East Asia and the Pacific region—with an overall average score of 59.86. Compared with results of their peers in the East Asia and the Pacific, human capital outcomes for this region's older generations tend to be somewhat higher; practically tied for the 25–54 age group; and slightly behind for the younger generations. To some extent, this hints at the rise of East Asia and some missed opportunities in the Latin America and the Caribbean region.

The gap between the best and worst performers here is smaller than for any other region. The two best-performing countries, **Argentina** (52) and **Chile** (53), share similar strengths and weaknesses across the Deployment and Know-how subindexes, but diverge with regard to

realized human capital capacity. Chile is ahead on this dimension with higher rates of educational attainment across all age groups, and development of future human capital potential, for which Argentina tops the region due to the size and skill diversity of its young population in tertiary education. Both countries could boost their human capital further by improving the quality of their education systems and reducing youth unemployment and underemployment.

By contrast, the region's two largest economies, **Mexico** (69) and **Brazil** (77), rank towards the middle of the Index overall. Mexico achieves comparatively low levels of unemployment, including among its young generation. Both countries are home to diversified and complex working environments. However, they underperform with regard to translating these into skill-intensive employment opportunities for their people and building the human capital potential of their next generation in terms of education quality, skill diversity and staff training, indicating a need for additional efforts if the two countries are to succeed in the emerging economic and labour market environment of the Fourth Industrial Revolution. Similarly, **Peru** (66) and **Colombia** (68) score in the middle of the region, with Peru outperforming and topping the region on the Deployment subindex due to high levels of labour force participation.

The bottom ranks of the region are made up of **Venezuela** (94)—whose Capacity subindex performance indicates long-term human capital development challenges—and the group of Central American nations, such as **Honduras** (101), where issues such as incomplete basic education remain an obstacle to greater human capital development.

Several countries in the region have not yet achieved universal primary school enrolment, while, on average, 20% of the region's children do not finish basic education. On the plus side, there generally is no observable gender gap in education. Though many countries in the region face with high youth unemployment rates in the 15–24 age group, more positively, unemployment in the 25–54 core working age group tends to be in the single digits and high-skilled employment is in the range of 20%, suggesting the need for additional efforts to enable the region's younger generations to build on the relative success of its older ones. Labour force participation in the region begins to decline markedly for the 55–64 age group, while at the same time there is also a relatively large share of people in the 65 and over age group that continues to work past their countries' years of healthy life expectancy, indicating some challenges with the region's social welfare net.

## Middle East and North Africa

The Middle East and North Africa region comprises 15 countries that had sufficient data for coverage in the Index. Out of these, only one—**Israel** (18)—makes it into the top 20 of the overall Index. Three gulf states—the **United Arab Emirates** (45), **Bahrain** (47) and **Qatar** (55)—outperform the rest of the region's Arab countries in terms of human

capital development, benefitting significantly from the strong perceived quality of their education systems, and score in the mid-range of countries ranked in the Index overall. However, relative to their income levels these countries have additional opportunities to further boost their human capital performance, reporting some of the lowest skill diversity scores and tertiary and vocational enrolment rates in the Index. **Turkey** (75) crosses the 60% mark on the strength of its young generation's high tertiary and vocational education enrolment rates. Similar to other economies in the region it is held back, however, by low human capital outcomes across the Deployment subindex, due in large part to significant employment gender gaps.

The North African nations **Algeria** (112), **Tunisia** (115) and **Morocco** (118) make up the lower end of the regional rankings, ahead of **Mauritania** (129) and **Yemen** (129). Gender gaps in secondary school participation and youth unemployment continue to be widespread in a number of countries, risking a lasting impact on the workforce of the next generation.

**Saudi Arabia** (82), the Middle East and North Africa region's largest economy, ranks ahead of **Egypt** (97), its most populous one. While Egypt scores ahead on the Know-how subindex, as home to one of the region's most diversified economies and labour markets, Saudi Arabia's efforts to expand its future human capital potential are in better shape in terms of education quality and staff training, for which Egypt ranks near the bottom of the Index on both indicators. Both countries suffer from high unemployment rates among its young generation and have high employment gender gaps, pointing to both countries' additional untapped human capital potential.

The Middle East and North Africa is one of the most disparate regions in the Index—spanning three income group levels and ranging in scores from those that are in line with high-income economies in Western Europe and elsewhere, to those more in line with the worst-performing countries in Sub-Saharan Africa. For example, **Kuwait** (96), whose GDP per capita is nearly eightfold higher, performs at a comparable level to Egypt, highlighting that economic factors alone are an inadequate measure of a country's ability to successfully develop their human capital. While the region's overall average score of 55.91 masks some of these significant differences in countries' circumstances, it also points to opportunities for countries to learn from one other across the region.

### North America

With an average score of 73.95, North America is the strongest regional performer on the Human Capital Index, with the **United States** (4) ranking in the Index top 10 and **Canada** (14) ranking in the top 20. In both countries, more than 40% of the 25–54 age group is employed in high-skilled occupations, with the United States surpassing Canada in economic complexity specifically and on the Know-how subindex more broadly. However, the United States also possesses a comparatively large low-skilled

sector, indicating a certain degree of uneven distribution and polarization of its human capital. The United States also underperforms compared to its northern neighbour on the quality of its primary schools, highlighting that there is no room for complacency when it comes to building the human capital potential of the nation's next generation workforce.

Despite both countries' strong results on the Capacity subindex, reporting some of the world's highest education attainment rates among their older generations, more could be done to fully leverage this human capital across the Deployment subindex, with labour force participation indicators for the core working-age population ranking comparatively low for both countries. However, with a 65 and over age group labour force participation rate of 19% and 14%, respectively, and a healthy life expectancy above 70, the United States and Canada enable older workers who choose to remain active to do so—highlighting the benefits of tapping into the potential of a high-skilled and productive 'silver' workforce.

### South Asia

The Index covers five countries from the South Asia region: **Sri Lanka** (70), **Nepal** (98), **India** (103), **Bangladesh** (111) and **Pakistan** (125). The overall average score for the region is 54.10—behind the Middle East and North Africa and ahead of Sub-Saharan Africa—and all but the region's top-ranked country have yet to reach the 60% threshold with regard to developing their human capital.

The bright spot for the region, **Sri Lanka** (70), benefits from strong educational enrolment rates as well as comparatively positive perceptions of the quality of its primary schools and education system overall, essential elements for building the nation's future human capital. However, it underperforms when it comes to translating the potential of its young generation to the workplace, with more than one in five 15–24 year-olds currently unemployed.

**India** (103) ranks at the top of the bottom quartile of the Index. Although the country's current educational attainment rate has improved markedly over past generations, its youth literacy rate is still only 89%, well behind the rates of other leading emerging markets as well as the lower-middle income group's average. India also ranks poorly on labour force participation, due in part to one of the world's largest employment gender gaps. More positively, it receives solid rankings on education quality, staff training and economic complexity—suggesting that a primary avenue for realizing a greater share of the nation's human capital potential consists in creating a virtuous cycle by increasing inclusivity and expanding access to its numerous learning and employment opportunities.

The human capital potential of the region's two other most populous countries—**Bangladesh** (111) and **Pakistan** (125)—is held back by insufficient educational enrolment rates and poor-quality primary schools. Both countries' educational performance is somewhat better at the tertiary



level, despite rather low levels of skill diversity among their university graduates, indicating a strong specialization in a limited number of academic subjects. Both also exhibit significant employment gender gaps.

### Sub-Saharan Africa

A cluster of countries in this region, including **Rwanda** (71), **Ghana** (72), **Cameroon** (73) and **Mauritius** (74), have developed more than 60% of their human capital. This places them ahead of the Latin America and the Caribbean, Middle East and North Africa and South Asia regional averages, and on a par with the lower half of the East Asia and the Pacific region and Index global average. Other economies, however, such as **Nigeria** (114) and **Ethiopia** (127), face a range of human capital challenges, including low levels of literacy and basic education. With an overall average score of 52.97, the Sub-Saharan African region is the lowest-ranked region in the Index.

In total, the Index covers 29 countries from this region, of which five are from the upper-middle income group, eight from the lower-middle income group and the remaining 16 from the low-income group. Despite this comparatively high regional diversity in income levels, the Sub-Saharan African region exhibits a number of similar patterns across all age groups and aspects of its human capital potential profile. In particular, Sub-Saharan Africa scores highly on the Deployment subindex, due to high labour force participation, with five of the top 10 countries hailing from the region. However, with below-average Capacity and Know-how subindex scores, the region as a whole has much to benefit from developing a greater share of its human capital from deployment beyond routine occupations.

The two top-ranked countries in the region, **Rwanda** (71) and **Ghana** (72), owe their comparatively strong performance to, respectively, almost completely closed education and employment gender gaps and significantly improved educational attainment of the country's younger generations. Like **Kenya** (78), both countries benefit from the stock of know-how embodied in large medium-skilled employment sectors and comparatively strong education quality and staff training, laying the foundation for building their future human capital potential. However, all three countries still have room for further improvement in their secondary education enrolment rates, ensuring this progress is shared as broadly as possible across their populations.

Southern African countries—**Botswana** (91), **Zambia** (80), **South Africa** (87) and **Namibia** (99)—are particularly successful in building the future human capital potential of their youngest generations, outperforming the rest of the region on the Development subindex. Yet they perform *below* the regional average when it comes to deploying their current workforce. Among them, **South Africa** (87), the Sub-Saharan African region's second largest economy, has the continent's highest share of its workforce in high-skilled occupations and is well-regarded for its staff

training, but underperforms when it comes to school quality.

Ranking in the lower midfield of the region, **Nigeria** (114), Sub-Saharan Africa's largest economy and most populous country, has a relatively large pool of tertiary-educated workers, especially among its older generations, and comparatively strong staff training. However, it simultaneously records low primary and secondary education attainment across all age groups and one of the lowest current primary school enrolment rates globally, pointing to excessively uneven human capital outcomes and the untapped opportunities of pursuing a more inclusive human capital development approach.

The lowest-ranked high-population country in the region, **Ethiopia** (127), ranks fourth from the bottom on the Index overall—ahead only of Senegal, Mauritania and Yemen—with low performance on the Capacity and Deployment subindexes due to high unemployment and underemployment across all generations.

### Western Europe

Rankings in Western Europe are dominated by the Nordic countries—**Norway** (1), **Finland** (2), **Denmark** (5) and **Sweden** (8)—as well as **Switzerland** (3) and **Germany** (6), which collectively take the region's top spots.

The **Netherlands** (13) and **Belgium** (15) rank ahead of the **United Kingdom** (23) and **France** (26) to make up the mid-range of the regional league table, while three Mediterranean countries—**Portugal** (43), **Spain** (44) and **Greece** (48)—take the bottom ranks.

The overall average score of the region is 71.10, the second highest after North America, and 12 out of the 20 Western European countries covered by the Index have crossed the threshold of effectively developing at least 70% of their human capital. The region shows fairly high homogeneity in human capital in contrast to regions such as East Asia and the Pacific or Middle East and North Africa.

Generally, most of the region performs below the global average with regard to the successful deployment of the human capital of its young generation, with comparatively low labour force participation and high unemployment and underemployment rates, highlighting some of the structural challenges facing the region. The Mediterranean countries in particular continue to be affected by high levels of youth unemployment—reaching 48% in **Greece** (48) and 43% in **Spain** (44)—despite some improvement compared to the recent past. More positively, across Western Europe there are well-educated older generations, with high tertiary attainment among the region's still active 55–64 age group, as well as generally solid performance on the Development subindex. Moreover, 17 of the top 30-ranked countries on the Know-how subindex are in Western Europe, indicating the depth of human capital the region may draw on as the Fourth Industrial Revolution advances.

## G20

Among the G20 group of countries, currently, the **United States** (4) is the nation with the highest human capital performance, followed by **Germany** (6), **Canada** (14), the **Russian Federation** (16) and **Japan** (17). **Saudi Arabia** (82), **South Africa** (87) and **India** (103) make up the lower ranks of the group. With a group average score of 66.52 for the G20 as a whole, seven of the G20 countries have developed 70% of their human capital or more, eight score in the 60% to 70% range and four score in the 50% to 60% range. The **United States** (4) has maximized 20 percentage points more of its human capital than **India** (103), the lowest-ranked country in the group. The G20 continues to place efforts to promote global human capital development high on its agenda including with the engagement of the private sector.<sup>8</sup>

Additional opportunities exist to realize a greater share of untapped human capital in some of the region's largest economies, including the **United Kingdom** (23), **France** (26) and **Italy** (35). Whereas the United Kingdom ranks in the top 10 on the Know-how subindex, with a significant high-skilled employment share (48%), it underperforms on the Capacity subindex, indicating opportunities for realizing greater human capital through targeted re- and upskilling, especially of its existing workforce and older generations. By contrast, France underperforms on the Deployment subindex with somewhat high unemployment and a 35% drop in labour force participation between the 25–54 and 55–64 age ranges. It does show a solid performance on the remaining subindexes, but could also do more to increase the skill diversity of the nation's graduates. Similarly, **Italy** (35) is held back by a low labour force participation rate, due to a somewhat large gender gap, and high youth unemployment. It also scores poorly on the quality of its on-the-job training. The country does, however, perform better on the Capacity subindex as well as on the skill diversity of its graduates.

## Results by Income Group

Not surprisingly, the Global Human Capital Index finds a clear correlation between an economy's income level and its human capital development—countries with higher gross national income (GNI) and GDP per capita have on average higher scores. However, there are significant differences and overlaps within and between income brackets, with some lower-income countries far outperforming richer ones.

Out of the 46 economies covered by the Index in the **high-income** bracket (those with a GNI per capita above US\$12,235), 23 out of the 25 economies scoring 70% or more belong to this group, while a further 20 high-income economies score in the 60% to 70% range and three are yet to cross the 60% threshold.

## European Union

The 28 member states of the European Union collectively achieve a group average score of exactly 70%, with 13 member states individually passing the 70% threshold and the remaining 15 member states making use of 60% to 70% of their human capital. **Finland** (2), **Denmark** (5) and **Sweden** (8) are joined in the top five by **Germany** (6) and **Slovenia** (9), which, together with **Estonia** (12), is the highest-scoring new member state. Next in the EU-only ranking are two of the Benelux states—the **Netherlands** (13) and **Belgium** (15)—ahead of **Ireland** (19), the **Czech Republic** (22) and **France** (26), which rounds off the upper half of the EU's group league table. Despite generally strong overall human capital performances, many European Union countries, such as **Spain** (44) and **Greece** (48), are experiencing structural difficulties with regard to high youth unemployment that prevent them from leveraging the full extent of their human capital. Perceptions also vary regarding the quality of member states' education systems and staff training, pointing to member states' uneven levels of preparedness for the labour market of the Fourth Industrial Revolution. As part of its long-term human capital strategy, in June 2016 the European Union launched its new Skills Agenda for Europe, stating that "90% of all jobs will soon require some level of digital skills; yet, today, 40% of Europeans have none."<sup>9</sup>

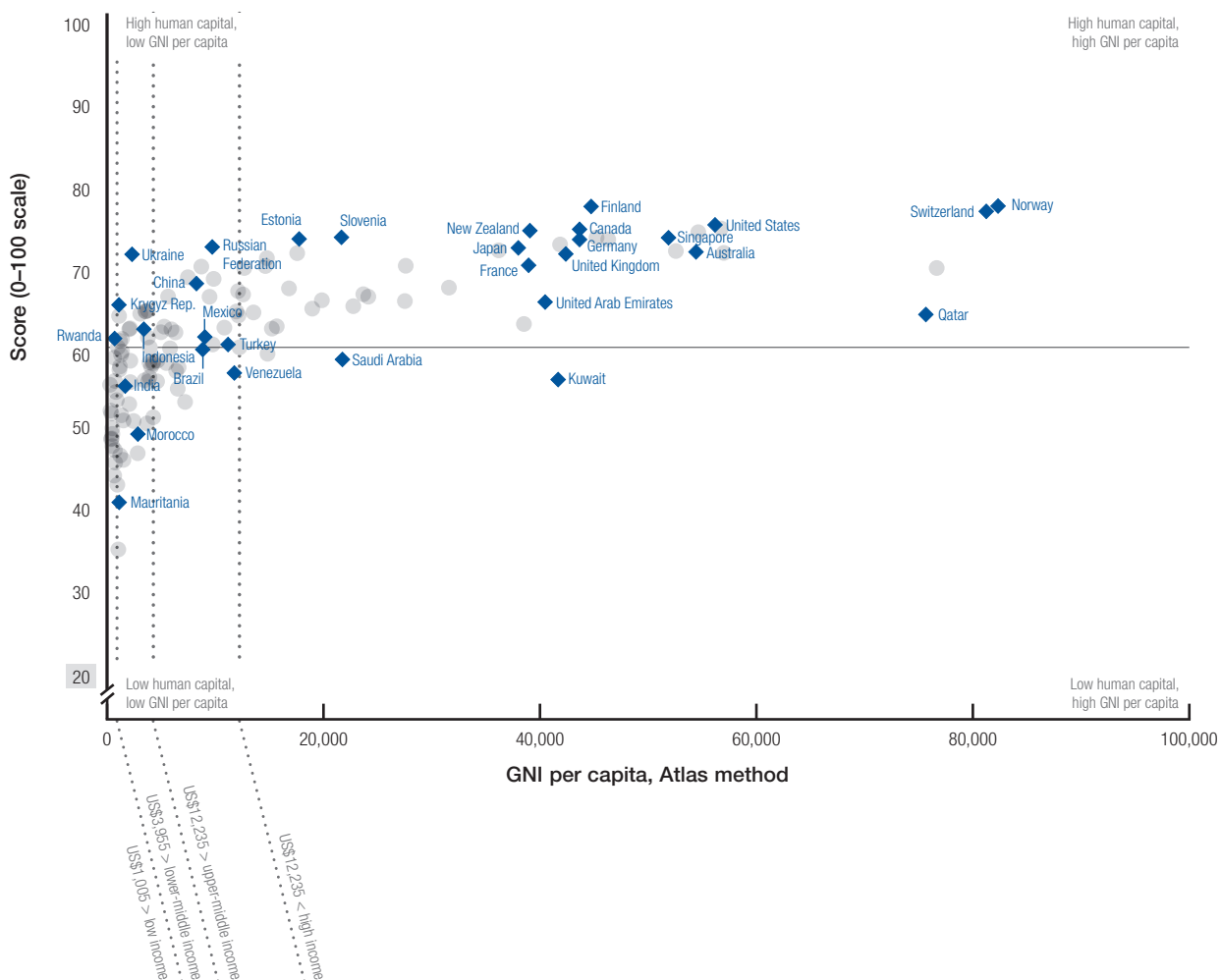
Among the 32 countries covered by the Index in the **upper-middle income** bracket (those with a GNI per capita between US\$3,956 and US\$12,235), one country—the Russian Federation—has crossed the 70% threshold, 17 countries score within the 60% to 70% range and 14 countries within the 50% to 60% range.

Within the **lower-middle income** group (countries with a GNI per capita between US\$1,006 and US\$3,955), one out of 35 countries covered by the Index—Ukraine—scores above 70%, 12 countries score in the 60% to 70% range, 16 countries score in the 50% to 60% range and six score less than 50%.

Finally, just one of the 17 **low-income** economies (those with a GNI per capita under US\$1,006) covered by the Index—Rwanda—scores above 60%, eight score in the 50% to 60% range and eight are yet to close the 50% threshold.

Figure 5 displays the relationship between GNI per capita levels and performance on the Human Capital Index. For example, **Canada** (14) and **Estonia** (12) are practically tied in their human capital outcomes but record very different GNI per capita levels. Conversely, despite similar GNI per capita levels, the **United Arab Emirates** (45) significantly outperforms **Kuwait** (96), indicating that human capital potential investment and planning can make a difference to a nation's human capital outcomes regardless of where it falls on the global income scale. Creating a virtuous cycle of this nature should be the aim of all countries.

Figure 5: Relationship between GNI per capita and the Global Human Capital Index 2017



Source: Global Human Capital Index 2017 and World Bank.

## Results by Subindex

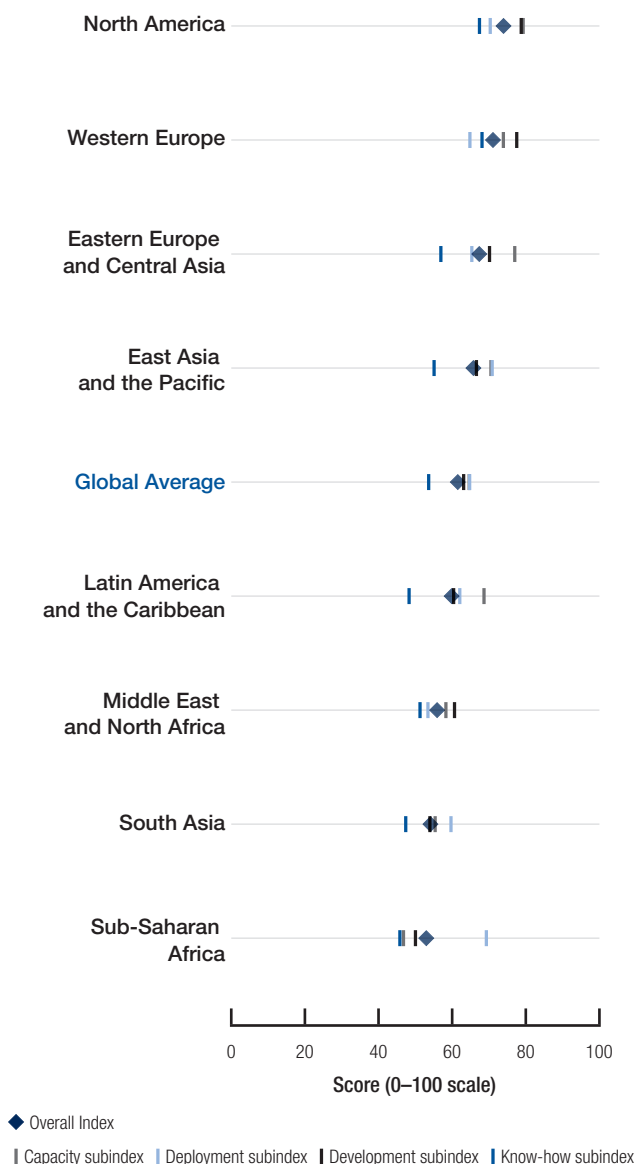
A nuanced picture emerges from breaking down the different components of human capital—capacity, deployment, development and know-how—as measured by the Global Human Capital Index (Figure 6).

First, the Index exhibits the greatest variety across its **Capacity subindex**, measuring the human capital built through past education investments. Going beyond national population averages, our data highlights the generation gap in terms of unequal distribution of this component across the age-group spectrum. The countries and regions performing best on this dimension—not just the Nordic countries but also a number of countries in Eastern Europe—tend to have long-established national education systems that have been successful at equipping older generations with a formal education in decades past. By contrast, older generations in emerging regions such as Sub-Saharan Africa and South Asia tend to have little formal education attainment. However, the Index does capture the recent successes of the younger generations

in these countries. Across the Capacity subindex, there are 15 countries that have developed more than 80% of their human capital and a further 48 countries that have realized between 70% and 80%. In addition, 28 countries score between 60% and 70% and 13 between 50% and 60%. However, 26 nations are yet to realize even 50% of the formal educational potential of their population or more. For a deeper analysis of this dimension, please refer to the **Capacity** section below.

Second, compared to the Capacity subindex, the Human Capital Index finds a somewhat narrower range of outcomes across its **Deployment subindex**, which measures the extent to which countries are developing human capital through deployment in the labour market. Nine countries have developed more than 80% of their human capital through this component, while 29 countries rate between 70% and 80% and 56 countries between 60% and 70%. The remaining 36 nations have developed less than 60% of their human capital on this subindex. The countries and regions scoring highest—in particular in East

**Figure 6: Gap in human capital development, by region and subindex, 2017**



Source: Global Human Capital Index 2017.

Asia and the Pacific as well as Sub-Saharan Africa—tend to have very high labour force participation rates among both men and women and low formal unemployment rates. By contrast, countries and regions performing less well—including in South Asia, the Middle East and North Africa but also Latin America and the Caribbean and Western Europe—generally have untapped talent pools with regard to fully leveraging their people’s human capital potential in the labour market, whether due to workforce gender gaps, high unemployment rates among certain age cohorts, or both. Our age-disaggregated data, once again, highlights distinct patterns across the age-group spectrum. In many countries, indicators such as labour force participation follow the expected rhythm of the human life-course. However, benchmarking countries against relevant peers also reveals relative under- or over-performance, for

example with regard to high youth unemployment or low workforce participation among older workers. For a deeper analysis of this dimension, please refer to the **Deployment** section below.

Third, the Index’s **Development subindex** measures countries’ current success in building the human capital of their next-generation workforce as well as in continual upgrading the human capital of those people already in the workforce through lifelong learning. It reveals that, currently, a wide gap remains between different countries’ efforts to maximize their people’s future human capital. The countries and regions performing best on this dimension—including the Nordic countries and Switzerland but also the United Arab Emirates—successfully combine efforts to build a broad and diverse future talent pool with attention to quality and inclusivity. Those that are underperforming—including a number of countries in Latin America and the Caribbean—tend to neglect investment in their people’s future human capital relative to their past achievement in previous generations. Across this subindex, 10 countries score more than 80%, while 32 countries score between 70% and 80%. A further 40 countries score in the 60% to 70% range. However, 25 countries rate between 50% to 60% and 23 countries score less than 50%. For a deeper analysis of this dimension, please refer to the **Development** section below.

The final subindex, **Know-how**, captures the current quality and skill-intensity of employment in a country and the extent to which its workplace environment is likely to create additional learning opportunities. All countries will need to undertake additional efforts to fully realize their people’s ability to shape and thrive in the emerging economic environment of the Fourth Industrial Revolution. In the countries that are currently the most successful in leveraging their people’s know-how—such as Switzerland and Singapore—a majority of the population work in high-skilled and expertise-based occupations within a complex, diversified economy. By contrast, a large number of countries in regions such as Sub-Saharan Africa, South Asia and Latin America and the Caribbean have yet to create work opportunities for their people beyond routine and lower-skilled occupations or beyond a limited number of sectors. Across the Know-how subindex, there are currently only 10 countries that score over 70%. In addition, 24 countries score between 60% and 70% and a further 47 countries score in the 50% to 60% range. Forty-nine countries in the Index have yet to cross the 50% threshold. For a deeper analysis of this dimension, please refer to the **Know-how** section below. For further implications and analysis of the four subindexes please see the **Thematic Analysis** section below.



# Thematic Analysis

The four thematic dimensions of the Global Human Capital Index point to key considerations for policy-makers and business leaders looking to enhance performance within countries and across the global economy. The following section explores the current performance across these subindexes and the potential levers that can be applied to further develop human capital, particularly in the context of the Fourth Industrial Revolution. Through a unique partnership with LinkedIn this section also sheds light on specific facets of global human capital capacity and development.

## Capacity

Over the past century, the world has collectively made a historic investment in the formal education of its now 7.5 billion people. The global talent pool consists of a growing number of people who hold formally accredited qualifications in core basic skills as well as advanced qualifications across an increasingly diverse portfolio of specializations. As presented in Figure 7 on page 20, dis-aggregated by generation, it is evident that, on average, most countries are close to achieving universal primary education and are moving towards universal secondary education, driven at times by focused international efforts. Some countries have expanded their talent pools across generations in particularly striking ways—among them Singapore, Korea, Rep., Malaysia, Bahrain, Serbia, Bolivia, Saudi Arabia, Iran, Islamic Rep., Egypt and Botswana. While available data does not account for alternative modes of learning such as informal apprenticeships, learning on-the-job and traditional knowledge systems—which have traditionally provided learning and training opportunities for millions of workers with little formal, curriculum-based qualifications<sup>10</sup>—it quantifies the unquestionable, widening benefits of providing curriculum-driven education to people globally. The demographic weightings reward countries according to the investment and its outcomes by the size of the cohort.

This is not to say that quality aspects are neutrally distributed across each population. Socio-economic disadvantages commonly translate to less access to quality education with subsequent effect on life outcomes. For example, in the OECD Programme for International Student Assessment (PISA), on average socially disadvantaged<sup>11</sup> students are 2.8 times less likely to achieve basic competence in science. Despite variation in the size of the penalty for socio-economic disadvantage, across the already affluent OECD countries disadvantaged students underperform consistently.<sup>12</sup>

There is also variation in the degree to which countries have been successful in building human capital capacity through tertiary education and preparing their populations for work in a complex global economy. When it comes to the absolute size of tertiary educated

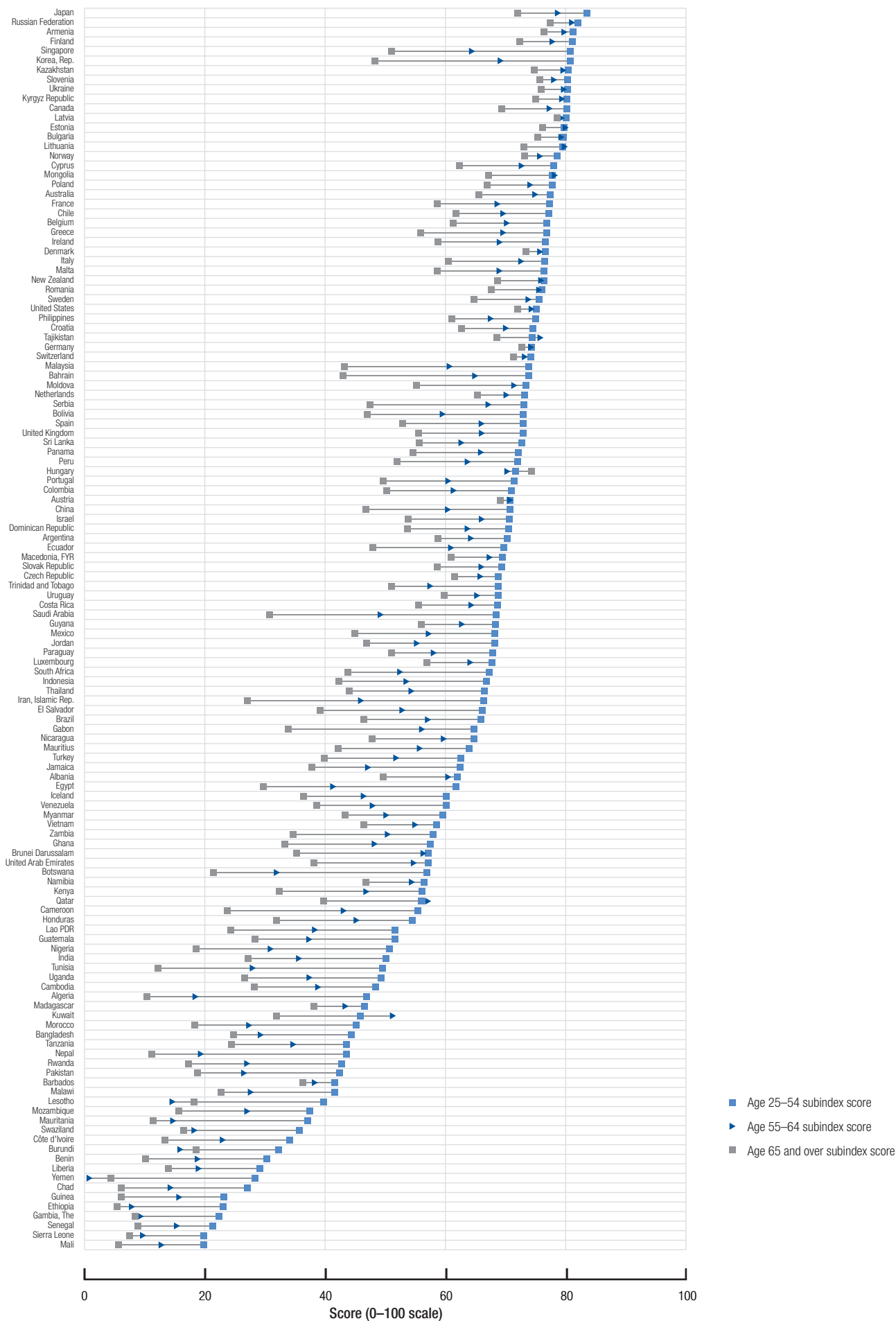
talent pools, countries with large populations continue to dominate, making India, China and the United States the largest global providers of tertiary degree holders of any description. Within countries, the density of tertiary degree holders varies, with Japan, the United States and the Russian Federation being the most populous economies in which more than a quarter of the working-age population age 25 and over hold tertiary degrees. In Japan, almost 50% of the population hold a tertiary degree; in the United States, 31%. By contrast, in China and India 10% and 8% of the population, respectively, hold a tertiary degree.

Globally, the number of tertiary educated individuals is on the rise. This indicates an expanding, diverse pool of talent with the potential to drive economic growth through specialization and expertise. Yet even as more and more individuals advance their skills through diverse specialization tracks in formal education, our understanding of how those formal qualifications become distributed across industries and geographies and how skills develop further in the workplace has been limited.

Any one individual in the labour market has skills—some developed through the education system and some on the job. The initial stage of specialization for an individual learner occurs at the upper end of secondary school and continues into tertiary education. The Forum's research partnership with LinkedIn reveals new dimensions of how degree specializations have evolved across generations, across economies and across industries.

In Figure 8 on page 21, LinkedIn data reveals the diversity of degree specializations among generations. Within the broader scope of expansion of higher education between generations, there has also been a shift in the choices made by students on which subjects to specialize in as well as an expansion of the set of degrees on offer. The degree titles listed in Figure 8 are summarized classifications derived from undergraduate degrees listed by LinkedIn members globally, and the proportions represent the share of those across various age groups who hold such degrees. Some fields of specialization, such as business administration and management, see continued substantial representation by age group across all generations. Others such as economics have declined as the proportion of degrees amongst younger generations. Degrees such as computer science have been growing as a proportion of the degrees held by younger generations. Finally, degrees such as psychology have resurged as a proportion of the degrees held by the youngest cohorts, matching the popularity they once held amongst the oldest cohorts after having dipped among the middle cohorts. The growing diversification of degrees as a whole reflects the increasing demand for specific skill sets in the wider economy over the last decades. However, as skills instability and career changes across professions become the norm and lifelong learning becomes a vital need across economies, policy-makers, businesses and individuals may need to reconsider the trend towards

Figure 7: Capacity subindex score, by age group



Source: Global Human Capital Index 2017.

Figure 8: LinkedIn membership by age and field of study, top 100 degrees, percent

Field of Study (LinkedIn)	25-34	35-44	45-54	55+	Total
business administration	6.1	6.1	6.4	6.0	6.1
computer science	4.7	5.1	3.8	2.2	4.4
economics	4.0	4.2	5.2	5.6	4.4
psychology	4.0	3.8	3.9	4.2	4.0
accounting	3.4	3.7	4.7	5.0	3.8
electronics engineering	3.2	3.7	4.2	3.8	3.5
marketing	3.6	3.5	3.7	2.9	3.5
mechanical engineering	3.2	3.0	3.1	3.0	3.1
political science	2.4	2.6	3.4	3.8	2.8
american literature	2.1	2.5	3.0	3.7	2.5
information technology	3.1	2.3	1.1	0.4	2.3
finance	2.4	2.1	2.4	1.5	2.2
business commerce	1.8	2.3	2.4	2.3	2.1
history	1.6	1.9	2.5	3.5	2.0
comms engineering	2.4	1.8	1.0	0.4	1.8
law	1.9	1.9	1.5	1.2	1.8
biology	1.4	1.7	1.8	2.5	1.7
mathematics	1.3	1.6	2.1	3.1	1.7
communication	1.8	1.7	1.6	1.0	1.7
civil engineering	1.5	1.5	1.7	2.0	1.6
chemistry	1.1	1.6	1.9	2.8	1.5
sociology	1.4	1.5	1.4	1.9	1.5
accounting finance	1.6	1.3	1.2	1.1	1.4
computer engineering	1.7	1.6	0.9	0.3	1.4
registered nursing	1.3	1.2	1.4	1.6	1.3
information science	1.0	1.4	1.0	0.4	1.1
media	1.3	1.0	0.7	0.4	1.0
physics	0.7	1.0	1.4	1.8	1.0
journalism	0.9	0.9	1.1	1.2	0.9
marketing	0.9	0.9	1.0	0.8	0.9
chemical engineering	0.8	0.9	0.9	1.2	0.9
visual design	1.0	0.9	0.7	0.6	0.9
international business	1.1	0.9	0.5	0.2	0.9
architecture	0.8	0.9	0.9	1.1	0.9
human resources	1.0	0.9	0.6	0.3	0.9
graphic design	0.8	0.7	0.6	0.4	0.7
philosophy	0.6	0.7	0.7	1.0	0.7
marketing management	0.7	0.7	0.6	0.5	0.7
elementary school teaching	0.4	0.6	0.9	1.5	0.7
english language	0.7	0.6	0.5	0.5	0.6
financial management	0.7	0.6	0.6	0.5	0.6
accounting	0.5	0.6	0.7	1.0	0.6
international relations	0.7	0.5	0.5	0.3	0.6
art	0.5	0.6	0.6	0.9	0.6
information systems	0.5	0.9	0.6	0.3	0.6
global affairs	0.8	0.5	0.3	0.1	0.6
criminal justice	0.6	0.6	0.6	0.5	0.6
advertising	0.6	0.5	0.5	0.4	0.6
geography	0.5	0.6	0.6	0.7	0.5
communication media	0.7	0.5	0.4	0.2	0.5
industrial engineering	0.5	0.6	0.6	0.5	0.5
spanish	0.5	0.5	0.4	0.4	0.5
public relations	0.6	0.4	0.4	0.2	0.5
engineering	0.3	0.5	0.7	0.9	0.5
cinema	0.5	0.4	0.3	0.3	0.5
french	0.3	0.5	0.6	0.7	0.5
music	0.4	0.4	0.4	0.8	0.4
education	0.2	0.4	0.6	1.3	0.4
tourism management	0.6	0.4	0.2	0.1	0.4
hospitality management	0.6	0.4	0.2	0.1	0.4
social work	0.4	0.4	0.4	0.5	0.4
fine arts	0.4	0.5	0.5	0.7	0.4
biochemistry	0.4	0.4	0.4	0.4	0.4
managerial economics	0.4	0.4	0.5	0.5	0.4
british literature	0.4	0.4	0.5	0.5	0.4
earth science	0.3	0.4	0.5	0.9	0.4
sports science	0.6	0.3	0.2	0.1	0.4
software engineering	0.6	0.4	0.1	0.0	0.4
biological sciences	0.4	0.4	0.3	0.4	0.4
pharmacy	0.4	0.4	0.4	0.6	0.4
information science	0.5	0.4	0.2	0.1	0.4
operations management	0.4	0.3	0.4	0.4	0.4
anthropology	0.4	0.4	0.3	0.4	0.3
legal studies	0.3	0.4	0.3	0.4	0.3
banking	0.4	0.3	0.2	0.2	0.3
social sciences	0.3	0.3	0.4	0.5	0.3
theatre	0.3	0.3	0.4	0.5	0.3
environment studies	0.4	0.3	0.2	0.2	0.3
international business	0.4	0.3	0.1	0.1	0.3
supply chain management	0.4	0.3	0.2	0.1	0.3
biotechnology	0.5	0.2	0.1	0.0	0.3
statistics	0.3	0.3	0.3	0.3	0.3
liberal arts	0.2	0.3	0.4	0.5	0.3
telecommunications	0.4	0.3	0.2	0.1	0.3
art history	0.3	0.3	0.3	0.3	0.3
environmental science	0.3	0.3	0.2	0.2	0.3
zoology	0.2	0.3	0.3	0.6	0.3
interior design	0.3	0.2	0.3	0.3	0.3
microbiology	0.2	0.3	0.3	0.3	0.3
mathematics	0.2	0.3	0.4	0.4	0.3
systems networking	0.3	0.3	0.2	0.1	0.3
secondary school teaching	0.2	0.2	0.3	0.6	0.3
criminology	0.3	0.2	0.2	0.1	0.3
electronic commerce	0.2	0.3	0.2	0.2	0.2
product design	0.3	0.3	0.2	0.1	0.2
photography	0.2	0.2	0.2	0.2	0.2
radio and television	0.2	0.2	0.3	0.3	0.2
public administration	0.2	0.2	0.2	0.2	0.2
entrepreneurship	0.3	0.1	0.1	0.0	0.2
health care management	0.2	0.2	0.2	0.1	0.2
<b>all</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LinkedIn.

Note: Computation of ratios based on top 100 fields of study of LinkedIn members, excluding 'others'.

**Figure 9: LinkedIn membership by industry and field of study, percent**

Field of Study	Basic and Infrastructure	Consumer	Energy	Financial Services & Investors	Healthcare	Information Technology & Telecomms	Media, Entertainment & Information	Mobility	Professional Services	Public Sector & Non-Profits
Agriculture, forestry, fisheries and veterinary	2.0	8.0	2.0	2.0	2.0	0.0	3.0	3.0	2.0	4.0
Arts and humanities	4.0	8.0	2.0	4.0	3.0	2.0	12.0	3.0	5.0	7.0
Business, administration and law	21.0	24.0	17.0	34.0	10.0	10.0	11.0	17.0	32.0	15.0
Education	4.0	4.0	1.0	3.0	4.0	1.0	16.0	2.0	3.0	8.0
Engineering, manufacturing and construction	31.0	6.0	28.0	3.0	4.0	5.0	7.0	16.0	5.0	4.0
Health and welfare	5.0	8.0	3.0	5.0	38.0	2.0	9.0	5.0	8.0	12.0
Information and communication technologies	13.0	15.0	29.0	21.0	8.0	67.0	13.0	24.0	15.0	10.0
Natural sciences, mathematics and statistics	4.0	5.0	9.0	6.0	15.0	4.0	8.0	5.0	6.0	6.0
Services	4.0	8.0	2.0	4.0	7.0	2.0	4.0	16.0	6.0	13.0
Social sciences, journalism and information	12.0	14.0	8.0	19.0	8.0	6.0	17.0	9.0	17.0	22.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LinkedIn.

deeper specialization within first-time degrees. Instead there may need to be a stronger focus on broad-based learning and cross-functional skills in first-time degrees, followed by deeper specialization across the life course.

Figure 9 displays the spread of degrees across industries. Some industries appear to hire from a wider pool of degrees. These include Consumer, Media, Entertainment and Information, Professional Services and Mobility Industries as well as the Public Sector and Non-Profits. On the other hand, Energy, Financial Services and Investment, Healthcare and Information, as well as Entertainment and Telecoms industries hire from a narrower pool of degree specializations.

Figure 10 displays the spread of degrees across countries. Business, Administration and Law; Social Sciences, Journalism and Information; as well as Information and Communication Technologies dominate the most popular specializations across all labour markets. Some countries have greater diversity than others when it comes to tertiary degrees. Economies in South America are among the most likely to have a focused specialization in Business, Administration and Law, especially in some of South America's largest economies, such as Argentina, Brazil, Chile and Colombia. On the other hand, some of the countries in which students are more likely to have pursued a specialization in Arts and Humanities are the United Kingdom, Ireland, Denmark, the United States, Canada, New Zealand and France. Countries that are home to large tertiary-educated talent pools specialized in Engineering, Manufacturing and Construction include economies with high demand for petrochemical engineers such as Qatar, Brunei Darussalam, Kuwait, the United Arab Emirates, Malaysia and Bahrain.

Given the increasing availability of such nuanced data from online talent platforms and professional networks such as LinkedIn, there are significant opportunities for universities, governments and employers to enter into deeper and more informed dialogue focused on aligning the requirements for work-ready degree specializations.<sup>13</sup>

## Deployment

Across the globe, the individuals whose human capital potential is most commonly under-deployed across the labour market are those at either end of the working-age spectrum: young workers and older workers at the higher end of the working age population, hinting at a slow transition into the labour market for young people and poor mechanisms for utilizing the skills and human capital potential of older workers. Details of the scale of these gaps across countries are visualized in Figure 11. These gaps speak to structural challenges blocking entry and retention, poor incentives for workers from younger and older generations to participate in the labour market, and inefficient skilling and re-skilling systems.

In addition, low deployment of human capital across the formal labour market is often characterized by rigid gender roles, insufficient opportunities, low fit of opportunities and the changing nature of work globally. For example, worsening global unemployment figures have been underscored by the swell of the working-age population in emerging economies, and a slow-down in the growth of employment opportunities.<sup>14</sup> Such trends may exacerbate over time as the dynamics of a global, technology-enhanced, inter-connected labour market allow firms to manage the skills and costs of their talent pool through both traditional global value chain infrastructures as well as through the emerging digital or 'gig' economy. This presents

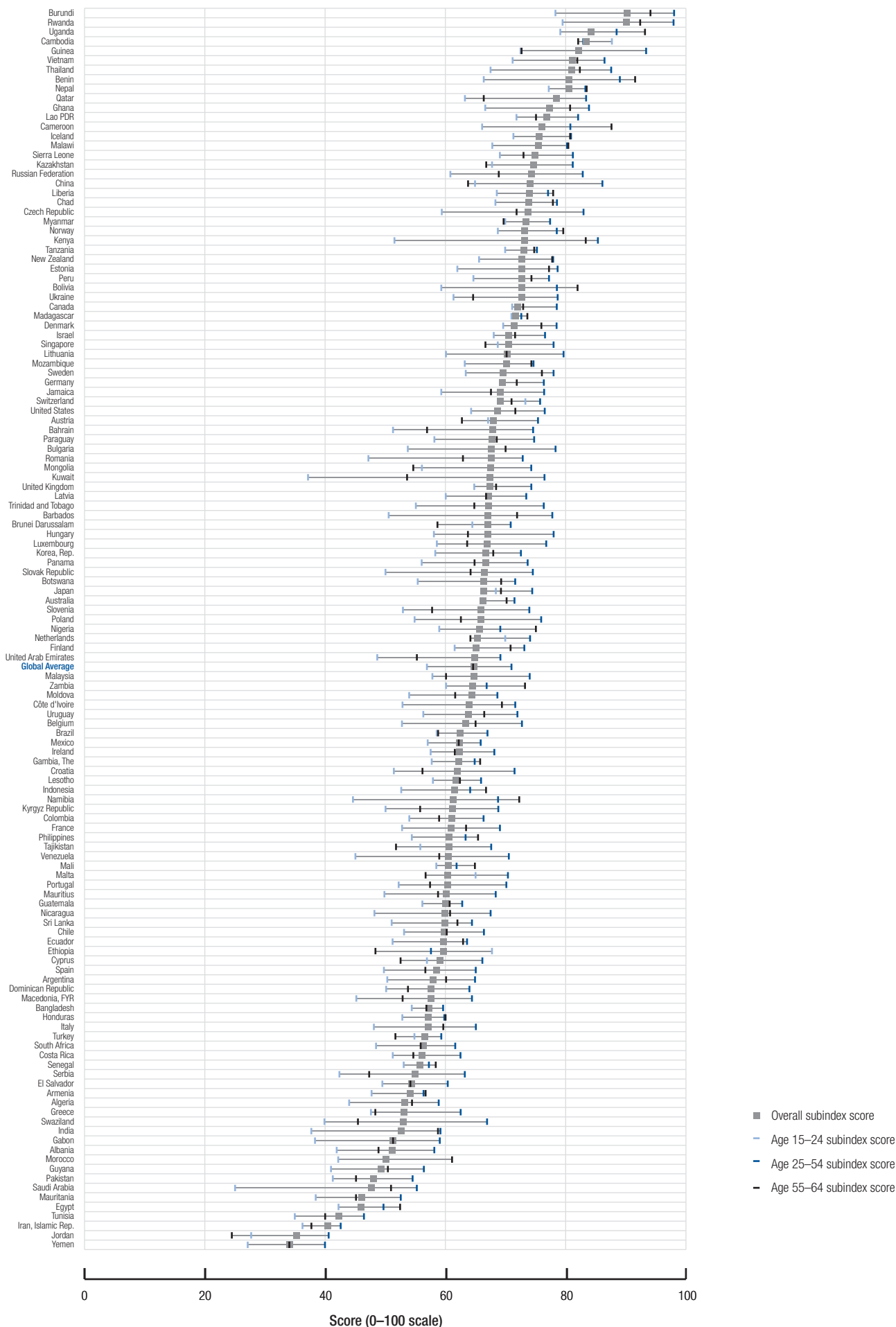


Figure 10: LinkedIn membership by field of study and geography, percent

Country	Arts and humanities	Business, administration and law	Education	Engineering, manufacturing and construction	Health and welfare	Information and communication technologies	Natural sciences, mathematics and statistics	Services	Social sciences, journalism and information	Total
Argentina	4.0	42.0	1.0	5.0	5.0	27.0	2.0	3.0	13.0	100.0
Brazil	4.0	38.0	0.0	9.0	15.0	22.0	2.0	1.0	9.0	100.0
Colombia	4.0	38.0	1.0	19.0	5.0	17.0	3.0	1.0	12.0	100.0
Peru	2.0	31.0	2.0	13.0	5.0	31.0	2.0	4.0	11.0	100.0
Chile	5.0	30.0	1.0	12.0	6.0	28.0	4.0	2.0	12.0	100.0
Ecuador	5.0	29.0	3.0	13.0	6.0	14.0	6.0	8.0	17.0	100.0
Panama	4.0	28.0	0.0	20.0	6.0	18.0	2.0	6.0	14.0	100.0
Luxembourg	7.0	27.0	0.0	8.0	3.0	19.0	6.0	7.0	24.0	100.0
France	10.0	27.0	0.0	6.0	2.0	16.0	9.0	6.0	23.0	100.0
Bahrain	4.0	26.0	3.0	21.0	5.0	27.0	5.0	4.0	7.0	100.0
Mauritius	5.0	23.0	0.0	8.0	4.0	27.0	6.0	17.0	10.0	100.0
South Africa	4.0	22.0	5.0	10.0	17.0	14.0	9.0	6.0	13.0	100.0
Estonia	6.0	22.0	0.0	7.0	9.0	23.0	5.0	7.0	21.0	100.0
Uruguay	3.0	22.0	0.0	6.0	12.0	39.0	2.0	0.0	17.0	100.0
Latvia	6.0	21.0	1.0	7.0	7.0	23.0	3.0	10.0	22.0	100.0
Kuwait	4.0	20.0	2.0	25.0	6.0	27.0	6.0	4.0	6.0	100.0
Jamaica	4.0	20.0	6.0	6.0	13.0	16.0	7.0	18.0	11.0	100.0
Belgium	7.0	19.0	3.0	8.0	5.0	22.0	6.0	10.0	19.0	100.0
Malaysia	2.0	19.0	1.0	23.0	5.0	30.0	7.0	4.0	8.0	100.0
United Arab Emirates	4.0	19.0	2.0	21.0	9.0	25.0	5.0	7.0	7.0	100.0
Finland	5.0	19.0	1.0	13.0	5.0	28.0	4.0	14.0	11.0	100.0
Cyprus	5.0	19.0	3.0	12.0	8.0	23.0	6.0	8.0	16.0	100.0
Netherlands	6.0	19.0	2.0	14.0	7.0	15.0	4.0	13.0	19.0	100.0
Lithuania	6.0	19.0	1.0	12.0	7.0	21.0	6.0	8.0	21.0	100.0
Singapore	3.0	19.0	1.0	17.0	7.0	30.0	6.0	6.0	11.0	100.0
Austria	7.0	18.0	0.0	9.0	4.0	20.0	7.0	14.0	19.0	100.0
Switzerland	6.0	18.0	1.0	10.0	6.0	17.0	9.0	15.0	18.0	100.0
Barbados	6.0	18.0	0.0	6.0	17.0	13.0	8.0	18.0	14.0	100.0
Australia	7.0	18.0	5.0	12.0	15.0	17.0	7.0	7.0	13.0	100.0
Costa Rica	6.0	18.0	5.0	14.0	7.0	32.0	3.0	5.0	10.0	100.0
New Zealand	9.0	17.0	5.0	9.0	15.0	17.0	8.0	7.0	13.0	100.0
Slovenia	5.0	17.0	1.0	14.0	8.0	20.0	8.0	8.0	18.0	100.0
Ireland	12.0	17.0	2.0	11.0	10.0	20.0	9.0	5.0	15.0	100.0
Czech Republic	7.0	17.0	1.0	7.0	4.0	22.0	5.0	12.0	25.0	100.0
Greece	6.0	17.0	3.0	11.0	10.0	20.0	10.0	7.0	17.0	100.0
Spain	7.0	17.0	1.0	10.0	10.0	28.0	6.0	7.0	14.0	100.0
Brunei Darussalam	4.0	16.0	0.0	29.0	4.0	24.0	10.0	0.0	12.0	100.0
Malta	7.0	16.0	2.0	9.0	13.0	23.0	7.0	10.0	13.0	100.0
Trinidad and Tobago	4.0	16.0	5.0	12.0	13.0	20.0	10.0	9.0	11.0	100.0
Sweden	7.0	15.0	1.0	14.0	7.0	24.0	6.0	5.0	20.0	100.0
Romania	6.0	15.0	0.0	10.0	8.0	29.0	8.0	6.0	17.0	100.0
Portugal	7.0	15.0	1.0	11.0	5.0	30.0	7.0	8.0	16.0	100.0
Norway	8.0	15.0	2.0	12.0	10.0	22.0	6.0	8.0	19.0	100.0
United States	9.0	15.0	8.0	8.0	21.0	12.0	8.0	4.0	14.0	100.0
Denmark	11.0	15.0	2.0	12.0	7.0	17.0	6.0	5.0	24.0	100.0
Qatar	4.0	14.0	2.0	32.0	7.0	25.0	5.0	6.0	5.0	100.0
United Kingdom	15.0	13.0	2.0	10.0	12.0	15.0	10.0	7.0	16.0	100.0
Croatia	4.0	13.0	0.0	11.0	7.0	30.0	4.0	15.0	15.0	100.0
Iceland	7.0	13.0	3.0	14.0	17.0	22.0	6.0	8.0	10.0	100.0
Canada	8.0	13.0	6.0	11.0	20.0	15.0	8.0	6.0	13.0	100.0
Italy	7.0	12.0	1.0	20.0	5.0	18.0	7.0	4.0	26.0	100.0
Israel	5.0	11.0	1.0	12.0	10.0	32.0	9.0	4.0	17.0	100.0

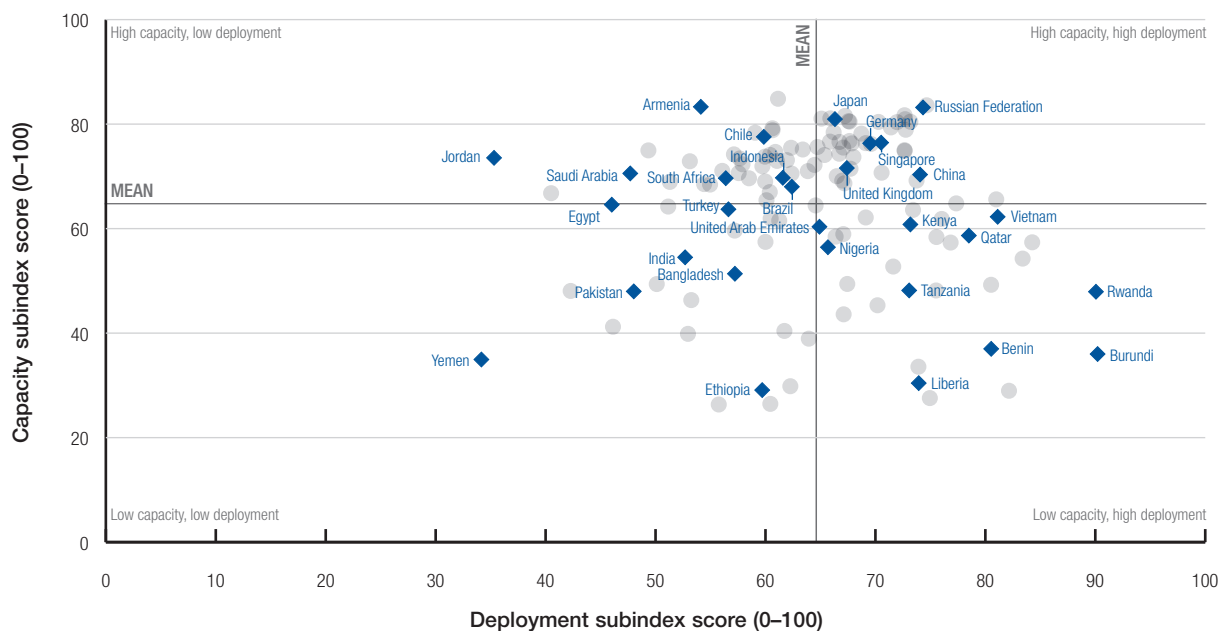
Source: LinkedIn.

Figure 11: Deployment subindex score, by age group



Source: Global Human Capital Index 2017.

**Figure 12: Relationship between Capacity subindex and Deployment subindex**



Source: Global Human Capital Index 2017.

both new opportunities and new concerns about income inequality and the polarization of employment opportunities within and between countries.

As seen in Figure 12, countries can be analyzed by classifying them in one of four categories. One set of countries have significantly expanded their human capital by developing their talent capacity and their people are able to find productive employment; another set are yet to develop greater talent capacity but are deploying a significant share of their workforce across the economy; a third set have made significant capacity investments but are not leveraging this talent through deployment in the workforce; finally, a number of countries exhibit low capacity and deployment of their human capital. For example, in the second category, many Sub-Saharan African countries have limited capacity but high deployment, driving economic value, on the one hand, through the sheer quantity of labour deployed in the economy and, and on the other hand, through skills gained in informal on-the-job learning.

These different human capital potential profiles present distinctive opportunities for intervention. Among those with high capacity and low deployment, more focus is needed on understanding the structural issues that hold back greater utilization of high-skilled talent pools across the economy. One such factor is commonly gender, another the fit between employment available and workers' specialized skills. For countries with low capacity and low deployment, one promising approach to realizing greater human capital potential consists in reviewing the minimum re- and upskilling needed to enable the deployment of talent across the economy, and expanding the availability

of work opportunities. For those with low capacity and high deployment, it can prove fruitful to expand both the availability of re- and upskilling opportunities and, if appropriate, the availability of high-skilled labour.

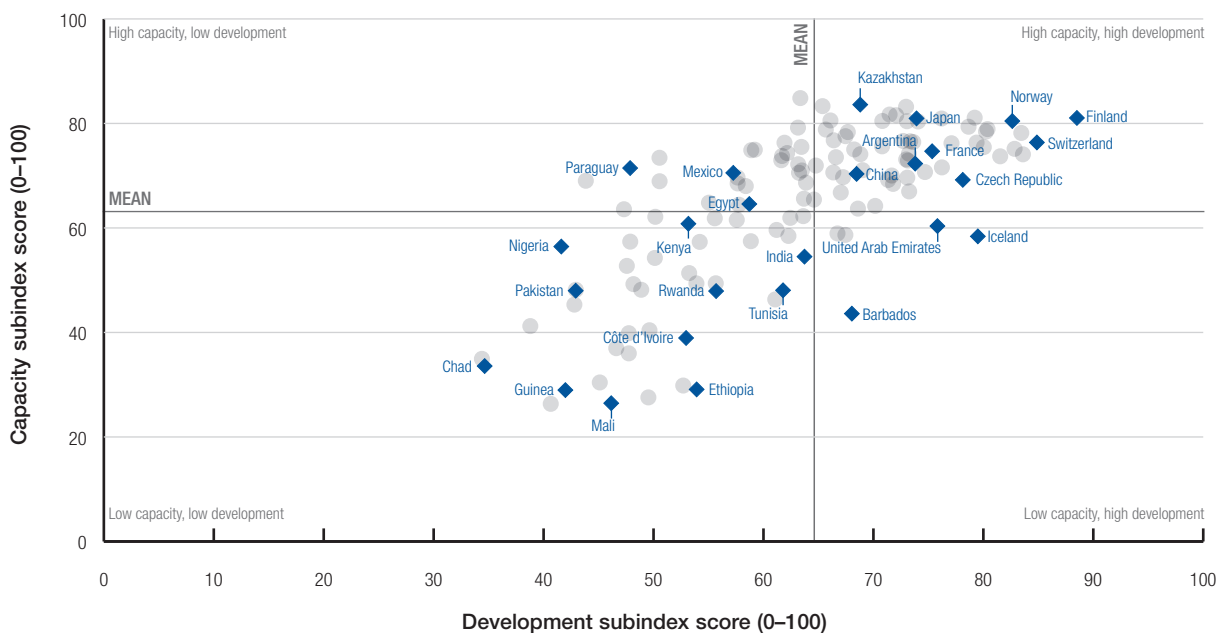
## Development

This subindex measures the human capital development of the current and future workforces through data on the current provision of education, the quality of the education system and the availability of employer-led re-skilling.

The population structures of different countries provide distinctive opportunities for enhancing the development of human capital potential of the workforce across younger and older generations. According to United Nations population projections, while Sub-Saharan Africa is set to remain relatively young for decades, in Western Europe, by 2050, fully 35% of the population will be aged 60 and over, compared to just 9% in Sub-Saharan Africa.<sup>15</sup> Therefore, for most Western European economies, priority areas for human capital development encompass a range of lifelong learning solutions that are effective at shifting the capabilities of the working age population. By contrast, in Sub-Saharan Africa, which continues to be the region which needs the largest investment in education across primary, secondary and tertiary education, significant efforts to integrate out-of-school children into education to avoid lost generations will have a particularly strong effect in transforming educational capacity for the coming decades.

Education systems today are increasingly at risk of being outdated, and modernization efforts are in most

**Figure 13: Relationship between Capacity subindex and Development subindex**



Source: Global Human Capital Index 2017.

instances not in line with the demands of the wider economy or society. Constructing ‘future-ready’ curricula includes reviewing core linguistic, mathematical and technological literacies and ensuring sufficient attention to building digital fluency.<sup>16</sup> Any curriculum reform and programme design will benefit from close attention to ensuring the availability of high-quality teaching, appropriate funding infrastructure, and effective incentives to all stakeholders—building on the motivation of learners, and appropriately including all relevant stakeholders from the public and private sector. Additionally, a core weakness across most education systems today remains the ecosystem for lifelong learning.<sup>17</sup> Innovation in this area will need to encompass openness to different educational routes such as expanding the availability of technical and vocational education and training (TVET), ensuring higher education remains affordable and appropriate, and expanding the offer of lifelong learning opportunities at and beyond the workplace, using hybrid online and offline tools and taking into account learner-worker engagement.

With changes to the labour market brought about by the Fourth Industrial Revolution, governments, businesses and workers will also benefit from dynamically monitoring the labour market to ensure a stronger fit between people’s skills and the roles and occupations in which they are able to contribute. Three examples from LinkedIn’s data illustrate these opportunities for new insights and enhanced decision-making.

Table 3 displays the distribution of cross-functional skills by age group and by degree specialization. Values represent

the unweighted average concentration of a skill for each family of degrees. Cross-functional skills are derived from the most commonly mentioned skills across LinkedIn’s global membership. Professionals from different generations report divergent skills in line with their progression in the labour market. For example, younger LinkedIn members are more likely to report mastery of office software, social media, teamwork and time management while those from older generations are more likely to point to their management skills and skills in strategic planning. The data also shows that cross-functional skills, acquired in large part through work, are concentrated differently across those with different original degree specializations. For example, comparison of the cross-functional skills developed among those who initially studied Engineering, Manufacturing and Construction and Information and Communication Technologies reveals that they are particularly likely to report having developed project management skills, but less likely to report having developed customer service skills as well as leadership skills. The data validates the notion that employers must not expect ready-made cross-functional skills but instead consider the development of these skills in the workplace an investment. At the same time, the data also points to opportunities for education systems to include more practical experience in cross-functional skills in addition to the formal specialization offered.

Table 4 explores the presence of specialist skills commonly held by those who have specialized in Information and Communication Technology degrees among graduates of other degrees. The distribution

**Table 3: Cross-functional skills of LinkedIn members, by age and degree specialization, percent**

Cross-functional skill	18-24	25-34	35-44	45-54	55+	Arts and humanities	Business, administration and law	Education	Engineering, manufacturing and construction	Health and welfare	Information and communication technologies	Natural sciences, mathematics and statistics	Services	Social sciences, journalism and information
microsoft office	41.6	37.7	20.5	14.0	12.8	25.0	27.2	25.0	24.5	23.7	21.1	23.5	28.0	27.1
management	18.4	20.2	25.8	28.7	25.6	17.8	32.9	14.9	20.8	19.0	22.2	19.4	27.0	25.4
customer service	30.0	26.4	18.7	17.0	16.3	21.6	27.0	23.8	10.0	27.0	11.9	15.7	37.2	24.7
leadership	25.8	18.6	17.2	20.6	20.1	17.4	25.4	21.0	15.0	23.5	14.9	16.9	24.1	23.8
public speaking	23.5	18.4	12.6	13.4	16.5	21.1	14.4	30.1	6.8	20.9	6.7	14.8	20.3	24.0
microsoft excel	31.8	26.8	13.6	8.9	8.1	14.9	22.7	15.0	16.0	17.8	13.2	17.6	19.1	17.9
research	22.9	21.2	12.6	9.9	10.7	18.0	11.4	18.1	9.3	14.8	7.4	22.2	14.9	20.3
project management	11.4	13.5	17.7	18.6	15.9	11.3	16.4	6.8	25.4	8.3	22.1	15.5	10.2	14.8
microsoft word	29.8	21.2	9.4	6.4	6.2	14.0	16.6	15.5	12.0	16.3	10.1	13.7	17.5	15.4
social media	21.6	20.5	12.8	10.7	10.2	24.0	13.7	12.6	4.1	10.3	5.6	7.4	16.7	27.4
microsoft powerpoint	27.8	21.0	8.9	5.6	5.2	13.2	15.3	15.2	11.2	15.3	9.3	12.9	15.5	15.1
strategic planning	7.5	9.1	14.0	18.9	21.7	10.9	19.7	11.5	11.8	14.3	9.2	11.8	13.7	16.8
marketing	9.6	13.6	14.2	14.6	13.6	15.4	17.7	6.7	5.1	8.1	5.1	6.0	15.2	21.5
sales	8.8	11.1	11.7	13.0	12.5	10.2	17.4	8.7	5.4	10.2	5.7	6.8	16.7	14.0
teaching	5.4	8.1	8.2	8.9	10.4	13.8	3.4	38.3	2.5	9.5	2.8	9.0	7.4	8.3
training	4.9	7.6	10.3	11.4	10.7	8.3	10.7	12.4	3.7	12.4	5.2	6.9	16.2	10.3
event planning	10.3	11.3	7.7	7.2	7.5	13.0	7.4	11.8	1.5	8.6	1.9	4.5	17.1	15.4
business development	2.4	5.8	10.8	14.3	14.4	6.5	14.5	3.7	9.3	5.3	8.2	7.7	8.6	10.8
team building	4.2	5.1	7.8	11.0	12.6	6.4	11.3	10.4	4.7	11.5	4.8	5.6	12.1	8.6
teamwork	17.2	13.6	4.9	2.1	1.4	6.4	10.3	5.2	6.0	7.4	4.8	6.9	12.0	8.8
team leadership	6.6	7.7	8.0	8.1	6.9	5.1	10.2	5.2	7.0	6.2	9.0	6.0	8.5	7.5
marketing strategy	3.2	6.5	8.9	10.0	9.7	7.2	11.5	2.9	4.1	4.3	3.5	4.3	8.7	11.6
program management	1.3	2.7	6.4	10.2	11.5	4.8	6.5	5.0	7.2	5.2	9.2	6.1	5.5	7.3
strategy	1.3	3.4	8.0	11.6	10.7	5.3	9.7	2.0	6.8	3.5	6.7	5.9	4.4	9.0
process improvement	1.5	3.5	7.5	10.3	9.6	3.3	9.8	3.3	8.8	6.1	8.5	5.7	3.7	4.9
negotiation	2.5	4.9	7.6	8.9	9.3	4.2	11.4	2.9	6.3	3.4	3.9	4.4	7.7	7.5
business strategy	2.3	4.8	7.6	9.4	9.6	3.4	11.2	1.5	7.9	2.5	6.3	5.7	4.9	7.3
time management	11.7	9.7	4.0	2.6	2.1	5.8	8.0	5.8	2.2	7.8	2.1	4.3	11.1	7.1
project planning	2.3	4.8	7.3	8.0	7.9	3.8	6.6	2.8	13.7	2.5	7.3	5.8	4.8	5.5
editing	5.0	7.6	6.3	6.1	7.0	15.3	2.2	7.0	0.8	2.5	1.6	3.0	2.9	13.8
public relations	4.1	6.3	6.2	6.5	7.1	8.0	5.3	3.9	1.0	3.0	1.5	2.1	7.6	15.1
nonprofit organizations	2.5	4.6	5.2	6.2	8.1	8.3	3.5	8.9	0.8	6.0	1.0	3.4	9.7	9.3
budgeting	1.5	3.5	6.5	8.4	9.0	4.3	9.9	3.9	3.8	4.4	2.7	3.5	9.0	6.0
event management	3.4	6.1	6.2	5.7	5.5	7.5	4.8	3.9	1.0	3.2	1.3	2.1	15.8	9.8
analytical skills	3.0	6.3	7.1	6.3	5.5	3.2	8.5	2.1	5.0	3.0	5.4	6.5	3.6	5.8
social media marketing	4.7	7.1	6.2	5.4	4.7	8.2	6.4	2.5	1.2	2.4	2.0	1.7	5.4	11.2
community outreach	3.1	4.8	4.2	4.7	5.7	6.5	2.4	9.7	0.5	6.1	0.7	3.6	9.4	7.7
english	6.5	7.8	4.7	3.0	2.7	5.2	5.5	4.8	4.4	2.9	3.3	3.6	6.9	6.2
coaching	1.4	2.5	4.6	6.2	7.0	4.2	4.9	9.6	1.5	7.5	1.8	2.8	7.5	5.1
sales management	1.4	3.1	5.7	7.6	7.6	3.4	8.4	2.9	3.6	3.7	3.1	3.4	6.4	5.9
account management	1.2	3.5	6.4	7.7	6.6	3.8	8.3	2.8	2.8	3.7	3.3	3.2	5.6	6.3
healthcare	1.6	2.8	4.0	4.9	4.9	1.9	1.9	2.0	0.7	27.1	1.0	5.3	3.8	2.3
change management	0.7	2.0	5.4	7.9	8.1	2.8	6.7	2.4	4.9	3.2	6.0	4.5	4.6	4.8
data analysis	5.4	7.5	4.7	3.1	2.3	2.6	4.2	2.4	3.6	4.2	3.7	10.4	2.4	4.7
business analysis	1.2	3.3	5.9	7.1	5.5	1.9	6.6	1.2	4.6	1.6	11.3	4.8	1.9	3.0
fundraising	2.2	3.7	3.9	4.7	6.1	6.4	2.9	6.9	0.6	4.4	0.7	2.6	6.5	7.6
advertising	2.6	4.9	5.8	5.9	5.4	9.2	5.7	1.5	1.4	1.5	1.4	1.2	2.7	8.7
relationship management	1.4	3.3	5.4	6.4	4.9	3.2	6.0	1.7	3.1	2.2	5.4	3.4	4.2	4.8
team management	2.1	4.2	5.8	5.2	3.4	2.2	5.6	1.3	5.2	1.6	6.9	4.7	3.5	3.0

(Cont'd.)

**Table 3: Cross-functional skills of LinkedIn members, by age and degree specialization, percent (continued)**

Cross-functional skill	18-24	25-34	35-44	45-54	55+	Arts and humanities	Business, administration and law	Education	Engineering, manufacturing and construction	Health and welfare	Information and communication technologies	Natural sciences, mathematics and statistics	Services	Social sciences, journalism and information
communication	7.5	5.7	2.7	1.7	1.1	4.0	4.1	3.5	1.7	3.7	1.7	2.7	5.4	5.7
product development	0.7	2.0	4.2	6.0	6.2	2.4	4.0	0.9	10.4	1.6	4.2	4.2	1.5	3.0
operations management	1.1	2.2	4.2	5.5	5.6	1.8	6.1	1.7	5.4	2.3	2.8	2.8	4.7	3.1
recruiting	1.5	3.3	4.3	4.0	3.0	2.7	5.0	2.7	0.8	3.6	1.4	1.9	5.2	4.0
html	3.8	4.9	3.2	2.0	1.4	2.8	1.7	1.2	2.3	0.9	12.8	2.9	0.9	2.0
human resources	1.7	3.1	3.9	3.9	3.1	2.4	5.5	2.4	0.9	3.6	1.3	1.7	4.9	3.5
financial analysis	2.1	4.4	4.7	4.1	3.5	1.2	10.3	0.7	1.4	0.9	1.3	2.1	1.4	2.8
windows	2.8	3.9	2.8	2.2	2.0	1.9	2.3	2.1	2.6	1.9	8.2	2.6	2.0	1.9
microsoft outlook	2.4	3.9	2.8	2.2	2.0	2.6	3.6	3.1	1.1	3.9	1.5	1.7	4.0	2.8
market research	1.7	4.1	3.9	3.1	2.3	2.1	4.8	0.5	1.9	1.6	1.6	2.7	2.2	4.2
risk management	0.8	1.9	3.7	4.4	4.2	1.3	5.7	0.9	2.2	1.2	2.6	2.9	1.9	2.7
finance	1.6	2.9	3.6	3.7	3.4	1.2	8.1	0.7	1.0	0.8	1.0	1.6	1.3	2.5
accounting	1.9	3.3	3.3	2.9	2.7	0.9	8.7	0.8	0.4	0.8	0.9	1.1	1.3	1.6

Source: LinkedIn.

**Table 4: Specialist ICT skills of LinkedIn members, by degree specialization, percent**

Skill	Information and communication technologies	Engineering, manufacturing and construction	Natural sciences, mathematics and statistics	Arts and humanities	Business, administration and law	Social sciences, journalism and information	Services	Health and welfare	Agriculture, forestry, fisheries and veterinary	Education
sql	16.9	2.3	3.4	1.0	1.7	1.1	0.4	0.4	0.6	0.4
java	15.0	2.6	2.7	0.8	0.9	0.7	0.4	0.3	0.5	0.4
software development	13.9	2.6	2.8	0.9	1.1	0.7	0.3	0.3	0.4	0.3
html	13.3	2.0	2.2	2.8	1.6	1.8	1.0	0.8	1.0	1.1
javascript	12.2	1.3	1.8	1.2	0.7	0.7	0.2	0.2	0.3	0.3
business analysis	11.9	3.2	4.2	2.0	6.1	3.2	1.8	1.3	2.3	0.9
integration	11.6	3.7	2.6	1.1	2.4	1.4	0.9	0.6	0.7	0.6
c++	11.2	3.7	2.3	0.5	0.5	0.4	0.3	0.3	0.4	0.3
microsoft sql server	9.7	1.1	1.6	0.5	1.0	0.5	0.3	0.2	0.4	0.2
requirements analysis	9.5	2.2	2.2	0.7	1.6	0.9	0.5	0.4	0.4	0.4
linux	9.3	1.6	1.6	0.5	0.4	0.4	0.2	0.1	0.2	0.2
c	9.2	3.0	1.5	0.3	0.3	0.3	0.3	0.2	0.3	0.2
troubleshooting	8.8	2.7	1.4	1.0	1.4	0.9	1.2	0.6	0.8	0.8
css	8.6	0.9	1.2	2.0	0.7	0.9	0.2	0.2	0.2	0.3
databases	8.6	1.2	2.0	0.9	1.2	0.9	0.5	0.4	0.6	0.5
c#	8.2	0.9	1.1	0.4	0.4	0.2	0.1	0.1	0.1	0.1
mysql	8.0	0.8	1.0	0.6	0.4	0.3	0.1	0.1	0.2	0.1
software development	7.7	1.5	1.8	0.7	1.5	0.8	0.4	0.4	0.4	0.4
agile methodologies	7.7	1.4	1.7	0.8	0.8	0.7	0.2	0.2	0.3	0.3
testing	7.6	4.1	1.8	0.6	1.0	0.6	0.5	0.4	0.5	0.4

(Cont'd.)

Table 4: Specialist ICT skills of LinkedIn members, by degree specialization, percent (continued)

Skill	Information and communication technologies	Engineering, manufacturing and construction	Natural sciences, mathematics and statistics	Arts and humanities	Business, administration and law	Social sciences, journalism and information	Services	Health and welfare	Agriculture, forestry, fisheries and veterinary	Education
xml	7.0	0.8	1.1	0.5	0.4	0.3	0.1	0.1	0.2	0.1
project management	6.8	1.5	1.5	0.5	1.1	0.6	0.3	0.2	0.3	0.2
telecommunications	6.7	2.3	1.2	0.9	1.9	1.4	0.9	0.5	0.5	0.5
php	6.6	0.6	0.8	0.7	0.4	0.3	0.1	0.1	0.2	0.1
business intelligence	6.6	1.6	2.0	0.8	2.2	1.2	0.6	0.4	0.7	0.3
programming	6.5	1.9	1.4	0.5	0.3	0.3	0.1	0.2	0.2	0.2
team management	6.5	3.6	3.6	2.3	5.2	2.9	3.6	1.6	2.6	1.0
security	6.3	1.2	1.0	0.8	1.6	0.9	3.1	0.5	0.5	0.4
web development	6.2	0.7	1.0	1.8	0.8	1.1	0.3	0.3	0.3	0.4
cloud computing	6.1	1.4	1.3	0.9	1.5	1.1	0.5	0.4	0.4	0.3
oracle database	6.0	0.9	1.1	0.3	0.7	0.3	0.2	0.1	0.2	0.1
itil	5.9	0.9	1.0	0.4	0.9	0.5	0.3	0.2	0.3	0.2
windows server	5.8	0.5	0.5	0.3	0.5	0.3	0.2	0.1	0.2	0.2
vendor management	5.8	1.8	2.0	1.3	3.1	1.6	1.3	0.8	0.8	0.8
unix	5.7	1.1	1.1	0.3	0.4	0.3	0.1	0.1	0.2	0.1
oracle hr	5.4	0.8	1.0	0.3	0.6	0.3	0.2	0.1	0.2	0.1
it strategy	5.3	1.2	1.3	0.5	1.3	0.7	0.3	0.3	0.3	0.2
computer hardware	5.3	0.9	0.5	0.4	0.5	0.3	0.4	0.2	0.3	0.3
technical support	5.2	0.8	0.6	0.6	0.7	0.5	0.5	0.3	0.4	0.4
active directory	5.1	0.4	0.4	0.3	0.5	0.3	0.3	0.2	0.2	0.2
it management	5.0	0.7	0.9	0.4	1.0	0.5	0.3	0.2	0.3	0.2
system administration	5.0	0.6	0.7	0.7	0.9	0.6	0.6	0.4	0.4	0.6
information technology	4.9	0.7	0.8	0.6	1.2	0.7	0.5	0.4	0.4	0.4
python	4.7	1.8	2.3	0.5	0.4	0.5	0.1	0.1	0.3	0.1
jquery	4.6	0.4	0.6	0.6	0.2	0.3	0.1	0.1	0.1	0.1
business process	4.5	1.3	1.3	0.6	2.0	0.9	0.4	0.3	0.5	0.3
it service management	4.4	0.8	0.8	0.3	0.8	0.4	0.3	0.2	0.2	0.1
network security	4.3	0.4	0.4	0.2	0.3	0.2	0.2	0.1	0.1	0.1
product management	4.3	3.1	2.1	1.5	2.6	2.1	0.8	0.8	1.4	0.4
disaster recovery	4.3	0.6	0.7	0.4	0.7	0.4	0.4	0.2	0.3	0.2
enterprise software	4.2	1.2	1.3	0.8	1.5	1.1	0.4	0.4	0.5	0.3
scrum	4.2	0.7	0.8	0.4	0.4	0.4	0.1	0.1	0.1	0.1
.net framework	4.2	0.5	0.7	0.2	0.2	0.2	0.1	0.1	0.1	0.1
web services	4.1	0.5	0.7	0.2	0.2	0.2	0.1	0.1	0.1	0.1
sharepoint	4.1	0.6	0.8	0.7	1.1	0.8	0.4	0.3	0.3	0.5
enterprise architecture	4.1	0.8	1.0	0.3	0.7	0.4	0.2	0.1	0.2	0.1
servers	4.1	0.5	0.4	0.3	0.4	0.2	0.2	0.1	0.2	0.2
network administration	4.0	0.4	0.3	0.2	0.3	0.2	0.2	0.1	0.2	0.1
web design	4.0	0.7	0.7	4.1	0.9	1.6	0.4	0.4	0.3	0.6
team leadership	4.0	5.4	3.6	1.9	4.3	2.7	1.7	2.0	3.8	1.0
html5	3.9	0.4	0.5	0.8	0.3	0.4	0.1	0.1	0.1	0.1
data center	3.9	0.8	0.6	0.4	0.8	0.5	0.3	0.2	0.2	0.2
visio	3.8	0.9	0.8	0.6	1.2	0.6	0.4	0.4	0.3	0.4
asp.net	3.8	0.3	0.5	0.2	0.2	0.1	0.1	0.1	0.1	0.1
solution architecture	3.6	0.9	0.9	0.2	0.5	0.3	0.1	0.1	0.2	0.1
visual studio	3.5	0.4	0.5	0.2	0.2	0.1	0.1	0.1	0.1	0.1
vmware	3.4	0.4	0.4	0.2	0.4	0.2	0.2	0.1	0.1	0.1
resource planning	3.4	1.2	0.9	0.3	1.6	0.6	0.3	0.2	0.4	0.1
cisco systems products	3.3	0.5	0.3	0.2	0.3	0.2	0.2	0.1	0.1	0.1

(Cont'd.)

**Table 4: Specialist ICT skills of LinkedIn members, by degree specialization (continued)**

Skill	Information and communication technologies	Engineering, manufacturing and construction	Natural sciences, mathematics and statistics	Arts and humanities	Business, administration and law	Social sciences, journalism and information	Services	Health and welfare	Agriculture, forestry, fisheries and veterinary	Education
pre-sales	3.2	1.1	0.7	0.3	0.7	0.4	0.2	0.1	0.2	0.1
tcp/ip	3.2	0.6	0.3	0.2	0.2	0.1	0.1	0.1	0.1	0.1
pl/sql	3.2	0.5	0.5	0.1	0.2	0.1	0.0	0.0	0.1	0.0
windows 7	3.0	0.3	0.3	0.3	0.3	0.2	0.2	0.1	0.1	0.2
microsoft access	3.0	0.9	1.3	0.9	2.1	1.0	0.9	0.8	0.9	0.8
time management	2.9	3.2	4.8	6.0	8.1	6.9	9.0	7.9	5.2	6.4
matlab	2.8	7.1	2.9	0.3	0.3	0.4	0.2	0.2	0.4	0.1
wireless technologies	2.7	1.1	0.4	0.3	0.6	0.5	0.3	0.2	0.2	0.2
manufacturing	2.7	9.8	2.4	0.8	2.4	1.0	1.4	0.7	3.0	0.4
mobile devices	2.7	0.9	0.6	0.7	0.8	0.8	0.3	0.2	0.2	0.1
microsoft project	2.6	3.7	0.8	0.5	1.2	0.5	0.4	0.3	0.4	0.2
embedded systems	2.5	1.1	0.3	0.1	0.1	0.1	0.0	0.0	0.1	0.0
information security	2.5	0.3	0.3	0.2	0.3	0.2	0.2	0.1	0.1	0.1
computer security	2.5	0.3	0.2	0.2	0.3	0.2	0.3	0.1	0.1	0.1
outsourcing	2.5	0.9	0.9	0.5	1.4	0.7	0.5	0.3	0.3	0.2
internet protocol	2.5	0.8	0.3	0.2	0.3	0.2	0.1	0.1	0.1	0.1
eclipse	2.5	0.4	0.4	0.1	0.1	0.1	0.0	0.0	0.0	0.0
java enterprise edition	2.5	0.4	0.4	0.1	0.1	0.1	0.0	0.0	0.1	0.0
ajax	2.5	0.2	0.4	0.2	0.1	0.1	0.0	0.0	0.1	0.0
software installation	2.4	0.4	0.2	0.2	0.2	0.1	0.2	0.1	0.1	0.1
electronics	2.3	2.5	0.5	0.2	0.3	0.2	0.2	0.1	0.1	0.1
voice over ip (voip)	2.3	0.7	0.3	0.3	0.5	0.3	0.2	0.2	0.2	0.2
service architecture	2.3	0.5	0.6	0.1	0.2	0.1	0.0	0.1	0.1	0.0
software design	2.3	0.5	0.5	0.1	0.1	0.1	0.0	0.0	0.1	0.0
adobe illustrator	2.3	2.6	0.6	7.3	0.8	1.6	0.3	0.3	0.3	0.4
unified modeling language	2.2	0.3	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.0
object-oriented programming	2.2	0.2	0.4	0.1	0.1	0.1	0.0	0.0	0.0	0.0
git	2.2	0.3	0.5	0.3	0.1	0.1	0.0	0.0	0.1	0.0
firewalls	2.2	0.3	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1
six sigma	2.1	5.5	1.6	0.5	1.8	0.7	1.1	0.5	1.1	0.3
android	2.0	0.3	0.2	0.2	0.1	0.1	0.1	0.0	0.1	0.0
adobe creative suite	2.0	1.8	0.5	6.4	0.9	2.3	0.3	0.3	0.3	0.5
game design	2.0	0.1	0.1	0.4	0.0	0.1	0.0	0.0	0.0	0.0
windows xp	1.9	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1
project portfolio management	1.9	0.6	0.6	0.3	0.7	0.4	0.2	0.2	0.2	0.1
game development	1.9	0.1	0.1	0.4	0.0	0.1	0.0	0.0	0.0	0.0
switches	1.9	0.4	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1
project management office	1.9	0.6	0.5	0.2	0.7	0.3	0.2	0.2	0.1	0.1
systems engineering	1.9	2.7	0.6	0.2	0.3	0.2	0.5	0.1	0.1	0.1
virtual private network (vpn)	1.9	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1
network design	1.8	0.5	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1
project delivery	1.8	0.8	0.7	0.4	0.7	0.4	0.2	0.2	0.2	0.1
user interface design	1.8	0.5	0.3	1.5	0.2	0.4	0.1	0.1	0.1	0.1
unity3d	1.8	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0
continuous improvement	1.7	6.8	1.6	0.6	2.1	0.8	1.6	0.6	3.0	0.4
video games	1.7	0.1	0.1	0.6	0.1	0.2	0.0	0.1	0.0	0.0
core java	1.7	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
android development	1.6	0.2	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0
electrical engineering	1.6	1.7	0.2	0.1	0.1	0.1	0.1	0.0	0.0	0.0

(Cont'd.)



Table 4: Specialist ICT skills of LinkedIn members, by degree specialization (continued)

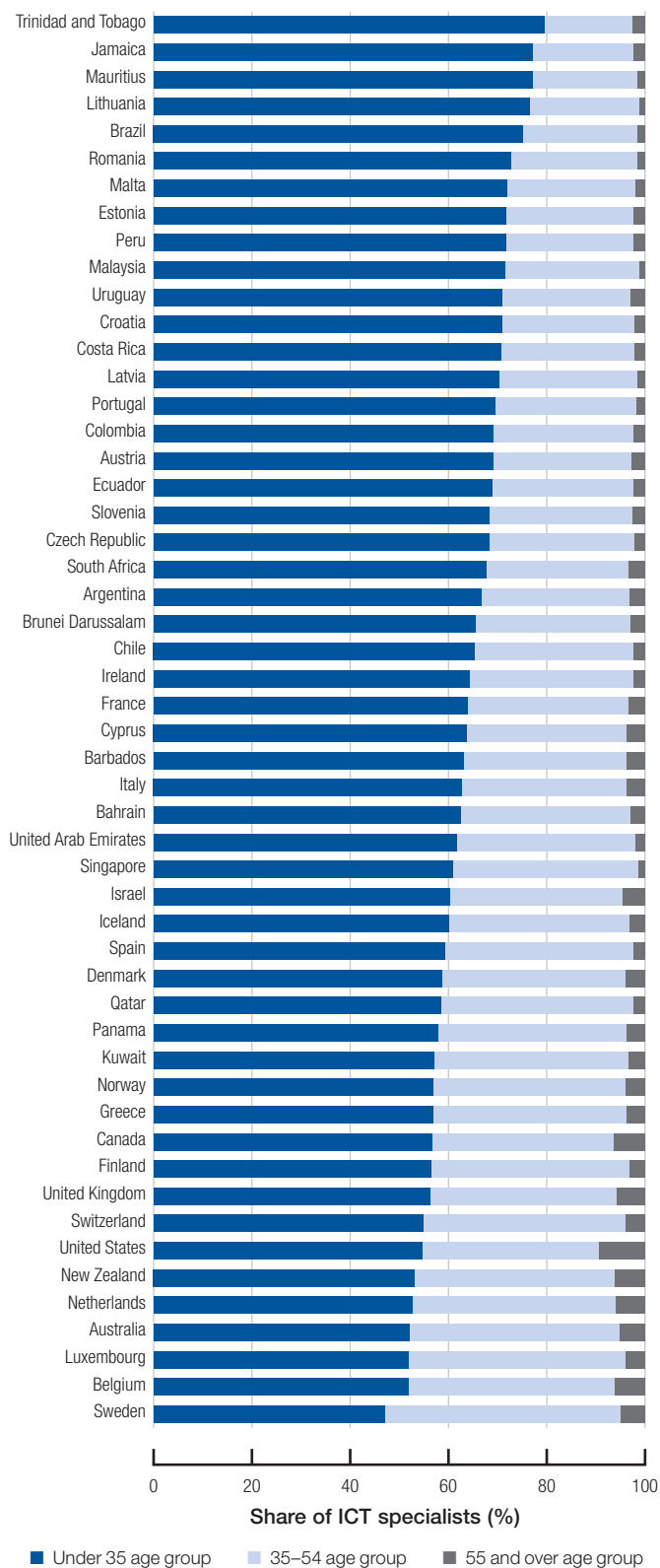
Skill	Information and communication technologies	Engineering, manufacturing and construction	Natural sciences, mathematics and statistics	Arts and humanities	Business, administration and law	Social sciences, journalism and information	Services	Health and welfare	Agriculture, forestry, fisheries and veterinary	Education
javaserver pages (jsp)	1.6	0.2	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0
dreamweaver	1.6	0.2	0.2	1.4	0.3	0.5	0.1	0.1	0.1	0.2
angularjs	1.5	0.2	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0
computer repair	1.5	0.2	0.1	0.2	0.1	0.1	0.2	0.1	0.1	0.1
system architecture	1.5	0.6	0.4	0.1	0.1	0.1	0.0	0.0	0.0	0.0
lean manufacturing	1.5	6.1	1.2	0.4	1.6	0.5	1.0	0.4	1.5	0.3
maya	1.5	0.2	0.1	1.2	0.0	0.1	0.0	0.0	0.0	0.0
subversion	1.4	0.2	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.0
automation	1.4	1.9	0.3	0.1	0.2	0.1	0.1	0.1	0.1	0.1
gsm	1.4	0.6	0.2	0.1	0.1	0.1	0.1	0.0	0.1	0.0
managed services	1.4	0.4	0.3	0.3	0.6	0.4	0.2	0.2	0.2	0.1
information assurance	1.4	0.6	0.3	0.2	0.4	0.2	0.6	0.2	0.1	0.1
autocad	1.4	14.0	0.9	1.5	0.5	0.3	0.5	0.2	0.7	0.2
ibm db2	1.3	0.2	0.3	0.1	0.1	0.1	0.0	0.0	0.1	0.1
engineering management	1.3	3.7	0.6	0.2	0.3	0.1	0.3	0.1	0.1	0.1
embedded software	1.3	0.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
flash	1.3	0.1	0.1	1.2	0.1	0.2	0.0	0.0	0.0	0.1
debugging	1.1	0.4	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
3d studio max	1.1	1.2	0.1	0.8	0.1	0.1	0.0	0.0	0.0	0.0
project engineering	1.1	4.9	0.4	0.2	0.3	0.1	0.3	0.1	0.2	0.1
prince2	1.1	0.2	0.3	0.2	0.3	0.2	0.1	0.1	0.1	0.0
level design	1.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
bootstrap	1.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0
after effects	1.0	0.2	0.1	2.0	0.1	0.7	0.0	0.1	0.0	0.0
3d modeling	1.0	0.8	0.1	0.8	0.0	0.1	0.0	0.0	0.0	0.0
process engineering	1.0	3.8	1.0	0.2	0.6	0.2	0.3	0.1	0.6	0.1
cobol	1.0	0.1	0.2	0.1	0.1	0.0	0.0	0.0	0.1	0.0
3g	1.0	0.5	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0
lte	0.9	0.5	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0
commissioning	0.9	2.8	0.3	0.1	0.2	0.1	0.4	0.1	0.2	0.0
animation	0.9	0.2	0.1	1.9	0.1	0.3	0.0	0.0	0.0	0.0
data structures	0.9	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
video production	0.9	0.2	0.3	3.7	0.4	4.3	0.3	0.3	0.2	0.3
actionscript	0.9	0.1	0.1	0.3	0.0	0.1	0.0	0.0	0.0	0.0
semiconductors	0.8	1.1	0.5	0.1	0.1	0.1	0.1	0.0	0.1	0.0
video	0.8	0.2	0.3	3.2	0.4	3.3	0.2	0.2	0.1	0.3
electrical wiring	0.8	1.3	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.0
cisco routers	0.8	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0
unreal engine 3	0.7	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
programmable logic controller	0.7	1.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0
verilog	0.7	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
umts	0.7	0.4	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0
vhdl	0.6	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
gameplay	0.6	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
microcontrollers	0.6	0.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
penetration testing	0.6	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0
character animation	0.6	0.1	0.0	1.0	0.0	0.1	0.0	0.0	0.0	0.0
texturing	0.6	0.1	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0
firmware	0.6	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

(Cont'd.)

Table 4: Specialist ICT skills of LinkedIn members, by degree specialization (continued)

Skill	Information and communication technologies	Engineering, manufacturing and construction	Natural sciences, mathematics and statistics	Arts and humanities	Business, administration and law	Social sciences, journalism and information	Services	Health and welfare	Agriculture, forestry, fisheries and veterinary	Education
integrated circuits	0.6	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
zbrush	0.6	0.1	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0
television	0.6	0.2	0.3	3.4	0.5	4.0	0.3	0.3	0.1	0.3
game programming	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
field-programmable gate arrays	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
process management	0.5	0.2	0.1	0.1	0.3	0.2	0.2	0.1	0.1	0.1
game mechanics	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
scada	0.5	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
business support system	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
transmission	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
integrated circuits	0.5	0.4	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
unreal editor	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	—	0.0
unity	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
2g	0.5	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
broadcasting	0.5	0.1	0.2	1.6	0.3	3.3	0.1	0.2	0.1	0.2
unreal engine	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	—	0.0
system on a chip	0.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
storyboarding	0.5	0.1	0.0	1.1	0.0	0.1	0.0	0.0	0.0	0.0
gprs	0.5	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
synchronous digital hierarchy	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
xbox 360	0.4	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
wcdma	0.4	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
arduino	0.4	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
very-large-scale integration	0.4	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
power systems	0.4	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
uv mapping	0.4	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
hardware architecture	0.4	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
labview	0.4	1.3	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
repro	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	—	—
unreal engine 4	0.4	0.0	0.0	0.1	0.0	0.0	0.0	0.0	—	0.0
power distribution	0.3	0.4	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
embedded c	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
interim management	0.3	0.1	0.1	0.1	0.3	0.2	0.3	0.1	0.1	0.0
pspice	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
core network	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
simulink	0.3	0.7	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
directx	0.3	0.0	0.0	0.0	0.0	0.0	—	0.0	0.0	0.0
finance one	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	—	0.0
visual effects	0.3	0.1	0.0	0.7	0.0	0.1	0.0	0.0	0.0	0.0
database management	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
broadcast television	0.2	0.1	0.1	0.5	0.1	1.4	0.0	0.1	0.0	0.0
photographic printing	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	—	0.0
power electronics	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ni multisim	0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
rotoscoping	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
substance painter	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	—	0.0
packet tracer	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
tally erp	0.1	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0
8051 microcontroller	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**Figure 14: Distribution of specialist ICT skills of LinkedIn members, by age and geography**



Source: LinkedIn.

of commonly mentioned ICT skills highlights levels of commonality between engineering-track, natural sciences and mathematics-track and information and communication technologies-track specializations. It also highlights commonalities with arts and humanities-track specializations; business, administration and law specializations; and social science, journalism and information specializations—particularly in the use of databases (SQL), web technologies (web design, Javascript, CSS, PHP), design (Adobe Creative Suite) and agile methodologies (lean manufacturing and product management).

The data points to the possibility of transitions between different tracks through partial re-skilling building on existing skills, a factor for businesses to take into account when hiring as well as for governments to consider when promoting upskilling and reskilling programmes. The data also suggests that analysis of people’s acquired skillsets is an important complementary approach to using degree specializations to signal skillsets in today’s labour market.

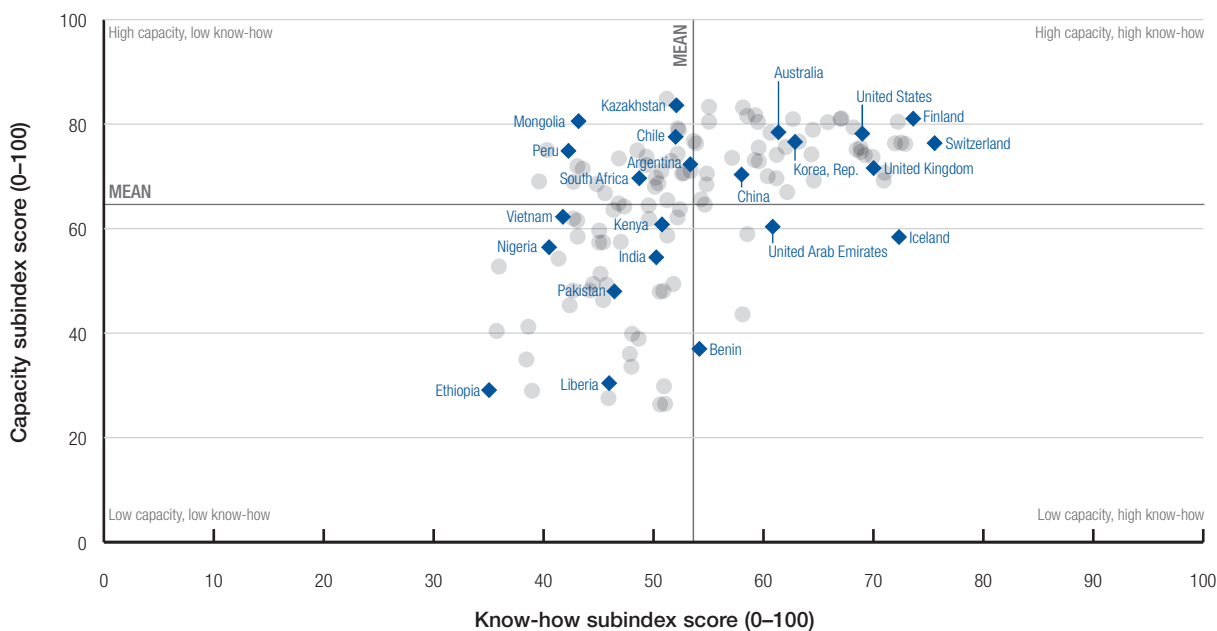
Finally, Figure 14 reveals the age and geographical distribution of those holding specialist skills in Information and Communication Technologies. It shows that there has been a considerable expansion of this particular set of specialist skills. Yet this boom in ICT talent is not equally distributed across countries and generations. Economies such as Sweden, Australia, the United States, Switzerland and the United Kingdom have relatively more mature ICT talent. Others—such as Lithuania, Brazil, Romania and Estonia—have predominantly young pools of ICT talent. Meeting the growing demand for these skillsets should entail thinking more comprehensively across generational cohorts.

## Know-how

In today’s global economy, workers live across pre-industrial, complex and post-industrial societies, and countries vary by the level of technological availability and by the level of complexity in the economy. Low-, medium- and high-skilled work is thus distributed unevenly across labour markets.

An economy’s broadening know-how—resulting, for example, from sectoral development or the introduction of foreign direct investment—brings with it the opportunity to form new practices and expand the capabilities of the local workforce.<sup>18</sup> The conceptual framework of the Human Capital Index recognizes that, once workers are deployed across the labour market, they can develop and deepen their skills through their day-to-day labour—they gain ‘know-how’. The Know-how subindex benchmarks the potential for enacting a virtuous cycle of opportunities for gaining new skills in the workplace and motivating investment in the development of higher skilled talent among private and public actors, as well as among individuals themselves.

**Figure 15: Relationship between Capacity subindex and Know-how subindex**



Source: Global Human Capital Index 2017.

As reflected in Figure 15, economies with high human capital across the Know-how subindex generally also exhibit strong outcomes on the Capacity subindex. Countries with especially high Know-how scores have on average leveraged at least 70% of their human capital potential on the Capacity subindex across their younger and older generations. A very narrow set of economies have high know-how and low capacity, reflecting economies in which a large proportion of national economic value creation is delivered by a comparatively small group of specialist professionals. Among countries that have high capacity and lower know-how, the Index suggests ample opportunities to focus on expanding know-how through different mechanisms such as deepening participation in global value chains.

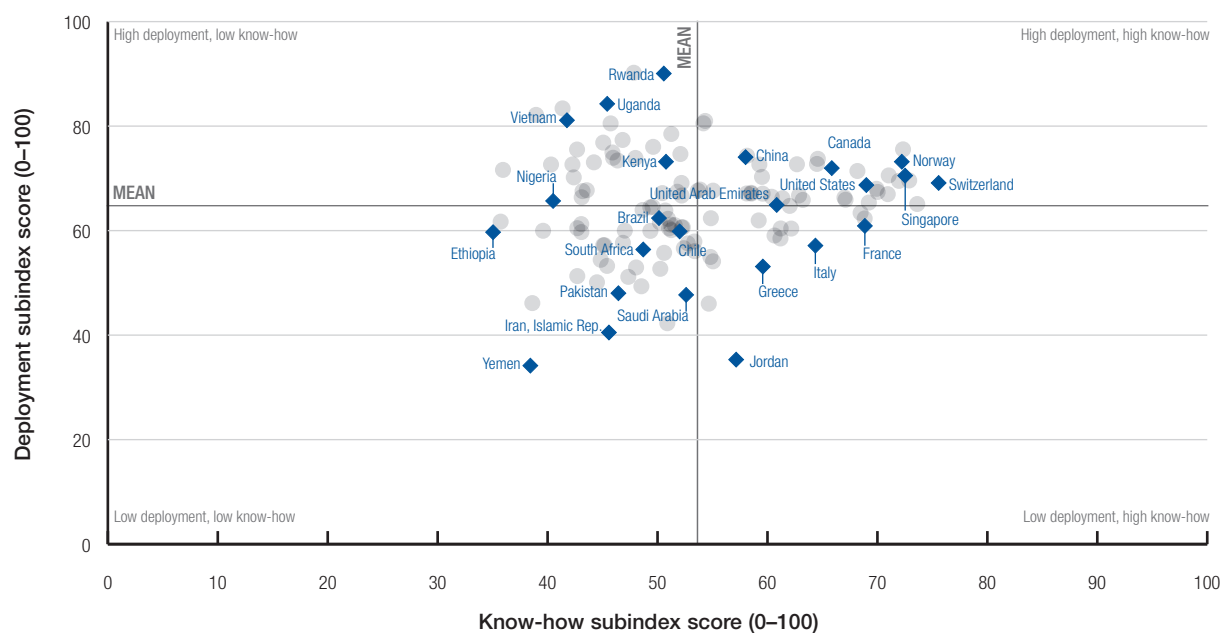
Similarly, when plotting know-how against deployment, a number of countries find themselves in a situation of high know-how but low overall deployment (Figure 16). Economies such as France, Greece, Italy and the United Arab Emirates, in particular, have the potential to boost their human capital performance by increasing the exposure of their workforces to complex know-how and putting to work a larger share of their talent pool across their skill-intensive economies.

## Conclusion

Technological change and its impact on labour markets calls for a renewed focus on how the world’s human capital is invested in and leveraged for social well-being and economic prosperity for all. Many of today’s education systems are already disconnected from the skills needed to function in today’s labour markets and the exponential rate of technological and economic change is further increasing the gap between education and labour markets. Furthermore, the premise of current education systems is on developing cognitive skills, yet behavioural and non-cognitive skills that nurture an individual’s capacity to collaborate, innovate, self-direct and problem-solve are increasingly important. Current education systems are also time-compressed in a way that may not be suited to current or future labour markets. They force narrow career and expertise decisions in early youth. The divide between formal education and the labour market needs to be overcome, as learning, R&D, knowledge-sharing, retraining and innovation take place simultaneously throughout the work life cycle, regardless of the job, level or industry.

Education delivery and financing mechanisms have gone through little change over the last decades. In many countries, many youth and children may find their paths constrained depending on the type of education they are able to afford, while others may not have access to even basic literacy and learning. On the other hand, many developed world education systems have made enormous increases in spending—with little explicit return. Early childhood education and teacher quality remain neglected

**Figure 16: Relationship between Deployment subindex and Know-how subindex**



Source: Global Human Capital Index 2017.

areas in many developed and developing countries, despite their proven impact on learning outcomes. Both areas also suffer from lack of objective, global data.

Generational shifts also necessitate an urgent focus by governments on human capital investments, one that transcends political cycles. Ageing economies will face a historical first, as more and more of their populations cross into the 65 and over age group and their workforces shrink further, necessitating a better integration of youth, female workers, migrants and older workers. Many emerging economies face change of a different kind as a very large cohort of the next generation—one that is more connected and globalized than ever before—enters the workforce with very different aspirations, expectations and worldviews than their predecessors.

The expansion of the digital economy is accelerating the presence of a new kind of productive entity, somewhere between human capital and physical capital—robots and intelligent algorithms. As a result, some experts expect a potential reduction in the use of human labour as part of economic value creation while others expect a restructuring of the work done by people across economies but stable or growing overall levels of employment.<sup>19</sup> Yet others have cautioned of the risks to economic productivity of technological reticence at the cost of realizing the raw potential of new technological advancements unfettered.<sup>20</sup> While in the immediate term the link between work and livelihoods remains a basic feature of our societies, the uncertainty around the shifts underway poses fundamental questions about the

long-term future structure of economies, societies and work. However, for broad-based transition and successful adaptation towards any one of these or other long-term futures, strategic and deep investments in human capital will be even more—not less—important than before.

Governments, business leaders, educational institutions and individuals must therefore understand the magnitude of the contextual changes underway, assess current outcomes on human capital and then rethink their approaches to valuing, developing and deploying human capital comprehensively. The Global Human Capital Index, as part of the set of knowledge tools provided by the World Economic Forum's System Initiative on Shaping the Future of Education, Gender and Work, aims to shed light on how countries fare on current and potential human capital development and therefore support leaders in assessing current outcomes and developing future strategies.

At the World Economic Forum, the findings of the Global Human Capital Index will be used to shape public-private collaborations on education and employment in specific countries and regions, and will form the basis of leaders' discussions on global multistakeholder collaboration in the area of human capital. In addition it is our hope that the *Report* will encourage a shared vision of priorities for reform within education and employment and support leaders in advocating for investments in human capital in the context of the Fourth Industrial Revolution.

## Notes

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# Appendix A: Regional and Income Group Classifications, 2017

**Table A1: Global Human Capital Index 2017, regional classifications**

The following regional classifications were used for creating the performance tables and figures in Part 1.

EAST ASIA AND THE PACIFIC	EASTERN EUROPE AND CENTRAL ASIA	LATIN AMERICA AND THE CARIBBEAN	MIDDLE EAST AND NORTH AFRICA	NORTH AMERICA	SOUTH ASIA	SUB-SAHARAN AFRICA	WESTERN EUROPE
Australia	Albania	Argentina	Algeria	Canada	Bangladesh	Benin	Austria
Brunei Darussalam	Armenia	Barbados	Bahrain	United States	India	Botswana	Belgium
Cambodia	Bulgaria	Bolivia	Egypt		Nepal	Burundi	Cyprus
China	Croatia	Brazil	Iran, Islamic Rep.		Pakistan	Cameroon	Denmark
Indonesia	Czech Republic	Chile	Israel		Sri Lanka	Chad	Finland
Japan	Estonia	Colombia	Jordan			Côte d'Ivoire	France
Korea, Rep.	Hungary	Costa Rica	Kuwait			Ethiopia	Germany
Lao PDR	Kazakhstan	Dominican Republic	Mauritania			Gabon	Greece
Malaysia	Kyrgyz Republic	Ecuador	Morocco			Gambia, The	Iceland
Mongolia	Latvia	El Salvador	Qatar			Ghana	Ireland
Myanmar	Lithuania	Guatemala	Saudi Arabia			Guinea	Italy
New Zealand	Macedonia, FYR	Guyana	Tunisia			Kenya	Luxembourg
Philippines	Moldova	Honduras	Turkey			Lesotho	Malta
Singapore	Poland	Jamaica	United Arab Emirates			Liberia	Netherlands
Thailand	Romania	Mexico	Yemen			Madagascar	Norway
Vietnam	Russian Federation	Nicaragua				Malawi	Portugal
	Serbia	Panama				Mali	Spain
	Slovak Republic	Paraguay				Mauritius	Sweden
	Slovenia	Peru				Mozambique	Switzerland
	Tajikistan	Trinidad and Tobago				Namibia	United Kingdom
	Ukraine	Uruguay				Nigeria	
		Venezuela				Rwanda	
						Senegal	
						Sierra Leone	
						South Africa	
						Swaziland	
						Tanzania	
						Uganda	
						Zambia	

Source: Global Human Capital Index 2017.

**Table A2: Global Human Capital Index 2017, income classifications**

The following income group classifications were used for creating the performance tables and figures in Part 1.

LOW INCOME (US\$1,005 OR LESS)	LOWER-MIDDLE INCOME (US\$1,006 TO US\$3,955)	UPPER-MIDDLE INCOME (US\$3,956 TO US\$12,235)	HIGH INCOME (US\$12,236 OR MORE)
Benin	Armenia	Albania	Australia
Burundi	Bangladesh	Algeria	Austria
Chad	Bolivia	Argentina	Bahrain
Ethiopia	Cambodia	Botswana	Barbados
Gambia, The	Cameroon	Brazil	Belgium
Guinea	Côte d'Ivoire	Bulgaria	Brunei Darussalam
Liberia	Egypt	China	Canada
Madagascar	El Salvador	Colombia	Chile
Malawi	Ghana	Costa Rica	Cyprus
Mali	Guatemala	Croatia	Czech Republic
Mozambique	Honduras	Dominican Republic	Denmark
Nepal	India	Ecuador	Estonia
Rwanda	Indonesia	Gabon	Finland
Senegal	Jordan	Guyana	France
Sierra Leone	Kenya	Iran, Islamic Rep.	Germany
Tanzania	Kyrgyz Republic	Jamaica	Greece
Uganda	Lao PDR	Kazakhstan	Hungary
	Lesotho	Macedonia, FYR	Iceland
	Mauritania	Malaysia	Ireland
	Moldova	Mauritius	Israel
	Mongolia	Mexico	Italy
	Morocco	Namibia	Japan
	Myanmar	Panama	Korea, Rep.
	Nicaragua	Paraguay	Kuwait
	Nigeria	Peru	Latvia
	Pakistan	Romania	Lithuania
	Philippines	Russian Federation	Luxembourg
	Sri Lanka	Serbia	Malta
	Swaziland	South Africa	Netherlands
	Tajikistan	Thailand	New Zealand
	Tunisia	Turkey	Norway
	Ukraine	Venezuela	Poland
	Vietnam		Portugal
	Yemen		Qatar
	Zambia		Saudi Arabia
			Singapore
			Slovak Republic
			Slovenia
			Spain
			Sweden
			Switzerland
			Trinidad and Tobago
			United Arab Emirates
			United Kingdom
			United States
			Uruguay

**Source:** Global Human Capital Index 2017.

**Note:** Income group categories are taken from the World Bank, which classifies economies into four income categories based on GNI per capita (current US\$): high income, upper-middle income, lower-middle income and low income. Classifications as of July 2017 update.

# Appendix B:

# Technical Notes

This section provides further details of the methodology used in the construction of the Global Human Capital Index.

## Index Structure

The Global Human Capital Index covers 21 unique indicators, which translate into 44 distinct data points once disaggregated by age group as appropriate in the Capacity and Deployment subindexes (Table B1). To be included in the Index an indicator must have available data for at least half (50%) of the sample countries. Values for each of the indicators come from publicly available data originally compiled by international organizations such as the International Labour Organization (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO). In addition to hard data, the Index uses qualitative survey data from the World Economic Forum's Executive Opinion Survey. While an overview of the Index indicators is provided in Table B1, detailed descriptions, technical names and sources are included in the separate **User's Guide: Exploring the Global Human Capital Index Data** section.

## Capacity subindex

The Capacity subindex features four common measures of formal educational attainment. These capture the percentage of the population that has achieved at least primary, (lower) secondary or tertiary education, respectively, and the proportion of the population which has a basic level of literacy and numeracy. A workforce that is highly educated or at least has a solid foundational level of learning is much better prepared to adapt to new technologies, innovate and compete on a global

level. Countries that have predominantly a primary level of education only are more likely to be constrained by low levels of income, fewer opportunities for future development for individuals, and, potentially, displacement of their workforce by new technology. Noticeably, many low-income countries have made remarkable strides in the past decades, with the result that the educational attainment of their younger age groups is frequently significantly higher than that of their older age groups, nearly drawing level with higher income countries in some cases.

## Indicators and data sources

- **Literacy and numeracy:** Percentage of the population with the ability to both read and write and make simple arithmetic calculations. Source: UNESCO, Institute for Statistics, data from 2015 or latest available (accessed May 2017).
- **Primary education attainment rate:** Percentage of the population with at least a primary education (ISCED 1). This data is cumulative, which means that those with secondary education and above are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., *IASA/VID Educational Attainment Model, GET Projection*, 2015, Wittgenstein Centre for Demography and Global Human Capital (accessed May 2017); Barro and Lee, "A New Data Set of Educational Attainment in the World," 1950-2010, *Journal of Development Economics*, 2010, <http://www.barrolee.com> (accessed May 2017).

**Table B1: Structure of the Global Human Capital Index**

COMPONENT (Subindex weighting)	INDICATOR	AGE GROUP				
		Share of total population (range of country values) <sup>1</sup>				
		0–14 (13%–48%)	15–24 (9%–22%)	25–54 (26%–70%)	55–64 (3%–14%)	65+ (1%–27%)
<b>Capacity</b> (25% of total Index score)	Literacy and numeracy					
	Primary education attainment rate					
	Secondary education attainment rate					
	Tertiary education attainment rate					
<b>Deployment</b> (25% of total Index score)	Labour force participation rate					
	Employment gender gap					
	Unemployment rate					
	Underemployment rate					
<b>Development</b> (25% of total Index score)	Primary education enrolment rate					
	Quality of primary schools					
	Secondary education enrolment rate					
	Secondary enrolment gender gap					
	Vocational education enrolment rate					
	Tertiary education enrolment rate					
	Skill diversity of graduates					
	Quality of education system					
	Extent of staff training					
<b>Know-how</b> (25% of total Index score)	High-skilled employment share					
	Medium-skilled employment share					
	Economic complexity					
	Availability of skilled employees					

<sup>1</sup> Individual countries' age group distributions are used for weighting indicators in the Capacity and Deployment subindexes to arrive at an overall subindex score.

- **Secondary education attainment rate:** Percentage of the population with at least a secondary education (ISCED 2–4). This data is cumulative, which means that those with tertiary education are counted in the secondary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: Lutz et al., 2015 and Barro and Lee, 2010, op. cit. (accessed May 2017).
- **Tertiary education attainment rate:** Percentage of the population with at least a tertiary education (ISCED 5–8). Lutz et al., 2015 and Barro and Lee, 2010, op. cit. (accessed May 2017).

## Deployment subindex

The Deployment subindex measures how many people are able to participate actively in the workforce as well as how successfully particular segments of the population—women, youth and older people, those who tend to be particularly inefficiently engaged in labour markets—are

able to contribute. Included in the Index—across all age groups except the under-15 age group—are the respective age group's labour force participation rate, unemployment rate and underemployment rate. Including both those currently employed as well as people actively looking for work, a country's labour force participation rate is the broadest measure of the share of its people participating in the labour market. Unemployment rates capture the subset of this group that is currently out of a job but would like to work. The underemployment rate is the share of those currently employed who would be willing and available to work more, thereby contributing their knowledge and experience more fully, and predominantly concerns people in involuntary part-time or fixed-term employment arrangements.

In addition to these three base measures, the Deployment subindex captures a key concept that is particularly critical for a specific segment of the population: a measure of the gender gap in economic participation, as this remains a critical weakness in most labour markets

around the world. There is now widespread recognition of the individual and societal returns of increasing female labour force participation and employment rates for a strong and balanced economy. For countries with a shrinking working-age population, accelerating the integration of this well-educated and capable segment of the population is becoming ever more urgent.<sup>1</sup>

#### Indicators and data sources

- **Labour force participation rate:** Percentage of the population that engages actively in the labour market, either by working or looking for work. Source: ILOSTAT, *Modelled Estimates, Labour force participation rate by sex and age*, July 2017.
- **Employment gender gap:** Ratio of female labour force participation rate over male value, expressed as a percentage, capped at parity. A value equal to one indicates gender parity; a value less than one indicates a disparity in favour of men. Hence, the Index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men. Source: ILOSTAT, Annual Indicators, Employment-to-population ratio by sex and age, data from 2014 or latest available (accessed May 2017).
- **Unemployment rate:** Number of unemployed persons as a percentage of the total number of persons in the labour force. The unemployment rate is a measure of the underutilization of the labour force. It reflects the inability of an economy to generate employment for those persons who want to work and are actively seeking work. It is thus an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market. Source: ILOSTAT, Annual Indicators, Unemployment by sex and age, data from 2015 or latest available (accessed May 2016).
- **Underemployment rate:** Number of persons who, given the opportunity, are willing and available to work additional hours as a percentage of the total number of in employment. It includes persons wishing to take on another job in addition to their current employment, to replace their current employment with another one with increased hours of work, to increase the hours of work of their current job(s), or any combination of the above. The underemployment rate is a measure of the underutilization of the labour force. It signals employment perceived as inadequate (by the worker) and complements other indicators of labour underutilization such as the unemployment rate. Source: ILOSTAT, Annual Indicators, Time-related underemployment rate by sex and age, data from 2014 or latest available (accessed May 2017).

## Development subindex

Social and economic marginalization still denies education to many. Access to education for today's children and youth—the future workforce—is captured using net adjusted enrolment rates for primary school and net enrolment rates for secondary school, as well as through gross tertiary enrolment ratios and a measure of the education gender gap at the secondary enrolment level, for the under 15 and 15–24 age groups. The net enrolment ratios capture all children and youth who are enrolling at the appropriate age for that school level. As young adults in the 15–24 age group with completed secondary education face a choice between tertiary studies, acquiring further specialized vocational skills or entering the labour market, the Index includes a measure of enrolment in vocational training programmes, without making a value judgement between these three options in terms of index scoring.<sup>2</sup>

Although enrolment measures show exposure to learning, they don't capture the quality of these learning environments and may be incomplete on their own.<sup>3</sup> However, internationally standardized outcome measures of education quality—such as the OECD's PISA test or the TIMSS and PIRLS tests—are available for a limited number of countries only. In the interest of broader country coverage, the Index therefore includes two qualitative indicators from the World Economic Forum's Executive Opinion Survey on the quality of primary education and on how well the education system as a whole meets the needs of a competitive economy, as assessed by a country's business community.

In addition, skills mismatches may arise when, irrespective of the level of qualifications individuals hold, fields of study do not match those demanded by employers. For example, employers in many countries point to shortages linked to too few young people studying science, technology, engineering or mathematics, and thus report skill shortages in specific professions. A broad base of skills is particularly important in ensuring a country's resilience and adaptability in the face of the exponential technological and economic changes currently underway.<sup>4</sup> The Index thus includes an assessment of the skill diversity of a country's recent graduates as a proxy for the range of expertise available to a country.

The aspect of formal staff training is covered via survey response data from the World Economic Forum's Executive Opinion Survey, which—as for the case of the education quality questions—should be treated as an indirect outcome measure of the extent and quality of such training received.

#### Indicators and data sources

- **Primary education enrolment rate:** Net adjusted enrolment rate, which refers to the percentage of children in the official primary school age range who are enrolled in either primary or secondary education. Source: UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).

- **Quality of primary schools:** Response to the survey question, “How would you assess the quality of primary schools in your country? (1 = poor; 7 = excellent, among the best in the world)”. Source: World Economic Forum, Executive Opinion Survey, 2016–2017.
- **Secondary education enrolment rate:** Percentage of children in the official age range for lower secondary education who are enrolled in secondary education. In many education systems with compulsory education legislation, completion of lower secondary education coincides with the end of compulsory general education, intended to result in the full acquisition of basic skills. In most countries, the educational aim is to lay the foundation for lifelong learning. Source: UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).
- **Secondary enrolment gender gap:** Ratio of female enrolment rate in lower secondary education over male value, expressed as a percentage, capped at parity. A value equal to one indicates gender parity; a value less than one indicates a disparity in favour of boys. Hence, the Index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men. Source: UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).
- **Vocational education enrolment rate:** Technical/ vocational enrolment as a percentage of total enrolment in upper secondary education (ISCED 3), following completion of compulsory general (basic) education. In many countries, programmes at the upper secondary education level are more specialised and offer students choices and diverse pathways. Source: UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).
- **Tertiary education enrolment rate:** Total enrolment in tertiary education (ISCED 5–8), regardless of age, expressed as a percentage of the total population of the most recent five-year age cohort that has left secondary school. Tertiary education builds on secondary education, providing learning activities in specialized fields of study. It aims at learning at a high level of complexity and specialization. Tertiary education includes what is commonly understood as academic education but also includes advanced vocational or professional education. Source: UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).
- **Skill diversity of graduates:** Measure of the diversity of fields of study of recent tertiary education (ISCED 5–8) graduates in a country. Calculated as a Herfindahl-Hirschman Index (HHI) of concentration among the broad fields of study recognized by UNESCO’s International Standard Classification of Education (ISCED 2011). A perfectly equal distribution of graduates among disciplines would result in a normalized HHI value of 0.090, while a complete concentration of graduates in just one discipline would result in an HHI value of one. Source: World Economic Forum calculation; using data from UNESCO, Institute for Statistics, data from 2014 or latest available (accessed May 2017).
- **Quality of education system:** Response to the survey question, “How well does the educational system in your country meet the needs of a competitive economy? (1 = not well at all, 7 = very well)”. Source: World Economic Forum, Executive Opinion Survey, 2016–2017.
- **Extent of staff training:** Response to the survey question, “To what extent do companies in your country invest in training and employee development? (1 = hardly at all, 7 = to a great extent)”. Source: World Economic Forum, Executive Opinion Survey, 2016–2017.

## Know-how subindex

Know-how concerns the extent of human capital acquisition in the workplace through learning-by-doing, tacit knowledge, exchange with colleagues as well as through formal on-the-job learning, continued education and staff training. Economic complexity is a measure of the degree of sophistication of a country’s “productive knowledge” as can be empirically observed in the quality of its export products.<sup>5</sup> Given that age-disaggregated measures of this concept were not available, the decision was made to locate the corresponding indicators within the 25–64 age group, which encompasses the bulk of the working population but does not imply that these processes are not similarly important for the other age groups. In addition, the Index measures the current level availability of high and mid skilled opportunities and, in parallel, employer’s perceptions of the ease or difficulty of filling vacancies.

### Indicators and data sources

- **High-skilled employment share:** Number of persons, both sexes, employed in occupations with tertiary (ISCED 5–8) education requirements as a percentage of the total number of employed persons. Source: International Labour Organization, Trends Econometric Models, October 2014 (accessed May 2017).



- **Medium-skilled employment share:** Number of persons, both sexes, employed in occupations with at least secondary (ISCED 2–4) education requirements as a percentage of the total number of employed persons. This data is cumulative, which means that persons employed in occupations with tertiary (ISCED 5–8) education requirements are also counted in the medium-skilled employment figures. Source: International Labour Organization, Trends Econometric Models, October 2014 (accessed May 2017).

The Index’s methodology follows that of the ILO, which has aligned each of the major occupational groupings of the International Standard Classification of Occupations (ISCO-08) to one of four skill levels, ‘defined as a function of the complexity and range of tasks and duties to be performed in an occupation’.<sup>6</sup> Each skill level has, in turn, been aligned to the level of formal education of the International Standard Classification of Education (ISCED-97) typically required for competent performance in the occupation, resulting in the following classification scheme:

**Skills levels 3 & 4 = Tertiary education requirements (ISCED levels 5–6)**

Managers, professionals and technicians

**Skills level 2 = Secondary education requirements (ISCED levels 2–4)**

Clerical, service and sales workers  
Skilled agricultural and trades workers  
Plant and machine operators and assemblers

**Skills level 1 = Primary education requirements (ISCED level 1)**

Elementary occupations

- **Ease of finding skilled employees:** Response to the survey question, “In your country, how easy is it for companies to find employees with the required skills for their business needs? (1 = extremely difficult, 7 = extremely easy)”. Source: World Economic Forum, Executive Opinion Survey, 2016–2017.
- **Economic complexity:** Measure of the breadth and depth of productive knowledge and skills of a country’s workforce, as embodied in the complexity of its export products. Derived from the Atlas of Economic Complexity, which aims to capture the extent to which ‘modern societies can amass large amounts of productive knowledge because they distribute bits and pieces of it among its many members. ... Thus, individual specialization begets diversity at the national and global level. Our most prosperous modern societies are wiser, not because their citizens are individually brilliant, but because these societies hold a diversity of know-how and because they are able to recombine it to create a larger variety of smarter and better products’. Source: Hausmann, R., Hidalgo, C., et al., *The Atlas of Economic Complexity*, <http://atlas.cid.harvard.edu/rankings>, data from 2014 (accessed May 2017).

## Standardizing data

For the majority of indicators, a reference point/interval-based scale has been used to convert the values of the raw data into a common metric. Each indicator is assigned a logical minimum and maximum value and all raw data points are then expressed as the gap towards attainment of the ideal value, on a scale from 0 to 100. As many of the concepts measured by the Global Human Capital Index are expressed as percentage rates for the corresponding age group, their “distance to the ideal” can be clearly defined and takes on intuitive minimum and maximum values. For example, the Primary enrolment rate indicator has a logical maximum value of 100% and a higher score reflects a more desirable situation.

Most indicators range between 0 and 100, but overall three additional interval types exist. One, survey responses are on a 1 (worst score) to 7 (best score) scale, which is applicable to the Quality of primary schools, Quality of education system, Staff training, and Ease of finding skilled employees indicators. Two, on the indicator that captures skill diversity, data is normalized on a 0.090 (best score) to 1.000 (worst score) scale. Three, on the indicator that captures economic complexity, data is normalized on a –3 (worst score) to 3 (best score) scale.

In some cases, the logical minimum value is numerically less than the logical maximum value, in others the logic is reversed. For skills diversity 0.09 is more than 1 and for under and unemployment 100 is logically less than 0.

These data points are converted to their standardized score based on the following formula:

$$\text{Score 1} = \frac{\text{Country Indicator Value} - \text{Logical Minimum Value}}{\text{Logical Maximum Value} - \text{Logical Minimum Value}}$$

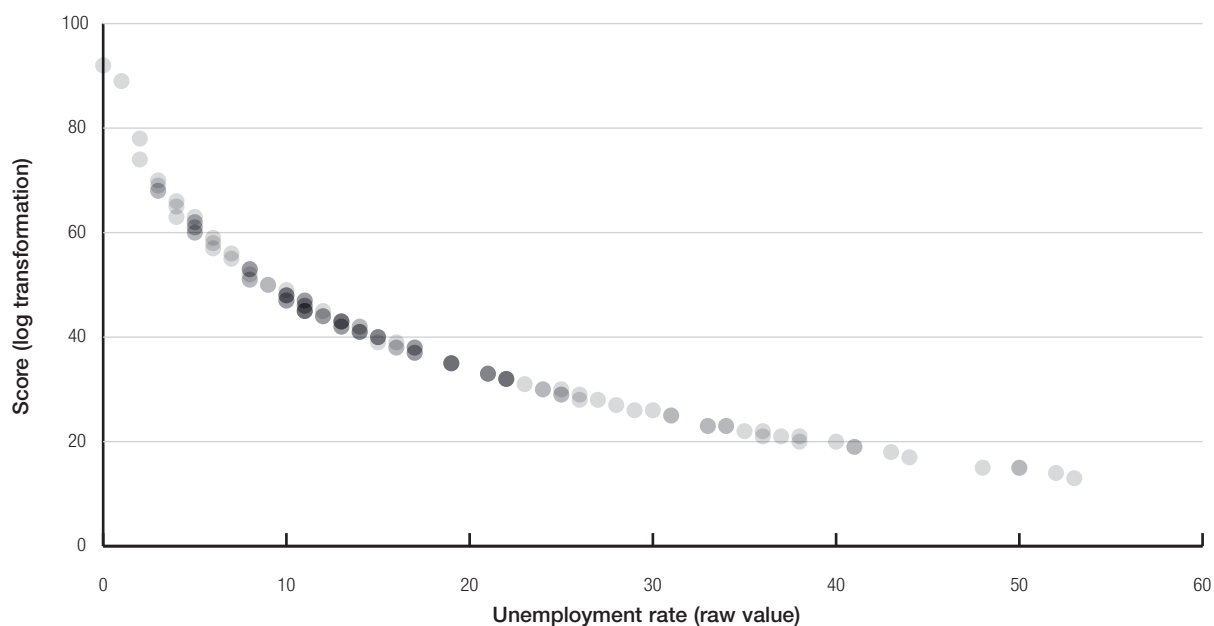
There are two sets of indicators whose values are heavily skewed in one end of the scale—unemployment and education. They do not change over time in the same way and do not respond similarly to policy intervention. While infrastructure and access can drive education results across the scale, sometimes from very low attainment to high attainment, unemployment is more skewed. We therefore apply a logarithmic transformation to one but not the other using a natural logarithm.<sup>7</sup> Figure B1 highlights the transformation of the data this formula effects.

$$\text{Score 2} = \frac{\left[ \frac{\text{LOG}(\text{Country Indicator Value} + 1)}{2} \right] \times 100 - \text{Logical Minimum Value}}{\text{Logical Minimum Value} - \text{Logical Maximum Value}}$$

Across all indicators, the final scores can be roughly interpreted as a percentage, reflecting the degree to which human capital has been optimized in a given country.<sup>8</sup>

There are a number of limitations to this approach to standardization. The logical minimum and maximum values assigned to each indicator are independent of the spread of the range of indicator values, so an indicator that has a higher value range will have a greater impact on the country’s overall Index score relative to an indicator

**Figure B1: Logarithmic transformation of scores for the Unemployment rate indicator**



that has a lower value range. This can be exacerbated with missing data. While recognizing this limitation, the approach of standardizing against a reference was found to be the most technically sound given the Index’s choice of indicators and overall purpose, particularly as it enables countries’ progress to be tracked year on year, independently as well as relative to the performance of other countries.<sup>9</sup>

## Weighting

The four thematic dimensions serve as the subindexes and are weighted equally while the age-group specific data within these is weighted by population. We first aggregate each age group within the subindex and then derive the score for the subindex by weighting each bundle by the specific distribution of the country’s population. As a consequence, the index is now more nuanced in highlighting strengths and weaknesses in capacity and deployment by taking different demographic structures into account.

## Missing data and country coverage

To enable valid comparability across countries, we have established the following exclusion barriers for data points:

- For each age group within the Capacity subindex, at least two out of four indicators.
- For each age group within the Deployment subindex at least two out of four indicators.

- In the Deployment subindex at least six out of nine indicators.
- In the Know-how subindex at least three out of four indicators.

We have excluded selected countries due to concerns about recent data quality and excluded all countries in which the Executive Opinion Survey has not been conducted during the past year, which often includes those in which civil or military unrest does not allow accurate or relevant measurement.

Data older than 10 years was considered to be of insufficient relevance for the Index.<sup>10</sup> In general, the Global Human Capital Index does not impute missing data. A few exceptions were undertaken in order to enable countries to meet the minimum coverage criteria for inclusion in the Index after reviewing sensitivity analysis.

The literacy rate of those in OECD countries aged 15–24 was assumed to be 100 or not distinguishable from 100. We did not make the same assumption for older age groups, who have traditionally had less access to education. Across a number of indicators we established a preferred and secondary data source, for example, in educational enrolment using net and gross values and in deployment data switching between estimates and projections and yearly indicators. Two instances of old data were assumed to have remained unchanged (Nigeria’s vocational education enrolment rate and the UAE’s tertiary enrolment rate).

The 2017 edition of the Index covers 130 countries. The terms “country”, “economy” and “nation” as used in the *Global Human Capital Report* do not in all cases refer to a territorial entity that is a state as understood by international law and practice. The term covers well-defined, geographically self-contained economic areas that may not be states but for which statistical data are maintained on a separate and independent basis.

## Comparison to the 2016 edition

Since the release of the first edition of the Index in 2013, much thoughtful feedback has been received.<sup>11</sup> In addition, we have continuously monitored data sources and methodological updates in the wider human capital literature for opportunities to further refine the Index. As a result the latest edition of the Index incorporates some notable changes that are aimed at streamlining key concepts and enhancing the reader’s comprehension of the dynamics driving the growth of human capital. These are described below.

As in previous editions, the 2017 *Report* groups results across five age groups (0–14, 15–24, 25–54, 55–64, 65+). While retaining the *Report’s* traditional focus on maximizing human capital across the age range, indicators have been reorganized into four distinctive thematic subindexes: Capacity, Deployment, Development and Know-how. By contrast, previous editions had grouped indicators into only two themes: Learning and Employment. Under this year’s enhanced framework, the indicators “literacy and numeracy” and “employment gender gap” have also been distributed across the age range, expanding the comparability between age groups within the Capacity and Deployment subindex.

In the 2016 edition of the Index, the age groups acted as de-facto subindexes and the Index was derived by weighting each age group by the distribution of the global population. In this enhanced 2017 edition, the four thematic dimensions are the subindexes and are weighted equally while the age groups are population-weighted dimensions within the new subindexes. Therefore, to calculate the Index, we first aggregate each age group within the subindex and then derive the subindex score by weighting each bundle by the specific distribution of the country’s population. As a consequence, the Index is now more nuanced in highlighting strengths and weaknesses in talent capacity and deployment by taking different demographic structures into account.

The indicators Long term unemployment rate, Child labour and Healthy life expectancy have been omitted from the core Index in this year’s edition for conceptual focus and to prevent overlaps with other indicators in the Index. They remain important contextual factors and covered within the main chapter. In addition, two indicators have been removed from the index due to consistently weak

and/or irregular data coverage: Basic education survival rate and Over- and Under-education. Finally, contextual data in the Country Profiles have been updated to include information on wages, productivity and social security.

## Notes

- 1 See World Economic Forum, “Appendix F: Detailed Results of National Policy Frameworks Survey”, in: *Global Gender Gap Report 2014*, <http://reports.weforum.org/global-gender-gap-report-2014>.
- 2 At age 15–24, it is conceptually impossible to achieve simultaneous maximum scores for the Tertiary enrolment rate, Vocational enrolment rate and Labour force participation rate indicators, reflecting the complexity of choices faced by individuals at that age. The Global Human Capital Index recognizes this by rewarding countries for maximizing their score across these three measures without prejudice towards one or the other.
- 3 For example, Delgado et al. (2012) demonstrate that ‘mean test scores ... provide a more reliable measure of human capital than mean years of schooling’, emphasizing the importance of quality over mere formal qualifications alone.
- 4 Brynjolfsson, et al, 2014.
- 5 Hausmann, et al, 2014.
- 6 ISCO defines skill as “the ability to carry out the tasks and duties of a given job” while cautioning that “the use of ISCED categories to assist in defining ... skill levels does not imply that the skills necessary to perform the tasks and duties of a given job can be acquired only through formal education. The skills may be, and often are, acquired through [informal on-the-job training or previous experience in a related occupation]. ... Formal education and training requirements are thus only one component of the measurement of skill level and should be seen as indicative.” (Source: “Conceptual framework, design, structure and content of ISCO-08”, in: International Standard Classification of Occupations, ISCO-08 [accessed May 2017]). For a broader measure of a country’s skills base the Index therefore also includes the Ease of finding skilled employees indicator as reported on the World Economic Forum’s Executive Opinion Survey.
- 7 See also EU JRC, *Tools for Composite Indicator Building*, p. 46, for a discussion of this method for adjusting negatively skewed distributions, <http://publications.jrc.ec.europa.eu/repository/bitstream/JRC31473/EUR%2021682%20EN.pdf>.
- 8 A more conservative estimate would suggest that the actual maximum value cannot exceed 98% as no country can maximize employment, vocational training and tertiary education at the same time for the 15–24 age group.
- 9 To standardize the data, a z-score transformation was used in the first edition of the Index. While this enabled the relative distribution of the data to be preserved, measuring country’s performance in relation to the mean of the dataset, it resulted in country’s scores not being comparable from year to year. Additionally, z-scores are unfamiliar to many. In an attempt to address a number of these issues, data in the revised edition is standardized using ideal reference points as outlined above. For further details, see: OECD and JRC, 2008.
- 10 Besides recency, there are other factors affecting data comparability, such as census or survey reference period, definition of working age, and geographic coverage. Labour force participation rates and population educational attainment rates used in the computation of the Global Human Capital Index are based on harmonized modelled estimates that use strict data selection criteria and enhanced methods to ensure comparability across countries and over time to avoid inconsistencies. Caution should be used when directly comparing modelled labour force participation and population educational attainment data (such as reported in the core Global Human Capital Index indicators) with data from other sources (such as national labour force surveys).
- 11 Our special thanks are due to Michaela Saisana, Vincent Van Roy and Fiammetta Rossetti of the European Commission Joint Research Centre (JRC) Econometrics and Applied Statistics Unit. See Van Roy, V. et al, 2013.

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# Part 2

## Country Profiles



# User's Guide: Exploring the Global Human Capital Index Data

This year's edition of the *Global Human Capital Report* is complemented by a digital portal, which provides detailed Country Profiles of all 130 countries featured in the Index, as well as a Data Explorer tool enabling the reader to explore detailed Index results, rankings and comparisons by country, region, age group, indicator and subindex.

The Global Human Capital Data Explorer can be found at <http://reports.weforum.org/global-human-capital-report-2017/dataexplorer>.

In addition, static PDF versions of all Country Profiles are available on the *Report* website (<http://reports.weforum.org/global-human-capital-report-2017/dataexplorer/>) and featured in Part 2 of the *Report*. Finally, an Excel spreadsheet containing this year's Index results in machine-readable format may also be downloaded from the *Report* website.

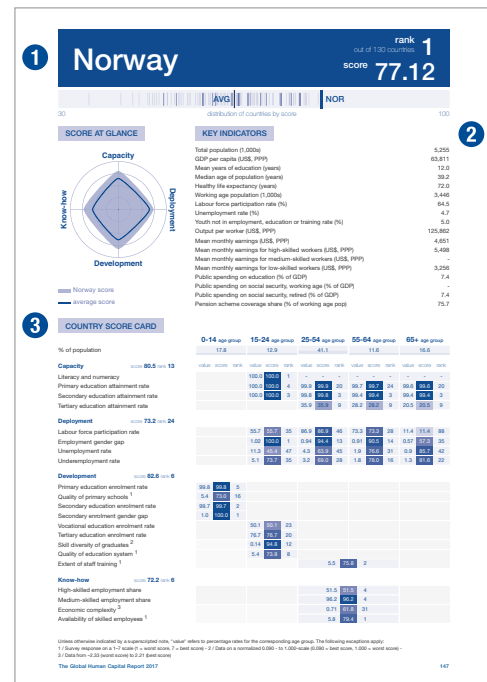
While these various ways and formats of accessing the *Report's* data contain exactly the same information, it is our intention to make this information useful to the widest possible audience by meeting the needs of different groups of readers and stakeholders. This **User's Guide** aims to provide an intuitive overview of the various means of exploring and interpreting the *Global Human Capital Report 2017* data, for the specialist and generalist reader alike.

## Country Profiles

Country Profiles are available in the online Data Explorer (available at <http://reports.weforum.org/global-human-capital-report-2017/dataexplorer/>) and in Part 2 of the *Report*. They're formatted identically in both locations.

### Country Rank, Score and Performance at a Glance

The first section (1) presents each country's overall Global Human Capital Index 2017 rank out of the 130 reviewed countries and its degree of Global Human Capital potential optimization out of the ideal score of 100. The radar chart in the top left-hand side of each Country Profile gives an overview of the country's scores for each of the four subindexes relative to the "ideal" score and the global average score of all countries in the Index. In addition, the bar chart at the top of the page shows each country's position on the Index relative to the spread of all countries

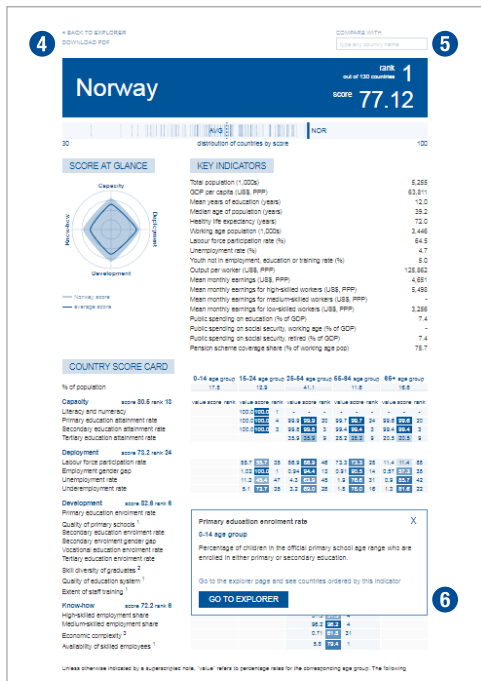


and the global average. Note that on the lower end of the scale, the bar has been truncated at 30 to enhance legibility.

### Key Indicators

The second section (2) presents an overview of a range of contextual key indicators concerning a country's population, economy, wages and social safety net. Collectively, the contextual background information provided in each Country Profile is intended to enable the reader to better evaluate the country's performance relative to these wider headline figures. In addition, the section aims to support the reader by gathering in one place some of the most interesting and relevant data related to Global Human Capital potential from across the international statistics landscape. The "—" symbol indicates where data was unavailable. For a full overview of the Key Indicators featured in the Country Profile, please refer to the section **Overview of Indicators** below.





### Country Score Card

The third section (3) of each Country Profile provides a full overview of every indicator benchmarked to determine the country's Global Human Capital Index 2017 performance. Each indicator is placed in one of the Index's four thematic subindexes—Capacity, Deployment, Development and Know-how—and also associated with one or more age groups in the country's demographic structure. In addition, the country's overall score for each subindex is also provided and is derived from the simple average of all non-missing indicators measured for that subindex. Please refer to the Report's **Appendix B: Technical Notes** for a full discussion of the construction of the Index.

For each benchmarked data point forming part of the Index, the indicator's value (the original data for the indicator), score (on a 0–100 scale), and rank (out of 130 countries) are listed in detail. Values have generally been rounded to one decimal for reporting purposes. However, exact values have been used for calculating scores. The “—” symbol indicates where data was not available.

Every indicator's score is a function of the original value's “distance from the ideal state” for the specific dimension measured. Because many of the concepts measured by the Global Human Capital Index are expressed as percentage rates for the corresponding age group, scores can be roughly interpreted as a percentage reflecting the degree of effective Global Human Capital potential utilization relative to the “ideal” outcome. For example, a secondary school enrolment rate of 100% represents the “ideal”—and a number of countries are closing in on achieving this goal. Sometimes the scale is reversed. For example, a 0% underemployment rate

constitutes the “ideal” state. All Index rankings therefore have been directionally oriented towards a score of 100 as the best possible outcome.

For any given country, each indicator's rank is a function of how its corresponding score compares to those of other countries. Sometimes—for example, in situations in which a large number of countries are closing in on achieving the “ideal” situation—relatively small absolute differences in score may result in large ranking differences. For example, 46 countries in the Index have achieved a primary enrolment rate of more than 98%, leaving the next-placed group of 13 countries, which have achieved a primary enrolment rate of more than 97%, to occupy ranks 47 to 59 for this indicator in this year's Index. Therefore, while a rank can provide a useful shorthand for a country's performance, a more nuanced interpretation of a country's absolute strengths and weaknesses can often be arrived at by looking at the corresponding scores and values. To help the reader visually interpret the Index results, the Country Profiles also highlight scores by a color scale—ranging in 20% intervals from dark grey (0–20, worst) to dark blue (80–100, best).

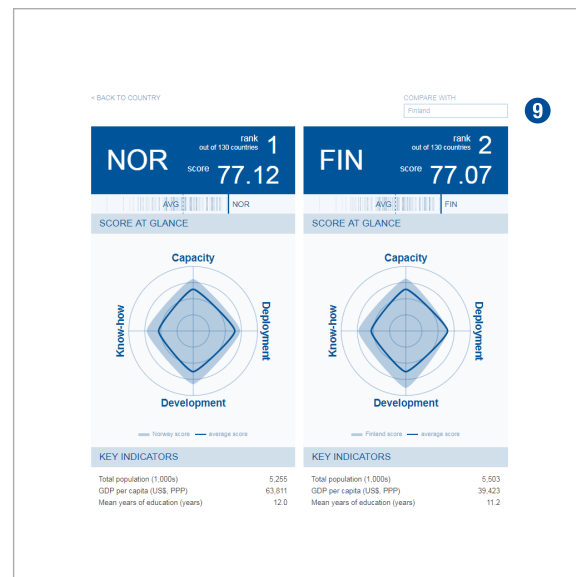
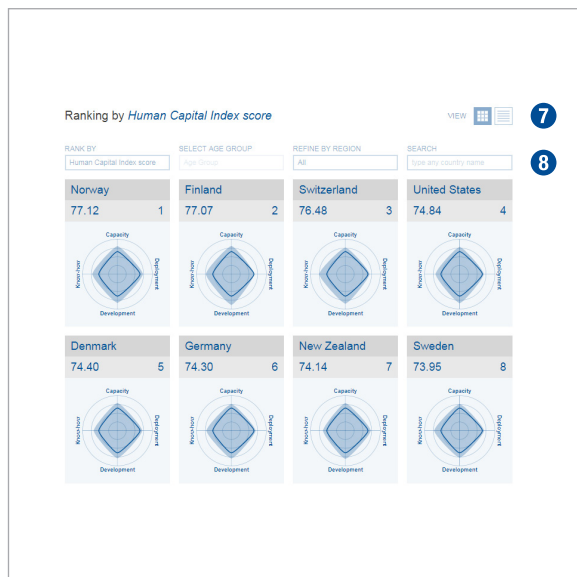
Note that the Global Human Capital Index scores themselves are not based on a relative scoring method. That is to say, it is perfectly possible (and indeed desirable) for several countries to simultaneously close in on the “ideal” state for each indicator, and the only relative ranking that occurs is in relation to how far short of this “ideal” state individual countries are falling.

Finally, the online version (<http://reports.weforum.org/global-human-capital-report-2017/>) of the Country Profile reader provides mouse-over definitions and explanations of all indicators by clicking on the corresponding value, score or rank fields. From the blue **Go to Explorer** button in the pop-up dialogue field, detailed rankings for the selected indicator may also be directly accessed in the **Data Explorer** tool.

For a full, non-technical explanation and overview of each indicator composing the Global Human Capital Index, please refer to the section **Overview of Indicators** below.

### Data Explorer Online Features

A number of additional features may be accessed in the online Data Explorer (available at <http://reports.weforum.org/global-human-capital-report-2017/>). The reader has the possibility to switch between Country Profiles and interactive Index ranking tables in a tile or bar chart format by clicking on the menu option at the top-left corner of the page (4). There is also the possibility to directly compare two countries side-by-side by clicking on the menu option in the top-right corner of the page (5). Finally, the reader may directly access a shortcut to the rankings for a specific indicator by clicking on the blue button in the dialogue field in the Country Score Card section (6).



## Country Comparison

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

## Overview of Indicators

This section provides a non-technical explanation and overview of the meaning and definition of each indicator featured in the Global Human Capital Index. For a more technical exposition, including full methodological details regarding Index construction, please refer to the separate section **Appendix B: Technical Notes** at the end of Part 1 of the *Report*.

### Key Indicators

The indicators in this section present a range of important data points and factors that can be read in parallel with the Global Human Capital Index indicators to contextualize Global Human Capital outcomes in the economy.

- Total population (thousands of inhabitants)**  
 Number of individuals of all ages living in the country, regardless of residency status or citizenship.  
 Source: United Nations, Department of Economic and Social Affairs, Population Division.

## Interactive Ranking Tables

By clicking on the menu button at the top-right corner of the Data Explorer (7), the interactive ranking tables may be switched between a tile view, which visualizes countries' overall performance on each subindex for context, and a bar chart view, which depicts a country's performance for the selected indicator relative to other countries.

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

- **Working age population (thousands of inhabitants)**  
Number of individuals aged 15–64 living in the country, regardless of residency status or citizenship.  
Source: United Nations, Department of Economic and Social Affairs, Population Division.
- **Median age of population (years)**  
The age that divides the population into two equal parts: one half younger, one half older. A high mean age suggests a country with a particularly old population. A low mean age suggest a country with a particularly young population.  
Source: United Nations, Department of Economic and Social Affairs, Population Division.
- **GDP per capita PPP (constant 2011 international dollars)**  
Gross domestic product converted to international dollars using purchasing power parity rates in constant 2011 international dollars, divided across the number of people in the population.  
*Technical name: GDP per capita, PPP (constant 2011 international \$).*  
Source: World Bank, World Development Indicators.
- **Public spending on education (% of GDP)**  
Total public expenditure on education expressed as a percentage of GDP.  
*Technical name: Government expenditure on education, total (% of GDP).*  
Source: World Bank, World Development Indicators.
- **Mean years of education (years)**  
Average number of completed years of education.  
Source: Barro and Lee, *A New Data Set of Educational Attainment in the World*.
- **Healthy life expectancy (years)**  
Average number of years that a person can expect to live in full health, calculated by taking into account years lived in less than full health because of disease and/or injury.  
*Technical name: Healthy life expectancy (HALE) at birth (years).*  
Source: World Health Organization, Global Health Observatory database.
- **Mean monthly earnings (US\$, PPP)**  
Mean earning of employees in US dollars, in nominal terms—meaning not adjusted for inflation. The figure excludes employer's contribution to social security and pension schemes.  
Source: ILOSTAT.  
  
**High-skilled workers:** mean nominal monthly earnings grouped for high-skilled occupations such as senior officials and managers.  
Source: ILOSTAT.  
  
**Medium-skilled workers:** mean nominal monthly earnings grouped for medium-skilled occupations such as clerks and technical workers.  
  
**Low-skilled workers:** mean nominal monthly earnings grouped for low-skilled occupations that encompass simple, routine tasks.  
*Technical name: Modelled estimates, Employment distribution by occupation (by sex) (%) / Employment by sex and occupation (thousands); Mean nominal monthly earnings of employees by sex and occupation.*  
Source: ILOSTAT.

- **Public spending on social security (% of GDP) [for those who are of]**

Government spending on a range of brackets that relate to providing social security and alleviating social risk. This includes spending on measures to alleviate the effects of sickness and disability, old age, caring for family and children, unemployment, housing and other such circumstances.

**Working age:** Spending as allocated towards those who are of working age.  
Source: ILOSTAT.

**Retired:** Spending as allocated towards those who are of retirement age.  
*Technical name: Public social protection expenditure, % of GDP, age 15–64; 65+.*  
Source: ILOSTAT.

- **Pension scheme coverage share (% of working age pop.)**

Among those who are working or looking for work and who are of working age, the proportion who participate in a pension scheme.  
*Technical name: Pension scheme coverage, % of population aged 15–64.*

Source: ILOSTAT.

#### Labour market and social security indicators:

- **Labour force participation rate (%)**  
Among the country's population aged 15 and over, the proportion of individuals who are either looking for work or working.  
*Technical name: Labour force participation rate by sex and age (%), total.*  
Source: ILOSTAT.
- **Unemployment rate (%)**  
The share of unemployed individuals as a proportion of the total number of employed and unemployed persons (i.e. the labour force).  
*Technical name: Unemployment by sex and age.*  
Source: ILOSTAT.
- **Youth not in employment, education or training rate (%)**  
Among people aged 15–24 ('the youth') the proportion who are not in employment and not in education or training.  
*Technical name: Youth, Share of youth not in employment and not in education.*  
Source: ILOSTAT.
- **Output per worker (US\$, PPP)**  
A measure of the productivity of the average person in an economy based on Gross Domestic Product converted to international dollars using purchasing power parity rates in constant 2011 international dollars.  
*Technical name: Modelled estimates, Output per worker (GDP constant 2011 international \$ in PPP).*  
Source: ILOSTAT.

## Country Score Card

### Capacity subindex

The Capacity subindex measures the level of formal education of younger and older generations as a result of past education investment.

- **Literacy and numeracy**

Among the country's population of the relevant age, the proportion who are able to read, write and make simple arithmetic calculations.  
Source: UNESCO, Institute for Statistics/ILOSTAT.

- **Education attainment rates**

**Primary education:** Among the country's population of the relevant age, the proportion who have at least primary education.  
Source: Lutz et al., *IASA/VID Educational Attainment Model*, Wittgenstein Centre for Demography and Global Human Capital and Barro and Lee, *A New Data Set of Educational Attainment in the World*.

**Secondary education:** Among the country's population of the relevant age, the proportion who have at least secondary education.

Source: Lutz et al., *IIASA/VID Educational Attainment Model*, Wittgenstein Centre for Demography and Global Human Capital and Barro and Lee, *A New Data Set of Educational Attainment in the World*.

**Tertiary education:** Among the country's population of the relevant age, the proportion who have tertiary education.

Source: Lutz et al., *IIASA/VID Educational Attainment Model*, Wittgenstein Centre for Demography and Global Human Capital and Barro and Lee, *A New Data Set of Educational Attainment in the World*.

### Deployment subindex

The Deployment subindex measures the amount of skills application by all segments of the population, driving economic value and avoiding skills depreciation through disuse. A proportion of the population is assumed to be particularly eligible to work either because they are not too young or too old. This age band is defined as the “working age”. On the lower end, that age group is bound by the legal age at which children are allowed work rather than being in education (commonly 15). On the upper end is the legal retirement age (commonly 65).

#### • Labour force participation rate

Percentage of the country's working age population who are either looking for work or working. These two groups together are referred to as the “labour force”. The indicator “labour force participation rate” reflects the fact that employment and unemployment rates, by themselves, are an incomplete measure of the degree to which a country utilizes the Global Human Capital potential embodied in the skills and learning of its people, unless expressed as a share of the total population who could be “active” and contributing to economic activity. There are a variety of reasons why individuals of all ages might fall into the “economically inactive” category. They may be sick or infirm, or may be occupied in caring for family members for whom this is the case. Another important subgroup comprises those known as “discouraged workers”, defined as persons no longer looking for work because they think they will not find any.

*Technical name: Modelled Estimates, Labour force participation rate by sex and age.*

Source: ILOSTAT.

#### • Employment gender gap

The gap between women's labour force participation and men's labour force participation (see description of labour force participation above) calculated as a ratio of women's participation divided by men's participation. It can be interpreted as how much less likely women are to be taking part in work or looking for work. For example, if the ratio is 0.5 women are said to be half as likely to be part of the labour market. When women participate in the labour market to at least the same degree as men, it is said they have reached parity.

*Technical name: Annual Indicators, Employment-to-population ratio by sex and age.*

Source: ILOSTAT.

#### • Unemployment rate

People in the country's population who are looking for work as a percentage of both those at work and those looking for work, i.e. the labour force. This indicator measures the ability of the labour market to employ people given the skills and capability they currently hold, i.e. absorb talent.

*Technical name: Annual Indicators, Unemployment by sex and age.*

Source: ILOSTAT.

#### • Underemployment rate

Of those who are employed in a country, the proportion who would wish to do more hours of work, either as part of their current role, by taking on an additional job, or by finding a new job with more hours. While this circumstance is less severe than the complete inability to find work, i.e. unemployment, it still suggests that the labour market is unable to provide people with the range of opportunities they are seeking and represents a type of failure to make full use of the full range of talent currently available in the labour market.

*Technical name: Annual Indicators, Time-related underemployment rate by sex and age.*

Source: ILOSTAT.

### Development subindex

The Development subindex measures current investment in the potential of the next-generation workforce and in upskilling and reskilling the existing one through indicators speak to the participation of children, young people and adults in education programmes.

#### • Education enrolment rates

To measure educational enrolment it is important to define who should be taking part in those programmes. Therefore, measures of educational enrolment define an ‘official age’ for those who should be taking part in education, and enrolment rate measures are defined in reference to those age groups. Below are some notes that should help interpret the definitions of enrolment rates.

Net educational rates implicitly refer to the age group of children who should be in a particular stage of their school education. This age group varies by country. Net rates divide the children enrolled in primary or secondary education between those who are of the official age group for that grade and those who are not. Then they calculate how many children of the official age group for taking part in that grade of education are actually taking part in that grade of education. Gross educational rates calculate the educational enrolment rate as the proportion of all children who are in a particular grade of education with no regard for age, divided by the number of children in the official age group.

For measuring primary and secondary education enrolment, we typically use the net figures as more precise. However, due to consistent critical gaps in the net education rates dataset we also substitute with gross rates as a secondary choice.

**Primary education:** Among the children who are of the official primary school age group, the proportion who are either enrolled in primary school or have already moved on to secondary education. Primary education provides fundamental skills in core literacies (both numeric and linguistic), establishing the basis for further learning. It remains at basic level of complexity with little specialization.

*Technical name: Adjusted net enrolment rate, primary, both sexes (%); Gross enrolment ratio, primary, both sexes (%).*

Source: UNESCO, Institute for Statistics.

**Secondary education:** Among the children who are of the official lower secondary school age group the proportion which are enrolled in lower secondary school. Lower secondary education builds upon the foundational learning of primary education and establishes the basic skills which enable lifelong learning, as well as introducing students to a more subject-oriented curriculum in a broad way. In many education systems, the end of lower secondary education is the end of compulsory education.

*Technical name: Adjusted net lower secondary rate, primary, both sexes (%); Gross enrolment ratio, lower secondary, both sexes (%).*

Source: UNESCO, Institute for Statistics.



**Vocational education:** Among young people who enrol in upper secondary education, the proportion that choose a vocational route. In general, upper secondary education provides more in-depth tuition and different routes for specialization. In the vocational route, learning is more closely tied to particular trade or class of occupations. The route might have more work-based, applied components. It is often but not always considered a track that is different from a tertiary degree track.

*Technical name: Percentage of students in upper secondary education enrolled in vocational programmes, both sexes (%).*  
Source: UNESCO, Institute for Statistics.

**Tertiary education:** Among the people who have recently graduated from secondary school (i.e. in the last five years), the proportion of any age who are enrolled in tertiary degree specializations. This measure of tertiary education includes both academic degrees, as well as track that can be seen as separate—advanced vocational and professional education.

*Technical name: Gross enrolment ratio, tertiary, both sexes (%).*  
Source: UNESCO, Institute for Statistics.

- **Educational gaps and diversity**

**Secondary enrolment gender gap:** Gap between girls' enrolment into secondary education and boys' enrolment calculated as a ratio of young women and men's participation. The figure can be interpreted as how much more or less likely women are to be enrolled in secondary education. For example, if the ratio is 0.5, women are said to be half as likely to be in school. When women take part in secondary education in at least the same rate as men, it is said they have reached parity.

*Technical name: Adjusted net enrolment rate, lower secondary, gender parity index (GPI).*

Source: UNESCO, Institute for Statistics.

**Skill diversity of graduates:** The diversity of tertiary degree tracks that recent graduates have pursued, calculated using the Herfindahl-Hirschman method of measuring levels of diversity and concentration. That method derives a number that is closer to one if specialization is highly concentrated in one degree, and approaches zero when specialization is more diverse.

*Technical Name: Percentage of students in tertiary education enrolled in Agriculture, Forestry, Fisheries and Veterinary; Arts and Humanities; Business, Administration and Law; Education; Engineering, Manufacturing and Construction; Health and Welfare; Information and Communication Technologies; Natural Sciences, Mathematics and Statistics; Services; Social Sciences, Journalism and Information; unspecified programmes, both sexes (%).*

Source: UNESCO, Institute for Statistics.

- **Quality of education institutions and extent of staff training**

The World Economic Forum's Executive Opinion Survey captures the opinion of business leaders around the world on a range of topics for which conventional hard data is unavailable or unreliable. Answers are rated on a seven-point Likert scale, indicating strong disapproval through a low answer (1), strong approval through a high answer (7) and neutrality through a mid-point answer (4).

**Quality of primary schools:** Business leader's perceptions on the level of excellence of primary schools in their country of residence.

Source: World Economic Forum, Executive Opinion Survey.

**Quality of education system:** Business leader's perceptions on the degree to which the education system in their country of residence trains students to the skill levels required in a competitive economy.

Source: World Economic Forum, Executive Opinion Survey.

**Extent of staff training:** Business leader's perception about the degree to which companies in the country invest in training and employee development.

Source: World Economic Forum, Executive Opinion Survey.

## Know-how subindex

Indicators in this subindex speak to the level of specialized skills use at work and exposure to skilled work as a dimension of on-the-job learning.

- **Skilled labour**

The International Labour Organization differentiates between kinds of work that require high, medium and low skills. Low-skilled roles are ones that require only familiarity with a task and some physical capabilities, roles that need use of more independent judgement and knowledge of a trade, craft or industry, they enter into the medium skilled category. Finally, those roles that are high-skilled are ones which require higher levels of not only specialization but also efficiency and the ability to supervise work being done towards a productive outcome.

- **High-skilled employment share:**

Among those who are employed, the proportion of people working in high-skilled roles.

Source: ILOSTAT.

- **Medium-skilled employment share:**

Among those who are employed, the proportion of people working in at least medium-skilled roles.

Source: ILOSTAT.

- **Economic complexity**

One way of understanding the productivity of the skills and knowledge among the people who are in an economy is to look at what they can produce when using those skills. Hausmann and Hidalgo's methodology captures the complexity of skills and knowledge in an economy by a measure of the complexity of its export products.

Source: Hausmann, R., Hidalgo, C., et al., *The Atlas of Economic Complexity*.

- **Availability of skilled employees**

Business leaders' perceptions of the degree to which in their country of residence companies on average are able to find the skilled employees to drive value through their business models.

Source: World Economic Forum, Executive Opinion Survey.

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# Albania

rank **85**  
out of 130 countries  
score **58.22**

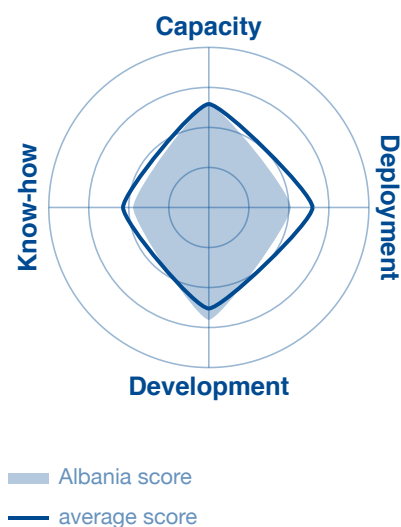


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,926
GDP per capita (US\$, PPP)	11,425
Mean years of education (years)	10.6
Median age of population (years)	36.2
Healthy life expectancy (years)	68.8
Working age population (1,000s)	2,032
Labour force participation rate (%)	57.5
Unemployment rate (%)	15.2
Youth not in employment, education or training rate (%)	32.8
Output per worker (US\$, PPP)	30,635
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.5
Public spending on social security, working age (% of GDP)	2.7
Public spending on social security, retired (% of GDP)	5.2
Pension scheme coverage share (% of working age pop)	29.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.7	16.2	40.7	12.6	12.8

### Capacity score **64.2** rank **82**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.0	<b>99.0</b>	61	98.7	<b>98.7</b>	26	98.4	<b>98.4</b>	21	90.9	<b>90.9</b>	29			
Primary education attainment rate	98.4	<b>98.4</b>	78	98.4	<b>98.4</b>	50	98.1	<b>98.1</b>	46	86.0	<b>86.0</b>	54			
Secondary education attainment rate	48.4	<b>48.4</b>	98	49.5	<b>49.5</b>	85	45.1	<b>45.1</b>	66	21.7	<b>21.7</b>	76			
Tertiary education attainment rate				1.4	<b>1.4</b>	124	0.4	<b>0.4</b>	127	0.2	<b>0.2</b>	125			

### Deployment score **51.2** rank **120**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	34.3	<b>34.3</b>	102	72.6	<b>72.6</b>	111	50.7	<b>50.7</b>	95	4.4	<b>4.4</b>	117			
Employment gender gap	0.58	<b>57.7</b>	106	0.81	<b>80.8</b>	66	0.57	<b>56.8</b>	88	0.44	<b>43.7</b>	74			
Unemployment rate	36.4	<b>21.3</b>	117	15.4	<b>39.3</b>	108	11.0	<b>46.1</b>	108	1.1	<b>84.2</b>	48			
Underemployment rate	22.5	<b>54.3</b>	83	14.9	<b>39.9</b>	77	13.5	<b>41.9</b>	73	10.3	<b>47.3</b>	74			

### Development score **70.2** rank **42**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	95.9	<b>95.9</b>	73												
Quality of primary schools <sup>1</sup>	5.1	<b>68.9</b>	20												
Secondary education enrolment rate	91.2	<b>91.2</b>	46												
Secondary enrolment gender gap	1.0	<b>99.4</b>	94												
Vocational education enrolment rate				19.5	<b>19.5</b>	70									
Tertiary education enrolment rate				58.1	<b>58.1</b>	45									
Skill diversity of graduates <sup>2</sup>				0.16	<b>92.8</b>	36									
Quality of education system <sup>1</sup>				4.5	<b>57.6</b>	31									
Extent of staff training <sup>1</sup>										3.9	<b>48.0</b>	70			

### Know-how score **47.3** rank **92**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							17.4	<b>17.4</b>	82						
Medium-skilled employment share							87.6	<b>87.6</b>	75						
Economic complexity <sup>3</sup>							-0.66	<b>39.1</b>	76						
Availability of skilled employees <sup>1</sup>							3.7	<b>45.3</b>	97						

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

1 / Survey response on a 1-7 scale (1 = worst score, 7 = best score) - 2 / Data on a normalized 0.090 - to 1.000-scale (0.090 = best score, 1.000 = worst score) -

3 / Data from -2.33 (worst score) to 2.21 (best score)



# Algeria

rank **112**  
out of 130 countries  
score **51.51**

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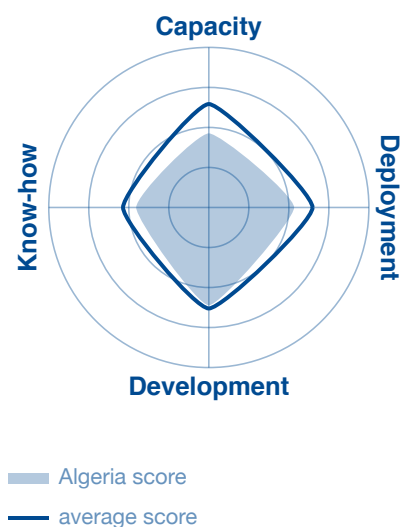
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	40,606
GDP per capita (US\$, PPP)	13,975
Mean years of education (years)	6.5
Median age of population (years)	27.5
Healthy life expectancy (years)	66.3
Working age population (1,000s)	26,383
Labour force participation rate (%)	40.7
Unemployment rate (%)	10.6
Youth not in employment, education or training rate (%)	21.2
Output per worker (US\$, PPP)	49,692
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.4
Public spending on social security, working age (% of GDP)	0.3
Public spending on social security, retired (% of GDP)	5.1
Pension scheme coverage share (% of working age pop)	37.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.0	15.8	42.3	6.8	6.0

### Capacity score 46.3 rank 113

Literacy and numeracy	96.8	96.8	88
Primary education attainment rate	78.5	78.5	113
Secondary education attainment rate	36.8	36.8	108
Tertiary education attainment rate	7.6	7.6	99

value	score	rank	value	score	rank	value	score	rank	value	score	rank
96.8	96.8	88	86.2	86.2	71	34.0	34.0	91	27.7	27.7	91
78.5	78.5	113	64.4	64.4	112	25.4	25.4	119	9.2	9.2	124
36.8	36.8	108	29.2	29.2	110	11.1	11.1	115	3.3	3.3	120
7.6	7.6	99	3.4	3.4	110	1.3	1.3	109			

### Deployment score 53.3 rank 115

Labour force participation rate	28.3	28.3	118
Employment gender gap	0.20	20.0	130
Unemployment rate	26.6	28.0	105
Underemployment rate	0.0	99.7	1

28.3	28.3	118	57.8	57.8	127	28.1	28.1	129	4.3	4.3	118
0.20	20.0	130	0.24	24.0	128	0.10	10.3	128	0.06	6.4	127
26.6	28.0	105	7.3	54.1	79	1.5	79.9	26	-	-	-
0.0	99.7	1	0.0	99.6	1	0.0	99.6	1	0.0	99.6	1

### Development score 61.1 rank 82

Primary education enrolment rate	98.8	98.8	34
Quality of primary schools <sup>1</sup>	3.3	38.0	92
Secondary education enrolment rate	99.0	99.0	5
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	9.7	9.7	87
Tertiary education enrolment rate	36.9	36.9	68
Skill diversity of graduates <sup>2</sup>	0.16	92.3	42
Quality of education system <sup>1</sup>	3.4	39.8	78
Extent of staff training <sup>1</sup>	3.1	35.2	123

98.8	98.8	34									
3.3	38.0	92									
99.0	99.0	5									
1.0	100.0	1									
9.7	9.7	87									
36.9	36.9	68									
0.16	92.3	42									
3.4	39.8	78									
3.1	35.2	123									

### Know-how score 45.4 rank 103

High-skilled employment share	17.1	17.1	83
Medium-skilled employment share	85.0	85.0	85
Economic complexity <sup>3</sup>	-1.41	26.5	100
Availability of skilled employees <sup>1</sup>	4.2	53.0	63

17.1	17.1	83									
85.0	85.0	85									
-1.41	26.5	100									
4.2	53.0	63									

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

1 / Survey response on a 1-7 scale (1 = worst score, 7 = best score) - 2 / Data on a normalized 0.090 - to 1.000-scale (0.090 = best score, 1.000 = worst score) -

3 / Data from -2.33 (worst score) to 2.21 (best score)

# Argentina

rank **52**  
out of 130 countries  
score **64.34**

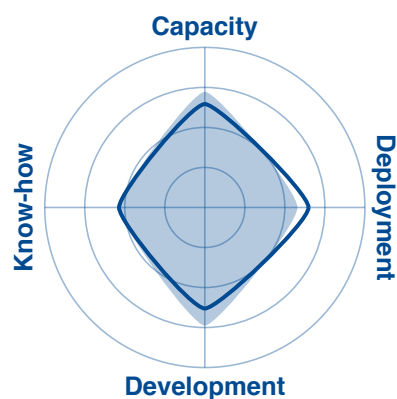
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distribution of countries by score

100

## SCORE AT GLANCE



— Argentina score  
— average score

## KEY INDICATORS

Total population (1,000s)	43,847
GDP per capita (US\$, PPP)	18,479
Mean years of education (years)	9.7
Median age of population (years)	30.8
Healthy life expectancy (years)	67.6
Working age population (1,000s)	28,010
Labour force participation rate (%)	52.5
Unemployment rate (%)	7.0
Youth not in employment, education or training rate (%)	18.6
Output per worker (US\$, PPP)	22,476
Mean monthly earnings (US\$, PPP)	927
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,476
Mean monthly earnings for medium-skilled workers (US\$, PPP)	965
Mean monthly earnings for low-skilled workers (US\$, PPP)	464
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	5.1
Public spending on social security, retired (% of GDP)	6.8
Pension scheme coverage share (% of working age pop)	35.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
25.1	15.8	39.3	8.9	11.1

### Capacity score 72.3 rank 51

Literacy and numeracy	99.3	99.3	53
Primary education attainment rate	99.8	99.8	45
Secondary education attainment rate	74.9	74.9	64
Tertiary education attainment rate	17.5	17.5	56

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.3	99.3	53	98.7	98.7	27	96.8	96.8	28	95.1	95.1	22
99.8	99.8	45	98.6	98.6	46	96.7	96.7	53	94.5	94.5	45
74.9	74.9	64	66.3	66.3	66	50.1	50.1	60	36.4	36.4	54
17.5	17.5	56	13.4	13.4	51	9.3	9.3	50			

### Deployment score 57.9 rank 102

Labour force participation rate	41.6	41.6	77
Employment gender gap	0.63	63.2	99
Unemployment rate	16.1	38.3	75
Underemployment rate	16.9	58.2	76

41.6	41.6	77	81.6	81.6	79	62.4	62.4	68	14.6	14.6	79
0.63	63.2	99	0.71	71.0	90	0.57	56.6	89	0.31	31.3	98
16.1	38.3	75	5.5	59.3	64	3.0	70.1	46	2.8	71.1	88
16.9	58.2	76	10.0	47.9	69	8.4	51.4	65	8.5	51.0	70

### Development score 73.8 rank 24

Primary education enrolment rate	99.7	99.7	8
Quality of primary schools <sup>1</sup>	3.4	40.3	85
Secondary education enrolment rate	88.9	88.9	54
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	-	-	-
Tertiary education enrolment rate	82.9	82.9	10
Skill diversity of graduates <sup>2</sup>	0.14	94.2	19
Quality of education system <sup>1</sup>	3.3	38.5	86
Extent of staff training <sup>1</sup>	3.8	46.0	79

99.7	99.7	8						
3.4	40.3	85						
88.9	88.9	54						
1.0	100.0	1						
-	-	-						
82.9	82.9	10						
0.14	94.2	19						
3.3	38.5	86						
3.8	46.0	79						

### Know-how score 53.3 rank 56

High-skilled employment share	24.2	24.2	57
Medium-skilled employment share	85.6	85.6	83
Economic complexity <sup>3</sup>	-0.22	46.3	59
Availability of skilled employees <sup>1</sup>	4.4	57.2	49

24.2	24.2	57			
85.6	85.6	83			
-0.22	46.3	59			
4.4	57.2	49			

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

1 / Survey response on a 1-7 scale (1 = worst score, 7 = best score) - 2 / Data on a normalized 0.090 - to 1.000-scale (0.090 = best score, 1.000 = worst score) -

3 / Data from -2.33 (worst score) to 2.21 (best score)

# Armenia

rank **49**  
out of 130 countries  
score **64.46**

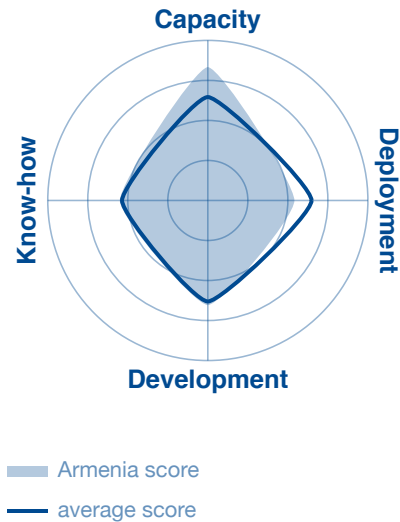
AVG | ARM

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,925
GDP per capita (US\$, PPP)	8,174
Mean years of education (years)	11.2
Median age of population (years)	33.9
Healthy life expectancy (years)	66.9
Working age population (1,000s)	2,019
Labour force participation rate (%)	62.3
Unemployment rate (%)	18.3
Youth not in employment, education or training rate (%)	35.6
Output per worker (US\$, PPP)	18,424
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.8
Public spending on social security, working age (% of GDP)	1.0
Public spending on social security, retired (% of GDP)	3.6
Pension scheme coverage share (% of working age pop)	22.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
19.9	13.7	42.8	12.5	11.1

### Capacity score 83.3 rank 3

Literacy and numeracy	99.8	99.8	32
Primary education attainment rate	100.0	100.0	26
Secondary education attainment rate	97.7	97.7	14
Tertiary education attainment rate	26.6	26.6	23

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.8	99.8	32	99.9	99.9	6	99.8	99.8	5	99.1	99.1	9
100.0	100.0	26	99.9	99.9	22	99.8	99.8	19	99.4	99.4	24
97.7	97.7	14	98.4	98.4	15	97.4	97.4	12	86.7	86.7	17
26.6	26.6	23	22.1	22.1	21	20.2	20.2	11			

### Deployment score 54.1 rank 114

Labour force participation rate	37.7	37.7	91
Employment gender gap	0.81	80.7	64
Unemployment rate	37.6	20.7	119
Underemployment rate	26.7	51.9	84

37.7	37.7	91	76.5	76.5	104	70.4	70.4	38	36.0	36.0	32
0.81	80.7	64	0.75	75.2	79	0.73	72.5	48	0.55	55.0	45
37.6	20.7	119	18.0	36.1	113	13.0	42.7	113	8.6	50.9	109
26.7	51.9	84	16.6	37.7	79	14.0	41.3	74	5.9	57.9	64

### Development score 65.4 rank 61

Primary education enrolment rate	96.4	96.4	66
Quality of primary schools <sup>1</sup>	4.1	51.8	60
Secondary education enrolment rate	90.8	90.8	50
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	26.2	26.2	59
Tertiary education enrolment rate	44.3	44.3	60
Skill diversity of graduates <sup>2</sup>	0.16	92.3	41
Quality of education system <sup>1</sup>	3.7	45.3	63
Extent of staff training <sup>1</sup>	3.5	41.2	104

96.4	96.4	66									
4.1	51.8	60									
90.8	90.8	50									
1.0	100.0	1									
26.2	26.2	59									
44.3	44.3	60									
0.16	92.3	41									
3.7	45.3	63									
						3.5	41.2	104			

### Know-how score 55.0 rank 47

High-skilled employment share	31.1	31.1	45
Medium-skilled employment share	92.9	92.9	32
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	3.5	41.1	115

31.1	31.1	45									
92.9	92.9	32									
-	-	-									
3.5	41.1	115									

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# Australia

rank **20**  
out of 130 countries  
score **71.56**

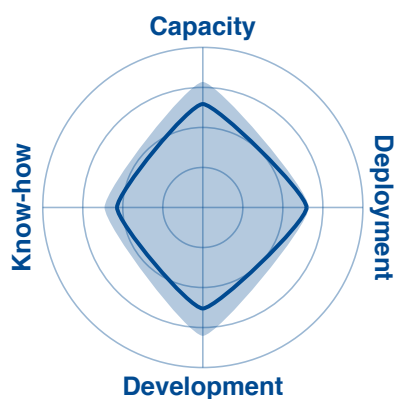
AVG AUS

30

distribution of countries by score

100

## SCORE AT GLANCE



— Australia score  
— average score

## KEY INDICATORS

Total population (1,000s)	24,126
GDP per capita (US\$, PPP)	44,414
Mean years of education (years)	11.9
Median age of population (years)	37.4
Healthy life expectancy (years)	71.9
Working age population (1,000s)	15,887
Labour force participation rate (%)	64.8
Unemployment rate (%)	5.7
Youth not in employment, education or training rate (%)	9.8
Output per worker (US\$, PPP)	87,808
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.2
Public spending on social security, working age (% of GDP)	3.5
Public spending on social security, retired (% of GDP)	5.1
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
18.9	13.0	41.3	11.5	15.3

### Capacity score 78.4 rank 20

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	12
Secondary education attainment rate	100.0	100.0	1
Tertiary education attainment rate	99.8	99.8	2

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
100.0	100.0	12	100.0	100.0	19	99.8	99.8	20	99.2	99.2	27
100.0	100.0	1	99.8	99.8	2	96.0	96.0	19	78.2	78.2	21
			32.4	32.4	12	29.1	29.1	7	19.3	19.3	14

### Deployment score 66.2 rank 63

Labour force participation rate	66.5	66.5	12
Employment gender gap	0.99	98.6	23
Unemployment rate	12.5	43.5	55
Underemployment rate	19.5	56.3	80

66.5	66.5	12	83.2	83.2	70	64.8	64.8	59	12.6	12.6	84
0.99	98.6	23	0.85	85.2	55	0.82	81.8	32	0.54	54.4	47
12.5	43.5	55	4.5	62.9	50	4.3	64.0	74	1.6	79.7	59
19.5	56.3	80	7.1	54.6	56	-	-	-	-	-	-

### Development score 80.2 rank 9

Primary education enrolment rate	97.1	97.1	55				
Quality of primary schools <sup>1</sup>	5.5	74.9	14				
Secondary education enrolment rate	86.3	86.3	64				
Secondary enrolment gender gap	1.0	100.0	1				
Vocational education enrolment rate		50.5	50.5	22			
Tertiary education enrolment rate		90.3	90.3	3			
Skill diversity of graduates <sup>2</sup>		0.20	88.0	75			
Quality of education system <sup>1</sup>		5.2	70.4	14			
Extent of staff training <sup>1</sup>					4.9	64.7	21

97.1	97.1	55									
5.5	74.9	14									
86.3	86.3	64									
1.0	100.0	1									
			50.5	50.5	22						
			90.3	90.3	3						
			0.20	88.0	75						
			5.2	70.4	14						
						4.9	64.7	21			

### Know-how score 61.4 rank 29

High-skilled employment share			45.2	45.2	13
Medium-skilled employment share			91.9	91.9	42
Economic complexity <sup>3</sup>			-0.63	39.6	74
Availability of skilled employees <sup>1</sup>			5.1	68.9	18

			45.2	45.2	13						
			91.9	91.9	42						
			-0.63	39.6	74						
			5.1	68.9	18						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Austria

rank **10**  
out of 130 countries  
score **73.29**

AVG

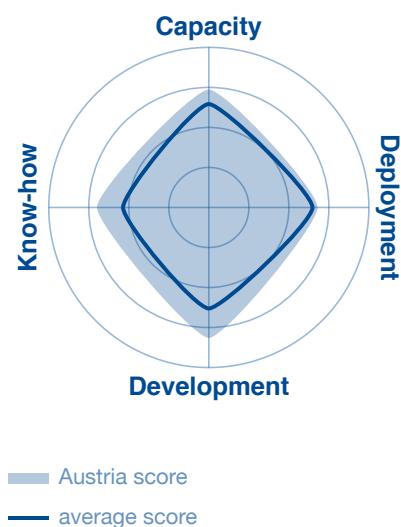
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	8,712
GDP per capita (US\$, PPP)	44,144
Mean years of education (years)	10.5
Median age of population (years)	43.2
Healthy life expectancy (years)	72.0
Working age population (1,000s)	5,826
Labour force participation rate (%)	61.2
Unemployment rate (%)	6.0
Youth not in employment, education or training rate (%)	7.5
Output per worker (US\$, PPP)	90,788
Mean monthly earnings (US\$, PPP)	3,211
Mean monthly earnings for high-skilled workers (US\$, PPP)	4,634
Mean monthly earnings for medium-skilled workers (US\$, PPP)	2,544
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,717
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	4.6
Public spending on social security, retired (% of GDP)	14.0
Pension scheme coverage share (% of working age pop)	74.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.1	11.3	42.8	12.8	19.0

### Capacity

score **73.7** rank **45**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	12	100.0	100.0	12	100.0	100.0	3	100.0	100.0	3
Secondary education attainment rate	86.2	86.2	39	94.8	94.8	22	96.7	96.7	15	97.2	97.2	5
Tertiary education attainment rate				17.5	17.5	55	15.6	15.6	43	10.2	10.2	44

### Deployment

score **68.0** rank **44**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	58.4	58.4	26	88.1	88.1	33	48.5	48.5	101	5.9	5.9	110
Employment gender gap	0.91	90.6	39	0.93	92.5	20	0.70	69.8	56	0.50	50.0	65
Unemployment rate	11.3	45.5	46	5.4	59.6	62	5.0	61.2	78	0.5	91.9	22
Underemployment rate	5.1	73.9	33	4.9	61.3	41	2.7	71.5	31	2.4	73.5	38

### Development

score **81.5** rank **7**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.0	99.0	22									
Quality of primary schools <sup>1</sup>	4.9	64.6	26									
Secondary education enrolment rate	99.0	99.0	5									
Secondary enrolment gender gap	1.0	97.0	106									
Vocational education enrolment rate		69.5	69.5	8								
Tertiary education enrolment rate		81.5	81.5	12								
Skill diversity of graduates <sup>2</sup>		0.14	94.5	13								
Quality of education system <sup>1</sup>		4.5	57.9	29								
Extent of staff training <sup>1</sup>							5.2	70.6	11			

### Know-how

score **69.9** rank **11**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				40.5	40.5	24						
Medium-skilled employment share				91.9	91.9	41						
Economic complexity <sup>3</sup>				1.70	78.4	6						
Availability of skilled employees <sup>1</sup>				5.1	68.9	17						

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# Bahrain

rank **47**  
out of 130 countries  
score **64.98**

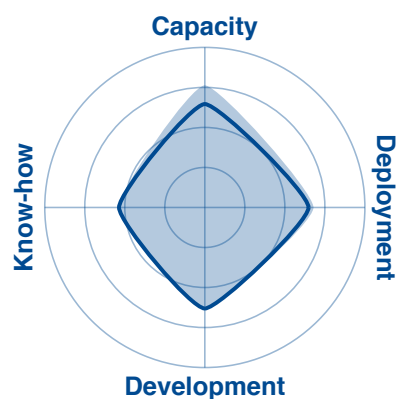
AVG | BHR

30

distribution of countries by score

100

## SCORE AT GLANCE



— Bahrain score  
— average score

## KEY INDICATORS

Total population (1,000s)	1,425
GDP per capita (US\$, PPP)	44,456
Mean years of education (years)	6.7
Median age of population (years)	31.2
Healthy life expectancy (years)	67.0
Working age population (1,000s)	1,103
Labour force participation rate (%)	71.6
Unemployment rate (%)	1.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	82,277
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.7
Public spending on social security, working age (% of GDP)	0.5
Public spending on social security, retired (% of GDP)	0.9
Pension scheme coverage share (% of working age pop)	10.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
20.3	13.5	58.0	5.9	2.3

### Capacity score 76.3 rank 30

Literacy and numeracy	99.8	99.8	35
Primary education attainment rate	99.9	99.9	40
Secondary education attainment rate	84.8	84.8	42
Tertiary education attainment rate	16.7	16.7	59

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.8	99.8	35	97.1	97.1	42	89.4	89.4	48	64.8	64.8	62
99.9	99.9	40	98.3	98.3	53	90.5	90.5	68	61.6	61.6	80
84.8	84.8	42	83.1	83.1	44	67.0	67.0	45	35.4	35.4	55
16.7	16.7	59	12.9	12.9	54	10.0	10.0	45			

### Deployment score 67.9 rank 45

Labour force participation rate	44.2	44.2	66
Employment gender gap	0.51	50.7	115
Unemployment rate	5.6	59.0	19
Underemployment rate	-	-	-

44.2	44.2	66	80.4	80.4	88	45.1	45.1	106	14.3	14.3	80
0.51	50.7	115	0.55	55.2	113	0.31	31.0	118	0.16	16.0	121
5.6	59.0	19	0.7	88.1	5	0.3	94.8	6	0.0	100.0	1
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 61.9 rank 77

Primary education enrolment rate	-	-	-
Quality of primary schools <sup>1</sup>	4.7	62.5	33
Secondary education enrolment rate	85.9	85.9	65
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	14.8	14.8	77
Tertiary education enrolment rate	37.4	37.4	67
Skill diversity of graduates <sup>2</sup>	0.34	72.2	107
Quality of education system <sup>1</sup>	4.6	60.7	23
Extent of staff training <sup>1</sup>	4.7	61.9	24

-	-	-						
4.7	62.5	33						
85.9	85.9	65						
1.0	100.0	1						
14.8	14.8	77						
37.4	37.4	67						
0.34	72.2	107						
4.6	60.7	23						
4.7	61.9	24						

### Know-how score 53.9 rank 53

High-skilled employment share	24.6	24.6	54
Medium-skilled employment share	75.4	75.4	115
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	4.7	61.6	34

24.6	24.6	54			
75.4	75.4	115			
-	-	-			
4.7	61.6	34			

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# Bangladesh

rank **111**  
out of 130 countries  
score **51.75**

BGD

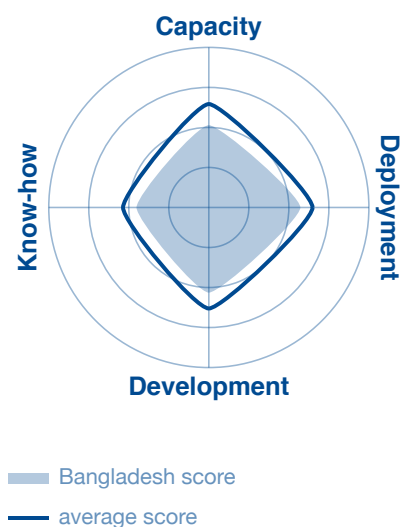
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	162,952
GDP per capita (US\$, PPP)	3,319
Mean years of education (years)	5.2
Median age of population (years)	25.6
Healthy life expectancy (years)	62.4
Working age population (1,000s)	107,583
Labour force participation rate (%)	57.2
Unemployment rate (%)	4.4
Youth not in employment, education or training rate (%)	20.2
Output per worker (US\$, PPP)	7,479
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.9
Public spending on social security, working age (% of GDP)	0.5
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	0.0

## COUNTRY SCORE CARD

% of population

### Capacity score 51.4 rank 104

Literacy and numeracy	83.2	83.2	113
Primary education attainment rate	88.8	88.8	103
Secondary education attainment rate	65.7	65.7	78
Tertiary education attainment rate	15.8	15.8	61

### Deployment score 57.2 rank 105

Labour force participation rate	45.9	45.9	60	72.9	72.9	110	64.4	64.4	62	34.4	34.4	37
Employment gender gap	0.70	70.2	85	0.38	37.6	120	0.21	20.5	123	0.23	23.1	117
Unemployment rate	10.4	47.2	38	3.3	68.3	28	0.9	85.6	22	0.7	88.2	33
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 53.2 rank 100

Primary education enrolment rate	94.9	94.9	81									
Quality of primary schools <sup>1</sup>	3.1	34.4	99									
Secondary education enrolment rate	62.0	62.0	94									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		9.5	9.5	90								
Tertiary education enrolment rate		13.4	13.4	100								
Skill diversity of graduates <sup>2</sup>		0.23	85.1	87								
Quality of education system <sup>1</sup>		3.5	41.4	77								
Extent of staff training <sup>1</sup>							3.3	38.3	116			

### Know-how score 45.2 rank 104

High-skilled employment share				21.1	21.1	68						
Medium-skilled employment share				83.6	83.6	90						
Economic complexity <sup>3</sup>				-1.03	32.8	90						
Availability of skilled employees <sup>1</sup>				3.6	43.1	110						

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 3 / Data from -2.33 (worst score) to 2.21 (best score)



# Barbados

rank **79**  
out of 130 countries  
score **59.21**

BRB

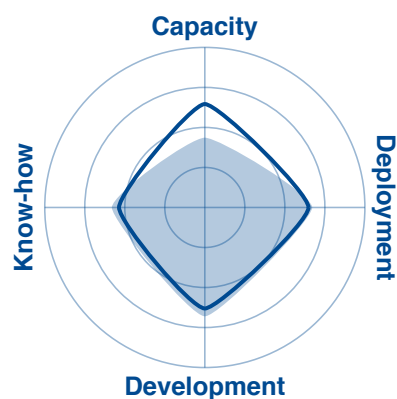
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



Barbados score  
average score

## KEY INDICATORS

Total population (1,000s)	285
GDP per capita (US\$, PPP)	15,588
Mean years of education (years)	9.4
Median age of population (years)	38.5
Healthy life expectancy (years)	66.8
Working age population (1,000s)	189
Labour force participation rate (%)	65.1
Unemployment rate (%)	11.3
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	32,518
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.6
Public spending on social security, working age (% of GDP)	1.8
Public spending on social security, retired (% of GDP)	4.1
Pension scheme coverage share (% of working age pop)	65.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
19.2	12.8	40.6	12.8	14.5

### Capacity

score **43.6** rank **115**

Literacy and numeracy

Primary education attainment rate

Secondary education attainment rate

Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Primary education attainment rate	98.8	98.8	72	96.4	96.4	69	89.0	89.0	72	85.0	85.0	56			
Secondary education attainment rate	28.0	28.0	113	26.8	26.8	112	25.3	25.3	99	23.3	23.3	74			
Tertiary education attainment rate				1.7	1.7	122	0.6	0.6	124	0.6	0.6	115			

### Deployment

score **67.1** rank **54**

Labour force participation rate

Employment gender gap

Unemployment rate

Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	46.0	46.0	59	90.2	90.2	21	72.2	72.2	31	10.7	10.7	90			
Employment gender gap	0.81	81.1	61	0.96	95.5	7	0.84	84.3	29	0.57	56.6	39			
Unemployment rate	31.2	24.6	110	10.1	47.7	99	5.5	59.3	82	2.1	75.6	73			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development

score **68.0** rank **49**

Primary education enrolment rate

Quality of primary schools <sup>1</sup>

Secondary education enrolment rate

Secondary enrolment gender gap

Vocational education enrolment rate

Tertiary education enrolment rate

Skill diversity of graduates <sup>2</sup>

Quality of education system <sup>1</sup>

Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	91.5	91.5	96												
Quality of primary schools <sup>1</sup>	5.6	77.2	10												
Secondary education enrolment rate	95.6	95.6	29												
Secondary enrolment gender gap	1.0	98.6	99												
Vocational education enrolment rate				0.4	0.4	118									
Tertiary education enrolment rate				65.4	65.4	35									
Skill diversity of graduates <sup>2</sup>				-	-	-									
Quality of education system <sup>1</sup>				4.7	62.3	20									
Extent of staff training <sup>1</sup>							4.2	53.3	44						

### Know-how

score **58.1** rank **43**

High-skilled employment share

Medium-skilled employment share

Economic complexity <sup>3</sup>

Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							31.3	31.3	44						
Medium-skilled employment share							83.8	83.8	89						
Economic complexity <sup>3</sup>							-	-	-						
Availability of skilled employees <sup>1</sup>							4.5	59.1	45						

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

1 / Survey response on a 1-7 scale (1 = worst score, 7 = best score) - 2 / Data on a normalized 0.090 - to 1.000-scale (0.090 = best score, 1.000 = worst score) -

3 / Data from -2.33 (worst score) to 2.21 (best score)

# Belgium

rank **15**  
out of 130 countries  
score **72.46**

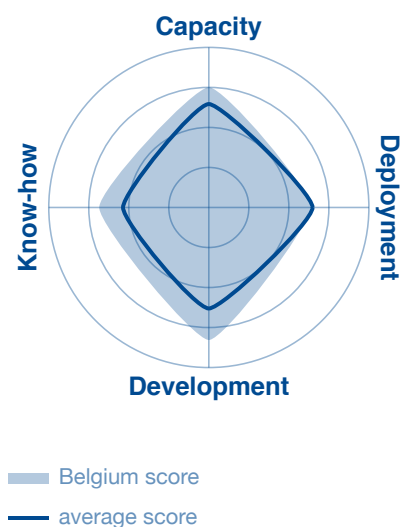


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	11,358
GDP per capita (US\$, PPP)	41,946
Mean years of education (years)	11.5
Median age of population (years)	41.3
Healthy life expectancy (years)	71.1
Working age population (1,000s)	7,338
Labour force participation rate (%)	53.1
Unemployment rate (%)	7.8
Youth not in employment, education or training rate (%)	12.2
Output per worker (US\$, PPP)	100,914
Mean monthly earnings (US\$, PPP)	3,862
Mean monthly earnings for high-skilled workers (US\$, PPP)	5,658
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	2,368
Public spending on education (% of GDP)	6.6
Public spending on social security, working age (% of GDP)	7.8
Public spending on social security, retired (% of GDP)	10.2
Pension scheme coverage share (% of working age pop)	64.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.0	11.6	40.2	12.7	18.4

### Capacity score 75.1 rank 35

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	18
Secondary education attainment rate	90.1	90.1	29
Tertiary education attainment rate	39.2	39.2	7

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
100.0	100.0	18	100.0	100.0	12	100.0	100.0	9	100.0	100.0	16
90.1	90.1	29	91.4	91.4	32	83.2	83.2	34	65.2	65.2	27
39.2	39.2	7	27.6	27.6	11	18.7	18.7	17			

### Deployment score 63.4 rank 75

Labour force participation rate	30.5	30.5	114
Employment gender gap	0.85	85.2	52
Unemployment rate	21.6	32.3	93
Underemployment rate	11.8	63.0	57

30.5	30.5	114	85.8	85.8	53	45.8	45.8	105	2.5	2.5	126
0.85	85.2	52	0.88	88.3	40	0.80	79.8	38	0.33	32.7	96
21.6	32.3	93	7.1	54.5	76	5.7	58.8	84	1.8	78.0	65
11.8	63.0	57	4.7	62.2	39	2.1	75.6	23	1.4	80.6	24

### Development score 82.8 rank 5

Primary education enrolment rate	99.1	99.1	21
Quality of primary schools <sup>1</sup>	6.2	86.7	3
Secondary education enrolment rate	87.3	87.3	61
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	59.7	59.7	14
Tertiary education enrolment rate	73.3	73.3	22
Skill diversity of graduates <sup>2</sup>	0.15	93.5	27
Quality of education system <sup>1</sup>	5.6	76.7	4
Extent of staff training <sup>1</sup>	5.2	69.3	14

99.1	99.1	21									
6.2	86.7	3									
87.3	87.3	61									
1.0	100.0	1									
59.7	59.7	14									
73.3	73.3	22									
0.15	93.5	27									
5.6	76.7	4									
						5.2	69.3	14			

### Know-how score 68.5 rank 16

High-skilled employment share	46.5	46.5	10
Medium-skilled employment share	89.8	89.8	61
Economic complexity <sup>3</sup>	1.08	67.9	20
Availability of skilled employees <sup>1</sup>	5.2	69.6	13

			46.5	46.5	10						
			89.8	89.8	61						
			1.08	67.9	20						
			5.2	69.6	13						

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# Benin

rank **105**  
out of 130 countries  
score **54.58**

BEN

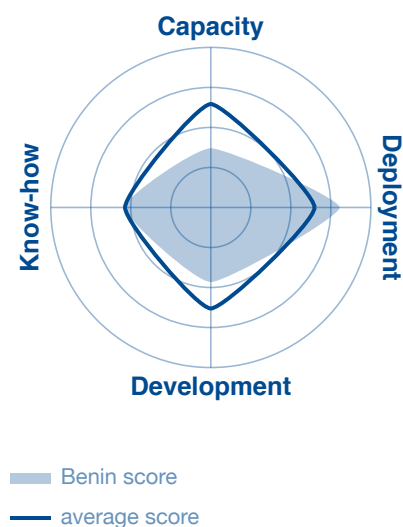
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	10,872
GDP per capita (US\$, PPP)	2,010
Mean years of education (years)	3.5
Median age of population (years)	18.2
Healthy life expectancy (years)	52.5
Working age population (1,000s)	5,860
Labour force participation rate (%)	75.3
Unemployment rate (%)	1.0
Youth not in employment, education or training rate (%)	20.0
Output per worker (US\$, PPP)	4,827
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.4
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	1.4
Pension scheme coverage share (% of working age pop)	5.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
42.9	19.8	30.1	4.0	3.2

### Capacity score **37.0** rank **120**

Literacy and numeracy	52.5	52.5	126
Primary education attainment rate	73.3	73.3	117
Secondary education attainment rate	39.1	39.1	105
Tertiary education attainment rate	4.0	4.0	110

value	score	rank	value	score	rank	value	score	rank	value	score	rank
52.5	52.5	126	34.3	34.3	102	21.4	21.4	96	10.3	10.3	104
73.3	73.3	117	56.4	56.4	117	35.1	35.1	115	21.6	21.6	113
39.1	39.1	105	26.5	26.5	113	15.2	15.2	112	7.3	7.3	111
4.0	4.0	110	3.6	3.6	106	1.5	1.5	108	-	-	-

### Deployment score **80.5** rank **8**

Labour force participation rate	41.3	41.3	78
Employment gender gap	1.23	100.0	1
Unemployment rate	1.8	78.0	3
Underemployment rate	40.3	46.1	85

90.7	90.7	18	85.5	85.5	7	57.1	57.1	12
0.90	89.6	32	0.95	95.0	8	0.63	63.1	28
0.8	86.6	6	0.3	94.1	9	0.2	95.5	15
-	-	-	-	-	-	-	-	-

### Development score **46.6** rank **118**

Primary education enrolment rate	95.9	95.9	74
Quality of primary schools <sup>1</sup>	2.9	31.7	110
Secondary education enrolment rate	47.2	47.2	109
Secondary enrolment gender gap	0.8	81.8	121
Vocational education enrolment rate	7.7	7.7	98
Tertiary education enrolment rate	15.4	15.4	97
Skill diversity of graduates <sup>2</sup>	0.30	76.9	103
Quality of education system <sup>1</sup>	2.4	23.7	123
Extent of staff training <sup>1</sup>	3.4	39.2	115

95.9	95.9	74	-	-	-	-	-	-
2.9	31.7	110	-	-	-	-	-	-
47.2	47.2	109	-	-	-	-	-	-
0.8	81.8	121	-	-	-	-	-	-
7.7	7.7	98	-	-	-	-	-	-
15.4	15.4	97	-	-	-	-	-	-
0.30	76.9	103	-	-	-	-	-	-
2.4	23.7	123	-	-	-	-	-	-
3.4	39.2	115	-	-	-	-	-	-

### Know-how score **54.2** rank **52**

High-skilled employment share	5.8	5.8	112
Medium-skilled employment share	93.3	93.3	28
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	4.8	63.4	26

5.8	5.8	112	-	-	-
93.3	93.3	28	-	-	-
-	-	-	-	-	-
4.8	63.4	26	-	-	-

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# Bolivia

rank **54**  
out of 130 countries  
score **64.06**

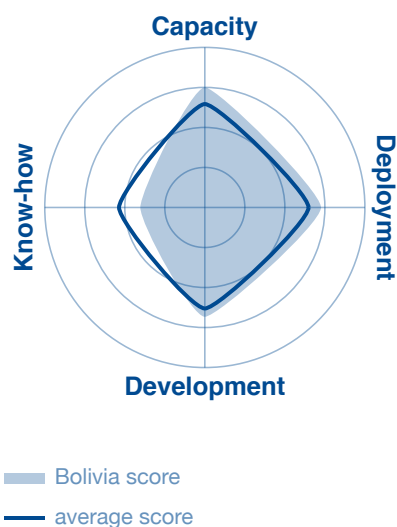
AVG | BOL

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	10,888
GDP per capita (US\$, PPP)	6,708
Mean years of education (years)	8.3
Median age of population (years)	24.1
Healthy life expectancy (years)	62.5
Working age population (1,000s)	6,684
Labour force participation rate (%)	65.8
Unemployment rate (%)	3.5
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	13,696
Mean monthly earnings (US\$, PPP)	783
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,058
Mean monthly earnings for medium-skilled workers (US\$, PPP)	617
Mean monthly earnings for low-skilled workers (US\$, PPP)	527
Public spending on education (% of GDP)	7.3
Public spending on social security, working age (% of GDP)	2.5
Public spending on social security, retired (% of GDP)	2.7
Pension scheme coverage share (% of working age pop)	22.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
32.0	19.2	36.2	6.0	6.6

### Capacity

score **75.0** rank **36**

Literacy and numeracy	99.0	99.0	59
Primary education attainment rate	99.4	99.4	57
Secondary education attainment rate	81.2	81.2	50
Tertiary education attainment rate	25.3	25.3	29

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.0	99.0	59	97.9	97.9	37	87.4	87.4	54	75.2	75.2	50
99.4	99.4	57	96.6	96.6	66	86.3	86.3	78	69.9	69.9	75
81.2	81.2	50	72.1	72.1	56	47.5	47.5	63	31.1	31.1	57
25.3	25.3	29	17.1	17.1	38	11.9	11.9	36			

### Deployment

score **72.6** rank **30**

Labour force participation rate	52.8	52.8	39
Employment gender gap	0.72	72.1	82
Unemployment rate	7.7	53.0	24
Underemployment rate	-	-	-

52.8	52.8	39	86.8	86.8	47	80.4	80.4	16	51.5	51.5	18
0.72	72.1	82	0.76	75.7	77	0.77	77.4	41	0.72	71.6	13
7.7	53.0	24	2.5	73.1	19	0.7	88.2	17	0.7	89.0	30
-	-	-	-	-	-	-	-	-	-	-	-

### Development

score **68.3** rank **48**

Primary education enrolment rate	89.9	89.9	102
Quality of primary schools <sup>1</sup>	2.8	30.7	111
Secondary education enrolment rate	70.0	70.0	89
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	100.0	100.0	1
Tertiary education enrolment rate	-	-	-
Skill diversity of graduates <sup>2</sup>	0.18	89.8	60
Quality of education system <sup>1</sup>	2.8	30.0	111
Extent of staff training <sup>1</sup>	3.1	35.6	122

89.9	89.9	102									
2.8	30.7	111									
70.0	70.0	89									
1.0	100.0	1									
100.0	100.0	1									
-	-	-									
0.18	89.8	60									
2.8	30.0	111									
3.1	35.6	122									

### Know-how

score **40.3** rank **123**

High-skilled employment share	12.5	12.5	94
Medium-skilled employment share	75.5	75.5	114
Economic complexity <sup>3</sup>	-1.22	29.7	96
Availability of skilled employees <sup>1</sup>	3.6	43.5	107

12.5	12.5	94									
75.5	75.5	114									
-1.22	29.7	96									
3.6	43.5	107									

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# Botswana

rank **91**  
out of 130 countries  
score **57.56**

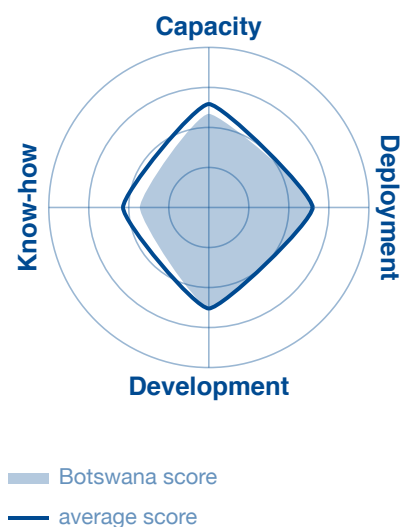


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,250
GDP per capita (US\$, PPP)	15,513
Mean years of education (years)	9.4
Median age of population (years)	24.4
Healthy life expectancy (years)	56.9
Working age population (1,000s)	1,453
Labour force participation rate (%)	69.6
Unemployment rate (%)	17.9
Youth not in employment, education or training rate (%)	35.5
Output per worker (US\$, PPP)	34,785
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	9.6
Public spending on social security, working age (% of GDP)	1.3
Public spending on social security, retired (% of GDP)	1.3
Pension scheme coverage share (% of working age pop)	12.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
31.6	19.1	40.1	5.3	3.8

### Capacity score 58.5 rank 95

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	97.8	97.8	83	93.6	93.6	57	53.7	53.7	80	42.6	42.6	81
Primary education attainment rate	98.9	98.9	68	91.2	91.2	86	52.3	52.3	108	32.3	32.3	109
Secondary education attainment rate	31.4	31.4	111	40.0	40.0	99	18.5	18.5	106	8.7	8.7	107
Tertiary education attainment rate				2.7	2.7	113	3.5	3.5	109	2.0	2.0	103

### Deployment score 66.4 rank 61

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	57.2	57.2	28	91.2	91.2	13	73.4	73.4	27	38.5	38.5	28
Employment gender gap	0.86	85.8	50	0.84	84.3	56	0.78	77.8	39	0.54	53.8	49
Unemployment rate	33.3	23.2	111	15.4	39.3	107	6.4	56.6	90	0.3	94.5	20
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 62.3 rank 75

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	91.4	91.4	97									
Quality of primary schools <sup>1</sup>	4.0	49.8	67									
Secondary education enrolment rate	91.5	91.5	45									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		17.0	17.0	74								
Tertiary education enrolment rate		27.5	27.5	81								
Skill diversity of graduates <sup>2</sup>		0.23	84.5	88								
Quality of education system <sup>1</sup>		3.7	45.6	61								
Extent of staff training <sup>1</sup>					4.2	53.1	46					

### Know-how score 43.1 rank 112

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				19.1	19.1	72						
Medium-skilled employment share				69.8	69.8	123						
Economic complexity <sup>3</sup>				-0.80	36.6	85						
Availability of skilled employees <sup>1</sup>				3.8	46.9	90						

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# Brazil

rank **77**  
out of 130 countries  
score **59.73**

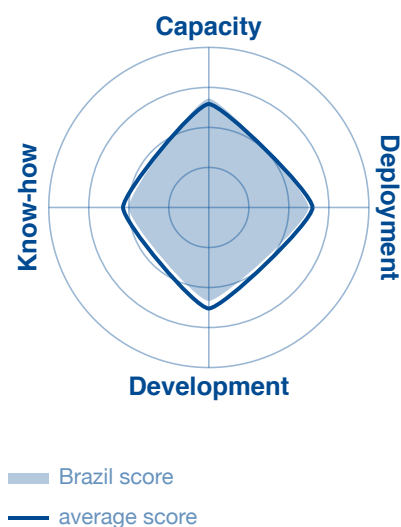
BRA | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	207,653
GDP per capita (US\$, PPP)	14,024
Mean years of education (years)	8.1
Median age of population (years)	31.3
Healthy life expectancy (years)	65.5
Working age population (1,000s)	144,560
Labour force participation rate (%)	62.0
Unemployment rate (%)	11.5
Youth not in employment, education or training rate (%)	23.2
Output per worker (US\$, PPP)	30,589
Mean monthly earnings (US\$, PPP)	926
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,784
Mean monthly earnings for medium-skilled workers (US\$, PPP)	700
Mean monthly earnings for low-skilled workers (US\$, PPP)	485
Public spending on education (% of GDP)	6.0
Public spending on social security, working age (% of GDP)	2.6
Public spending on social security, retired (% of GDP)	7.8
Pension scheme coverage share (% of working age pop)	31.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
22.1	16.6	44.1	8.9	8.2

### Capacity

score **68.0** rank **74**

Literacy and numeracy	98.9	98.9	64
Primary education attainment rate	98.9	98.9	69
Secondary education attainment rate	73.5	73.5	66
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	98.9	98.9	64	94.6	94.6	54	87.2	87.2	55	74.2	74.2	52
	98.9	98.9	69	95.2	95.2	74	87.7	87.7	76	75.5	75.5	68
	73.5	73.5	66	63.6	63.6	71	43.8	43.8	68	27.7	27.7	64
				10.2	10.2	85	9.7	9.7	71	8.2	8.2	57

### Deployment

score **62.4** rank **76**

Labour force participation rate	57.3	57.3	27
Employment gender gap	0.78	78.5	68
Unemployment rate	24.6	29.6	100
Underemployment rate	7.6	68.8	47

	57.3	57.3	27	81.6	81.6	78	55.9	55.9	87	19.2	19.2	65
	0.78	78.5	68	0.76	75.8	76	0.54	53.6	94	0.35	34.8	94
	24.6	29.6	100	8.9	50.2	92	5.1	60.8	80	2.4	73.7	78
	7.6	68.8	47	5.2	60.3	43	4.0	64.9	43	3.1	69.1	45

### Development

score **58.4** rank **87**

Primary education enrolment rate	94.7	94.7	82	
Quality of primary schools <sup>1</sup>	2.6	26.6	117	
Secondary education enrolment rate	84.6	84.6	69	
Secondary enrolment gender gap	1.0	100.0	1	
Vocational education enrolment rate		8.4	8.4	94
Tertiary education enrolment rate		49.3	49.3	53
Skill diversity of graduates <sup>2</sup>		0.22	86.1	84
Quality of education system <sup>1</sup>		2.6	25.9	119
Extent of staff training <sup>1</sup>				

	94.7	94.7	82									
	2.6	26.6	117									
	84.6	84.6	69									
	1.0	100.0	1									
		8.4	8.4	94								
		49.3	49.3	53								
		0.22	86.1	84								
		2.6	25.9	119								
						4.0	49.8	60				

### Know-how

score **50.1** rank **81**

High-skilled employment share			22.0	22.0	62
Medium-skilled employment share			84.4	84.4	87
Economic complexity <sup>3</sup>			-0.00	50.0	51
Availability of skilled employees <sup>1</sup>			3.7	44.2	103

			22.0	22.0	62							
			84.4	84.4	87							
			-0.00	50.0	51							
			3.7	44.2	103							

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Brunei Darussalam

rank **58**  
out of 130 countries  
score **62.82**

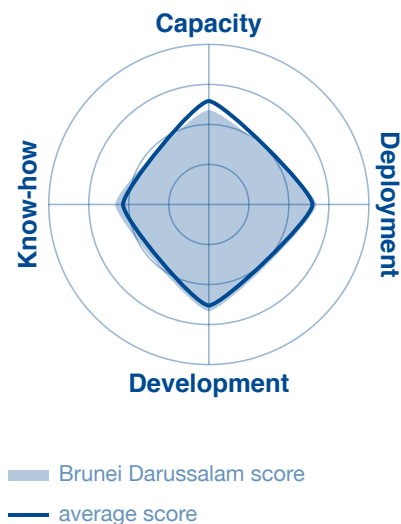
AVG | BRN

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	423
GDP per capita (US\$, PPP)	71,789
Mean years of education (years)	9.0
Median age of population (years)	30.0
Healthy life expectancy (years)	70.3
Working age population (1,000s)	306
Labour force participation rate (%)	65.6
Unemployment rate (%)	7.0
Youth not in employment, education or training rate (%)	17.2
Output per worker (US\$, PPP)	138,970
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.4
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.4	16.7	47.8	7.8	4.3

### Capacity score 59.0 rank 93

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.6	99.6	45	97.8	97.8	38	97.7	97.7	25	71.1	71.1	56			
Primary education attainment rate	77.4	77.4	115	79.3	79.3	101	79.2	79.2	85	44.2	44.2	98			
Secondary education attainment rate	39.5	39.5	103	44.8	44.8	94	39.6	39.6	75	19.3	19.3	86			
Tertiary education attainment rate				6.8	6.8	102	8.8	8.8	80	6.4	6.4	70			

### Deployment score 67.1 rank 55

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	42.6	42.6	71	80.7	80.7	86	35.0	35.0	125	8.3	8.3	102			
Employment gender gap	0.84	84.0	53	0.80	79.9	68	0.69	68.9	60	0.50	50.4	62			
Unemployment rate	5.9	58.0	20	4.3	64.0	44	3.6	67.1	56	0.9	86.5	38			
Underemployment rate	5.3	73.3	36	5.7	58.9	47	4.3	63.8	48	4.4	63.5	54			

### Development score 66.7 rank 55

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	99.0	99.0	22												
Quality of primary schools <sup>1</sup>	5.0	66.5	24												
Secondary education enrolment rate	88.8	88.8	55												
Secondary enrolment gender gap	1.0	98.4	100												
Vocational education enrolment rate				16.8	16.8	75									
Tertiary education enrolment rate				30.8	30.8	75									
Skill diversity of graduates <sup>2</sup>				0.18	90.5	52									
Quality of education system <sup>1</sup>				4.4	57.0	33									
Extent of staff training <sup>1</sup>							4.2	52.8	50						

### Know-how score 58.5 rank 40

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							40.8	40.8	23						
Medium-skilled employment share							86.0	86.0	82						
Economic complexity <sup>3</sup>							-	-	-						
Availability of skilled employees <sup>1</sup>							3.9	48.7	76						

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# Burundi

rank **102**  
out of 130 countries  
score **55.45**

BDI

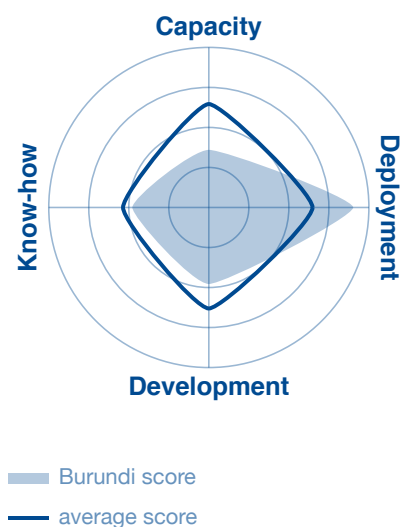
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	10,524
GDP per capita (US\$, PPP)	721
Mean years of education (years)	2.8
Median age of population (years)	17.6
Healthy life expectancy (years)	52.2
Working age population (1,000s)	5,536
Labour force participation rate (%)	70.0
Unemployment rate (%)	-
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	1,502
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.4
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	4.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
44.9	19.5	29.0	4.1	2.5

### Capacity score **36.0** rank **121**

Literacy and numeracy	87.6	87.6	106
Primary education attainment rate	50.4	50.4	126
Secondary education attainment rate	7.6	7.6	128
Tertiary education attainment rate	0.6	0.6	130

value	score	rank	value	score	rank	value	score	rank	value	score	rank
87.6	87.6	106	91.2	91.2	64	44.8	44.8	85	63.6	63.6	64
50.4	50.4	126	32.3	32.3	124	15.9	15.9	126	9.4	9.4	122
7.6	7.6	128	4.9	4.9	130	2.6	2.6	128	1.1	1.1	128
0.6	0.6	130	0.5	0.5	125	0.2	0.2	126			

### Deployment score **90.2** rank **1**

Labour force participation rate	65.3	65.3	13
Employment gender gap	1.20	100.0	1
Unemployment rate	3.1	69.6	5
Underemployment rate	-	-	-

value	score	rank	value	score	rank	value	score	rank	value	score	rank
65.3	65.3	13	96.1	96.1	1	91.5	91.5	2	62.7	62.7	6
1.20	100.0	1	1.00	99.9	4	0.97	96.7	5	1.03	100.0	1
3.1	69.6	5	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-

### Development score **47.8** rank **114**

Primary education enrolment rate	94.6	94.6	83
Quality of primary schools <sup>1</sup>	2.7	28.6	115
Secondary education enrolment rate	23.0	23.0	126
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	28.8	28.8	56
Tertiary education enrolment rate	4.4	4.4	122
Skill diversity of graduates <sup>2</sup>	0.19	88.9	71
Quality of education system <sup>1</sup>	2.7	28.0	116
Extent of staff training <sup>1</sup>	3.0	33.6	125

94.6	94.6	83									
2.7	28.6	115									
23.0	23.0	126									
1.0	100.0	1									
28.8	28.8	56									
4.4	4.4	122									
0.19	88.9	71									
2.7	28.0	116									
3.0	33.6	125									

### Know-how score **47.8** rank **91**

High-skilled employment share	4.0	4.0	124
Medium-skilled employment share	94.8	94.8	9
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	3.7	44.7	101

4.0	4.0	124									
94.8	94.8	9									
-	-	-									
3.7	44.7	101									

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# Cambodia

rank **92**  
out of 130 countries  
score **57.28**

KHM

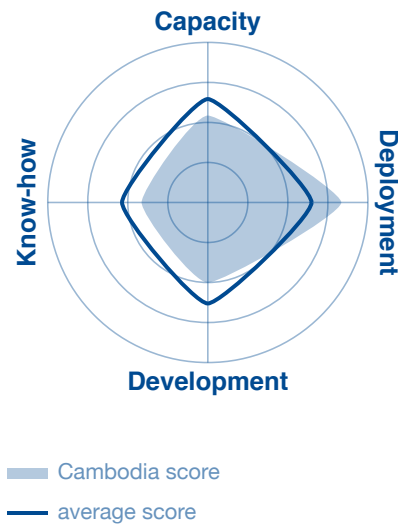
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	15,762
GDP per capita (US\$, PPP)	3,463
Mean years of education (years)	4.4
Median age of population (years)	23.9
Healthy life expectancy (years)	58.1
Working age population (1,000s)	10,143
Labour force participation rate (%)	82.6
Unemployment rate (%)	0.2
Youth not in employment, education or training rate (%)	12.7
Output per worker (US\$, PPP)	5,937
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.9
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	0.1
Pension scheme coverage share (% of working age pop)	0.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
31.4	20.2	38.2	5.9	4.3

### Capacity score **54.3** rank **102**

Literacy and numeracy	91.5	91.5	98
Primary education attainment rate	91.2	91.2	98
Secondary education attainment rate	43.5	43.5	102
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
	91.5	98	75.7	75.7	80	67.5	67.5	69	51.5	51.5	73
	91.2	98	82.5	82.5	94	73.6	73.6	90	49.9	49.9	90
	43.5	102	33.2	33.2	104	13.9	13.9	114	11.1	11.1	106
			2.1	2.1	117	0.5	0.5	126	0.6	0.6	117

### Deployment score **83.4** rank **4**

Labour force participation rate	70.7	70.7	8
Employment gender gap	1.00	99.8	22
Unemployment rate	0.4	92.1	1
Underemployment rate	1.3	88.2	5

	70.7	70.7	8	90.8	90.8	17	75.8	75.8	24	48.4	48.4	22
	1.00	99.8	22	0.79	79.2	71	0.69	69.0	59	0.53	53.5	51
	0.4	92.1	1	1.3	82.3	8	0.4	92.5	11	0.9	85.9	41
	1.3	88.2	5	1.6	79.3	10	0.5	91.1	5	0.7	88.6	15

### Development score **50.1** rank **107**

Primary education enrolment rate	95.6	95.6	76				
Quality of primary schools <sup>1</sup>	3.1	34.3	100				
Secondary education enrolment rate	46.1	46.1	110				
Secondary enrolment gender gap	1.0	100.0	1				
Vocational education enrolment rate		7.4	7.4	99			
Tertiary education enrolment rate		13.1	13.1	101			
Skill diversity of graduates <sup>2</sup>		0.34	72.6	106			
Quality of education system <sup>1</sup>		3.4	39.5	80			
Extent of staff training <sup>1</sup>					3.5	42.5	95

	95.6	95.6	76									
	3.1	34.3	100									
	46.1	46.1	110									
	1.0	100.0	1									
		7.4	7.4	99								
		13.1	13.1	101								
		0.34	72.6	106								
		3.4	39.5	80								
							3.5	42.5	95			

### Know-how score **41.4** rank **121**

High-skilled employment share			3.8	3.8	127
Medium-skilled employment share			82.8	82.8	94
Economic complexity <sup>3</sup>			-0.65	39.2	75
Availability of skilled employees <sup>1</sup>			3.4	39.7	118

			3.8	3.8	127							
			82.8	82.8	94							
			-0.65	39.2	75							
			3.4	39.7	118							

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# Cameroon

rank **73**  
out of 130 countries  
score **60.76**

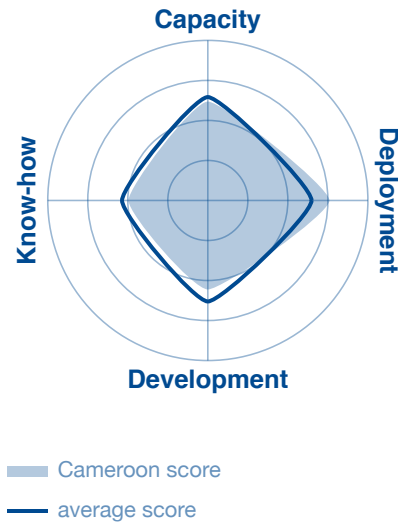
CMR | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	23,439
GDP per capita (US\$, PPP)	3,046
Mean years of education (years)	6.4
Median age of population (years)	18.3
Healthy life expectancy (years)	50.3
Working age population (1,000s)	12,641
Labour force participation rate (%)	69.0
Unemployment rate (%)	3.8
Youth not in employment, education or training rate (%)	10.8
Output per worker (US\$, PPP)	7,004
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.0
Public spending on social security, working age (% of GDP)	0.4
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	5.2

## COUNTRY SCORE CARD

% of population

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	83.8	83.8	112	75.0	75.0	81	63.1	63.1	73	33.2	33.2	85			
Primary education attainment rate	94.3	94.3	89	86.9	86.9	93	73.0	73.0	91	46.0	46.0	96			
Secondary education attainment rate	65.0	65.0	79	51.8	51.8	84	31.7	31.7	87	14.0	14.0	99			
Tertiary education attainment rate				7.9	7.9	97	4.6	4.6	100	2.0	2.0	104			

### Capacity score 61.8 rank 88

- Literacy and numeracy
- Primary education attainment rate
- Secondary education attainment rate
- Tertiary education attainment rate

### Deployment score 76.0 rank 13

- Labour force participation rate
- Employment gender gap
- Unemployment rate
- Underemployment rate

Labour force participation rate	56.1	56.1	33	90.1	90.1	22	82.7	82.7	11	60.3	60.3	9
Employment gender gap	0.87	87.1	47	0.86	86.3	50	0.94	93.7	9	0.83	83.5	5
Unemployment rate	6.9	55.1	23	3.8	65.9	36	0.9	86.4	20	0.2	96.4	10
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 55.6 rank 95

- Primary education enrolment rate
- Quality of primary schools <sup>1</sup>
- Secondary education enrolment rate
- Secondary enrolment gender gap
- Vocational education enrolment rate
- Tertiary education enrolment rate
- Skill diversity of graduates <sup>2</sup>
- Quality of education system <sup>1</sup>
- Extent of staff training <sup>1</sup>

Primary education enrolment rate	95.1	95.1	78										
Quality of primary schools <sup>1</sup>	4.2	52.8	55										
Secondary education enrolment rate	44.3	44.3	113										
Secondary enrolment gender gap	0.9	91.5	113										
Vocational education enrolment rate		24.1	24.1	61									
Tertiary education enrolment rate		17.5	17.5	93									
Skill diversity of graduates <sup>2</sup>		0.23	84.3	90									
Quality of education system <sup>1</sup>		3.6	43.1	72									
Extent of staff training <sup>1</sup>							3.8	47.5	72				

### Know-how score 49.6 rank 82

- High-skilled employment share
- Medium-skilled employment share
- Economic complexity <sup>3</sup>
- Availability of skilled employees <sup>1</sup>

High-skilled employment share					5.5	5.5	114			
Medium-skilled employment share					94.3	94.3	16			
Economic complexity <sup>3</sup>					-0.70	38.3	79			
Availability of skilled employees <sup>1</sup>					4.6	60.3	39			

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3 / Data from -2.33 (worst score) to 2.21 (best score)



# Chad

rank **122**  
out of 130 countries  
score **47.53**

TCD

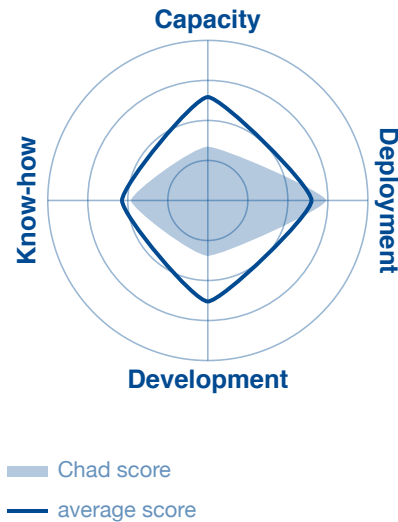
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	14,453
GDP per capita (US\$, PPP)	1,846
Mean years of education (years)	-
Median age of population (years)	16.1
Healthy life expectancy (years)	46.1
Working age population (1,000s)	7,247
Labour force participation rate (%)	-
Unemployment rate (%)	-
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	5,815
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.8
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	0.2
Pension scheme coverage share (% of working age pop)	1.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
47.4	20.4	26.4	3.3	2.5

### Capacity score **33.6** rank **123**

Literacy and numeracy	value	score	rank
Primary education attainment rate	66.6	66.6	119
Secondary education attainment rate	26.1	26.1	117
Tertiary education attainment rate			

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	52.7	52.7	125	35.9	35.9	101	20.0	20.0	99	7.4	7.4	106			
Primary education attainment rate	66.6	66.6	119	49.3	49.3	120	27.5	27.5	117	13.5	13.5	119			
Secondary education attainment rate	26.1	26.1	117	21.0	21.0	118	8.2	8.2	119	3.0	3.0	121			
Tertiary education attainment rate				2.1	2.1	118	1.6	1.6	114	0.5	0.5	120			

### Deployment score **73.9** rank **21**

Labour force participation rate	56.4	56.4	31
Employment gender gap	0.99	98.6	24
Unemployment rate	9.0	50.0	30
Underemployment rate	-	-	-

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	56.4	56.4	31	82.8	82.8	71	81.4	81.4	14	64.1	64.1	5			
Employment gender gap	0.99	98.6	24	0.74	74.3	82	0.74	74.4	46	0.66	66.0	23			
Unemployment rate	9.0	50.0	30	-	-	-	-	-	-	-	-	-			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score **34.6** rank **129**

Primary education enrolment rate	79.1	79.1	119				
Quality of primary schools <sup>1</sup>	2.5	24.8	119				
Secondary education enrolment rate	26.0	26.0	124				
Secondary enrolment gender gap	0.3	34.5	128				
Vocational education enrolment rate		4.2	4.2	110			
Tertiary education enrolment rate		3.4	3.4	125			
Skill diversity of graduates <sup>2</sup>		0.25	81.9	95			
Quality of education system <sup>1</sup>		2.5	25.7	121			
Extent of staff training <sup>1</sup>					2.9	32.0	128

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	79.1	79.1	119												
Quality of primary schools <sup>1</sup>	2.5	24.8	119												
Secondary education enrolment rate	26.0	26.0	124												
Secondary enrolment gender gap	0.3	34.5	128												
Vocational education enrolment rate		4.2	4.2	110											
Tertiary education enrolment rate		3.4	3.4	125											
Skill diversity of graduates <sup>2</sup>		0.25	81.9	95											
Quality of education system <sup>1</sup>		2.5	25.7	121											
Extent of staff training <sup>1</sup>										2.9	32.0	128			

### Know-how score **48.0** rank **90**

High-skilled employment share			4.6	4.6	120
Medium-skilled employment share			94.5	94.5	12
Economic complexity <sup>3</sup>			-	-	-
Availability of skilled employees <sup>1</sup>			3.7	44.9	99

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share			4.6	4.6	120										
Medium-skilled employment share			94.5	94.5	12										
Economic complexity <sup>3</sup>			-	-	-										
Availability of skilled employees <sup>1</sup>			3.7	44.9	99										

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Chile

rank **53**  
out of 130 countries  
score **64.22**

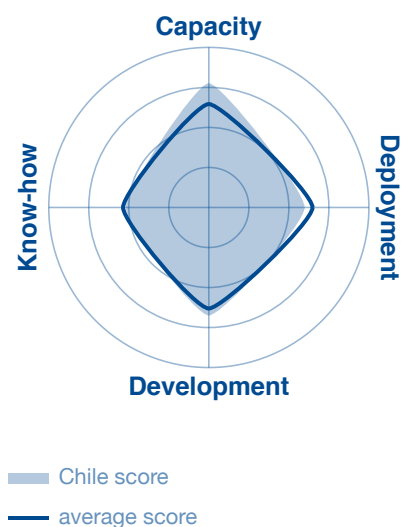
AVG | CHL

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	17,910
GDP per capita (US\$, PPP)	22,707
Mean years of education (years)	10.5
Median age of population (years)	33.7
Healthy life expectancy (years)	70.5
Working age population (1,000s)	12,305
Labour force participation rate (%)	59.6
Unemployment rate (%)	6.7
Youth not in employment, education or training rate (%)	12.3
Output per worker (US\$, PPP)	47,627
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.9
Public spending on social security, working age (% of GDP)	1.3
Public spending on social security, retired (% of GDP)	3.3
Pension scheme coverage share (% of working age pop)	40.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
20.6	15.2	43.0	10.6	10.7

### Capacity score 77.6 rank 23

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.1	99.1	58	97.7	97.7	39	95.9	95.9	31	89.7	89.7	30
Primary education attainment rate	99.8	99.8	48	98.6	98.6	47	96.9	96.9	52	92.2	92.2	47
Secondary education attainment rate	89.3	89.3	33	79.4	79.4	48	64.4	64.4	46	50.6	50.6	37
Tertiary education attainment rate				33.2	33.2	10	21.4	21.4	23	14.6	14.6	28

### Deployment score 59.9 rank 97

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	36.9	36.9	93	80.5	80.5	87	67.9	67.9	47	22.4	22.4	56
Employment gender gap	0.75	74.6	78	0.75	74.5	81	0.58	57.7	87	0.35	34.6	95
Unemployment rate	16.6	37.7	77	6.3	56.9	72	4.1	64.5	71	2.6	72.1	85
Underemployment rate	11.5	63.4	56	7.4	53.8	57	8.7	50.7	67	12.0	44.4	76

### Development score 67.5 rank 51

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	94.4	94.4	88									
Quality of primary schools <sup>1</sup>	3.0	34.1	101									
Secondary education enrolment rate	78.5	78.5	77									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		29.0	29.0	55								
Tertiary education enrolment rate		88.6	88.6	5								
Skill diversity of graduates <sup>2</sup>		0.16	92.5	40								
Quality of education system <sup>1</sup>		3.4	39.4	81								
Extent of staff training <sup>1</sup>							4.0	50.6	57			

### Know-how score 52.0 rank 65

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				25.2	25.2	50						
Medium-skilled employment share				76.4	76.4	112						
Economic complexity <sup>3</sup>				-0.36	44.0	64						
Availability of skilled employees <sup>1</sup>				4.7	62.4	32						

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3 / Data from -2.33 (worst score) to 2.21 (best score)



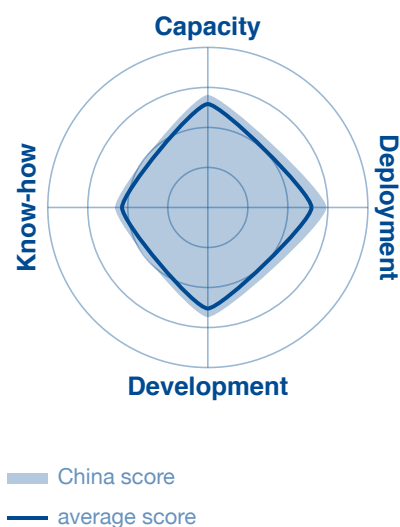
# China

rank **34**  
out of 130 countries  
score **67.72**



30 distribution of countries by score 100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,403,500
GDP per capita (US\$, PPP)	14,401
Mean years of education (years)	7.9
Median age of population (years)	37.0
Healthy life expectancy (years)	68.5
Working age population (1,000s)	1,012,998
Labour force participation rate (%)	70.7
Unemployment rate (%)	3.1
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	23,845
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.9
Public spending on social security, working age (% of GDP)	1.9
Public spending on social security, retired (% of GDP)	2.9
Pension scheme coverage share (% of working age pop)	46.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.7	12.4	48.2	11.5	10.1

### Capacity score 70.3 rank 62

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.7	99.7	40	99.2	99.2	19	92.8	92.8	37	81.3	81.3	42
Primary education attainment rate	99.7	99.7	50	97.9	97.9	56	91.5	91.5	65	74.0	74.0	69
Secondary education attainment rate	89.9	89.9	31	77.3	77.3	52	53.6	53.6	58	28.8	28.8	61
Tertiary education attainment rate	-	-	-	8.4	8.4	94	3.8	3.8	105	3.1	3.1	97

### Deployment score 74.1 rank 19

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	54.0	54.0	38	88.0	88.0	35	59.4	59.4	75	21.6	21.6	58
Employment gender gap	0.94	94.1	35	0.84	84.2	58	0.68	68.2	64	0.57	56.6	37
Unemployment rate	10.6	46.7	41	-	-	-	-	-	-	-	-	-
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 68.5 rank 47

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.0	99.0	22									
Quality of primary schools <sup>1</sup>	4.5	58.8	44									
Secondary education enrolment rate	99.0	99.0	5									
Secondary enrolment gender gap	1.0	95.3	109									
Vocational education enrolment rate		42.1	42.1	36								
Tertiary education enrolment rate		43.4	43.4	61								
Skill diversity of graduates <sup>2</sup>		-	-	-								
Quality of education system <sup>1</sup>		4.3	54.4	40								
Extent of staff training <sup>1</sup>					4.3	55.8	39					

### Know-how score 58.0 rank 44

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

High-skilled employment share				11.9	11.9	97						
Medium-skilled employment share				91.8	91.8	45						
Economic complexity <sup>3</sup>				1.10	68.4	18						
Availability of skilled employees <sup>1</sup>				4.6	60.0	41						

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# Colombia

rank **68**  
out of 130 countries  
score **61.80**

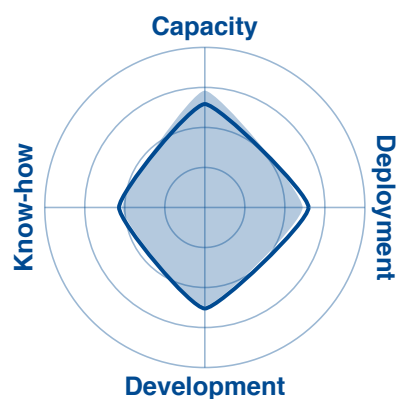
AVG COL

30

distribution of countries by score

100

## SCORE AT GLANCE



Colombia score  
average score

## KEY INDICATORS

Total population (1,000s)	48,653
GDP per capita (US\$, PPP)	13,124
Mean years of education (years)	9.0
Median age of population (years)	30.1
Healthy life expectancy (years)	65.2
Working age population (1,000s)	33,463
Labour force participation rate (%)	64.1
Unemployment rate (%)	8.6
Youth not in employment, education or training rate (%)	21.3
Output per worker (US\$, PPP)	27,538
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.5
Public spending on social security, working age (% of GDP)	3.9
Public spending on social security, retired (% of GDP)	3.5
Pension scheme coverage share (% of working age pop)	23.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.9	16.9	43.1	8.8	7.3

### Capacity score 73.0 rank 49

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	98.7	98.7	70	95.9	95.9	49	90.5	90.5	44	81.3	81.3	41
Primary education attainment rate	99.5	99.5	55	97.5	97.5	60	92.0	92.0	63	83.7	83.7	59
Secondary education attainment rate	83.8	83.8	45	70.0	70.0	58	48.9	48.9	61	29.0	29.0	59
Tertiary education attainment rate				20.3	20.3	46	14.1	14.1	48	7.1	7.1	65

### Deployment score 61.1 rank 85

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	44.5	44.5	65	85.1	85.1	60	66.4	66.4	53	29.8	29.8	43
Employment gender gap	0.76	76.0	76	0.77	77.3	74	0.58	58.4	86	0.42	41.7	80
Unemployment rate	21.1	32.8	89	6.8	55.4	75	4.8	61.8	77	3.4	67.8	94
Underemployment rate	12.1	62.7	59	10.2	47.6	70	9.4	49.2	69	6.8	55.3	66

### Development score 61.6 rank 80

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

Primary education enrolment rate	93.2	93.2	92									
Quality of primary schools <sup>1</sup>	3.3	38.0	91									
Secondary education enrolment rate	77.7	77.7	80									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		26.6	26.6	58								
Tertiary education enrolment rate		55.6	55.6	48								
Skill diversity of graduates <sup>2</sup>		0.24	83.1	92								
Quality of education system <sup>1</sup>		3.3	37.6	90								
Extent of staff training <sup>1</sup>							3.6	42.9	93			

### Know-how score 51.6 rank 67

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

High-skilled employment share				18.4	18.4	76						
Medium-skilled employment share				85.4	85.4	84						
Economic complexity <sup>3</sup>				-0.19	46.9	58						
Availability of skilled employees <sup>1</sup>				4.3	55.6	54						

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# Costa Rica

rank **61**  
out of 130 countries  
score **62.38**

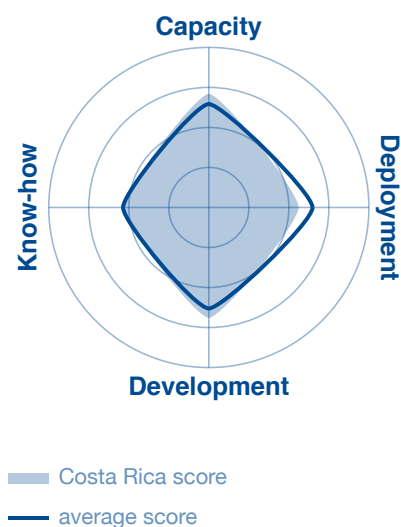
AVG CRI

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	4,857
GDP per capita (US\$, PPP)	15,401
Mean years of education (years)	8.4
Median age of population (years)	31.4
Healthy life expectancy (years)	69.8
Working age population (1,000s)	3,345
Labour force participation rate (%)	58.0
Unemployment rate (%)	9.0
Youth not in employment, education or training rate (%)	20.7
Output per worker (US\$, PPP)	33,764
Mean monthly earnings (US\$, PPP)	1,255
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,417
Mean monthly earnings for medium-skilled workers (US\$, PPP)	953
Mean monthly earnings for low-skilled workers (US\$, PPP)	669
Public spending on education (% of GDP)	7.2
Public spending on social security, working age (% of GDP)	3.4
Public spending on social security, retired (% of GDP)	2.8
Pension scheme coverage share (% of working age pop)	40.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
21.9	16.5	43.1	9.3	9.2

### Capacity score 71.0 rank 56

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.3	99.3	52	98.3	98.3	30	96.6	96.6	29	92.2	92.2	26			
Primary education attainment rate	99.3	99.3	61	97.1	97.1	63	95.4	95.4	54	88.4	88.4	52			
Secondary education attainment rate	70.6	70.6	71	57.1	57.1	80	46.1	46.1	64	28.5	28.5	62			
Tertiary education attainment rate				22.0	22.0	42	19.3	19.3	34	13.0	13.0	34			

### Deployment score 56.1 rank 110

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	44.7	44.7	64	78.8	78.8	93	57.6	57.6	81	15.4	15.4	77
Employment gender gap	0.64	63.8	97	0.65	65.4	100	0.47	46.5	105	0.24	23.6	115
Unemployment rate	22.2	31.7	96	6.7	55.8	74	4.0	65.1	68	4.0	65.2	99
Underemployment rate	10.4	64.8	52	9.0	50.1	61	9.2	49.5	68	15.0	39.8	77

### Development score 69.0 rank 43

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	96.6	96.6	63									
Quality of primary schools <sup>1</sup>	4.7	60.9	38									
Secondary education enrolment rate	75.4	75.4	82									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate				32.7	32.7	48						
Tertiary education enrolment rate				53.6	53.6	49						
Skill diversity of graduates <sup>2</sup>				0.22	86.2	83						
Quality of education system <sup>1</sup>				4.6	59.8	25						
Extent of staff training <sup>1</sup>							4.4	56.0	37			

### Know-how score 53.4 rank 55

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				21.7	21.7	63			
Medium-skilled employment share				73.8	73.8	119			
Economic complexity <sup>3</sup>				0.00	50.0	50			
Availability of skilled employees <sup>1</sup>				5.1	68.1	21			

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Côte d'Ivoire

rank **113**  
out of 130 countries  
score **51.12**

CIV

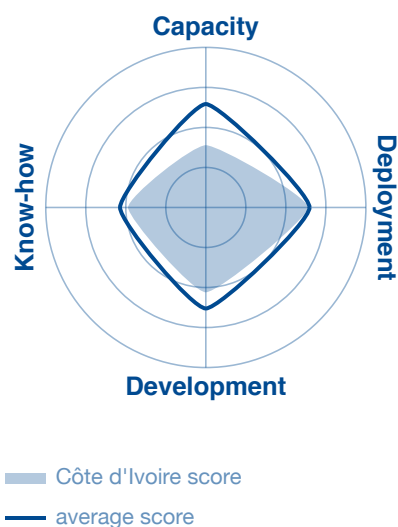
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	23,696
GDP per capita (US\$, PPP)	3,448
Mean years of education (years)	4.6
Median age of population (years)	18.3
Healthy life expectancy (years)	47.0
Working age population (1,000s)	12,917
Labour force participation rate (%)	71.7
Unemployment rate (%)	9.4
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	9,428
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.0
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.6
Pension scheme coverage share (% of working age pop)	6.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
42.6	20.2	30.0	4.2	2.9

### Capacity score 38.9 rank 119

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	50.2	50.2	127	42.2	42.2	100	28.5	28.5	95	27.6	27.6	92			
Primary education attainment rate	71.0	71.0	118	57.7	57.7	116	38.9	38.9	114	16.3	16.3	114			
Secondary education attainment rate	38.7	38.7	106	29.5	29.5	109	20.7	20.7	103	7.8	7.8	109			
Tertiary education attainment rate				6.8	6.8	101	3.9	3.9	103	1.8	1.8	105			

### Deployment score 63.9 rank 73

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	50.9	50.9	44	78.2	78.2	96	72.3	72.3	30	55.8	55.8	14			
Employment gender gap	0.66	66.3	92	0.65	65.0	102	0.66	66.5	73	0.53	52.8	53			
Unemployment rate	13.9	41.4	66	-	-	-	-	-	-	-	-	-			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 53.0 rank 102

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	79.3	79.3	118												
Quality of primary schools <sup>1</sup>	4.1	51.2	63												
Secondary education enrolment rate	54.9	54.9	99												
Secondary enrolment gender gap	0.7	73.7	125												
Vocational education enrolment rate				13.7	13.7	79									
Tertiary education enrolment rate				9.2	9.2	112									
Skill diversity of graduates <sup>2</sup>				0.22	86.1	86									
Quality of education system <sup>1</sup>				4.1	52.2	45									
Extent of staff training <sup>1</sup>							4.4	56.6	35						

### Know-how score 48.6 rank 87

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							6.4	6.4	111						
Medium-skilled employment share							94.2	94.2	17						
Economic complexity <sup>3</sup>							-0.98	33.7	88						
Availability of skilled employees <sup>1</sup>							4.6	60.3	38						

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Croatia

rank **37**  
out of 130 countries  
score **66.81**

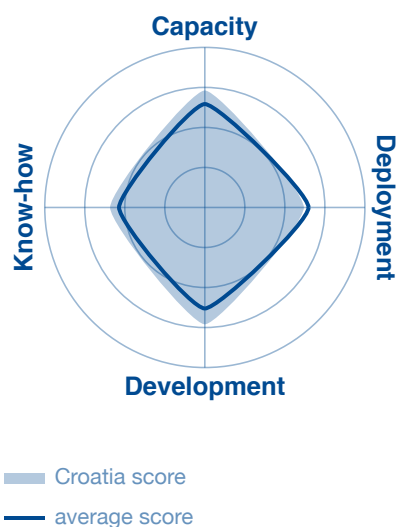
AVG | HRV

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	4,213
GDP per capita (US\$, PPP)	21,409
Mean years of education (years)	12.1
Median age of population (years)	42.6
Healthy life expectancy (years)	69.4
Working age population (1,000s)	2,780
Labour force participation rate (%)	51.3
Unemployment rate (%)	13.1
Youth not in employment, education or training rate (%)	18.5
Output per worker (US\$, PPP)	54,632
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.6
Public spending on social security, working age (% of GDP)	3.1
Public spending on social security, retired (% of GDP)	10.3
Pension scheme coverage share (% of working age pop)	50.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.7	11.2	40.5	14.3	19.3

### Capacity score **73.1** rank **48**

Literacy and numeracy	99.7	99.7	39
Primary education attainment rate	99.9	99.9	34
Secondary education attainment rate	70.3	70.3	73
Tertiary education attainment rate	14.3	14.3	69

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.7	99.7	39	99.7	99.7	16	99.5	99.5	15	97.8	97.8	13
99.9	99.9	34	99.6	99.6	34	99.3	99.3	35	95.9	95.9	40
70.3	70.3	73	84.5	84.5	40	70.5	70.5	42	48.5	48.5	39
14.3	14.3	69	11.0	11.0	63	8.3	8.3	55			

### Deployment score **61.9** rank **80**

Labour force participation rate	33.5	33.5	107
Employment gender gap	0.77	77.1	72
Unemployment rate	35.0	22.2	115
Underemployment rate	5.5	73.0	38

84.3	84.3	63	41.3	41.3	118	3.6	3.6	123
0.92	92.5	21	0.67	67.4	67	0.53	52.9	52
11.6	44.9	103	11.6	45.0	112	0.9	86.4	39
4.2	64.3	35	2.8	71.1	32	3.7	66.3	50

### Development score **73.0** rank **32**

Primary education enrolment rate	98.4	98.4	42
Quality of primary schools <sup>1</sup>	4.3	55.1	49
Secondary education enrolment rate	97.2	97.2	21
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	70.7	70.7	7
Tertiary education enrolment rate	69.5	69.5	27
Skill diversity of graduates <sup>2</sup>	0.17	90.9	48
Quality of education system <sup>1</sup>	3.1	35.4	97
Extent of staff training <sup>1</sup>	3.4	39.5	114

36.3	36.3	32
93.4	93.4	26
0.77	62.9	30
3.7	44.3	102

### Know-how score **59.2** rank **39**

High-skilled employment share	36.3	36.3	32
Medium-skilled employment share	93.4	93.4	26
Economic complexity <sup>3</sup>	0.77	62.9	30
Availability of skilled employees <sup>1</sup>	3.7	44.3	102

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# Cyprus

rank **38**  
out of 130 countries  
score **66.43**

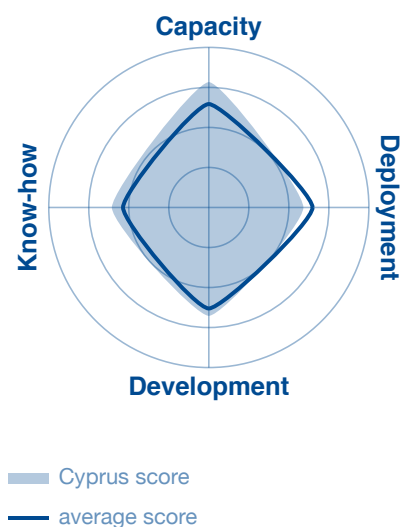


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,170
GDP per capita (US\$, PPP)	31,196
Mean years of education (years)	12.0
Median age of population (years)	34.9
Healthy life expectancy (years)	71.3
Working age population (1,000s)	819
Labour force participation rate (%)	61.9
Unemployment rate (%)	13.0
Youth not in employment, education or training rate (%)	15.3
Output per worker (US\$, PPP)	48,642
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.1
Public spending on social security, working age (% of GDP)	3.8
Public spending on social security, retired (% of GDP)	9.5
Pension scheme coverage share (% of working age pop)	58.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.9	15.3	44.0	10.7	13.1

### Capacity score **78.3** rank **21**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.9	<b>99.9</b>	31	99.7	<b>99.7</b>	17	99.5	<b>99.5</b>	14	95.7	<b>95.7</b>	20
Primary education attainment rate	100.0	<b>100.0</b>	23	99.8	<b>99.8</b>	25	99.6	<b>99.6</b>	25	97.6	<b>97.6</b>	36
Secondary education attainment rate	95.3	<b>95.3</b>	20	89.4	<b>89.4</b>	35	74.1	<b>74.1</b>	37	46.0	<b>46.0</b>	42
Tertiary education attainment rate				23.1	<b>23.1</b>	35	17.6	<b>17.6</b>	37	10.0	<b>10.0</b>	46

### Deployment score **59.1** rank **100**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	42.2	<b>42.2</b>	73	89.1	<b>89.1</b>	27	57.8	<b>57.8</b>	79	8.4	<b>8.4</b>	101
Employment gender gap	1.06	<b>100.0</b>	1	0.89	<b>88.7</b>	38	0.67	<b>67.5</b>	66	0.37	<b>37.3</b>	86
Unemployment rate	25.1	<b>29.2</b>	101	11.7	<b>44.8</b>	104	11.5	<b>45.2</b>	110	2.8	<b>70.8</b>	90
Underemployment rate	19.4	<b>56.4</b>	79	13.5	<b>42.0</b>	75	15.1	<b>39.7</b>	78	7.0	<b>54.9</b>	67

### Development score **67.7** rank **50**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	97.8	<b>97.8</b>	49									
Quality of primary schools <sup>1</sup>	4.3	<b>54.5</b>	51									
Secondary education enrolment rate	95.3	<b>95.3</b>	31									
Secondary enrolment gender gap	1.0	<b>100.0</b>	1									
Vocational education enrolment rate				15.6	<b>15.6</b>	76						
Tertiary education enrolment rate				60.1	<b>60.1</b>	42						
Skill diversity of graduates <sup>2</sup>				0.20	<b>87.9</b>	76						
Quality of education system <sup>1</sup>				4.1	<b>52.1</b>	47						
Extent of staff training <sup>1</sup>							3.7	<b>45.7</b>	80			

### Know-how score **60.6** rank **33**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				36.1	<b>36.1</b>	33						
Medium-skilled employment share				83.2	<b>83.2</b>	93						
Economic complexity <sup>3</sup>				-	<b>-</b>	-						
Availability of skilled employees <sup>1</sup>				4.8	<b>62.6</b>	30						

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# Czech Republic

rank **22**  
out of 130 countries  
score **71.41**

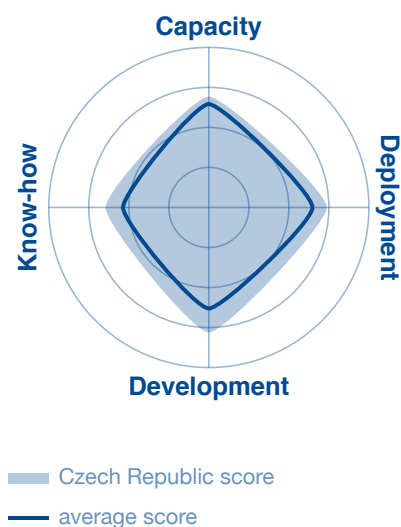
AVG CZE

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	10,611
GDP per capita (US\$, PPP)	31,072
Mean years of education (years)	13.3
Median age of population (years)	41.4
Healthy life expectancy (years)	69.4
Working age population (1,000s)	7,029
Labour force participation rate (%)	59.9
Unemployment rate (%)	4.0
Youth not in employment, education or training rate (%)	7.5
Output per worker (US\$, PPP)	62,407
Mean monthly earnings (US\$, PPP)	2,175
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,999
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,695
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,237
Public spending on education (% of GDP)	4.1
Public spending on social security, working age (% of GDP)	4.4
Public spending on social security, retired (% of GDP)	8.6
Pension scheme coverage share (% of working age pop)	67.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.2	9.7	43.6	12.9	18.5

### Capacity score 69.2 rank 67

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	24
Secondary education attainment rate	70.2	70.2	74
Tertiary education attainment rate			

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
	100.0	100.0	1	-	-	-	-	-	-	-	-	-
	100.0	100.0	24	99.7	99.7	31	99.5	99.5	28	99.6	99.6	21
	70.2	70.2	74	91.6	91.6	29	85.2	85.2	29	75.6	75.6	24
				15.1	15.1	62	12.8	12.8	55	9.4	9.4	49

### Deployment score 73.7 rank 62

Labour force participation rate	32.0	32.0	111
Employment gender gap	0.70	69.9	87
Unemployment rate	10.0	47.9	35
Underemployment rate	1.3	87.8	6

	32.0	32.0	111	89.0	89.0	28	57.5	57.5	83	5.7	5.7	112
	0.70	69.9	87	0.86	86.0	51	0.72	72.2	49	0.52	52.1	59
	10.0	47.9	35	3.5	67.1	32	3.8	65.8	63	0.8	87.8	35
	1.3	87.8	6	0.6	89.7	3	0.5	91.8	3	0.1	98.1	2

### Development score 78.1 rank 15

Primary education enrolment rate	98.9	98.9	33			
Quality of primary schools <sup>1</sup>	4.8	62.9	32			
Secondary education enrolment rate	99.0	99.0	5			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		73.4	73.4	5		
Tertiary education enrolment rate		66.0	66.0	33		
Skill diversity of graduates <sup>2</sup>		0.13	95.8	4		
Quality of education system <sup>1</sup>		3.9	49.0	53		
Extent of staff training <sup>1</sup>				4.5	58.1	33

	98.9	98.9	33									
	4.8	62.9	32									
	99.0	99.0	5									
	1.0	100.0	1									
		73.4	73.4	5								
		66.0	66.0	33								
		0.13	95.8	4								
		3.9	49.0	53								
							4.5	58.1	33			

### Know-how score 64.6 rank 21

High-skilled employment share			38.3	38.3	27
Medium-skilled employment share			94.5	94.5	10
Economic complexity <sup>3</sup>			1.64	77.3	7
Availability of skilled employees <sup>1</sup>			3.9	48.2	78

			38.3	38.3	27							
			94.5	94.5	10							
			1.64	77.3	7							
			3.9	48.2	78							

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# Denmark

rank **5**  
out of 130 countries  
score **74.40**

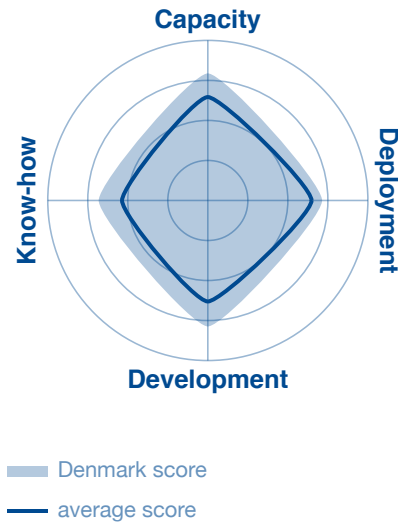


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	5,712
GDP per capita (US\$, PPP)	45,686
Mean years of education (years)	12.4
Median age of population (years)	41.6
Healthy life expectancy (years)	71.2
Working age population (1,000s)	3,654
Labour force participation rate (%)	63.6
Unemployment rate (%)	6.2
Youth not in employment, education or training rate (%)	6.2
Output per worker (US\$, PPP)	88,769
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	8.6
Public spending on social security, working age (% of GDP)	9.4
Public spending on social security, retired (% of GDP)	8.2
Pension scheme coverage share (% of working age pop)	78.1

## COUNTRY SCORE CARD

% of population

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	7	100.0	100.0	5	100.0	100.0	1	100.0	100.0	15	-	-	-
Secondary education attainment rate	100.0	100.0	4	99.6	99.6	5	99.4	99.4	2	99.7	99.7	2	-	-	-
Tertiary education attainment rate	-	-	-	30.1	30.1	15	27.9	27.9	10	20.3	20.3	10	-	-	-

### Capacity score 79.4 rank 16

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	7
Secondary education attainment rate	100.0	100.0	4
Tertiary education attainment rate	-	-	-

### Deployment score 71.4 rank 34

Labour force participation rate	61.8	61.8	18	87.1	87.1	44	67.5	67.5	52	8.1	8.1	103
Employment gender gap	1.04	100.0	1	0.92	92.3	22	0.89	88.6	16	0.39	39.1	84
Unemployment rate	10.7	46.7	42	5.5	59.2	65	4.0	64.9	69	1.0	84.9	45
Underemployment rate	6.9	70.0	42	2.1	75.3	18	1.2	82.9	9	0.6	89.8	11

### Development score 78.7 rank 14

Primary education enrolment rate	98.4	98.4	40	-	-	-	-	-	-	-	-	-
Quality of primary schools <sup>1</sup>	4.8	64.0	28	-	-	-	-	-	-	-	-	-
Secondary education enrolment rate	91.0	91.0	48	-	-	-	-	-	-	-	-	-
Secondary enrolment gender gap	1.0	100.0	1	-	-	-	-	-	-	-	-	-
Vocational education enrolment rate	-	-	-	42.2	42.2	35	-	-	-	-	-	-
Tertiary education enrolment rate	-	-	-	81.5	81.5	13	-	-	-	-	-	-
Skill diversity of graduates <sup>2</sup>	-	-	-	0.16	92.2	44	-	-	-	-	-	-
Quality of education system <sup>1</sup>	-	-	-	5.1	68.9	16	-	-	-	-	-	-
Extent of staff training <sup>1</sup>	-	-	-	-	-	-	5.2	69.6	13	-	-	-

### Know-how score 68.2 rank 17

High-skilled employment share	-	-	-	45.7	45.7	11	-	-	-	-	-	-
Medium-skilled employment share	-	-	-	89.5	89.5	65	-	-	-	-	-	-
Economic complexity <sup>3</sup>	-	-	-	1.09	68.1	19	-	-	-	-	-	-
Availability of skilled employees <sup>1</sup>	-	-	-	5.2	69.4	15	-	-	-	-	-	-

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# Dominican Republic

rank **93**  
out of 130 countries  
score **57.12**

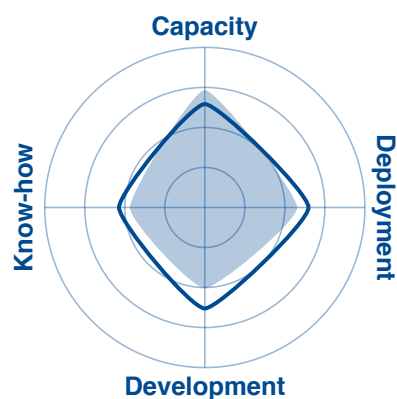
DOM | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Dominican Republic score  
— average score

## KEY INDICATORS

Total population (1,000s)	10,649
GDP per capita (US\$, PPP)	14,099
Mean years of education (years)	8.0
Median age of population (years)	26.1
Healthy life expectancy (years)	65.1
Working age population (1,000s)	6,768
Labour force participation rate (%)	59.8
Unemployment rate (%)	5.5
Youth not in employment, education or training rate (%)	21.1
Output per worker (US\$, PPP)	34,157
Mean monthly earnings (US\$, PPP)	871
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,590
Mean monthly earnings for medium-skilled workers (US\$, PPP)	683
Mean monthly earnings for low-skilled workers (US\$, PPP)	484
Public spending on education (% of GDP)	2.0
Public spending on social security, working age (% of GDP)	2.0
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	20.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.6	18.1	38.3	7.2	6.8

### Capacity score 73.4 rank 47

Indicator	value	score	rank
Literacy and numeracy	97.9	97.9	82
Primary education attainment rate	99.9	99.9	35
Secondary education attainment rate	75.2	75.2	63
Tertiary education attainment rate	26.2	26.2	27

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	97.9	97.9	82	92.3	92.3	61	91.3	91.3	40	79.9	79.9	43			
Primary education attainment rate	99.9	99.9	35	99.3	99.3	40	98.2	98.2	45	97.6	97.6	37			
Secondary education attainment rate	75.2	75.2	63	64.1	64.1	70	45.2	45.2	65	26.3	26.3	66			
Tertiary education attainment rate				26.2	26.2	27	20.2	20.2	29	11.0	11.0	39			

### Deployment score 57.7 rank 103

Indicator	value	score	rank
Labour force participation rate	48.8	48.8	49
Employment gender gap	0.68	68.2	91
Unemployment rate	29.4	25.8	107
Underemployment rate	17.4	57.8	77

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	48.8	48.8	49	81.8	81.8	77	60.6	60.6	72	21.6	21.6	59			
Employment gender gap	0.68	68.2	91	0.73	73.2	83	0.48	48.1	102	0.30	29.7	103			
Unemployment rate	29.4	25.8	107	4.3	63.9	45	3.9	65.7	64	0.7	88.1	34			
Underemployment rate	17.4	57.8	77	17.1	37.2	80	14.4	40.7	75	11.9	44.4	75			

### Development score 50.5 rank 105

Indicator	value	score	rank
Primary education enrolment rate	88.7	88.7	107
Quality of primary schools <sup>1</sup>	2.8	30.1	113
Secondary education enrolment rate	59.7	59.7	96
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	8.0	8.0	96
Tertiary education enrolment rate	47.5	47.5	55
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	2.7	28.6	115
Extent of staff training <sup>1</sup>	3.5	41.6	101

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	88.7	88.7	107												
Quality of primary schools <sup>1</sup>	2.8	30.1	113												
Secondary education enrolment rate	59.7	59.7	96												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate	8.0	8.0	96												
Tertiary education enrolment rate	47.5	47.5	55												
Skill diversity of graduates <sup>2</sup>	-	-	-												
Quality of education system <sup>1</sup>	2.7	28.6	115												
Extent of staff training <sup>1</sup>	3.5	41.6	101												

### Know-how score 46.8 rank 94

Indicator	value	score	rank
High-skilled employment share	18.1	18.1	78
Medium-skilled employment share	76.4	76.4	113
Economic complexity <sup>3</sup>	-0.32	44.7	60
Availability of skilled employees <sup>1</sup>	3.9	48.2	77

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share				18.1	18.1	78									
Medium-skilled employment share				76.4	76.4	113									
Economic complexity <sup>3</sup>				-0.32	44.7	60									
Availability of skilled employees <sup>1</sup>				3.9	48.2	77									

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Ecuador

rank **76**  
out of 130 countries  
score **59.87**

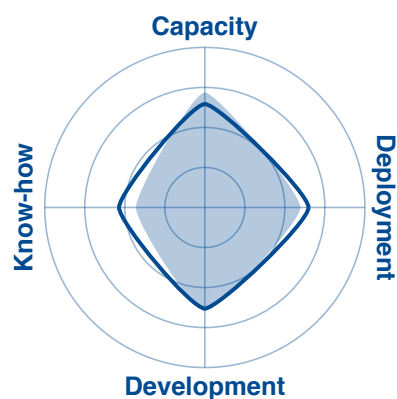
ECU | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Ecuador score  
— average score

## KEY INDICATORS

Total population (1,000s)	16,385
GDP per capita (US\$, PPP)	10,462
Mean years of education (years)	8.0
Median age of population (years)	26.6
Healthy life expectancy (years)	67.0
Working age population (1,000s)	10,551
Labour force participation rate (%)	67.8
Unemployment rate (%)	4.7
Youth not in employment, education or training rate (%)	18.4
Output per worker (US\$, PPP)	24,701
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.0
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	1.8
Pension scheme coverage share (% of working age pop)	14.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
28.7	18.0	39.1	7.3	6.9

### Capacity score 71.9 rank 53

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	98.8	98.8	65	96.5	96.5	45	90.4	90.4	45	76.2	76.2	49			
Primary education attainment rate	99.0	99.0	65	96.6	96.6	67	90.5	90.5	69	81.0	81.0	63			
Secondary education attainment rate	73.4	73.4	67	61.0	61.0	76	43.7	43.7	69	25.4	25.4	69			
Tertiary education attainment rate				24.8	24.8	31	19.3	19.3	32	9.1	9.1	53			

### Deployment score 59.7 rank 98

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	41.1	41.1	79	79.2	79.2	91	69.2	69.2	43	35.2	35.2	35			
Employment gender gap	0.65	64.6	94	0.71	71.4	89	0.67	67.0	69	0.56	55.6	43			
Unemployment rate	13.0	42.7	58	4.0	65.1	40	2.1	75.6	36	1.0	84.9	45			
Underemployment rate	19.1	56.5	78	15.8	38.7	78	14.9	39.9	76	8.8	50.4	71			

### Development score 64.8 rank 62

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	98.2	98.2	43												
Quality of primary schools <sup>1</sup>	3.7	45.4	75												
Secondary education enrolment rate	89.7	89.7	52												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				33.2	33.2	46									
Tertiary education enrolment rate				40.5	40.5	64									
Skill diversity of graduates <sup>2</sup>				0.20	87.5	79									
Quality of education system <sup>1</sup>				3.6	42.7	73									
Extent of staff training <sup>1</sup>							3.7	45.7	82						

### Know-how score 43.1 rank 113

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							14.8	14.8	90						
Medium-skilled employment share							76.6	76.6	110						
Economic complexity <sup>3</sup>							-1.10	31.6	93						
Availability of skilled employees <sup>1</sup>							4.0	49.3	75						

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# Egypt

rank **97**  
out of 130 countries  
score **55.99**

EGY

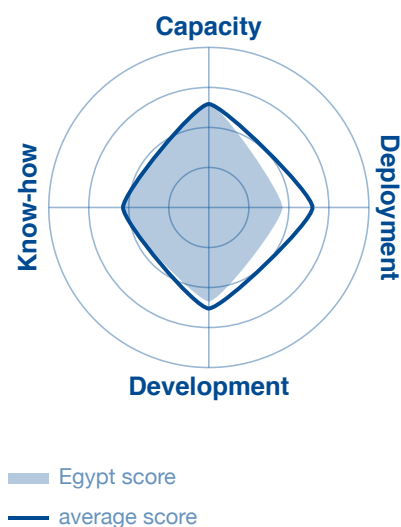
AVG

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	95,689
GDP per capita (US\$, PPP)	10,319
Mean years of education (years)	7.0
Median age of population (years)	24.7
Healthy life expectancy (years)	62.2
Working age population (1,000s)	58,790
Labour force participation rate (%)	46.9
Unemployment rate (%)	12.8
Youth not in employment, education or training rate (%)	26.9
Output per worker (US\$, PPP)	35,585
Mean monthly earnings (US\$, PPP)	1,504
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,504
Mean monthly earnings for medium-skilled workers (US\$, PPP)	979
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,046
Public spending on education (% of GDP)	3.8
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	3.0
Pension scheme coverage share (% of working age pop)	29.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
33.5	17.0	38.3	6.2	5.1

### Capacity score **64.6** rank **80**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	93.3	93.3	95	76.3	76.3	79	56.7	56.7	77	43.2	43.2	79
Primary education attainment rate	93.2	93.2	95	81.9	81.9	96	60.9	60.9	102	43.0	43.0	100
Secondary education attainment rate	84.7	84.7	43	68.6	68.6	61	35.5	35.5	81	23.5	23.5	73
Tertiary education attainment rate				20.3	20.3	47	12.3	12.3	57	9.3	9.3	51

### Deployment score **46.0** rank **126**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	33.1	33.1	109	63.7	63.7	121	41.4	41.4	117	10.2	10.2	95
Employment gender gap	0.48	47.6	119	0.29	28.8	125	0.22	21.6	122	0.10	10.1	124
Unemployment rate	33.4	23.2	112	8.5	51.1	90	0.6	90.2	15	-	-	-
Underemployment rate	10.2	65.0	51	6.8	55.3	53	6.3	56.7	59	8.5	51.1	69

### Development score **58.7** rank **86**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	98.9	98.9	29									
Quality of primary schools <sup>1</sup>	2.1	18.8	126									
Secondary education enrolment rate	86.6	86.6	62									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		46.6	46.6	27								
Tertiary education enrolment rate		36.2	36.2	70								
Skill diversity of graduates <sup>2</sup>		0.15	93.2	29								
Quality of education system <sup>1</sup>		2.1	18.9	127								
Extent of staff training <sup>1</sup>							2.7	29.0	129			

### Know-how score **54.7** rank **50**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				33.9	33.9	37						
Medium-skilled employment share				89.7	89.7	63						
Economic complexity <sup>3</sup>				-0.17	47.1	57						
Availability of skilled employees <sup>1</sup>				3.9	47.9	80						

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# El Salvador

rank **95**  
out of 130 countries  
score **56.36**

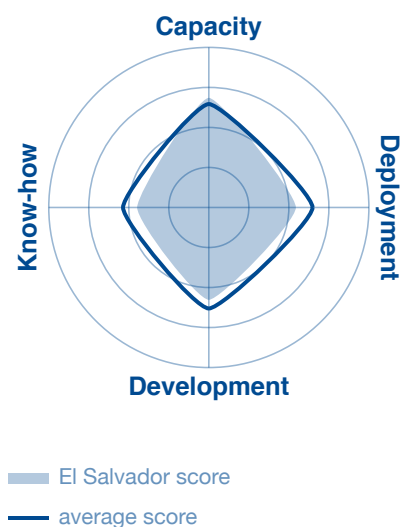


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	6,345
GDP per capita (US\$, PPP)	7,990
Mean years of education (years)	8.1
Median age of population (years)	25.8
Healthy life expectancy (years)	64.1
Working age population (1,000s)	4,068
Labour force participation rate (%)	63.6
Unemployment rate (%)	5.9
Youth not in employment, education or training rate (%)	29.9
Output per worker (US\$, PPP)	18,941
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.5
Public spending on social security, working age (% of GDP)	1.3
Public spending on social security, retired (% of GDP)	1.7
Pension scheme coverage share (% of working age pop)	19.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.8	20.3	36.7	7.1	8.1

### Capacity score **68.5** rank **72**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	97.7	<b>97.7</b>	85	89.1	<b>89.1</b>	67	77.8	<b>77.8</b>	63	63.4	<b>63.4</b>	65
Primary education attainment rate	97.8	<b>97.8</b>	80	92.5	<b>92.5</b>	84	80.8	<b>80.8</b>	82	66.8	<b>66.8</b>	78
Secondary education attainment rate	77.3	<b>77.3</b>	57	64.5	<b>64.5</b>	68	40.8	<b>40.8</b>	73	21.0	<b>21.0</b>	78
Tertiary education attainment rate				18.4	<b>18.4</b>	51	12.0	<b>12.0</b>	60	5.6	<b>5.6</b>	75

### Deployment score **54.4** rank **113**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	46.8	<b>46.8</b>	56	77.9	<b>77.9</b>	98	64.9	<b>64.9</b>	58	32.0	<b>32.0</b>	40
Employment gender gap	0.54	<b>53.6</b>	111	0.66	<b>66.0</b>	99	0.55	<b>55.3</b>	91	0.37	<b>37.3</b>	87
Unemployment rate	12.8	<b>43.1</b>	56	4.2	<b>64.2</b>	42	3.6	<b>67.0</b>	58	5.3	<b>60.0</b>	106
Underemployment rate	22.1	<b>54.6</b>	82	20.4	<b>33.4</b>	81	24.7	<b>29.5</b>	79	25.9	<b>28.5</b>	78

### Development score **57.7** rank **89**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	94.1	<b>94.1</b>	89									
Quality of primary schools <sup>1</sup>	2.5	<b>25.3</b>	118									
Secondary education enrolment rate	71.9	<b>71.9</b>	86									
Secondary enrolment gender gap	1.0	<b>100.0</b>	1									
Vocational education enrolment rate				47.0	<b>47.0</b>	25						
Tertiary education enrolment rate				28.9	<b>28.9</b>	78						
Skill diversity of graduates <sup>2</sup>				0.19	<b>89.0</b>	68						
Quality of education system <sup>1</sup>				2.3	<b>21.5</b>	125						
Extent of staff training <sup>1</sup>							3.5	<b>41.2</b>	105			

### Know-how score **44.8** rank **107**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				12.4	<b>12.4</b>	95						
Medium-skilled employment share				71.9	<b>71.9</b>	121						
Economic complexity <sup>3</sup>				0.01	<b>50.1</b>	49						
Availability of skilled employees <sup>1</sup>				3.7	<b>44.9</b>	100						

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# Estonia

rank **12**  
out of 130 countries  
score **73.13**

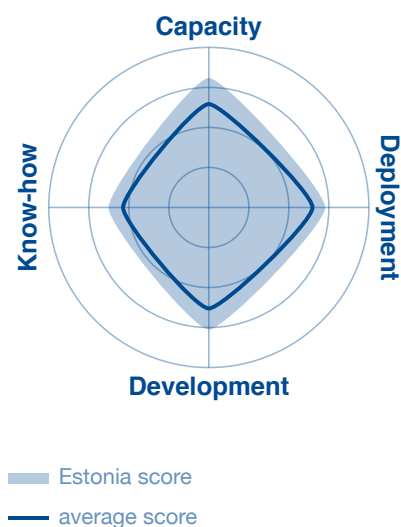
AVG EST

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,312
GDP per capita (US\$, PPP)	27,735
Mean years of education (years)	12.8
Median age of population (years)	41.6
Healthy life expectancy (years)	69.0
Working age population (1,000s)	849
Labour force participation rate (%)	62.9
Unemployment rate (%)	6.8
Youth not in employment, education or training rate (%)	10.8
Output per worker (US\$, PPP)	55,226
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	5.6
Public spending on social security, retired (% of GDP)	8.1
Pension scheme coverage share (% of working age pop)	74.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.2	9.8	41.7	13.2	19.2

### Capacity score 80.9 rank 10

Literacy and numeracy	100.0	100.0	25
Primary education attainment rate	99.7	99.7	51
Secondary education attainment rate	89.9	89.9	30
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	25	99.8	99.8	14	100.0	100.0	1	99.7	99.7	3
99.7	99.7	51	99.5	99.5	37	99.8	99.8	21	99.4	99.4	25
89.9	89.9	30	98.6	98.6	12	98.6	98.6	9	88.2	88.2	12
			21.0	21.0	43	21.6	21.6	22	17.4	17.4	20

### Deployment score 72.7 rank 28

Labour force participation rate	39.6	39.6	84
Employment gender gap	0.88	87.7	45
Unemployment rate	15.2	39.6	72
Underemployment rate	2.7	81.1	14

	87.3	87.3	42	67.8	67.8	49	14.1	14.1	82
	0.87	87.3	41	1.01	100.0	1	0.86	86.3	4
	5.9	58.0	68	6.0	57.6	86	2.6	72.4	84
	1.3	82.1	8	1.1	83.5	8	2.1	75.4	32

### Development score 76.2 rank 18

Primary education enrolment rate	94.9	94.9	79			
Quality of primary schools <sup>1</sup>	5.7	78.0	8			
Secondary education enrolment rate	91.2	91.2	47			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		35.7	35.7	42		
Tertiary education enrolment rate		69.6	69.6	26		
Skill diversity of graduates <sup>2</sup>		0.13	95.3	7		
Quality of education system <sup>1</sup>		4.6	60.3	24		
Extent of staff training <sup>1</sup>				4.7	60.9	25


### Know-how score 62.7 rank 26

High-skilled employment share			43.2	43.2	19
Medium-skilled employment share			91.7	91.7	46
Economic complexity <sup>3</sup>			0.95	65.8	24
Availability of skilled employees <sup>1</sup>			4.0	49.9	72


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# Finland

rank **2**  
out of 130 countries  
score **77.07**

AVG

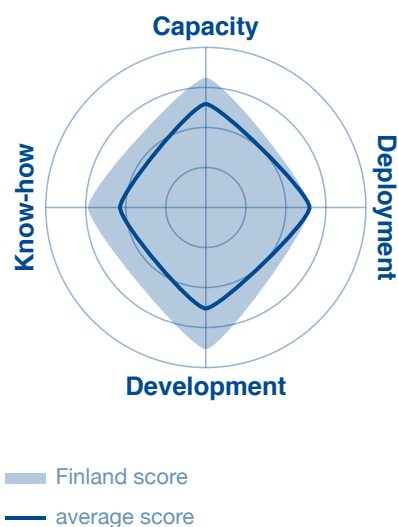
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	5,503
GDP per capita (US\$, PPP)	39,423
Mean years of education (years)	11.2
Median age of population (years)	42.5
Healthy life expectancy (years)	71.0
Working age population (1,000s)	3,458
Labour force participation rate (%)	58.6
Unemployment rate (%)	8.8
Youth not in employment, education or training rate (%)	10.6
Output per worker (US\$, PPP)	86,435
Mean monthly earnings (US\$, PPP)	3,387
Mean monthly earnings for high-skilled workers (US\$, PPP)	4,256
Mean monthly earnings for medium-skilled workers (US\$, PPP)	2,761
Mean monthly earnings for low-skilled workers (US\$, PPP)	2,293
Public spending on education (% of GDP)	7.2
Public spending on social security, working age (% of GDP)	7.8
Public spending on social security, retired (% of GDP)	11.1
Pension scheme coverage share (% of working age pop)	68.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.4	11.7	37.8	13.3	20.8

### Capacity

score **81.1** rank **8**

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	12
Secondary education attainment rate	100.0	100.0	5
Tertiary education attainment rate	43.8	43.8	4

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	100.0	100.0	1	-	-	-	-	-	-	-	-	
	100.0	100.0	12	100.0	100.0	2	100.0	100.0	12	100.0	100.0	18
	100.0	100.0	5	99.7	99.7	4	98.5	98.5	11	91.6	91.6	9
				43.8	43.8	4	35.0	35.0	3	25.6	25.6	3

### Deployment

score **65.1** rank **68**

Labour force participation rate	52.7	52.7	40
Employment gender gap	1.04	100.0	1
Unemployment rate	21.6	32.3	94
Underemployment rate	13.6	61.2	64

	52.7	52.7	40	86.8	86.8	48	64.3	64.3	63	6.3	6.3	109
	1.04	100.0	1	0.92	92.3	23	1.04	100.0	1	0.51	50.9	61
	21.6	32.3	94	7.4	53.8	82	7.5	53.5	97	1.8	78.0	65
	13.6	61.2	64	5.4	59.7	46	3.9	65.5	42	5.0	60.9	61

### Development

score **88.5** rank **1**

Primary education enrolment rate	99.6	99.6	9
Quality of primary schools <sup>1</sup>	6.7	95.6	1
Secondary education enrolment rate	96.7	96.7	25
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	71.3	71.3	6
Tertiary education enrolment rate	87.3	87.3	6
Skill diversity of graduates <sup>2</sup>	0.15	93.8	23
Quality of education system <sup>1</sup>	5.7	79.1	3
Extent of staff training <sup>1</sup>			

	99.6	99.6	9									
	6.7	95.6	1									
	96.7	96.7	25									
	1.0	100.0	1									
				71.3	71.3	6						
				87.3	87.3	6						
				0.15	93.8	23						
				5.7	79.1	3						
							5.4	73.1	7			

### Know-how

score **73.6** rank **2**

High-skilled employment share	45.4	45.4	12
Medium-skilled employment share	93.8	93.8	18
Economic complexity <sup>3</sup>	1.60	76.6	8
Availability of skilled employees <sup>1</sup>	5.7	78.7	2

				45.4	45.4	12						
				93.8	93.8	18						
				1.60	76.6	8						
				5.7	78.7	2						

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# France

rank **26**  
out of 130 countries  
score **69.94**

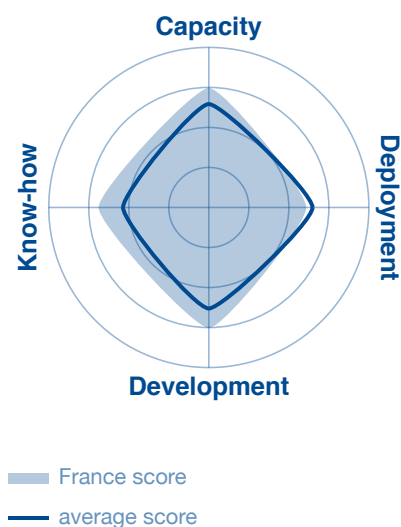
AVG FRA

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	64,721
GDP per capita (US\$, PPP)	38,059
Mean years of education (years)	11.4
Median age of population (years)	41.2
Healthy life expectancy (years)	72.6
Working age population (1,000s)	40,437
Labour force participation rate (%)	55.9
Unemployment rate (%)	10.1
Youth not in employment, education or training rate (%)	11.9
Output per worker (US\$, PPP)	93,419
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	4.8
Public spending on social security, retired (% of GDP)	14.1
Pension scheme coverage share (% of working age pop)	63.3

## COUNTRY SCORE CARD

% of population

### Capacity score 74.7 rank 39

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	28
Secondary education attainment rate	98.0	98.0	12
Tertiary education attainment rate			

### Deployment score 60.9 rank 86

Labour force participation rate	36.5	36.5	95
Employment gender gap	0.86	85.6	51
Unemployment rate	23.7	30.4	98
Underemployment rate	16.2	58.8	71

### Development score 75.3 rank 20

Primary education enrolment rate	99.4	99.4	15			
Quality of primary schools <sup>1</sup>	4.9	64.7	25			
Secondary education enrolment rate	96.1	96.1	27			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		42.7	42.7	33		
Tertiary education enrolment rate		64.4	64.4	36		
Skill diversity of graduates <sup>2</sup>		0.18	89.8	61		
Quality of education system <sup>1</sup>		4.5	57.8	30		
Extent of staff training <sup>1</sup>				4.8	63.3	23

### Know-how score 68.9 rank 14

High-skilled employment share			44.5	44.5	15
Medium-skilled employment share			89.8	89.8	62
Economic complexity <sup>3</sup>			1.29	71.5	17
Availability of skilled employees <sup>1</sup>			5.2	69.6	14

	0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
% of population	18.2	11.7	38.4	12.4	19.3

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	28	99.6	99.6	35	98.8	98.8	41	98.4	98.4	31
Secondary education attainment rate	98.0	98.0	12	94.9	94.9	20	86.7	86.7	27	63.5	63.5	29
Tertiary education attainment rate				37.4	37.4	8	20.5	20.5	27	14.1	14.1	30

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	36.5	36.5	95	88.1	88.1	34	51.5	51.5	91	2.8	2.8	124
Employment gender gap	0.86	85.6	51	0.90	89.5	34	0.92	91.6	12	0.55	55.4	44
Unemployment rate	23.7	30.4	98	8.9	50.2	93	7.2	54.3	95	2.5	72.8	82
Underemployment rate	16.2	58.8	71	9.7	48.4	66	6.5	56.4	61	4.8	61.7	60

	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	99.4	99.4	15						
Quality of primary schools <sup>1</sup>	4.9	64.7	25						
Secondary education enrolment rate	96.1	96.1	27						
Secondary enrolment gender gap	1.0	100.0	1						
Vocational education enrolment rate		42.7	42.7	33					
Tertiary education enrolment rate		64.4	64.4	36					
Skill diversity of graduates <sup>2</sup>		0.18	89.8	61					
Quality of education system <sup>1</sup>		4.5	57.8	30					
Extent of staff training <sup>1</sup>							4.8	63.3	23

	value	score	rank	value	score	rank
High-skilled employment share				44.5	44.5	15
Medium-skilled employment share				89.8	89.8	62
Economic complexity <sup>3</sup>				1.29	71.5	17
Availability of skilled employees <sup>1</sup>				5.2	69.6	14

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# Gabon

rank **107**  
out of 130 countries  
score **53.37**

GAB

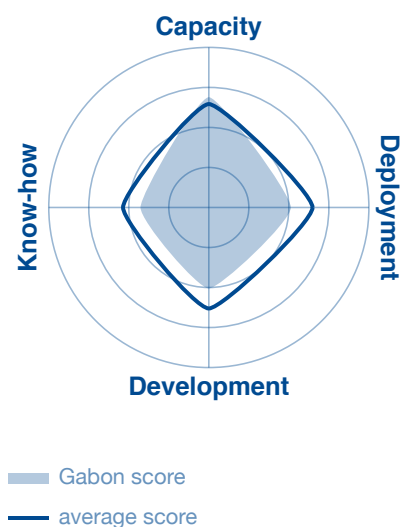
AVG

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,980
GDP per capita (US\$, PPP)	16,786
Mean years of education (years)	8.2
Median age of population (years)	22.6
Healthy life expectancy (years)	57.2
Working age population (1,000s)	1,181
Labour force participation rate (%)	48.7
Unemployment rate (%)	20.4
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	75,960
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.7
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	56.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
35.9	18.3	37.0	4.3	4.5

### Capacity score **68.9** rank **70**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	89.1	89.1	105	83.6	83.6	73	76.7	76.7	65	64.8	64.8	63
Primary education attainment rate	99.1	99.1	64	94.4	94.4	78	86.6	86.6	77	48.6	48.6	92
Secondary education attainment rate	77.2	77.2	58	69.1	69.1	60	50.6	50.6	59	17.4	17.4	91
Tertiary education attainment rate				12.0	12.0	78	10.7	10.7	67	4.6	4.6	85

### Deployment score **51.3** rank **119**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	18.7	18.7	129	71.9	71.9	112	42.6	42.6	113	22.1	22.1	57
Employment gender gap	0.77	76.7	74	0.71	70.6	91	0.56	56.1	90	0.70	69.5	16
Unemployment rate	39.7	19.5	121	19.2	34.7	115	6.9	55.1	93	6.3	56.9	108
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score **50.6** rank **104**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.0	99.0	22									
Quality of primary schools <sup>1</sup>	3.6	42.7	78									
Secondary education enrolment rate	66.7	66.7	91									
Secondary enrolment gender gap	0.9	91.5	114									
Vocational education enrolment rate		18.8	18.8	71								
Tertiary education enrolment rate		8.4	8.4	113								
Skill diversity of graduates <sup>2</sup>		-	-	-								
Quality of education system <sup>1</sup>		2.9	31.7	107								
Extent of staff training <sup>1</sup>							3.7	45.7	81			

### Know-how score **42.7** rank **115**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				8.7	8.7	104						
Medium-skilled employment share				92.0	92.0	40						
Economic complexity <sup>3</sup>				-1.32	27.9	98						
Availability of skilled employees <sup>1</sup>				3.5	42.2	113						

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# Gambia, The

rank **119**  
out of 130 countries  
score **48.94**

GMB

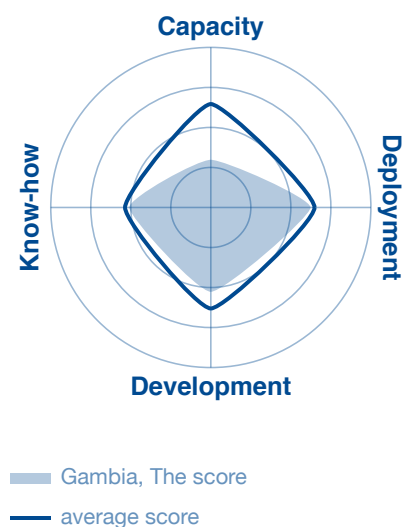
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,039
GDP per capita (US\$, PPP)	1,566
Mean years of education (years)	3.0
Median age of population (years)	17.0
Healthy life expectancy (years)	53.8
Working age population (1,000s)	1,063
Labour force participation rate (%)	59.0
Unemployment rate (%)	9.4
Youth not in employment, education or training rate (%)	34.0
Output per worker (US\$, PPP)	5,366
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.8
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.1
Pension scheme coverage share (% of working age pop)	2.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
45.5	19.9	28.9	3.4	2.3

### Capacity score **29.8** rank **125**

Literacy and numeracy	73.2	73.2	117
Primary education attainment rate	62.1	62.1	120
Secondary education attainment rate	4.9	4.9	129
Tertiary education attainment rate	1.3	1.3	127

value	score	rank	value	score	rank	value	score	rank	value	score	rank
73.2	73.2	117	51.8	51.8	95	19.7	19.7	100	18.4	18.4	100
62.1	62.1	120	30.9	30.9	127	11.7	11.7	128	10.3	10.3	121
4.9	4.9	129	5.6	5.6	129	4.4	4.4	124	3.9	3.9	118
1.3	1.3	127	1.6	1.6	116	1.2	1.2	111			

### Deployment score **62.3** rank **79**

Labour force participation rate	63.6	63.6	16
Employment gender gap	0.80	80.4	65
Unemployment rate	43.8	17.4	125
Underemployment rate	7.2	69.5	43

63.6	63.6	16	86.5	86.5	49	83.2	83.2	9	71.4	71.4	2
0.80	80.4	65	0.72	71.7	87	0.66	66.3	74	0.54	53.5	50
43.8	17.4	125	8.4	51.4	86	8.5	51.1	102	4.5	63.1	102
7.2	69.5	43	9.0	49.9	62	4.6	62.6	49	4.0	64.9	52

### Development score **52.7** rank **103**

Primary education enrolment rate	76.0	76.0	123
Quality of primary schools <sup>1</sup>	4.2	52.6	56
Secondary education enrolment rate	50.8	50.8	106
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	24.4	24.4	60
Tertiary education enrolment rate	3.1	3.1	126
Skill diversity of graduates <sup>2</sup>	0.39	66.8	108
Quality of education system <sup>1</sup>	4.3	55.6	37
Extent of staff training <sup>1</sup>	3.7	45.0	84

76.0	76.0	123									
4.2	52.6	56									
50.8	50.8	106									
1.0	100.0	1									
24.4	24.4	60									
3.1	3.1	126									
0.39	66.8	108									
4.3	55.6	37									
						3.7	45.0	84			

### Know-how score **51.0** rank **72**

High-skilled employment share	7.9	7.9	107
Medium-skilled employment share	92.5	92.5	37
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	4.1	52.5	66

			7.9	7.9	107						
			92.5	92.5	37						
			-	-	-						
			4.1	52.5	66						

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# Germany

rank **6**  
out of 130 countries  
score **74.30**

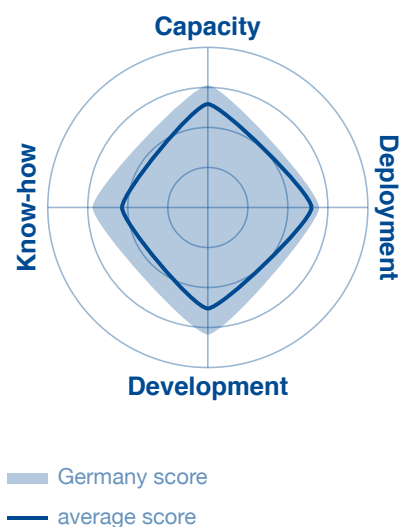


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	81,915
GDP per capita (US\$, PPP)	44,072
Mean years of education (years)	13.1
Median age of population (years)	45.9
Healthy life expectancy (years)	71.3
Working age population (1,000s)	53,770
Labour force participation rate (%)	60.9
Unemployment rate (%)	4.1
Youth not in employment, education or training rate (%)	6.2
Output per worker (US\$, PPP)	88,481
Mean monthly earnings (US\$, PPP)	4,489
Mean monthly earnings for high-skilled workers (US\$, PPP)	5,819
Mean monthly earnings for medium-skilled workers (US\$, PPP)	3,577
Mean monthly earnings for low-skilled workers (US\$, PPP)	2,678
Public spending on education (% of GDP)	5.0
Public spending on social security, working age (% of GDP)	5.0
Public spending on social security, retired (% of GDP)	11.0
Pension scheme coverage share (% of working age pop)	65.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
13.1	10.5	41.2	13.9	21.3

### Capacity score 76.3 rank 29

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	12	100.0	100.0	5	100.0	100.0	15	100.0	100.0	17
Secondary education attainment rate	84.2	84.2	44	96.7	96.7	19	97.4	97.4	13	98.6	98.6	4
Tertiary education attainment rate				26.4	26.4	25	25.4	25.4	15	19.4	19.4	13

### Deployment score 69.5 rank 40

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	49.8	49.8	46	87.6	87.6	37	70.0	70.0	41	6.3	6.3	108
Employment gender gap	0.93	92.9	36	0.90	89.9	31	0.86	85.7	23	0.48	47.9	69
Unemployment rate	6.5	56.2	22	3.9	65.5	37	3.9	65.6	65	0.7	88.9	31
Underemployment rate	3.6	78.0	21	4.6	62.4	37	3.8	66.2	40	1.9	76.7	29

### Development score 79.4 rank 12

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.8	99.8	4									
Quality of primary schools <sup>1</sup>	5.2	70.2	18									
Secondary education enrolment rate	99.0	99.0	5									
Secondary enrolment gender gap	1.0	95.3	108									
Vocational education enrolment rate		46.8	46.8	26								
Tertiary education enrolment rate		68.3	68.3	30								
Skill diversity of graduates <sup>2</sup>		0.14	94.1	21								
Quality of education system <sup>1</sup>		5.3	71.0	13								
Extent of staff training <sup>1</sup>							5.2	70.1	12			

### Know-how score 72.0 rank 7

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

High-skilled employment share				43.9	43.9	18						
Medium-skilled employment share				91.9	91.9	43						
Economic complexity <sup>3</sup>				1.92	82.0	2						
Availability of skilled employees <sup>1</sup>				5.2	70.0	12						

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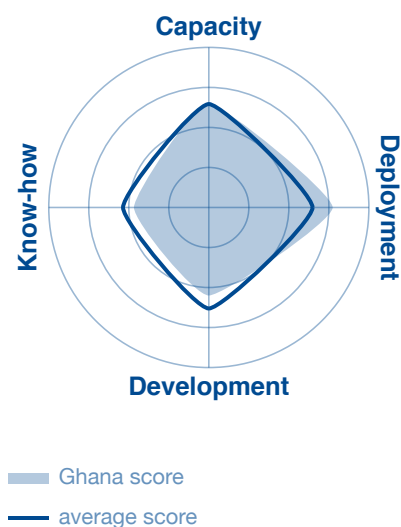


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	28,207
GDP per capita (US\$, PPP)	3,980
Mean years of education (years)	7.3
Median age of population (years)	20.4
Healthy life expectancy (years)	55.3
Working age population (1,000s)	16,341
Labour force participation rate (%)	79.6
Unemployment rate (%)	5.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	8,887
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.2
Public spending on social security, working age (% of GDP)	0.7
Public spending on social security, retired (% of GDP)	1.3
Pension scheme coverage share (% of working age pop)	6.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
38.7	19.6	33.8	4.5	3.4

### Capacity score 64.8 rank 79

Literacy and numeracy	90.6	90.6	100
Primary education attainment rate	93.3	93.3	94
Secondary education attainment rate	77.7	77.7	56
Tertiary education attainment rate	7.7	7.7	98

value	score	rank	value	score	rank	value	score	rank	value	score	rank
90.6	90.6	100	73.7	73.7	82	62.0	62.0	74	44.6	44.6	78
93.3	93.3	94	82.2	82.2	95	69.2	69.2	98	46.3	46.3	95
77.7	77.7	56	66.4	66.4	65	55.5	55.5	56	36.5	36.5	53
7.7	7.7	98	6.3	6.3	92	5.9	5.9	72			

### Deployment score 77.4 rank 11

Labour force participation rate	54.8	54.8	37
Employment gender gap	1.06	100.0	1
Unemployment rate	11.5	45.1	51
Underemployment rate	-	-	-

value	score	rank	value	score	rank	value	score	rank	value	score	rank
54.8	54.8	37	91.0	91.0	14	82.8	82.8	10	57.1	57.1	11
1.06	100.0	1	0.95	94.7	12	0.90	89.5	15	0.75	75.1	11
11.5	45.1	51	3.8	65.9	35	3.0	69.9	47	2.5	72.8	82
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 55.0 rank 96

Primary education enrolment rate	91.9	91.9	95
Quality of primary schools <sup>1</sup>	3.4	40.0	87
Secondary education enrolment rate	54.6	54.6	100
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	5.1	5.1	105
Tertiary education enrolment rate	15.9	15.9	96
Skill diversity of graduates <sup>2</sup>	0.18	90.4	53
Quality of education system <sup>1</sup>	3.9	47.7	54
Extent of staff training <sup>1</sup>	4.0	49.7	62

value	score	rank	value	score	rank	value	score	rank	value	score	rank
91.9	91.9	95									
3.4	40.0	87									
54.6	54.6	100									
1.0	100.0	1									
5.1	5.1	105									
15.9	15.9	96									
0.18	90.4	53									
3.9	47.7	54									
4.0	49.7	62									

### Know-how score 46.8 rank 95

High-skilled employment share	8.4	8.4	105
Medium-skilled employment share	95.5	95.5	6
Economic complexity <sup>3</sup>	-1.41	26.5	101
Availability of skilled employees <sup>1</sup>	4.4	56.9	50

value	score	rank	value	score	rank	value	score	rank	value	score	rank
8.4	8.4	105									
95.5	95.5	6									
-1.41	26.5	101									
4.4	56.9	50									

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3 / Data from -2.33 (worst score) to 2.21 (best score)

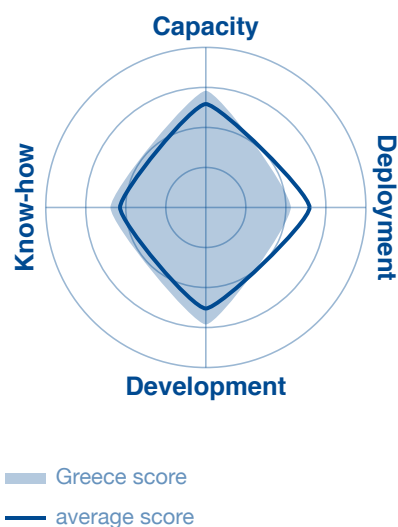
AVG | GRC

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	11,184
GDP per capita (US\$, PPP)	24,264
Mean years of education (years)	11.5
Median age of population (years)	43.3
Healthy life expectancy (years)	71.9
Working age population (1,000s)	7,321
Labour force participation rate (%)	52.1
Unemployment rate (%)	23.5
Youth not in employment, education or training rate (%)	17.2
Output per worker (US\$, PPP)	73,369
Mean monthly earnings (US\$, PPP)	1,735
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,761
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,635
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,839
Public spending on education (% of GDP)	4.0
Public spending on social security, working age (% of GDP)	2.0
Public spending on social security, retired (% of GDP)	13.2
Pension scheme coverage share (% of working age pop)	62.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.3	10.0	42.6	12.8	20.2

### Capacity score 72.9 rank 50

Literacy and numeracy	99.7	99.7	43
Primary education attainment rate	99.8	99.8	42
Secondary education attainment rate	91.7	91.7	26
Tertiary education attainment rate	26.3	26.3	26

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.7	99.7	43	98.3	98.3	33	98.1	98.1	23	83.7	83.7	35
99.8	99.8	42	98.4	98.4	51	98.2	98.2	44	94.4	94.4	46
91.7	91.7	26	84.3	84.3	41	62.9	62.9	48	35.0	35.0	56
26.3	26.3	26	19.3	19.3	33	10.5	10.5	42			

### Deployment score 53.1 rank 116

Labour force participation rate	29.8	29.8	117
Employment gender gap	0.87	86.5	48
Unemployment rate	48.2	15.4	126
Underemployment rate	16.3	58.7	72

29.8	29.8	117	84.5	84.5	62	43.5	43.5	111	3.7	3.7	122
0.87	86.5	48	0.83	83.4	60	0.59	58.7	85	0.52	52.4	57
48.2	15.4	126	22.8	31.2	117	19.2	34.8	119	12.8	43.0	113
16.3	58.7	72	8.5	51.0	60	6.4	56.4	60	4.8	62.0	57

### Development score 73.1 rank 29

Primary education enrolment rate	96.3	96.3	69
Quality of primary schools <sup>1</sup>	3.8	46.2	74
Secondary education enrolment rate	94.7	94.7	33
Secondary enrolment gender gap	1.0	98.7	97
Vocational education enrolment rate	31.5	31.5	50
Tertiary education enrolment rate	113.9	100.0	1
Skill diversity of graduates <sup>2</sup>	0.13	95.4	5
Quality of education system <sup>1</sup>	3.0	34.2	100
Extent of staff training <sup>1</sup>	3.8	47.4	74

96.3	96.3	69									
3.8	46.2	74									
94.7	94.7	33									
1.0	98.7	97									
31.5	31.5	50									
113.9	100.0	1									
0.13	95.4	5									
3.0	34.2	100									
3.8	47.4	74									

### Know-how score 59.6 rank 35

High-skilled employment share	31.4	31.4	43
Medium-skilled employment share	92.9	92.9	33
Economic complexity <sup>3</sup>	0.22	53.7	43
Availability of skilled employees <sup>1</sup>	4.6	60.4	37

31.4	31.4	43									
92.9	92.9	33									
0.22	53.7	43									
4.6	60.4	37									

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# Guatemala

rank **100**  
out of 130 countries  
score **55.83**

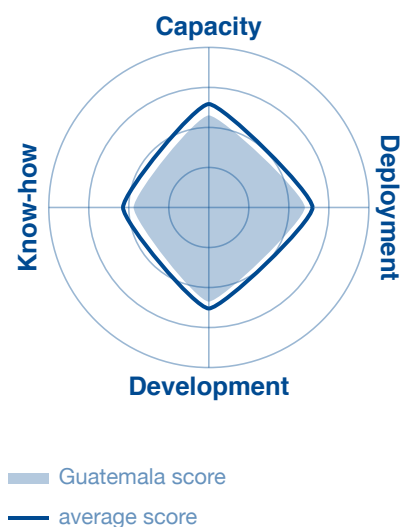


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	16,582
GDP per capita (US\$, PPP)	7,367
Mean years of education (years)	4.6
Median age of population (years)	21.3
Healthy life expectancy (years)	62.2
Working age population (1,000s)	9,908
Labour force participation rate (%)	60.7
Unemployment rate (%)	2.6
Youth not in employment, education or training rate (%)	27.3
Output per worker (US\$, PPP)	19,092
Mean monthly earnings (US\$, PPP)	577
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,251
Mean monthly earnings for medium-skilled workers (US\$, PPP)	499
Mean monthly earnings for low-skilled workers (US\$, PPP)	307
Public spending on education (% of GDP)	3.0
Public spending on social security, working age (% of GDP)	1.7
Public spending on social security, retired (% of GDP)	1.2
Pension scheme coverage share (% of working age pop)	14.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
35.7	21.3	33.7	4.7	4.6

### Capacity score 57.5 rank 97

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	93.3	93.3	96	80.9	80.9	76	61.8	61.8	76	46.8	46.8	76			
	90.7	90.7	100	80.5	80.5	99	61.4	61.4	101	49.0	49.0	91			
	51.2	51.2	93	35.8	35.8	103	20.4	20.4	105	13.7	13.7	100			
				9.2	9.2	90	5.9	5.9	95	4.0	4.0	89			

### Deployment score 60.0 rank 94

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	52.4	52.4	41	71.6	71.6	113	59.6	59.6	74	35.1	35.1	36
	0.47	47.0	120	0.51	50.7	114	0.38	37.9	114	0.30	30.4	100
	4.7	62.2	14	1.6	79.2	12	0.8	87.5	19	0.3	94.8	19
	11.8	63.0	57	9.1	49.8	64	5.9	57.9	57	4.0	65.1	51

### Development score 58.8 rank 85

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	89.0	89.0	106									
	2.5	24.6	120									
	48.3	48.3	107									
	1.0	97.5	105									
		78.8	78.8	3								
		18.3	18.3	91								
		0.18	90.4	56								
		2.6	26.9	117								
							4.4	55.9	38			

### Know-how score 47.0 rank 93

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

				9.6	9.6	103			
				79.5	79.5	106			
				-0.36	44.0	65			
				4.3	55.1	57			

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# Honduras

rank **101**  
out of 130 countries  
score **55.77**

HND

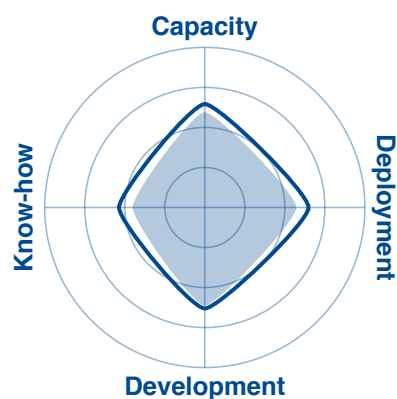
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Honduras score  
— average score

## KEY INDICATORS

Total population (1,000s)	9,113
GDP per capita (US\$, PPP)	4,392
Mean years of education (years)	6.1
Median age of population (years)	23.0
Healthy life expectancy (years)	64.9
Working age population (1,000s)	5,757
Labour force participation rate (%)	55.6
Unemployment rate (%)	7.7
Youth not in employment, education or training rate (%)	42.0
Output per worker (US\$, PPP)	11,537
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.9
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.2
Pension scheme coverage share (% of working age pop)	11.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
32.3	21.0	37.1	5.1	4.5

### Capacity score 59.6 rank 92

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Literacy and numeracy	97.2	97.2	87	89.6	89.6	66	77.5	77.5	64	52.3	52.3	72			
Primary education attainment rate	93.7	93.7	91	87.3	87.3	92	75.6	75.6	88	58.4	58.4	86			
Secondary education attainment rate	44.7	44.7	100	32.1	32.1	105	21.7	21.7	102	13.0	13.0	101			
Tertiary education attainment rate				9.0	9.0	92	6.1	6.1	93	3.8	3.8	93			

### Deployment score 57.2 rank 106

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Labour force participation rate	52.3	52.3	42	76.5	76.5	105	69.1	69.1	44	40.4	40.4	26			
Employment gender gap	0.57	56.5	108	0.62	62.4	106	0.54	54.3	92	0.36	36.1	89			
Unemployment rate	12.3	43.9	54	5.3	60.0	58	2.4	73.6	38	1.5	80.4	57			
Underemployment rate	16.4	58.6	73	14.5	40.5	76	12.8	43.0	72	6.3	56.8	65			

### Development score 61.2 rank 81

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Primary education enrolment rate	93.6	93.6	90												
Quality of primary schools <sup>1</sup>	3.1	35.7	94												
Secondary education enrolment rate	47.6	47.6	108												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				80.0	80.0	2									
Tertiary education enrolment rate				21.2	21.2	87									
Skill diversity of graduates <sup>2</sup>				0.25	82.4	94									
Quality of education system <sup>1</sup>				3.2	37.4	91									
Extent of staff training <sup>1</sup>							4.2	52.9	47						

### Know-how score 45.1 rank 106

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
High-skilled employment share						12.0	12.0	96							
Medium-skilled employment share						75.0	75.0	116							
Economic complexity <sup>3</sup>						-0.58	40.4	69							
Availability of skilled employees <sup>1</sup>						4.2	52.8	65							

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# Hungary

rank **39**  
out of 130 countries  
score **66.40**

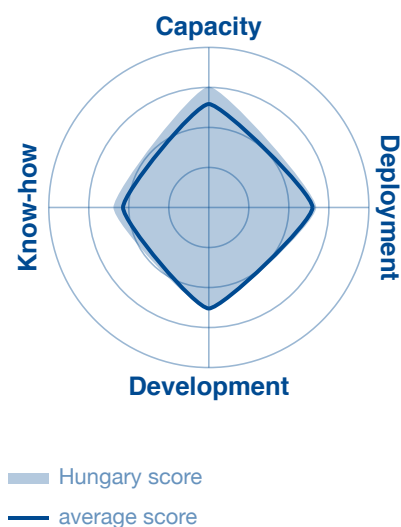


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	9,753
GDP per capita (US\$, PPP)	25,381
Mean years of education (years)	12.4
Median age of population (years)	41.7
Healthy life expectancy (years)	67.4
Working age population (1,000s)	6,597
Labour force participation rate (%)	55.7
Unemployment rate (%)	5.1
Youth not in employment, education or training rate (%)	11.6
Output per worker (US\$, PPP)	56,894
Mean monthly earnings (US\$, PPP)	1,993
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,761
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,535
Mean monthly earnings for low-skilled workers (US\$, PPP)	929
Public spending on education (% of GDP)	4.7
Public spending on social security, working age (% of GDP)	4.9
Public spending on social security, retired (% of GDP)	10.4
Pension scheme coverage share (% of working age pop)	71.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.4	11.4	42.0	14.2	18.0

### Capacity score 75.5 rank 33

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.4	99.4	50	-	-	-	-	-	-	99.2	99.2	8			
Primary education attainment rate	99.8	99.8	47	99.3	99.3	39	98.9	98.9	40	98.4	98.4	32			
Secondary education attainment rate	98.0	98.0	13	97.7	97.7	18	97.1	97.1	14	87.5	87.5	16			
Tertiary education attainment rate				18.0	18.0	53	15.0	15.0	46	12.1	12.1	35			

### Deployment score 67.1 rank 56

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	29.8	29.8	116	85.1	85.1	59	44.8	44.8	107	2.4	2.4	128			
Employment gender gap	0.78	78.2	70	0.86	86.4	49	0.70	69.7	57	0.43	42.6	76			
Unemployment rate	13.2	42.5	60	4.5	62.9	51	4.4	63.4	75	1.7	78.5	62			
Underemployment rate	2.5	81.9	12	1.8	77.6	14	1.9	77.1	17	2.3	73.9	36			

### Development score 63.5 rank 69

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	95.7	95.7	75												
Quality of primary schools <sup>1</sup>	3.4	40.3	86												
Secondary education enrolment rate	95.3	95.3	32												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				23.2	23.2	62									
Tertiary education enrolment rate				50.9	50.9	52									
Skill diversity of graduates <sup>2</sup>				0.16	92.8	35									
Quality of education system <sup>1</sup>				2.9	32.4	105									
Extent of staff training <sup>1</sup>										3.4	40.6	109			

### Know-how score 59.6 rank 36

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							36.0	36.0	34						
Medium-skilled employment share							89.8	89.8	60						
Economic complexity <sup>3</sup>							1.50	75.0	9						
Availability of skilled employees <sup>1</sup>							3.2	37.4	123						

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# Iceland

rank **21**  
out of 130 countries  
score **71.44**

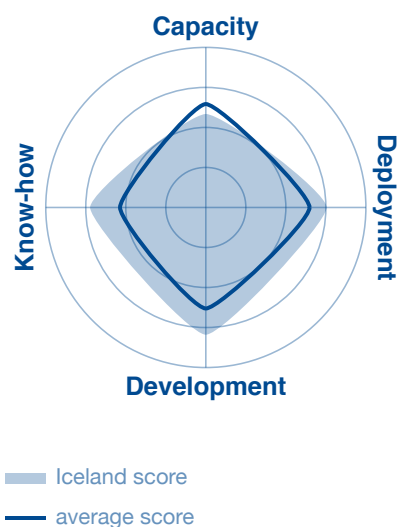
AVG | ISL

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	332
GDP per capita (US\$, PPP)	45,276
Mean years of education (years)	11.2
Median age of population (years)	36.0
Healthy life expectancy (years)	72.7
Working age population (1,000s)	219
Labour force participation rate (%)	83.8
Unemployment rate (%)	3.0
Youth not in employment, education or training rate (%)	4.5
Output per worker (US\$, PPP)	75,218
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.8
Public spending on social security, working age (% of GDP)	5.1
Public spending on social security, retired (% of GDP)	2.2
Pension scheme coverage share (% of working age pop)	79.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
20.2	14.0	39.9	11.9	14.1

### Capacity score 58.4 rank 96

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
97.5	97.5	82	93.0	93.0	81	89.1	89.1	71	80.1	80.1	65
58.8	58.8	87	63.2	63.2	72	41.3	41.3	72	23.9	23.9	72
			24.4	24.4	32	8.9	8.9	78	5.1	5.1	79

### Deployment score 75.5 rank 14

value	score	rank	value	score	rank	value	score	rank	value	score	rank
74.3	74.3	5	89.0	89.0	29	86.3	86.3	5	20.4	20.4	62
1.01	100.0	1	0.93	93.3	17	0.87	87.2	17	0.56	56.2	41
8.5	51.2	29	2.5	73.0	20	2.0	76.1	33	0.5	91.8	23
15.2	59.7	69	3.3	68.3	29	2.4	73.4	27	2.5	72.9	40

### Development score 79.5 rank 11

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.1	99.1	20									
5.5	74.5	15									
97.5	97.5	20									
1.0	100.0	1									
			31.4	31.4	51						
			81.3	81.3	14						
			0.17	91.6	47						
			5.3	72.0	11						
						5.1	68.0	17			

### Know-how score 72.3 rank 5

value	score	rank	value	score	rank	value	score	rank
48.5	48.5	7						
92.9	92.9	31						
-	-	-						
5.5	75.5	3						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

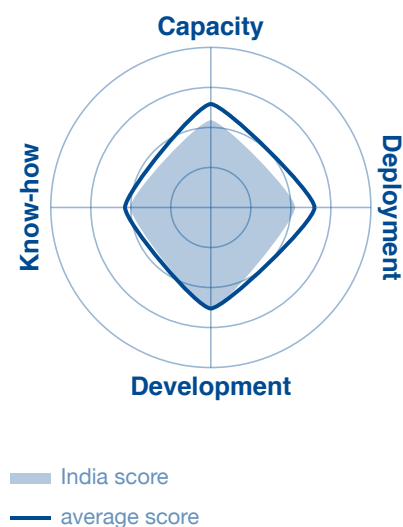


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,324,171
GDP per capita (US\$, PPP)	6,093
Mean years of education (years)	5.8
Median age of population (years)	26.7
Healthy life expectancy (years)	59.6
Working age population (1,000s)	873,909
Labour force participation rate (%)	52.5
Unemployment rate (%)	4.9
Youth not in employment, education or training rate (%)	27.5
Output per worker (US\$, PPP)	15,652
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.8
Public spending on social security, working age (% of GDP)	0.8
Public spending on social security, retired (% of GDP)	0.2
Pension scheme coverage share (% of working age pop)	7.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
28.2	18.4	40.2	7.4	5.8

### Capacity score **54.5** rank **101**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

value	score	rank	value	score	rank	value	score	rank	value	score	rank
89.7	<b>89.7</b>	104	71.7	<b>71.7</b>	83	53.9	<b>53.9</b>	79	42.7	<b>42.7</b>	80
85.6	<b>85.6</b>	109	70.1	<b>70.1</b>	110	52.6	<b>52.6</b>	107	41.6	<b>41.6</b>	102
65.7	<b>65.7</b>	77	48.0	<b>48.0</b>	89	29.4	<b>29.4</b>	93	20.1	<b>20.1</b>	83
			10.7	<b>10.7</b>	83	6.8	<b>6.8</b>	88	4.6	<b>4.6</b>	86

### Deployment score **52.7** rank **118**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

34.2	<b>34.2</b>	103	66.6	<b>66.6</b>	118	54.3	<b>54.3</b>	88	26.1	<b>26.1</b>	49
0.30	<b>30.3</b>	127	0.30	<b>29.7</b>	124	0.28	<b>27.7</b>	120	0.20	<b>20.4</b>	119
9.6	<b>48.6</b>	32	1.4	<b>81.3</b>	9	0.3	<b>94.3</b>	8	0.2	<b>95.5</b>	15
-	-	-	-	-	-	-	-	-	-	-	-

### Development score **63.7** rank **65**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

95.1	<b>95.1</b>	77						
4.7	<b>61.5</b>	37						
79.5	<b>79.5</b>	76						
1.0	<b>100.0</b>	1						
			2.5	<b>2.5</b>	111			
			25.5	<b>25.5</b>	85			
			0.18	<b>90.2</b>	58			
			4.5	<b>59.1</b>	27			
						4.6	<b>59.9</b>	28

### Know-how score **50.3** rank **79**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

			14.9	<b>14.9</b>	89			
			73.5	<b>73.5</b>	120			
			0.24	<b>54.0</b>	42			
			4.5	<b>58.7</b>	47			

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# Indonesia

rank **65**  
out of 130 countries  
score **62.19**

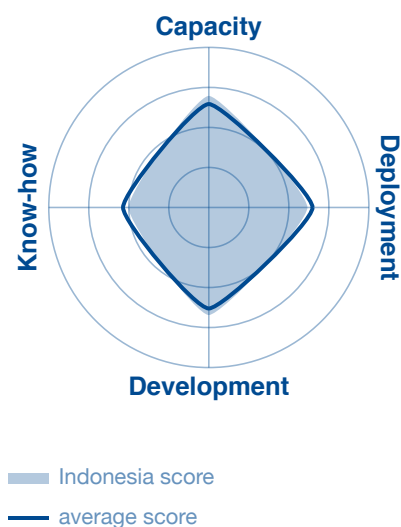
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	261,115
GDP per capita (US\$, PPP)	10,765
Mean years of education (years)	7.7
Median age of population (years)	28.0
Healthy life expectancy (years)	62.1
Working age population (1,000s)	175,328
Labour force participation rate (%)	67.2
Unemployment rate (%)	5.5
Youth not in employment, education or training rate (%)	24.8
Output per worker (US\$, PPP)	22,685
Mean monthly earnings (US\$, PPP)	511
Mean monthly earnings for high-skilled workers (US\$, PPP)	879
Mean monthly earnings for medium-skilled workers (US\$, PPP)	374
Mean monthly earnings for low-skilled workers (US\$, PPP)	317
Public spending on education (% of GDP)	3.6
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	6.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.7	17.1	42.5	7.5	5.2

### Capacity score 69.7 rank 64

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	99.7	99.7	41	97.5	97.5	40	88.7	88.7	51	74.8	74.8	51			
	99.7	99.7	49	97.8	97.8	58	88.9	88.9	73	70.7	70.7	74			
	78.3	78.3	55	61.1	61.1	75	30.6	30.6	89	20.5	20.5	80			
				11.1	11.1	80	6.0	6.0	94	3.3	3.3	95			

### Deployment score 61.6 rank 82

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	49.3	49.3	48	77.9	77.9	99	67.7	67.7	51	40.2	40.2	27
	0.65	65.3	93	0.58	58.2	112	0.61	61.0	81	0.48	47.8	70
	18.6	35.4	83	3.3	68.4	27	1.6	79.6	27	0.1	98.5	7
	14.2	60.7	66	8.1	52.1	58	5.7	58.8	54	4.4	63.2	55

### Development score 67.2 rank 53

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	92.9	92.9	93									
	4.3	54.8	50									
	80.0	80.0	75									
	1.0	100.0	1									
		42.4	42.4	34								
		31.1	31.1	74								
		0.19	89.3	66								
		4.4	56.0	36								
							4.5	58.7	32			

### Know-how score 50.2 rank 80

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

				9.9	9.9	100			
				81.9	81.9	96			
				-0.03	49.5	53			
				4.6	59.5	42			

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# Iran, Islamic Rep.

rank  
out of 130 countries **104**  
score **54.97**

IRN

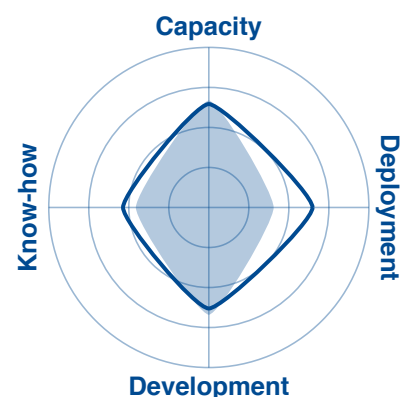
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



Iran, Islamic Rep. score

average score

## KEY INDICATORS

Total population (1,000s)	80,277
GDP per capita (US\$, PPP)	16,010
Mean years of education (years)	8.5
Median age of population (years)	29.5
Healthy life expectancy (years)	66.5
Working age population (1,000s)	57,086
Labour force participation rate (%)	38.2
Unemployment rate (%)	11.1
Youth not in employment, education or training rate (%)	34.4
Output per worker (US\$, PPP)	54,099
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.9
Public spending on social security, working age (% of GDP)	1.8
Public spending on social security, retired (% of GDP)	3.6
Pension scheme coverage share (% of working age pop)	18.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.7	15.0	48.8	7.3	5.2

### Capacity score 66.8 rank 76

Literacy and numeracy	98.0	98.0	80
Primary education attainment rate	98.2	98.2	79
Secondary education attainment rate	80.6	80.6	51
Tertiary education attainment rate	14.6	14.6	65

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.0	98.0	80	91.3	91.3	63	69.0	69.0	68	39.2	39.2	83
98.2	98.2	79	92.7	92.7	82	70.0	70.0	96	45.6	45.6	97
80.6	80.6	51	66.7	66.7	64	36.6	36.6	79	18.0	18.0	90
14.6	14.6	65	8.2	8.2	82	5.6	5.6	76			

### Deployment score 40.5 rank 128

Labour force participation rate	30.3	30.3	115
Employment gender gap	0.24	24.0	128
Unemployment rate	26.2	28.2	104
Underemployment rate	12.4	62.5	60

30.3	30.3	115	54.2	54.2	130	31.6	31.6	127	16.1	16.1	74
0.24	24.0	128	0.21	21.4	129	0.14	13.9	126	0.09	8.8	125
26.2	28.2	104	9.8	48.4	96	3.4	67.6	54	0.9	86.3	40
12.4	62.5	60	10.8	46.4	71	-	-	-	-	-	-

### Development score 67.0 rank 54

Primary education enrolment rate	99.2	99.2	17
Quality of primary schools <sup>1</sup>	4.1	51.8	59
Secondary education enrolment rate	90.9	90.9	49
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	22.7	22.7	64
Tertiary education enrolment rate	71.9	71.9	23
Skill diversity of graduates <sup>2</sup>	0.19	89.4	65
Quality of education system <sup>1</sup>	3.3	37.8	89
Extent of staff training <sup>1</sup>	3.4	39.5	113

99.2	99.2	17									
4.1	51.8	59									
90.9	90.9	49									
1.0	100.0	1									
22.7	22.7	64									
71.9	71.9	23									
0.19	89.4	65									
3.3	37.8	89									
3.4	39.5	113									

### Know-how score 45.6 rank 101

High-skilled employment share	18.0	18.0	79
Medium-skilled employment share	83.3	83.3	92
Economic complexity <sup>3</sup>	-0.99	33.4	89
Availability of skilled employees <sup>1</sup>	3.9	47.5	87

18.0	18.0	79									
83.3	83.3	92									
-0.99	33.4	89									
3.9	47.5	87									

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# Ireland

rank **19**  
out of 130 countries  
score **71.67**

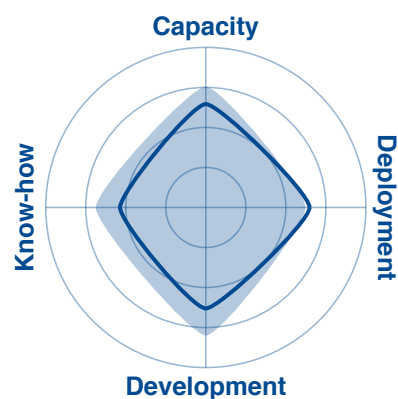
AVG IRL

30

distribution of countries by score

100

## SCORE AT GLANCE



— Ireland score  
— average score

## KEY INDICATORS

Total population (1,000s)	4,726
GDP per capita (US\$, PPP)	62,828
Mean years of education (years)	12.7
Median age of population (years)	36.9
Healthy life expectancy (years)	71.5
Working age population (1,000s)	3,059
Labour force participation rate (%)	60.2
Unemployment rate (%)	7.9
Youth not in employment, education or training rate (%)	14.3
Output per worker (US\$, PPP)	141,473
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	6.3
Public spending on social security, retired (% of GDP)	5.8
Pension scheme coverage share (% of working age pop)	97.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
21.7	11.2	42.7	10.8	13.6

### Capacity score 75.5 rank 34

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	27
Secondary education attainment rate	92.4	92.4	25
Tertiary education attainment rate	40.8	40.8	6

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
100.0	100.0	27	99.7	99.7	27	99.5	99.5	32	99.2	99.2	28
92.4	92.4	25	89.3	89.3	36	83.3	83.3	33	60.2	60.2	32
40.8	40.8	6	24.4	24.4	16	16.7	16.7	22			

### Deployment score 62.3 rank 78

Labour force participation rate	38.1	38.1	88
Employment gender gap	0.93	92.6	37
Unemployment rate	16.7	37.6	78
Underemployment rate	13.0	61.8	62

38.1	38.1	88	81.2	81.2	81	58.7	58.7	77	10.4	10.4	93
0.93	92.6	37	0.82	82.2	63	0.72	72.0	51	0.35	35.3	91
16.7	37.6	78	7.3	54.0	80	6.2	57.1	88	1.7	78.2	63
13.0	61.8	62	6.9	55.0	55	5.7	58.6	55	2.9	70.3	42

### Development score 80.0 rank 10

Primary education enrolment rate	98.9	98.9	30
Quality of primary schools <sup>1</sup>	5.8	79.4	7
Secondary education enrolment rate	98.4	98.4	14
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	31.9	31.9	49
Tertiary education enrolment rate	77.6	77.6	18
Skill diversity of graduates <sup>2</sup>	0.12	96.2	2
Quality of education system <sup>1</sup>	5.5	74.5	6
Extent of staff training <sup>1</sup>	4.8	63.4	22

98.9	98.9	30									
5.8	79.4	7									
98.4	98.4	14									
1.0	100.0	1									
31.9	31.9	49									
77.6	77.6	18									
0.12	96.2	2									
5.5	74.5	6									
4.8	63.4	22									

### Know-how score 68.8 rank 15

High-skilled employment share	37.1	37.1	30
Medium-skilled employment share	91.1	91.1	52
Economic complexity <sup>3</sup>	1.32	71.9	16
Availability of skilled employees <sup>1</sup>	5.5	75.2	4

37.1	37.1	30									
91.1	91.1	52									
1.32	71.9	16									
5.5	75.2	4									

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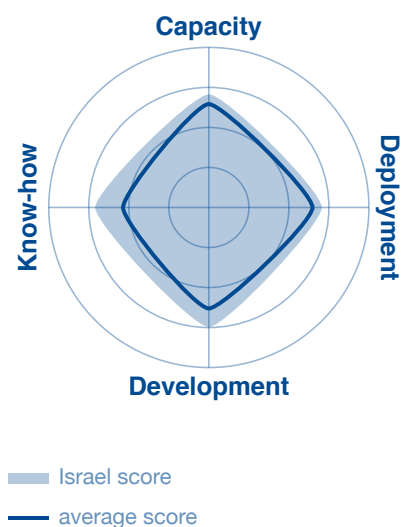


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	8,192
GDP per capita (US\$, PPP)	32,613
Mean years of education (years)	13.2
Median age of population (years)	30.2
Healthy life expectancy (years)	72.8
Working age population (1,000s)	4,966
Labour force participation rate (%)	64.1
Unemployment rate (%)	4.8
Youth not in employment, education or training rate (%)	15.5
Output per worker (US\$, PPP)	75,134
Mean monthly earnings (US\$, PPP)	2,422
Mean monthly earnings for high-skilled workers (US\$, PPP)	3,467
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,685
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,021
Public spending on education (% of GDP)	5.8
Public spending on social security, working age (% of GDP)	3.8
Public spending on social security, retired (% of GDP)	5.3
Pension scheme coverage share (% of working age pop)	69.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.9	14.8	36.9	8.9	11.5

### Capacity score 70.7 rank 58

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	98.8	98.8	71
Secondary education attainment rate	61.5	61.5	83
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	100.0	100.0	1	-	-	-	-	-	-	-	-	
	98.8	98.8	71	97.4	97.4	62	94.7	94.7	56	83.8	83.8	58
	61.5	61.5	83	84.0	84.0	42	73.9	73.9	38	56.4	56.4	34
				30.5	30.5	14	29.6	29.6	6	21.1	21.1	8

### Deployment score 70.6 rank 35

Labour force participation rate	49.6	49.6	47
Employment gender gap	0.98	97.9	25
Unemployment rate	10.1	47.8	36
Underemployment rate	4.0	76.8	25

	49.6	49.6	47	82.7	82.7	72	67.8	67.8	48	18.7	18.7	69
	0.98	97.9	25	0.89	89.4	35	0.81	80.7	35	0.48	48.2	68
	10.1	47.8	36	4.7	62.3	53	3.9	65.4	67	3.3	68.2	93
	4.0	76.8	25	2.6	71.9	23	2.6	72.4	29	1.5	79.8	25

### Development score 74.7 rank 21

Primary education enrolment rate	97.1	97.1	58			
Quality of primary schools <sup>1</sup>	4.5	59.1	42			
Secondary education enrolment rate	93.9	93.9	37			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		40.8	40.8	37		
Tertiary education enrolment rate		66.2	66.2	32		
Skill diversity of graduates <sup>2</sup>		0.15	93.0	31		
Quality of education system <sup>1</sup>		4.7	61.5	22		
Extent of staff training <sup>1</sup>				4.6	60.7	26

	97.1	97.1	58								
	4.5	59.1	42								
	93.9	93.9	37								
	1.0	100.0	1								
		40.8	40.8	37							
		66.2	66.2	32							
		0.15	93.0	31							
		4.7	61.5	22							
							4.6	60.7	26		

### Know-how score 71.0 rank 8

High-skilled employment share			51.4	51.4	5
Medium-skilled employment share			93.6	93.6	24
Economic complexity <sup>3</sup>			0.98	66.3	22
Availability of skilled employees <sup>1</sup>			5.4	72.9	6

			51.4	51.4	5
			93.6	93.6	24
			0.98	66.3	22
			5.4	72.9	6

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# Italy

rank **35**  
out of 130 countries  
score **67.23**

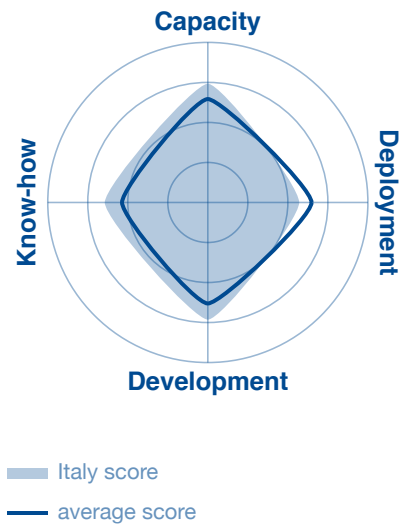


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	59,430
GDP per capita (US\$, PPP)	34,620
Mean years of education (years)	10.8
Median age of population (years)	45.9
Healthy life expectancy (years)	72.8
Working age population (1,000s)	37,846
Labour force participation rate (%)	49.5
Unemployment rate (%)	11.7
Youth not in employment, education or training rate (%)	21.3
Output per worker (US\$, PPP)	92,840
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.1
Public spending on social security, working age (% of GDP)	3.4
Public spending on social security, retired (% of GDP)	15.6
Pension scheme coverage share (% of working age pop)	61.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
13.6	9.6	40.8	13.3	22.7

### Capacity score **74.2** rank **41**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.9	99.9	27	99.8	99.8	9	98.6	98.6	20	97.4	97.4	15
99.8	99.8	43	98.7	98.7	43	97.5	97.5	47	90.3	90.3	48
97.1	97.1	15	92.6	92.6	27	82.5	82.5	35	46.8	46.8	41
			15.0	15.0	63	11.9	11.9	61	7.6	7.6	60

### Deployment score **57.1** rank **107**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

26.9	26.9	123	77.2	77.2	103	50.2	50.2	97	4.3	4.3	120
0.75	75.3	77	0.76	75.7	78	0.63	63.3	77	0.28	27.9	109
38.4	20.2	120	11.1	45.8	101	5.7	58.6	85	1.9	76.9	69
6.9	70.0	41	4.9	61.6	40	3.7	66.5	39	2.7	71.8	41

### Development score **73.2** rank **28**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

99.3	99.3	16									
4.7	62.0	36									
97.9	97.9	18									
1.0	99.6	91									
	56.1	56.1	18								
	63.1	63.1	39								
	0.14	94.4	15								
	3.8	46.7	58								
						3.4	39.9	110			

### Know-how score **64.4** rank **23**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

			35.8	35.8	35						
			88.8	88.8	69						
			1.35	72.5	15						
			4.6	60.3	40						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Jamaica

rank **83**  
out of 130 countries  
score **58.39**

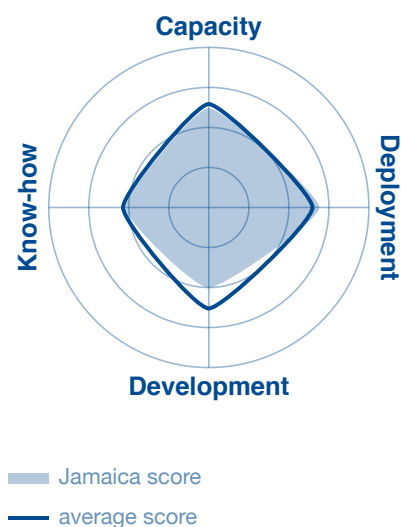
JAM | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,881
GDP per capita (US\$, PPP)	8,190
Mean years of education (years)	10.3
Median age of population (years)	29.4
Healthy life expectancy (years)	67.0
Working age population (1,000s)	1,946
Labour force participation rate (%)	64.8
Unemployment rate (%)	13.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	19,379
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	0.6
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	12.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.0	18.7	40.3	8.5	9.5

### Capacity score **62.1** rank **86**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	96.5	96.5	89	91.9	91.9	62	72.9	72.9	67	68.0	68.0	60			
	92.8	92.8	96	90.9	90.9	87	72.1	72.1	92	58.6	58.6	85			
	50.6	50.6	96	56.2	56.2	82	34.2	34.2	84	19.6	19.6	85			
				10.9	10.9	82	9.5	9.5	74	5.2	5.2	78			

### Deployment score **69.1** rank **41**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	39.7	39.7	82	84.8	84.8	61	68.9	68.9	45	27.9	27.9	46
	0.83	83.3	55	0.81	80.7	67	0.61	61.2	80	0.42	41.7	81
	29.8	25.6	108	8.4	51.4	86	4.3	64.0	73	2.4	73.7	78
	1.2	88.7	4	0.7	88.7	4	2.0	76.2	21	0.4	92.4	9

### Development score **50.2** rank **106**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	-	-	-									
	4.2	53.3	54									
	73.5	73.5	84									
	1.0	100.0	1									
				0.0	0.0	119						
				27.2	27.2	82						
				-	-	-						
				3.8	47.1	56						
							4.0	50.0	59			

### Know-how score **52.2** rank **63**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

				22.6	22.6	60					
				86.6	86.6	80					
				-0.35	44.2	63					
				4.3	55.3	56					

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# Japan

rank **17**  
out of 130 countries  
score **72.05**

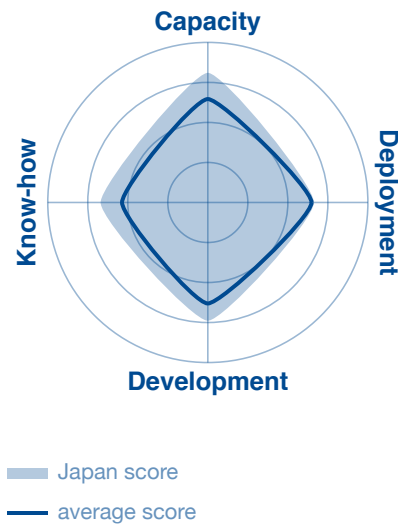


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	127,749
GDP per capita (US\$, PPP)	38,240
Mean years of education (years)	12.5
Median age of population (years)	46.3
Healthy life expectancy (years)	74.9
Working age population (1,000s)	77,287
Labour force participation rate (%)	60.0
Unemployment rate (%)	3.1
Youth not in employment, education or training rate (%)	3.6
Output per worker (US\$, PPP)	72,119
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.6
Public spending on social security, working age (% of GDP)	2.3
Public spending on social security, retired (% of GDP)	11.8
Pension scheme coverage share (% of working age pop)	84.9

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
12.9	9.4	38.6	12.5	26.6

### Capacity score **81.0** rank **9**

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	6
Secondary education attainment rate	96.2	96.2	17
Tertiary education attainment rate	50.7	50.7	1

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
100.0	100.0	6	100.0	100.0	12	100.0	100.0	7	100.0	100.0	5
96.2	96.2	17	99.9	99.9	1	99.9	99.9	1	99.9	99.9	1
50.7	50.7	1	36.3	36.3	2	16.2	16.2	24			

### Deployment score **66.3** rank **62**

Labour force participation rate	43.0	43.0	69
Employment gender gap	1.00	100.0	1
Unemployment rate	5.4	59.6	18
Underemployment rate	6.5	70.9	39

43.0	43.0	69	85.3	85.3	57	71.4	71.4	33	21.5	21.5	60
1.00	100.0	1	0.80	79.7	69	0.70	70.5	54	0.50	50.3	63
5.4	59.6	18	3.1	69.1	25	2.9	70.7	44	1.9	76.7	70
6.5	70.9	39	4.3	63.6	36	4.2	64.4	45	4.8	61.9	58

### Development score **73.9** rank **23**

Primary education enrolment rate	100.0	100.0	1
Quality of primary schools <sup>1</sup>	5.6	76.5	11
Secondary education enrolment rate	99.9	99.9	1
Secondary enrolment gender gap	1.0	99.8	89
Vocational education enrolment rate	22.9	22.9	63
Tertiary education enrolment rate	63.4	63.4	37
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	4.4	57.0	34
Extent of staff training <sup>1</sup>	5.3	71.9	10

100.0	100.0	1									
5.6	76.5	11									
99.9	99.9	1									
1.0	99.8	89									
22.9	22.9	63									
63.4	63.4	37									
-	-	-									
4.4	57.0	34									
5.3	71.9	10									

### Know-how score **67.0** rank **19**

High-skilled employment share	25.2	25.2	51
Medium-skilled employment share	93.4	93.4	25
Economic complexity <sup>3</sup>	2.21	86.8	1
Availability of skilled employees <sup>1</sup>	4.8	62.6	29

25.2	25.2	51									
93.4	93.4	25									
2.21	86.8	1									
4.8	62.6	29									

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# Jordan

rank **86**  
out of 130 countries  
score **58.15**

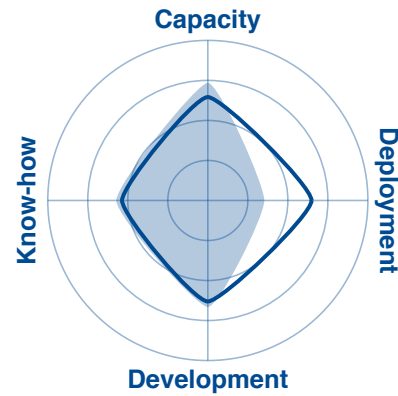
JOR | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Jordan score  
— average score

## KEY INDICATORS

Total population (1,000s)	9,456
GDP per capita (US\$, PPP)	8,390
Mean years of education (years)	9.7
Median age of population (years)	22.1
Healthy life expectancy (years)	65.0
Working age population (1,000s)	5,714
Labour force participation rate (%)	36.4
Unemployment rate (%)	11.9
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	45,725
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.9
Public spending on social security, working age (% of GDP)	0.7
Public spending on social security, retired (% of GDP)	7.5
Pension scheme coverage share (% of working age pop)	22.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
35.8	19.1	37.0	4.4	3.8

### Capacity score 73.5 rank 46

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Literacy and numeracy	99.2	99.2	56	99.2	99.2	20	89.7	89.7	46	89.2	89.2	31			
Primary education attainment rate	99.9	99.9	39	97.1	97.1	64	87.8	87.8	75	73.5	73.5	72			
Secondary education attainment rate	82.2	82.2	47	73.8	73.8	55	42.8	42.8	71	24.5	24.5	71			
Tertiary education attainment rate				2.5	2.5	114	0.8	0.8	121	0.2	0.2	127			

### Deployment score 35.3 rank 129

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Labour force participation rate	23.3	23.3	127	54.4	54.4	129	19.9	19.9	130	2.6	2.6	125			
Employment gender gap	0.37	37.0	123	0.29	28.7	126	0.05	4.6	130	0.03	3.1	129			
Unemployment rate	34.0	22.8	114	15.9	38.7	110	9.5	49.0	106	0.5	91.8	23			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 66.6 rank 56

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
Primary education enrolment rate	96.8	96.8	60												
Quality of primary schools <sup>1</sup>	4.2	53.9	52												
Secondary education enrolment rate	84.2	84.2	70												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				13.1	13.1	80									
Tertiary education enrolment rate				44.9	44.9	59									
Skill diversity of graduates <sup>2</sup>				0.16	92.2	43									
Quality of education system <sup>1</sup>				4.6	59.6	26									
Extent of staff training <sup>1</sup>							4.3	54.6	40						

### Know-how score 57.2 rank 45

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
High-skilled employment share						32.2	32.2	42							
Medium-skilled employment share						81.6	81.6	98							
Economic complexity <sup>3</sup>						0.16	52.6	45							
Availability of skilled employees <sup>1</sup>						4.7	62.2	33							

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# Kazakhstan

rank **29**  
out of 130 countries  
score **69.78**

AVG

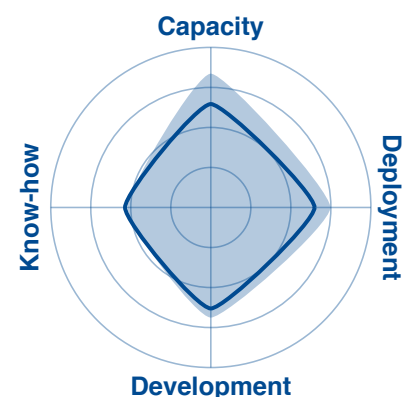
KAZ

30

distribution of countries by score

100

## SCORE AT GLANCE



— Kazakhstan score  
— average score

## KEY INDICATORS

Total population (1,000s)	17,988
GDP per capita (US\$, PPP)	23,420
Mean years of education (years)	11.7
Median age of population (years)	29.3
Healthy life expectancy (years)	63.3
Working age population (1,000s)	11,828
Labour force participation rate (%)	70.2
Unemployment rate (%)	5.0
Youth not in employment, education or training rate (%)	9.5
Output per worker (US\$, PPP)	46,246
Mean monthly earnings (US\$, PPP)	1,354
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,671
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,126
Mean monthly earnings for low-skilled workers (US\$, PPP)	588
Public spending on education (% of GDP)	2.8
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	3.2
Pension scheme coverage share (% of working age pop)	73.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.4	14.0	42.6	9.2	6.8

### Capacity score 83.6 rank 2

Literacy and numeracy	99.8	99.8	33
Primary education attainment rate	100.0	100.0	30
Secondary education attainment rate	99.9	99.9	8
Tertiary education attainment rate	22.7	22.7	36

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.8	99.8	33	99.9	99.9	3	99.6	99.6	12	99.2	99.2	7
100.0	100.0	30	99.7	99.7	26	99.4	99.4	33	98.1	98.1	35
99.9	99.9	8	99.5	99.5	7	98.9	98.9	6	85.7	85.7	18
22.7	22.7	36	20.6	20.6	26	15.9	15.9	26			

### Deployment score 74.7 rank 17

Labour force participation rate	42.4	42.4	72
Employment gender gap	0.88	87.7	44
Unemployment rate	5.0	61.1	15
Underemployment rate	3.0	79.9	15

93.8	93.8	6	62.1	62.1	69	4.3	4.3	119
0.95	94.9	8	0.67	67.2	68	0.53	52.6	55
5.6	59.1	66	4.2	64.3	72	0.2	95.3	17
1.9	76.9	16	2.4	73.6	26	1.2	82.8	19

### Development score 68.8 rank 45

Primary education enrolment rate	99.7	99.7	6
Quality of primary schools <sup>1</sup>	4.1	51.1	64
Secondary education enrolment rate	98.3	98.3	15
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	40.1	40.1	38
Tertiary education enrolment rate	46.3	46.3	57
Skill diversity of graduates <sup>2</sup>	0.18	90.4	55
Quality of education system <sup>1</sup>	3.7	44.7	67
Extent of staff training <sup>1</sup>	3.9	48.6	67

99.7	99.7	6						
4.1	51.1	64						
98.3	98.3	15						
1.0	100.0	1						
40.1	40.1	38						
46.3	46.3	57						
0.18	90.4	55						
3.7	44.7	67						
3.9	48.6	67						

### Know-how score 52.1 rank 64

High-skilled employment share	33.6	33.6	38
Medium-skilled employment share	80.8	80.8	103
Economic complexity <sup>3</sup>	-0.61	39.8	73
Availability of skilled employees <sup>1</sup>	4.2	54.1	61

33.6	33.6	38						
80.8	80.8	103						
-0.61	39.8	73						
4.2	54.1	61						

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# Kenya

rank **78**  
out of 130 countries  
score **59.48**

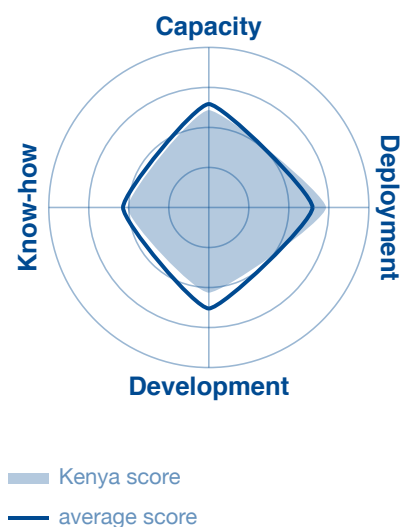
KEN | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	48,462
GDP per capita (US\$, PPP)	2,926
Mean years of education (years)	6.7
Median age of population (years)	19.0
Healthy life expectancy (years)	55.6
Working age population (1,000s)	27,372
Labour force participation rate (%)	-
Unemployment rate (%)	12.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	8,390
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	1.1
Pension scheme coverage share (% of working age pop)	11.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
40.9	20.2	32.8	3.6	2.6

### Capacity score 60.8 rank 90

Literacy and numeracy	85.9	85.9	109
Primary education attainment rate	96.7	96.7	85
Secondary education attainment rate	44.3	44.3	101
Tertiary education attainment rate	12.8	12.8	74

value	score	rank	value	score	rank	value	score	rank	value	score	rank
85.9	85.9	109	77.1	77.1	78	65.3	65.3	72	50.8	50.8	74
96.7	96.7	85	93.0	93.0	80	78.8	78.8	86	57.6	57.6	87
44.3	44.3	101	41.4	41.4	97	33.8	33.8	86	15.6	15.6	95
12.8	12.8	74	9.6	9.6	72	5.5	5.5	77			

### Deployment score 73.2 rank 25

Labour force participation rate	39.1	39.1	85
Employment gender gap	0.84	83.7	54
Unemployment rate	22.2	31.8	95
Underemployment rate	-	-	-

39.1	39.1	85	83.6	83.6	66	80.0	80.0	17	56.0	56.0	13
0.84	83.7	54	0.87	87.1	42	0.87	86.7	19	0.82	81.6	6
22.2	31.8	95	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 53.2 rank 101

Primary education enrolment rate	86.2	86.2	111
Quality of primary schools <sup>1</sup>	3.9	48.5	71
Secondary education enrolment rate	34.2	34.2	120
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	1.0	1.0	117
Tertiary education enrolment rate	4.0	4.0	123
Skill diversity of graduates <sup>2</sup>	0.16	92.7	38
Quality of education system <sup>1</sup>	4.4	57.4	32
Extent of staff training <sup>1</sup>	4.3	54.4	41

86.2	86.2	111									
3.9	48.5	71									
34.2	34.2	120									
1.0	100.0	1									
1.0	1.0	117									
4.0	4.0	123									
0.16	92.7	38									
4.4	57.4	32									
4.3	54.4	41									

### Know-how score 50.8 rank 74

High-skilled employment share	5.6	5.6	113
Medium-skilled employment share	94.3	94.3	15
Economic complexity <sup>3</sup>	-0.68	38.7	78
Availability of skilled employees <sup>1</sup>	4.9	64.4	25

5.6	5.6	113									
94.3	94.3	15									
-0.68	38.7	78									
4.9	64.4	25									

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Korea, Rep.

rank **27**  
out of 130 countries  
score **69.88**

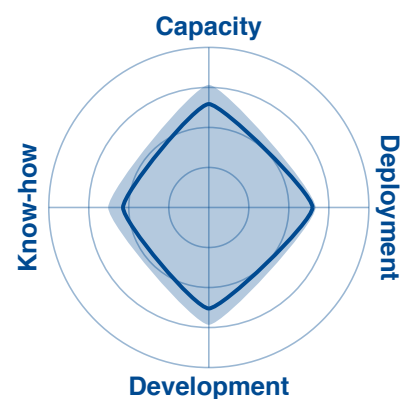
AVG | KOR

30

distribution of countries by score

100

## SCORE AT GLANCE



— Korea, Rep. score  
— average score

## KEY INDICATORS

Total population (1,000s)	50,792
GDP per capita (US\$, PPP)	34,986
Mean years of education (years)	12.9
Median age of population (years)	40.8
Healthy life expectancy (years)	73.2
Working age population (1,000s)	37,034
Labour force participation rate (%)	62.8
Unemployment rate (%)	3.7
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	68,655
Mean monthly earnings (US\$, PPP)	3,678
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,958
Public spending on education (% of GDP)	5.1
Public spending on social security, working age (% of GDP)	1.2
Public spending on social security, retired (% of GDP)	2.4
Pension scheme coverage share (% of working age pop)	53.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
13.7	13.0	46.2	13.6	13.4

### Capacity score 76.6 rank 26

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	22
Secondary education attainment rate	96.0	96.0	18
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
100.0	100.0	22	99.8	99.8	24	98.9	98.9	39	85.5	85.5	55
96.0	96.0	18	98.5	98.5	13	86.5	86.5	28	49.6	49.6	38
			43.9	43.9	3	22.2	22.2	20	9.6	9.6	47

### Deployment score 66.7 rank 58

Labour force participation rate	28.1	28.1	120
Employment gender gap	1.31	100.0	1
Unemployment rate	10.6	46.9	40
Underemployment rate	-	-	-

28.1	28.1	120	77.4	77.4	101	65.8	65.8	56	31.4	31.4	42
1.31	100.0	1	0.73	72.5	85	0.67	66.9	70	0.56	56.1	42
10.6	46.9	40	3.4	67.7	30	2.8	71.2	42	2.3	74.3	75
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 73.3 rank 26

Primary education enrolment rate	96.4	96.4	67							
Quality of primary schools <sup>1</sup>	4.7	62.4	34							
Secondary education enrolment rate	95.4	95.4	30							
Secondary enrolment gender gap	1.0	99.3	95							
Vocational education enrolment rate										
Tertiary education enrolment rate	17.7	17.7	72							
Skill diversity of graduates <sup>2</sup>	95.3	95.3	2							
Quality of education system <sup>1</sup>	0.15	92.9	33							
Extent of staff training <sup>1</sup>	3.6	44.0	68							
				4.4	56.5	36				

96.4	96.4	67									
4.7	62.4	34									
95.4	95.4	30									
1.0	99.3	95									
			17.7	17.7	72						
			95.3	95.3	2						
			0.15	92.9	33						
			3.6	44.0	68						
									4.4	56.5	36

### Know-how score 62.9 rank 25

High-skilled employment share				21.4	21.4	65
Medium-skilled employment share				86.8	86.8	79
Economic complexity <sup>3</sup>				1.82	80.4	4
Availability of skilled employees <sup>1</sup>				4.8	62.9	28

				21.4	21.4	65					
				86.8	86.8	79					
				1.82	80.4	4					
				4.8	62.9	28					

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KWT

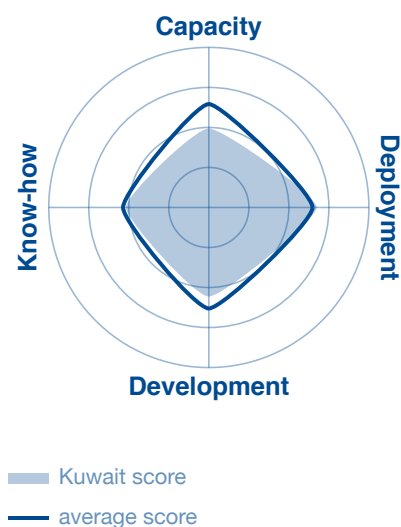
AVG

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	4,053
GDP per capita (US\$, PPP)	69,329
Mean years of education (years)	6.3
Median age of population (years)	33.4
Healthy life expectancy (years)	65.7
Working age population (1,000s)	3,113
Labour force participation rate (%)	76.8
Unemployment rate (%)	3.6
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	130,488
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.8
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	12.9

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
21.0	11.9	58.7	6.2	2.2

### Capacity

score **49.4** rank **105**

Literacy and numeracy	99.5	99.5	47
Primary education attainment rate	79.7	79.7	112
Secondary education attainment rate	21.1	21.1	120
Tertiary education attainment rate	5.4	5.4	106

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.5	99.5	47	95.5	95.5	51	100.0	100.0	1	72.9	72.9	53
79.7	79.7	112	55.9	55.9	118	60.8	60.8	103	34.9	34.9	108
21.1	21.1	120	26.5	26.5	114	34.1	34.1	85	15.1	15.1	97
5.4	5.4	106	10.2	10.2	70	4.8	4.8	81			

### Deployment

score **67.4** rank **50**

Labour force participation rate	36.4	36.4	96
Employment gender gap	0.33	32.8	126
Unemployment rate	13.3	42.3	61
Underemployment rate	-	-	-

36.4	36.4	96	80.7	80.7	85	40.0	40.0	122	11.7	11.7	86
0.33	32.8	126	0.75	74.6	80	0.45	45.1	108	0.23	22.9	118
13.3	42.3	61	2.3	74.1	17	2.0	75.9	34	0.0	100.0	1
-	-	-	-	-	-	-	-	-	-	-	-

### Development

score **55.7** rank **94**

Primary education enrolment rate	98.7	98.7	37
Quality of primary schools <sup>1</sup>	3.2	37.4	93
Secondary education enrolment rate	91.9	91.9	44
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	4.3	4.3	108
Tertiary education enrolment rate	27.0	27.0	83
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.4	39.7	79
Extent of staff training <sup>1</sup>	3.8	46.2	78

98.7	98.7	37						
3.2	37.4	93						
91.9	91.9	44						
1.0	100.0	1						
4.3	4.3	108						
27.0	27.0	83						
-	-	-						
3.4	39.7	79						
3.8	46.2	78						

### Know-how

score **51.8** rank **66**

High-skilled employment share	19.7	19.7	71
Medium-skilled employment share	99.0	99.0	1
Economic complexity <sup>3</sup>	-0.51	41.5	67
Availability of skilled employees <sup>1</sup>	3.8	47.0	88

19.7	19.7	71			
99.0	99.0	1			
-0.51	41.5	67			
3.8	47.0	88			

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# Kyrgyz Republic

rank **46**  
out of 130 countries  
score **65.14**

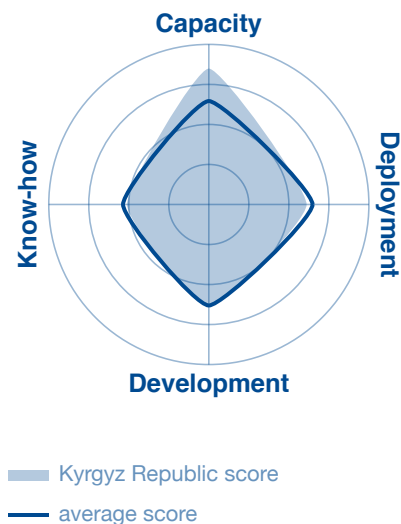
AVG | KGZ

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	5,956
GDP per capita (US\$, PPP)	3,292
Mean years of education (years)	11.4
Median age of population (years)	25.3
Healthy life expectancy (years)	63.9
Working age population (1,000s)	3,819
Labour force participation rate (%)	62.4
Unemployment rate (%)	7.6
Youth not in employment, education or training rate (%)	21.4
Output per worker (US\$, PPP)	8,078
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	30.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
31.5	17.6	39.5	7.1	4.4

### Capacity

score **84.9** rank **1**

Literacy and numeracy	99.7	99.7	38
Primary education attainment rate	99.9	99.9	36
Secondary education attainment rate	99.9	99.9	7
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	99.7	99.7	38	99.8	99.8	11	99.6	99.6	11	95.6	95.6	21
	99.9	99.9	36	99.5	99.5	36	99.3	99.3	34	97.3	97.3	38
	99.9	99.9	7	99.4	99.4	8	98.8	98.8	7	88.0	88.0	14
				22.1	22.1	40	20.0	20.0	30	19.3	19.3	15

### Deployment

score **61.1** rank **84**

Labour force participation rate	47.5	47.5	52
Employment gender gap	0.63	62.6	100
Unemployment rate	14.9	40.0	69
Underemployment rate	-	-	-

	47.5	47.5	52	78.7	78.7	95	47.9	47.9	102	8.9	8.9	98
	0.63	62.6	100	0.70	70.5	92	0.53	53.3	95	0.52	51.8	60
	14.9	40.0	69	6.2	57.3	71	3.8	66.2	62	2.2	74.7	74
	-	-	-	-	-	-	-	-	-	-	-	-

### Development

score **63.3** rank **70**

Primary education enrolment rate	98.0	98.0	47	
Quality of primary schools <sup>1</sup>	3.0	32.8	106	
Secondary education enrolment rate	90.3	90.3	51	
Secondary enrolment gender gap	1.0	100.0	1	
Vocational education enrolment rate		37.2	37.2	41
Tertiary education enrolment rate		45.9	45.9	58
Skill diversity of graduates <sup>2</sup>		0.18	89.9	59
Quality of education system <sup>1</sup>		3.1	35.1	98
Extent of staff training <sup>1</sup>				

	98.0	98.0	47									
	3.0	32.8	106									
	90.3	90.3	51									
	1.0	100.0	1									
		37.2	37.2	41								
		45.9	45.9	58								
		0.18	89.9	59								
		3.1	35.1	98								
							3.5	40.9	107			

### Know-how

score **51.2** rank **70**

High-skilled employment share			18.3	18.3	77
Medium-skilled employment share			91.3	91.3	51
Economic complexity <sup>3</sup>			-	-	-
Availability of skilled employees <sup>1</sup>			3.6	44.1	104

			18.3	18.3	77							
			91.3	91.3	51							
			-	-	-							
			3.6	44.1	104							

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# Lao PDR

rank **84**  
out of 130 countries  
score **58.36**

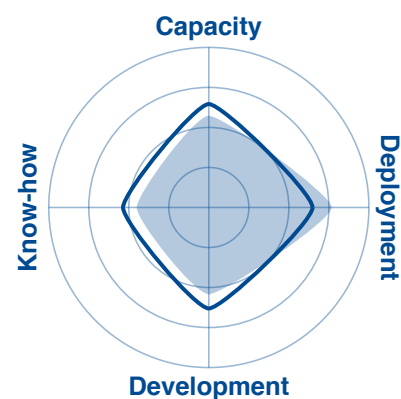


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distribution of countries by score

100

## SCORE AT GLANCE



— Lao PDR score  
— average score

## KEY INDICATORS

Total population (1,000s)	6,758
GDP per capita (US\$, PPP)	5,735
Mean years of education (years)	4.8
Median age of population (years)	22.7
Healthy life expectancy (years)	57.9
Working age population (1,000s)	4,243
Labour force participation rate (%)	78.2
Unemployment rate (%)	0.7
Youth not in employment, education or training rate (%)	5.1
Output per worker (US\$, PPP)	10,790
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	1.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
33.3	20.9	36.7	5.2	4.0

### Capacity score 57.3 rank 99

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	90.2	90.2	102	79.0	79.0	77	65.8	65.8	70	45.4	45.4	77			
Primary education attainment rate	89.0	89.0	102	77.1	77.1	103	64.2	64.2	100	41.2	41.2	103			
Secondary education attainment rate	51.1	51.1	94	36.0	36.0	102	16.6	16.6	109	8.0	8.0	108			
Tertiary education attainment rate				14.4	14.4	68	6.7	6.7	89	2.7	2.7	99			

### Deployment score 76.8 rank 12

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	61.3	61.3	19	93.5	93.5	8	70.1	70.1	39	36.0	36.0	31			
Employment gender gap	1.13	100.0	1	0.95	94.8	9	0.81	81.0	34	0.53	52.5	56			
Unemployment rate	3.8	66.0	9	0.3	93.8	2	0.5	91.6	13	0.7	88.4	32			
Underemployment rate	14.8	60.0	68	10.9	46.2	73	6.1	57.5	58	4.2	64.2	53			

### Development score 54.2 rank 97

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	92.7	92.7	94												
Quality of primary schools <sup>1</sup>	3.5	41.2	80												
Secondary education enrolment rate	56.6	56.6	97												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				4.2	4.2	109									
Tertiary education enrolment rate				16.9	16.9	95									
Skill diversity of graduates <sup>2</sup>				0.29	77.6	102									
Quality of education system <sup>1</sup>				4.1	51.1	49									
Extent of staff training <sup>1</sup>							3.8	47.4	73						

### Know-how score 45.1 rank 105

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							5.1	5.1	118						
Medium-skilled employment share							98.9	98.9	2						
Economic complexity <sup>3</sup>							-1.31	28.1	97						
Availability of skilled employees <sup>1</sup>							3.9	48.2	79						

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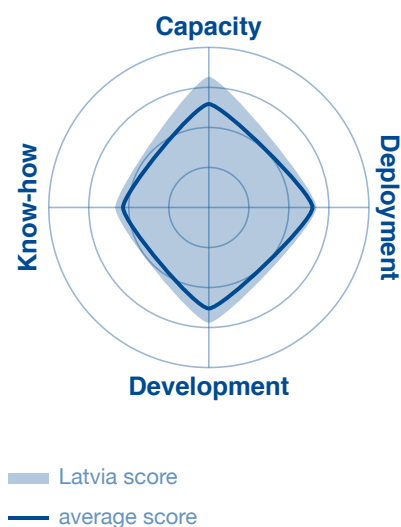


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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,971
GDP per capita (US\$, PPP)	23,712
Mean years of education (years)	10.9
Median age of population (years)	42.5
Healthy life expectancy (years)	67.1
Working age population (1,000s)	1,285
Labour force participation rate (%)	60.4
Unemployment rate (%)	9.6
Youth not in employment, education or training rate (%)	10.5
Output per worker (US\$, PPP)	49,486
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	80.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.2	10.0	41.6	13.5	19.5

### Capacity score **81.6** rank **6**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.8	99.8	34	99.9	99.9	5	99.9	99.9	4	99.9	99.9	1
Primary education attainment rate	100.0	100.0	1	100.0	100.0	1	100.0	100.0	18	100.0	100.0	5
Secondary education attainment rate	90.3	90.3	27	98.2	98.2	16	99.4	99.4	4	95.5	95.5	7
Tertiary education attainment rate				22.3	22.3	38	18.2	18.2	36	19.0	19.0	16

### Deployment score **67.2** rank **52**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	41.7	41.7	75	87.4	87.4	39	62.8	62.8	66	10.7	10.7	89
Employment gender gap	0.83	83.1	56	0.95	94.8	11	0.95	95.1	7	0.69	68.8	18
Unemployment rate	17.3	36.8	82	9.3	49.4	94	9.2	49.6	105	1.8	78.0	64
Underemployment rate	3.4	78.6	19	4.7	62.3	38	5.5	59.5	53	2.3	74.0	34

### Development score **72.1** rank **35**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	97.0	97.0	59									
Quality of primary schools <sup>1</sup>	4.8	63.0	31									
Secondary education enrolment rate	92.7	92.7	41									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		39.6	39.6	39								
Tertiary education enrolment rate		67.0	67.0	31								
Skill diversity of graduates <sup>2</sup>		0.18	90.5	51								
Quality of education system <sup>1</sup>		3.8	46.7	59								
Extent of staff training <sup>1</sup>							4.1	52.0	54			

### Know-how score **58.5** rank **41**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				40.0	40.0	25						
Medium-skilled employment share				87.2	87.2	78						
Economic complexity <sup>3</sup>				0.60	60.0	33						
Availability of skilled employees <sup>1</sup>				3.8	46.9	91						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Lesotho

rank **124**  
out of 130 countries  
score **46.88**

LSO

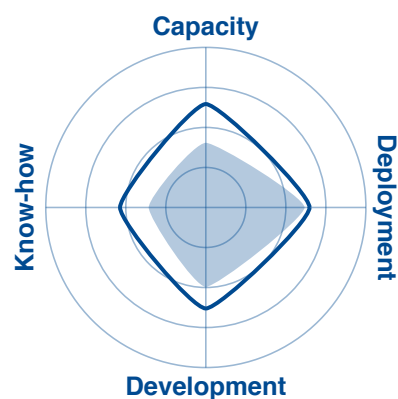
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Lesotho score  
— average score

## KEY INDICATORS

Total population (1,000s)	2,204
GDP per capita (US\$, PPP)	2,808
Mean years of education (years)	6.0
Median age of population (years)	21.3
Healthy life expectancy (years)	46.6
Working age population (1,000s)	1,322
Labour force participation rate (%)	55.9
Unemployment rate (%)	24.4
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	8,195
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	11.4
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	3.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
35.5	22.0	33.4	4.7	4.5

### Capacity score 40.4 rank 117

Indicator	value	score	rank
Literacy and numeracy	85.1	85.1	110
Primary education attainment rate	51.6	51.6	125
Secondary education attainment rate	14.2	14.2	124
Tertiary education attainment rate	1.4	1.4	123

### Deployment score 61.7 rank 81

Indicator	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	45.0	45.0	63	83.4	83.4	68	71.5	71.5	32	46.1	46.1	24
Employment gender gap	0.72	71.9	83	0.83	83.3	61	0.78	77.6	40	0.55	54.9	46
Unemployment rate	37.3	20.8	118	22.9	31.1	119	16.2	38.2	116	12.8	43.1	112
Underemployment rate	0.5	94.0	3	-	-	-	-	-	-	-	-	-

### Development score 49.6 rank 108

Indicator	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	80.7	80.7	115						
Quality of primary schools <sup>1</sup>	3.3	38.9	88						
Secondary education enrolment rate	30.9	30.9	122						
Secondary enrolment gender gap	1.0	100.0	1						
Vocational education enrolment rate		11.7	11.7	83					
Tertiary education enrolment rate		9.8	9.8	110					
Skill diversity of graduates <sup>2</sup>		0.22	86.2	82					
Quality of education system <sup>1</sup>		3.8	47.0	57					
Extent of staff training <sup>1</sup>							3.5	41.4	102

### Know-how score 35.7 rank 129

Indicator	value	score	rank	value	score	rank
High-skilled employment share		11.8	11.8	98		
Medium-skilled employment share		52.0	52.0	130		
Economic complexity <sup>3</sup>		-	-	-		
Availability of skilled employees <sup>1</sup>		3.6	43.3	108		

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# Liberia

rank **120**  
out of 130 countries  
score **48.86**

LBR

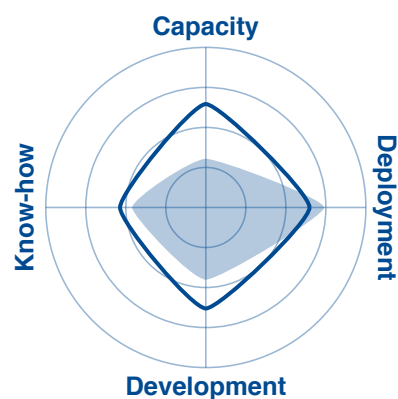
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Liberia score  
— average score

## KEY INDICATORS

Total population (1,000s)	4,614
GDP per capita (US\$, PPP)	754
Mean years of education (years)	4.3
Median age of population (years)	18.6
Healthy life expectancy (years)	52.7
Working age population (1,000s)	2,531
Labour force participation rate (%)	57.5
Unemployment rate (%)	2.3
Youth not in employment, education or training rate (%)	19.4
Output per worker (US\$, PPP)	2,322
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.8
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
42.1	19.4	31.3	4.2	3.0

### Capacity score 30.4 rank 124

Literacy and numeracy	54.5	54.5	124
Primary education attainment rate	50.2	50.2	127
Secondary education attainment rate	8.2	8.2	127
Tertiary education attainment rate	3.3	3.3	112

value	score	rank	value	score	rank	value	score	rank	value	score	rank
54.5	54.5	124	47.2	47.2	97	29.0	29.0	94	32.5	32.5	87
50.2	50.2	127	43.2	43.2	121	26.6	26.6	118	13.9	13.9	117
8.2	8.2	127	22.8	22.8	116	16.9	16.9	108	7.5	7.5	110
3.3	3.3	112	3.5	3.5	108	1.6	1.6	107			

### Deployment score 73.9 rank 20

Labour force participation rate	34.0	34.0	106
Employment gender gap	0.96	96.0	29
Unemployment rate	4.6	62.4	13
Underemployment rate	2.5	81.7	13

34.0	34.0	106	77.8	77.8	100	69.3	69.3	42	48.0	48.0	23
0.96	96.0	29	0.90	90.0	30	0.86	86.5	20	0.64	64.3	26
4.6	62.4	13	2.2	74.6	16	0.7	88.2	17	1.3	81.5	54
2.5	81.7	13	3.8	65.9	34	3.4	67.7	36	0.7	89.0	14

### Development score 45.1 rank 120

Primary education enrolment rate	37.6	37.6	128
Quality of primary schools <sup>1</sup>	3.1	35.3	98
Secondary education enrolment rate	44.3	44.3	112
Secondary enrolment gender gap	0.8	79.9	123
Vocational education enrolment rate	17.6	17.6	73
Tertiary education enrolment rate	11.6	11.6	104
Skill diversity of graduates <sup>2</sup>	0.15	92.9	32
Quality of education system <sup>1</sup>	3.3	38.4	87
Extent of staff training <sup>1</sup>	3.9	48.2	69

37.6	37.6	128									
3.1	35.3	98									
44.3	44.3	112									
0.8	79.9	123									
17.6	17.6	73									
11.6	11.6	104									
0.15	92.9	32									
3.3	38.4	87									
3.9	48.2	69									

### Know-how score 46.0 rank 98

High-skilled employment share	9.8	9.8	101
Medium-skilled employment share	81.8	81.8	97
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	3.8	46.3	94

9.8	9.8	101									
81.8	81.8	97									
-	-	-									
3.8	46.3	94									

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# Lithuania

rank **25**  
out of 130 countries  
score **70.81**

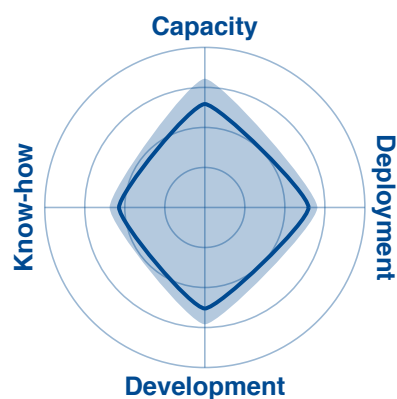
AVG | LTU

30

distribution of countries by score

100

## SCORE AT GLANCE



— Lithuania score  
— average score

## KEY INDICATORS

Total population (1,000s)	2,908
GDP per capita (US\$, PPP)	27,904
Mean years of education (years)	11.8
Median age of population (years)	42.7
Healthy life expectancy (years)	66.1
Working age population (1,000s)	1,933
Labour force participation rate (%)	60.3
Unemployment rate (%)	7.9
Youth not in employment, education or training rate (%)	9.2
Output per worker (US\$, PPP)	58,114
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	65.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.7	12.4	40.6	13.5	18.8

### Capacity score 80.4 rank 14

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.9	99.9	28	99.8	99.8	12	99.8	99.8	7	99.8	99.8	2
Primary education attainment rate	100.0	100.0	29	99.7	99.7	29	99.7	99.7	22	99.5	99.5	22
Secondary education attainment rate	86.1	86.1	40	97.8	97.8	17	98.7	98.7	8	76.8	76.8	23
Tertiary education attainment rate				20.8	20.8	44	21.2	21.2	24	15.9	15.9	25

### Deployment score 70.3 rank 37

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	36.9	36.9	92	89.8	89.8	23	63.1	63.1	65	5.9	5.9	111
Employment gender gap	0.82	82.3	59	0.98	98.1	5	0.91	91.3	13	0.61	61.1	31
Unemployment rate	16.7	37.5	79	7.4	53.8	81	7.7	52.9	100	1.4	80.9	55
Underemployment rate	2.1	83.6	11	1.9	77.0	15	2.4	73.4	27	1.6	79.7	26

### Development score 73.0 rank 31

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	99.5	99.5	13						
Quality of primary schools <sup>1</sup>	4.8	63.9	29						
Secondary education enrolment rate	99.4	99.4	3						
Secondary enrolment gender gap	1.0	100.0	1						
Vocational education enrolment rate		26.7	26.7	57					
Tertiary education enrolment rate		68.5	68.5	29					
Skill diversity of graduates <sup>2</sup>		0.18	90.5	50					
Quality of education system <sup>1</sup>		4.0	49.9	52					
Extent of staff training <sup>1</sup>					4.5	59.0	31		

### Know-how score 59.5 rank 37

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	value	score	rank	value	score	rank
High-skilled employment share		42.0	42.0	22		
Medium-skilled employment share		91.3	91.3	50		
Economic complexity <sup>3</sup>		0.64	60.6	32		
Availability of skilled employees <sup>1</sup>		3.6	44.1	105		

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# Luxembourg

rank **30**  
out of 130 countries  
score **69.61**

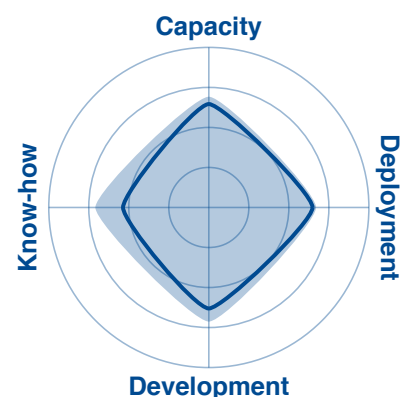


30

distribution of countries by score

100

## SCORE AT GLANCE



— Luxembourg score  
— average score

## KEY INDICATORS

Total population (1,000s)	576
GDP per capita (US\$, PPP)	97,019
Mean years of education (years)	11.7
Median age of population (years)	39.3
Healthy life expectancy (years)	71.8
Working age population (1,000s)	400
Labour force participation rate (%)	58.9
Unemployment rate (%)	6.3
Youth not in employment, education or training rate (%)	6.2
Output per worker (US\$, PPP)	203,704
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	100.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.4	12.4	45.4	11.7	14.1

### Capacity score 69.2 rank 68

Literacy and numeracy	100.0	100.0	1
Primary education attainment rate	100.0	100.0	21
Secondary education attainment rate	79.6	79.6	52
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	100.0	100.0	1	-	-	-	-	-	-	-	-	
	100.0	100.0	21	100.0	100.0	4	100.0	100.0	7	100.0	100.0	8
	79.6	79.6	52	79.2	79.2	49	73.3	73.3	40	57.6	57.6	33
				24.1	24.1	33	19.2	19.2	35	13.2	13.2	33

### Deployment score 67.0 rank 57

Labour force participation rate	27.9	27.9	122
Employment gender gap	1.02	100.0	1
Unemployment rate	16.4	38.0	76
Underemployment rate	7.8	68.5	48

	27.9	27.9	122	88.3	88.3	32	44.6	44.6	108	3.8	3.8	121
	1.02	100.0	1	0.87	87.1	43	0.69	69.1	58	0.24	23.8	114
	16.4	38.0	76	5.3	59.9	59	5.0	61.1	79	4.7	62.4	104
	7.8	68.5	48	2.7	71.8	24	1.6	79.7	15	0.4	92.5	8

### Development score 71.3 rank 39

Primary education enrolment rate	96.0	96.0	71				
Quality of primary schools <sup>1</sup>	4.7	62.1	35				
Secondary education enrolment rate	89.1	89.1	53				
Secondary enrolment gender gap	1.0	100.0	1				
Vocational education enrolment rate		59.8	59.8	13			
Tertiary education enrolment rate		19.4	19.4	89			
Skill diversity of graduates <sup>2</sup>		0.24	83.4	91			
Quality of education system <sup>1</sup>		4.5	58.2	28			
Extent of staff training <sup>1</sup>					5.4	74.1	5

	96.0	96.0	71									
	4.7	62.1	35									
	89.1	89.1	53									
	1.0	100.0	1									
		59.8	59.8	13								
		19.4	19.4	89								
		0.24	83.4	91								
		4.5	58.2	28								
							5.4	74.1	5			

### Know-how score 70.9 rank 9

High-skilled employment share				63.2	63.2	1
Medium-skilled employment share				93.6	93.6	22
Economic complexity <sup>3</sup>				-	-	-
Availability of skilled employees <sup>1</sup>				4.4	56.1	53

				63.2	63.2	1						
				93.6	93.6	22						
				-	-	-						
				4.4	56.1	53						

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# Macedonia, FYR

rank **67**  
out of 130 countries  
score **61.82**

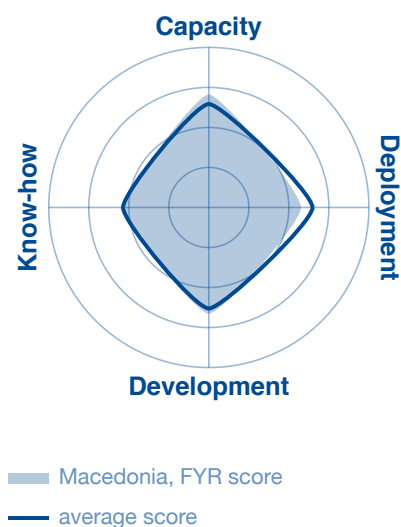
AVG MKD

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,081
GDP per capita (US\$, PPP)	13,055
Mean years of education (years)	-
Median age of population (years)	37.4
Healthy life expectancy (years)	67.5
Working age population (1,000s)	1,464
Labour force participation rate (%)	54.9
Unemployment rate (%)	23.7
Youth not in employment, education or training rate (%)	24.7
Output per worker (US\$, PPP)	37,079
Mean monthly earnings (US\$, PPP)	1,681
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,283
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,192
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,027
Public spending on education (% of GDP)	3.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	52.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.8	13.3	44.3	12.7	12.9

### Capacity score 70.6 rank 59

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	98.6	98.6	72	98.7	98.7	25	98.3	98.3	22	93.3	93.3	25			
	99.6	99.6	52	98.8	98.8	42	98.3	98.3	43	95.4	95.4	41			
	60.9	60.9	84	66.2	66.2	67	57.6	57.6	52	41.5	41.5	46			
				14.4	14.4	67	15.2	15.2	45	13.5	13.5	32			

### Deployment score 57.6 rank 104

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	32.3	32.3	110	80.2	80.2	89	49.7	49.7	99	2.3	2.3	130			
	0.59	58.7	105	0.70	70.4	93	0.46	45.5	107	0.41	40.9	82			
	49.5	14.8	127	22.2	31.7	116	17.7	36.4	118	1.3	82.0	53			
	4.7	74.9	29	2.1	75.4	17	1.5	79.9	14	1.4	81.4	23			

### Development score 66.3 rank 58

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	88.3	88.3	109												
	4.0	50.4	66												
	80.3	80.3	74												
	1.0	99.7	90												
				59.6	59.6	15									
				39.6	39.6	65									
				0.19	89.1	67									
				3.7	45.2	65									
							3.7	44.9	85						

### Know-how score 52.7 rank 57

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
				24.7	24.7	52									
				91.3	91.3	49									
				-0.35	44.2	62									
				4.0	50.7	70									

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# Madagascar

rank **110**  
out of 130 countries  
score **51.96**

MDG

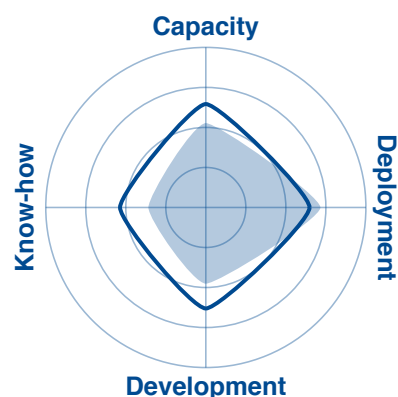
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Madagascar score  
— average score

## KEY INDICATORS

Total population (1,000s)	24,895
GDP per capita (US\$, PPP)	1,396
Mean years of education (years)	-
Median age of population (years)	18.7
Healthy life expectancy (years)	56.9
Working age population (1,000s)	13,898
Labour force participation rate (%)	86.4
Unemployment rate (%)	1.8
Youth not in employment, education or training rate (%)	3.8
Output per worker (US\$, PPP)	2,783
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	5.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
41.3	20.5	31.1	4.2	2.9

### Capacity score 52.7 rank 103

Literacy and numeracy	65.1	65.1	122
Primary education attainment rate	87.6	87.6	106
Secondary education attainment rate	45.1	45.1	99
Tertiary education attainment rate	4.2	4.2	108

value	score	rank	value	score	rank	value	score	rank	value	score	rank
65.1	65.1	122	64.9	64.9	88	62.0	62.0	75	63.1	63.1	66
87.6	87.6	106	81.3	81.3	98	77.7	77.7	87	65.3	65.3	79
45.1	45.1	99	36.0	36.0	101	29.5	29.5	92	21.3	21.3	77
4.2	4.2	108	4.3	4.3	101	3.0	3.0	98			

### Deployment score 71.6 rank 33

Labour force participation rate	76.2	76.2	2
Employment gender gap	0.95	95.4	31
Unemployment rate	3.4	68.0	8
Underemployment rate	45.8	44.3	87

95.4	95.4	3	87.3	87.3	4	60.9	60.9	8
0.94	93.8	15	0.93	93.4	10	0.81	81.5	7
1.4	81.1	10	0.1	97.7	4	0.2	96.6	9
38.5	20.2	82	46.7	16.1	81	59.2	11.0	80

### Development score 47.6 rank 116

Primary education enrolment rate	99.0	99.0	22
Quality of primary schools <sup>1</sup>	3.0	33.8	102
Secondary education enrolment rate	30.0	30.0	123
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	6.2	6.2	102
Tertiary education enrolment rate	4.8	4.8	120
Skill diversity of graduates <sup>2</sup>	0.28	79.0	100
Quality of education system <sup>1</sup>	2.9	31.8	106
Extent of staff training <sup>1</sup>	3.6	43.4	91

99.0	99.0	22						
3.0	33.8	102						
30.0	30.0	123						
1.0	100.0	1						
6.2	6.2	102						
4.8	4.8	120						
0.28	79.0	100						
2.9	31.8	106						
3.6	43.4	91						

### Know-how score 35.9 rank 128

High-skilled employment share	3.7	3.7	128
Medium-skilled employment share	53.9	53.9	129
Economic complexity <sup>3</sup>	-1.04	32.6	91
Availability of skilled employees <sup>1</sup>	4.2	53.6	62

3.7	3.7	128			
53.9	53.9	129			
-1.04	32.6	91			
4.2	53.6	62			

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

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3 / Data from -2.33 (worst score) to 2.21 (best score)



# Malawi

rank **109**  
out of 130 countries  
score **52.32**

MWI

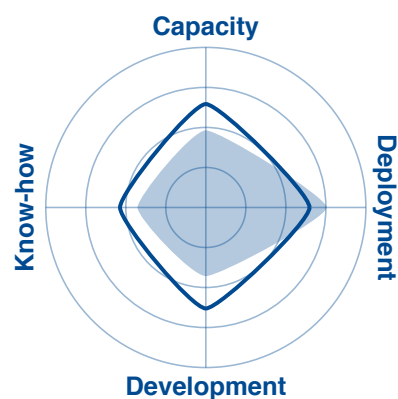
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



Malawi score  
average score

## KEY INDICATORS

Total population (1,000s)	18,092
GDP per capita (US\$, PPP)	1,084
Mean years of education (years)	4.6
Median age of population (years)	17.4
Healthy life expectancy (years)	51.2
Working age population (1,000s)	9,539
Labour force participation rate (%)	77.7
Unemployment rate (%)	6.0
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	1,887
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	0.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
44.3	20.9	28.9	2.9	3.0

### Capacity score 48.2 rank 109

Literacy and numeracy	75.1	75.1	115
Primary education attainment rate	90.9	90.9	99
Secondary education attainment rate	27.6	27.6	114
Tertiary education attainment rate	1.3	1.3	126

value	score	rank	value	score	rank	value	score	rank	value	score	rank
75.1	75.1	115	65.0	65.0	87	45.7	45.7	84	38.7	38.7	84
90.9	90.9	99	78.3	78.3	102	55.1	55.1	105	46.4	46.4	94
27.6	27.6	114	21.6	21.6	117	9.0	9.0	118	5.3	5.3	113
1.3	1.3	126	0.8	0.8	122	0.6	0.6	118			

### Deployment score 75.5 rank 15

Labour force participation rate	58.9	58.9	25
Employment gender gap	0.95	94.8	33
Unemployment rate	9.2	49.7	31
Underemployment rate	-	-	-

58.9	58.9	25	94.3	94.3	4	97.0	97.0	1	90.9	90.9	1
0.95	94.8	33	0.86	86.5	48	0.85	85.4	25	0.69	69.3	17
9.2	49.7	31	5.3	59.9	60	5.6	58.9	83	2.0	76.4	71
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 42.9 rank 122

Primary education enrolment rate	98.1	98.1	46
Quality of primary schools <sup>1</sup>	2.4	23.2	123
Secondary education enrolment rate	35.1	35.1	118
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	0.0	0.0	119
Tertiary education enrolment rate	0.8	0.8	128
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.2	37.3	92
Extent of staff training <sup>1</sup>	3.9	49.1	64

98.1	98.1	46									
2.4	23.2	123									
35.1	35.1	118									
1.0	100.0	1									
	0.0	0.0	119								
	0.8	0.8	128								
	-	-	-								
	3.2	37.3	92								
	3.9	49.1	64								

### Know-how score 42.7 rank 117

High-skilled employment share	5.3	5.3	115
Medium-skilled employment share	94.4	94.4	13
Economic complexity <sup>3</sup>	-1.44	26.0	103
Availability of skilled employees <sup>1</sup>	3.7	45.0	98

	5.3	5.3	115								
	94.4	94.4	13								
	-1.44	26.0	103								
	3.7	45.0	98								

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# Malaysia

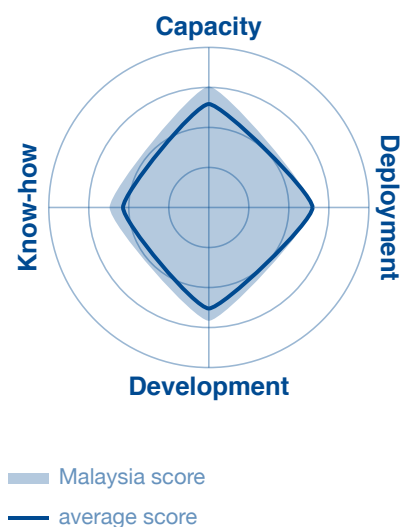
rank **33**  
out of 130 countries  
score **68.29**

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	31,187
GDP per capita (US\$, PPP)	25,660
Mean years of education (years)	10.3
Median age of population (years)	27.7
Healthy life expectancy (years)	66.5
Working age population (1,000s)	21,613
Labour force participation rate (%)	67.7
Unemployment rate (%)	3.5
Youth not in employment, education or training rate (%)	1.2
Output per worker (US\$, PPP)	54,652
Mean monthly earnings (US\$, PPP)	1,633
Mean monthly earnings for high-skilled workers (US\$, PPP)	3,117
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,156
Mean monthly earnings for low-skilled workers (US\$, PPP)	841
Public spending on education (% of GDP)	5.0
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	28.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
24.6	19.2	42.6	7.6	6.1

### Capacity score **75.6** rank **32**

Literacy and numeracy	98.4	98.4	76
Primary education attainment rate	99.2	99.2	63
Secondary education attainment rate	92.7	92.7	23
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	98.4	98.4	76	97.1	97.1	43	90.7	90.7	42	70.5	70.5	57
	99.2	99.2	63	95.9	95.9	71	89.6	89.6	70	71.5	71.5	73
	92.7	92.7	23	83.6	83.6	43	55.0	55.0	57	26.9	26.9	65
				19.0	19.0	48	7.6	7.6	83	3.9	3.9	90

### Deployment score **64.7** rank **30**

Labour force participation rate	40.2	40.2	81
Employment gender gap	0.69	68.6	90
Unemployment rate	12.1	44.1	53
Underemployment rate	3.4	78.4	20

	40.2	40.2	81	80.9	80.9	84	50.5	50.5	96	23.9	23.9	54
	0.69	68.6	90	0.69	69.5	95	0.47	46.7	104	0.26	26.0	112
	12.1	44.1	53	1.6	79.2	12	0.3	94.5	7	-	-	-
	3.4	78.4	20	3.7	66.5	32	9.6	48.8	70	-	-	-

### Development score **70.8** rank **41**

Primary education enrolment rate	98.1	98.1	45			
Quality of primary schools <sup>1</sup>	5.1	68.9	21			
Secondary education enrolment rate	87.3	87.3	60			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		21.1	21.1	67		
Tertiary education enrolment rate		26.1	26.1	84		
Skill diversity of graduates <sup>2</sup>		0.16	91.9	46		
Quality of education system <sup>1</sup>		5.3	71.3	12		
Extent of staff training <sup>1</sup>				5.3	72.4	9

	98.1	98.1	45									
	5.1	68.9	21									
	87.3	87.3	60									
	1.0	100.0	1									
		21.1	21.1	67								
		26.1	26.1	84								
		0.16	91.9	46								
		5.3	71.3	12								
							5.3	72.4	9			

### Know-how score **62.0** rank **28**

High-skilled employment share			25.5	25.5	48
Medium-skilled employment share			86.2	86.2	81
Economic complexity <sup>3</sup>			0.87	64.5	27
Availability of skilled employees <sup>1</sup>			5.3	71.9	10

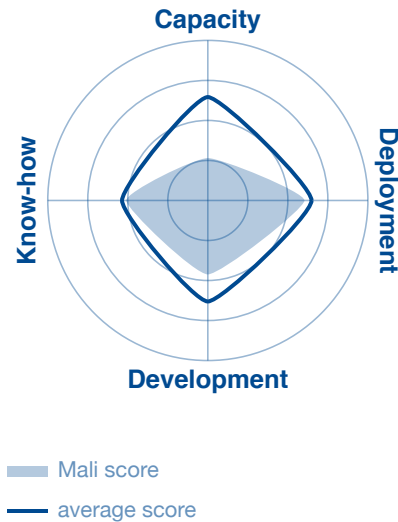
			25.5	25.5	48							
			86.2	86.2	81							
			0.87	64.5	27							
			5.3	71.9	10							

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## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	17,995
GDP per capita (US\$, PPP)	1,963
Mean years of education (years)	1.6
Median age of population (years)	16.0
Healthy life expectancy (years)	51.1
Working age population (1,000s)	8,932
Labour force participation rate (%)	60.1
Unemployment rate (%)	7.3
Youth not in employment, education or training rate (%)	24.9
Output per worker (US\$, PPP)	4,921
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.7
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	4.4

## COUNTRY SCORE CARD

% of population

### Capacity score 26.5 rank 129

Literacy and numeracy	47.8
Primary education attainment rate	19.2
Secondary education attainment rate	27.2
Tertiary education attainment rate	3.2

### Deployment score 60.4 rank 90

Labour force participation rate	47.8
Employment gender gap	19.2
Unemployment rate	27.2
Underemployment rate	3.2

### Development score 46.2 rank 119

Primary education enrolment rate	47.8
Quality of primary schools <sup>1</sup>	19.2
Secondary education enrolment rate	27.2
Secondary enrolment gender gap	3.2
Vocational education enrolment rate	49.4
Tertiary education enrolment rate	27.8
Skill diversity of graduates <sup>2</sup>	18.0
Quality of education system <sup>1</sup>	13.6
Extent of staff training <sup>1</sup>	13.6

### Know-how score 51.0 rank 71

High-skilled employment share	13.6
Medium-skilled employment share	103
Economic complexity <sup>3</sup>	103
Availability of skilled employees <sup>1</sup>	103

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank

Literacy and numeracy	49.4	49.4	128	27.8	27.8	103	18.0	18.0	101	13.6	13.6	103			
Primary education attainment rate	47.8	47.8	128	31.5	31.5	125	20.5	20.5	123	5.4	5.4	128			
Secondary education attainment rate	25.6	25.6	118	16.7	16.7	123	10.5	10.5	117	2.7	2.7	122			
Tertiary education attainment rate				3.4	3.4	111	2.4	2.4	113	0.9	0.9	114			

Labour force participation rate	59.2	59.2	23	73.1	73.1	109	64.2	64.2	64	49.6	49.6	20			
Employment gender gap	0.69	69.0	88	0.60	59.6	110	0.59	59.4	84	0.46	46.2	72			
Unemployment rate	10.3	47.3	37	7.7	52.9	83	2.8	71.1	43	3.7	66.3	96			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

Primary education enrolment rate	60.7	60.7	127												
Quality of primary schools <sup>1</sup>	3.1	35.5	96												
Secondary education enrolment rate	34.9	34.9	119												
Secondary enrolment gender gap	0.9	85.1	119												
Vocational education enrolment rate		39.2	39.2	40											
Tertiary education enrolment rate		6.9	6.9	116											
Skill diversity of graduates <sup>2</sup>		0.32	74.9	105											
Quality of education system <sup>1</sup>		3.2	37.2	93											
Extent of staff training <sup>1</sup>							3.5	41.0	106						

High-skilled employment share				4.5	4.5	121									
Medium-skilled employment share				93.3	93.3	27									
Economic complexity <sup>3</sup>				-	-	-									
Availability of skilled employees <sup>1</sup>				4.3	55.3	55									

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# Malta

rank **41**  
out of 130 countries  
score **66.13**

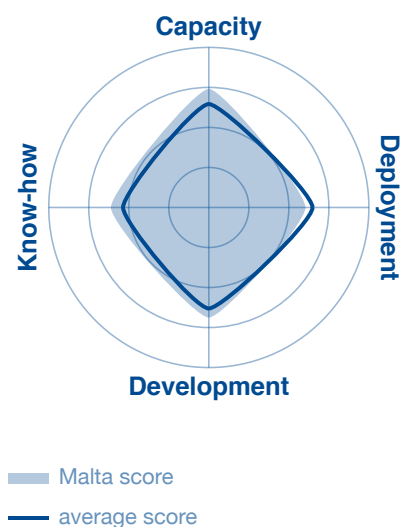
AVG | MLT

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	429
GDP per capita (US\$, PPP)	35,694
Mean years of education (years)	10.9
Median age of population (years)	40.9
Healthy life expectancy (years)	71.7
Working age population (1,000s)	286
Labour force participation rate (%)	55.0
Unemployment rate (%)	4.7
Youth not in employment, education or training rate (%)	10.3
Output per worker (US\$, PPP)	75,590
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.8
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	54.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.4	12.1	40.9	13.7	18.9

### Capacity score 74.1 rank 42

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
99.2	99.2	57	95.2	95.2	52	95.2	95.2	33	87.6	87.6	32				
100.0	100.0	11	100.0	100.0	11	100.0	100.0	9	100.0	100.0	11				
88.1	88.1	36	92.0	92.0	28	73.6	73.6	39	40.6	40.6	47				
			18.4	18.4	50	7.3	7.3	84	6.4	6.4	69				

### Deployment score 60.4 rank 91

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

50.4	50.4	45	79.7	79.7	90	41.5	41.5	116	5.2	5.2	114
0.90	89.8	41	0.70	70.1	94	0.42	42.1	110	0.17	16.6	120
11.3	45.6	45	3.9	65.5	37	3.3	68.5	53	2.3	74.1	77
4.9	74.4	30	3.7	66.3	33	2.2	74.7	24	4.8	61.8	59

### Development score 68.8 rank 44

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

98.4	98.4	41									
5.3	71.3	17									
87.8	87.8	58									
0.9	87.0	118									
			12.7	12.7	81						
			47.0	47.0	56						
			0.15	93.8	24						
			4.8	64.2	18						
						4.4	57.0	34			

### Know-how score 61.2 rank 30

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

			38.8	38.8	26			
			90.5	90.5	56			
			-	-	-			
			4.3	54.3	59			

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# Mauritania

rank **129**  
out of 130 countries  
score **41.19**

MRT

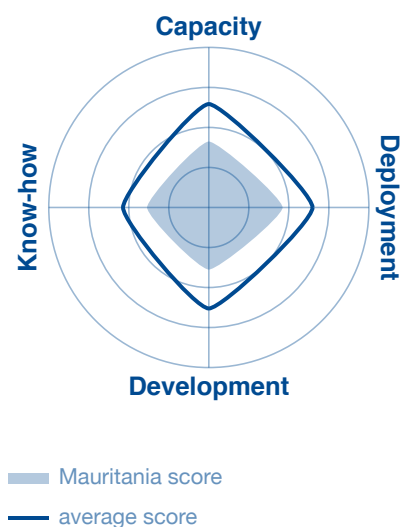
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	4,301
GDP per capita (US\$, PPP)	3,572
Mean years of education (years)	3.9
Median age of population (years)	19.7
Healthy life expectancy (years)	55.1
Working age population (1,000s)	2,442
Labour force participation rate (%)	44.3
Unemployment rate (%)	10.1
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	14,648
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.9
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	9.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
40.1	19.3	33.1	4.4	3.1

### Capacity score **41.2** rank **116**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	62.6	62.6	123	52.8	52.8	93	20.7	20.7	98	27.3	27.3	93			
Primary education attainment rate	77.9	77.9	114	60.1	60.1	115	23.5	23.5	121	13.6	13.6	118			
Secondary education attainment rate	37.3	37.3	107	27.8	27.8	111	10.9	10.9	116	4.0	4.0	117			
Tertiary education attainment rate				7.6	7.6	100	3.9	3.9	104	0.9	0.9	113			

### Deployment score **46.1** rank **125**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	26.8	26.8	124	60.5	60.5	126	51.3	51.3	93	31.6	31.6	41			
Employment gender gap	0.54	53.5	112	0.45	44.7	118	0.39	39.0	112	0.25	25.0	113			
Unemployment rate	18.9	35.0	85	-	-	-	-	-	-	-	-	-			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score **38.8** rank **128**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	79.9	79.9	116												
Quality of primary schools <sup>1</sup>	2.0	17.4	130												
Secondary education enrolment rate	22.4	22.4	127												
Secondary enrolment gender gap	1.0	95.1	110												
Vocational education enrolment rate				2.0	2.0	112									
Tertiary education enrolment rate				5.3	5.3	118									
Skill diversity of graduates <sup>2</sup>				0.19	88.7	72									
Quality of education system <sup>1</sup>				2.1	18.3	129									
Extent of staff training <sup>1</sup>							2.2	20.1	130						

### Know-how score **38.6** rank **126**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							7.7	7.7	108						
Medium-skilled employment share							93.8	93.8	19						
Economic complexity <sup>3</sup>							-1.64	22.7	104						
Availability of skilled employees <sup>1</sup>							2.8	30.2	127						

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:  
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 3 / Data from -2.33 (worst score) to 2.21 (best score)

# Mauritius

rank **74**  
out of 130 countries  
score **60.34**

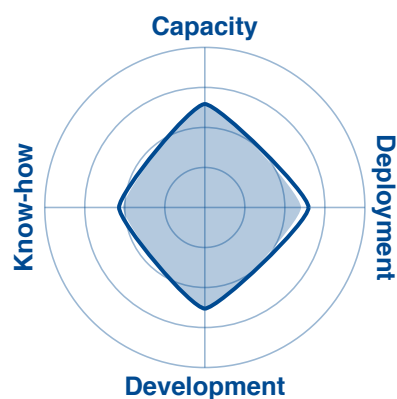
MUS | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Mauritius score  
— average score

## KEY INDICATORS

Total population (1,000s)	1,262
GDP per capita (US\$, PPP)	19,549
Mean years of education (years)	8.8
Median age of population (years)	35.6
Healthy life expectancy (years)	66.8
Working age population (1,000s)	892
Labour force participation rate (%)	59.4
Unemployment rate (%)	7.3
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	40,406
Mean monthly earnings (US\$, PPP)	1,251
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,351
Mean monthly earnings for medium-skilled workers (US\$, PPP)	922
Mean monthly earnings for low-skilled workers (US\$, PPP)	632
Public spending on education (% of GDP)	4.9
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	39.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
18.9	15.6	43.0	12.1	10.4

### Capacity score 65.4 rank 78

Literacy and numeracy	98.7	69
Primary education attainment rate	99.8	41
Secondary education attainment rate	76.1	59
Tertiary education attainment rate	4.1	109

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.7	98.7	69	93.0	93.0	58	87.4	87.4	53	69.6	69.6	59
99.8	99.8	41	98.5	98.5	49	92.5	92.5	61	73.8	73.8	70
76.1	76.1	59	60.0	60.0	77	40.0	40.0	74	23.0	23.0	75
			4.1	4.1	109	3.1	3.1	112	2.2	2.2	102

### Deployment score 60.1 rank 93

Labour force participation rate	42.8	70
Employment gender gap	0.77	73
Unemployment rate	24.4	99
Underemployment rate	-	-

42.8	42.8	70	78.8	78.8	94	51.3	51.3	92	19.2	19.2	66
0.77	77.0	73	0.68	67.6	97	0.47	47.5	103	0.27	27.0	111
24.4	29.8	99	5.7	58.8	67	1.8	77.6	30	1.6	78.9	61
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 64.6 rank 63

Primary education enrolment rate	96.3	68
Quality of primary schools <sup>1</sup>	4.5	43
Secondary education enrolment rate	84.0	72
Secondary enrolment gender gap	1.0	1
Vocational education enrolment rate	4.5	107
Tertiary education enrolment rate	36.7	69
Skill diversity of graduates <sup>2</sup>	0.20	77
Quality of education system <sup>1</sup>	4.2	43
Extent of staff training <sup>1</sup>	4.6	30

96.3	96.3	68									
4.5	58.8	43									
84.0	84.0	72									
1.0	100.0	1									
	4.5	107									
	36.7	69									
	0.20	77									
	4.2	43									
						4.6	59.3	30			

### Know-how score 51.2 rank 68

High-skilled employment share	24.6	55
Medium-skilled employment share	83.6	91
Economic complexity <sup>3</sup>	-0.15	56
Availability of skilled employees <sup>1</sup>	4.0	74

			24.6	24.6	55						
			83.6	83.6	91						
			-0.15	47.5	56						
			4.0	49.3	74						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Mexico

rank **69**  
out of 130 countries  
score **61.25**

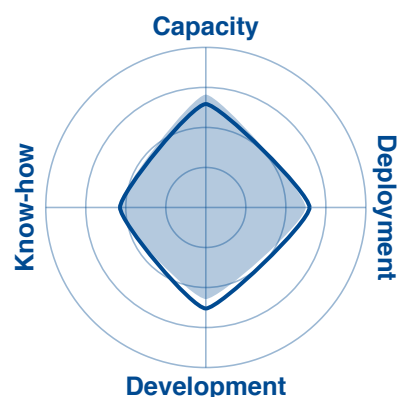
MEX | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Mexico score  
— average score

## KEY INDICATORS

Total population (1,000s)	127,540
GDP per capita (US\$, PPP)	16,831
Mean years of education (years)	8.8
Median age of population (years)	27.5
Healthy life expectancy (years)	67.4
Working age population (1,000s)	84,513
Labour force participation rate (%)	59.7
Unemployment rate (%)	3.9
Youth not in employment, education or training rate (%)	19.6
Output per worker (US\$, PPP)	38,246
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	25.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.1	18.1	41.1	7.0	6.7

### Capacity score 70.5 rank 61

Literacy and numeracy	98.7	98.7	68
Primary education attainment rate	99.0	99.0	66
Secondary education attainment rate	73.4	73.4	68
Tertiary education attainment rate	17.8	17.8	54

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.7	98.7	68	96.4	96.4	46	89.1	89.1	50	77.6	77.6	46
99.0	99.0	66	96.1	96.1	70	88.9	88.9	74	75.5	75.5	67
73.4	73.4	68	62.4	62.4	74	37.2	37.2	77	19.6	19.6	84
17.8	17.8	54	13.8	13.8	50	7.2	7.2	61			

### Deployment score 62.4 rank 77

Labour force participation rate	47.4	47.4	54
Employment gender gap	0.54	54.5	110
Unemployment rate	7.9	52.6	26
Underemployment rate	5.1	73.8	34

47.4	47.4	54	75.4	75.4	106	57.6	57.6	80	27.2	27.2	48
0.54	54.5	110	0.59	58.9	111	0.48	48.3	101	0.36	35.9	90
7.9	52.6	26	3.4	68.0	29	2.1	75.7	35	1.0	85.1	44
5.1	73.8	34	5.0	61.2	42	3.5	67.3	38	2.3	74.3	33

### Development score 57.2 rank 92

Primary education enrolment rate	97.6	97.6	52
Quality of primary schools <sup>1</sup>	3.0	33.2	104
Secondary education enrolment rate	78.0	78.0	79
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	8.8	8.8	93
Tertiary education enrolment rate	29.9	29.9	76
Skill diversity of graduates <sup>2</sup>	0.21	87.3	80
Quality of education system <sup>1</sup>	3.0	32.8	104
Extent of staff training <sup>1</sup>	3.9	47.5	71

97.6	97.6	52						
3.0	33.2	104						
78.0	78.0	79						
1.0	100.0	1						
8.8	8.8	93						
29.9	29.9	76						
0.21	87.3	80						
3.0	32.8	104						
3.9	47.5	71						

### Know-how score 54.8 rank 48

High-skilled employment share	18.9	18.9	75
Medium-skilled employment share	76.4	76.4	111
Economic complexity <sup>3</sup>	1.04	67.3	21
Availability of skilled employees <sup>1</sup>	4.4	56.7	52

18.9	18.9	75			
76.4	76.4	111			
1.04	67.3	21			
4.4	56.7	52			

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# Moldova

rank **62**  
out of 130 countries  
score **62.29**

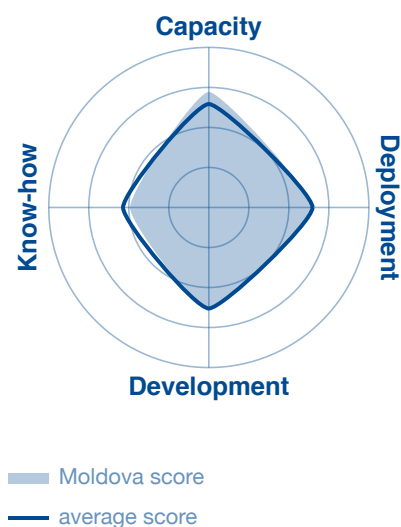
AVG MDA

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	4,060
GDP per capita (US\$, PPP)	4,944
Mean years of education (years)	11.2
Median age of population (years)	35.6
Healthy life expectancy (years)	64.9
Working age population (1,000s)	3,002
Labour force participation rate (%)	43.3
Unemployment rate (%)	4.1
Youth not in employment, education or training rate (%)	27.8
Output per worker (US\$, PPP)	12,279
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.5
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	33.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.7	13.3	47.0	13.7	10.3

### Capacity score **72.2** rank **52**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	99.3	99.3	54	99.2	99.2	21	98.7	98.7	19	96.9	96.9	16			
	97.6	97.6	81	99.4	99.4	38	99.0	99.0	38	79.4	79.4	66			
	49.3	49.3	97	82.4	82.4	45	77.3	77.3	36	37.4	37.4	52			
				12.3	12.3	76	10.9	10.9	64	7.2	7.2	63			

### Deployment score **64.5** rank **72**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	21.1	21.1	128	56.8	56.8	128	40.1	40.1	121	7.0	7.0	106			
	0.83	82.6	58	1.05	100.0	1	0.69	68.7	61	0.70	70.4	14			
	12.9	42.9	57	4.7	62.3	54	2.4	73.4	40	0.5	90.9	26			
	7.3	69.3	44	6.7	55.6	52	4.2	64.4	45	1.3	82.1	21			

### Development score **63.2** rank **72**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	89.9	89.9	101												
	4.0	49.6	68												
	84.0	84.0	71												
	1.0	100.0	1												
				43.4	43.4	31									
				41.2	41.2	62									
				0.20	88.0	74									
				3.2	36.5	94									
							3.1	35.8	120						

### Know-how score **49.3** rank **85**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
						19.1	19.1	73							
						91.6	91.6	47							
						-0.12	48.0	55							
						3.3	38.7	121							

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# Mongolia

rank **51**  
out of 130 countries  
score **64.35**

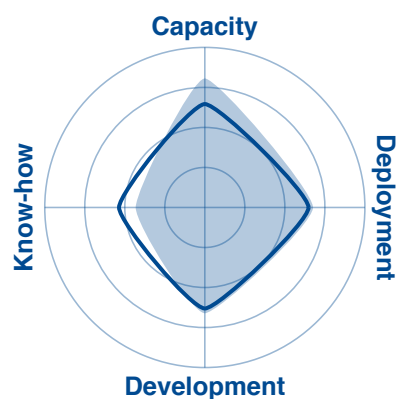
AVG | MNG

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distribution of countries by score

100

## SCORE AT GLANCE



— Mongolia score  
— average score

## KEY INDICATORS

Total population (1,000s)	3,027
GDP per capita (US\$, PPP)	11,328
Mean years of education (years)	9.5
Median age of population (years)	27.1
Healthy life expectancy (years)	62.1
Working age population (1,000s)	2,021
Labour force participation rate (%)	61.5
Unemployment rate (%)	7.5
Youth not in employment, education or training rate (%)	16.8
Output per worker (US\$, PPP)	27,623
Mean monthly earnings (US\$, PPP)	1,263
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,434
Mean monthly earnings for medium-skilled workers (US\$, PPP)	910
Mean monthly earnings for low-skilled workers (US\$, PPP)	919
Public spending on education (% of GDP)	4.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	7.8
Pension scheme coverage share (% of working age pop)	39.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.3	15.9	44.6	6.2	3.9

### Capacity

score **80.6** rank **11**

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	98.5	98.5	74	98.3	98.3	32	99.8	99.8	9	96.6	96.6	18			
Primary education attainment rate	95.8	95.8	87	95.9	95.9	72	97.3	97.3	50	89.9	89.9	49			
Secondary education attainment rate	83.8	83.8	46	89.7	89.7	34	83.7	83.7	32	55.8	55.8	35			
Tertiary education attainment rate				27.4	27.4	22	32.1	32.1	4	26.4	26.4	2			

### Deployment

score **67.6** rank **49**

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	34.4	34.4	101	81.0	81.0	83	39.7	39.7	123	9.6	9.6	97			
Employment gender gap	0.73	73.0	79	0.86	85.6	52	0.54	54.0	93	0.66	66.2	22			
Unemployment rate	15.1	39.7	71	6.5	56.3	73	2.9	70.3	45	0.0	100.0	1			
Underemployment rate	3.8	77.3	24	-	-	-	-	-	-	-	-	-			

### Development

score **66.1** rank **59**

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	97.3	97.3	54												
Quality of primary schools <sup>1</sup>	4.1	52.0	57												
Secondary education enrolment rate	85.2	85.2	67												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				22.2	22.2	65									
Tertiary education enrolment rate				68.6	68.6	28									
Skill diversity of graduates <sup>2</sup>				0.16	92.1	45									
Quality of education system <sup>1</sup>				3.0	34.1	101									
Extent of staff training <sup>1</sup>							3.6	43.4	92						

### Know-how

score **43.2** rank **111**

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							24.7	24.7	53						
Medium-skilled employment share							92.6	92.6	35						
Economic complexity <sup>3</sup>							-1.41	26.4	102						
Availability of skilled employees <sup>1</sup>							2.7	28.9	130						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Morocco

rank **118**  
out of 130 countries  
score **49.47**

MAR

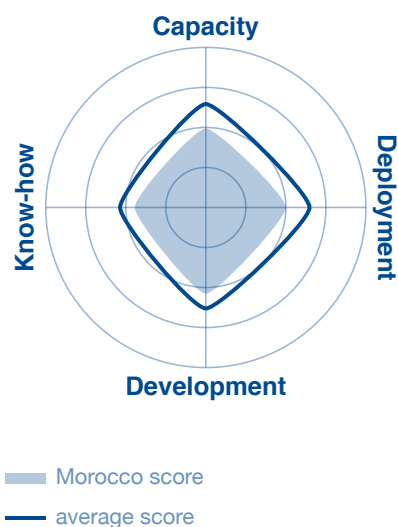
AVG

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	35,277
GDP per capita (US\$, PPP)	7,266
Mean years of education (years)	4.6
Median age of population (years)	27.9
Healthy life expectancy (years)	65.1
Working age population (1,000s)	23,237
Labour force participation rate (%)	48.1
Unemployment rate (%)	9.7
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	23,166
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	15.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.6	17.0	40.4	8.5	6.6

### Capacity score **49.4** rank **106**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
95.1	<b>95.1</b>	91	55.8	<b>55.8</b>	91	35.1	<b>35.1</b>	89	32.6	<b>32.6</b>	86	87.6	<b>87.6</b>	105	
70.2	<b>70.2</b>	109	44.2	<b>44.2</b>	111	25.6	<b>25.6</b>	112	62.1	<b>62.1</b>	82	43.1	<b>43.1</b>	95	
23.1	<b>23.1</b>	101	12.7	<b>12.7</b>	102	11.3	<b>11.3</b>	79	7.1	<b>7.1</b>	86	2.5	<b>2.5</b>	100	

### Deployment score **50.1** rank **121**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

35.1	<b>35.1</b>	97	61.1	<b>61.1</b>	125	44.4	<b>44.4</b>	109	18.6	<b>18.6</b>	70
0.39	<b>38.6</b>	121	0.34	<b>33.6</b>	122	0.36	<b>35.7</b>	115	0.30	<b>29.8</b>	102
20.6	<b>33.3</b>	88	7.2	<b>54.4</b>	78	1.3	<b>81.6</b>	25	0.4	<b>92.4</b>	21
13.0	<b>61.8</b>	63	8.5	<b>51.1</b>	59	1.2	<b>82.7</b>	11	0.6	<b>89.9</b>	10

### Development score **53.9** rank **99**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

98.9	<b>98.9</b>	31									
2.9	<b>32.0</b>	108									
55.8	<b>55.8</b>	98									
1.0	<b>97.8</b>	101									
			11.6	<b>11.6</b>	84						
			28.1	<b>28.1</b>	80						
			0.14	<b>94.3</b>	17						
			2.8	<b>30.2</b>	110						
						3.2	<b>36.5</b>	118			

### Know-how score **44.5** rank **108**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

			7.3	<b>7.3</b>	109						
			84.2	<b>84.2</b>	88						
			-0.60	<b>40.1</b>	72						
			3.8	<b>46.4</b>	93						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Mozambique

rank **116**  
out of 130 countries  
score **50.18**

MOZ

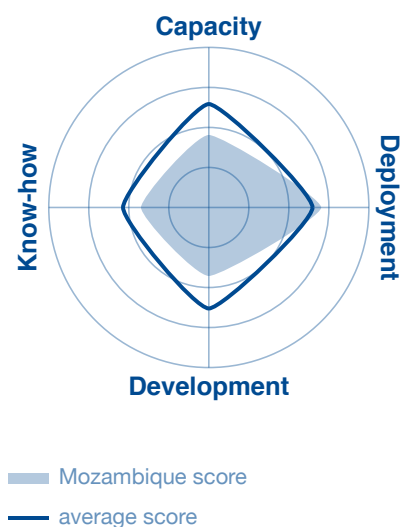
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	28,829
GDP per capita (US\$, PPP)	1,128
Mean years of education (years)	1.3
Median age of population (years)	17.2
Healthy life expectancy (years)	49.6
Working age population (1,000s)	14,944
Labour force participation rate (%)	79.8
Unemployment rate (%)	25.3
Youth not in employment, education or training rate (%)	10.1
Output per worker (US\$, PPP)	3,429
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.5
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	1.8
Pension scheme coverage share (% of working age pop)	3.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
45.0	19.8	28.2	3.8	3.1

### Capacity score 45.3 rank 114

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	76.8	76.8	114	52.6	52.6	94	40.3	40.3	86	24.3	24.3	96
Primary education attainment rate	89.6	89.6	101	77.1	77.1	104	59.2	59.2	104	36.2	36.2	106
Secondary education attainment rate	27.5	27.5	115	18.7	18.7	119	8.1	8.1	120	1.9	1.9	124
Tertiary education attainment rate				1.2	1.2	128	0.7	0.7	123	0.1	0.1	128

### Deployment score 70.2 rank 38

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	71.0	71.0	7	85.7	85.7	55	81.3	81.3	15	70.8	70.8	3
Employment gender gap	1.13	100.0	1	1.11	100.0	1	1.00	99.9	3	0.91	91.5	3
Unemployment rate	41.4	18.6	123	16.1	38.3	111	13.7	41.7	115	9.0	49.9	110
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 42.8 rank 124

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	89.1	89.1	104									
Quality of primary schools <sup>1</sup>	2.1	18.6	127									
Secondary education enrolment rate	16.8	16.8	130									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		8.3	8.3	95								
Tertiary education enrolment rate		6.0	6.0	117								
Skill diversity of graduates <sup>2</sup>		0.25	82.7	93								
Quality of education system <sup>1</sup>		2.7	28.7	114								
Extent of staff training <sup>1</sup>							3.1	35.1	124			

### Know-how score 42.4 rank 118

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				5.1	5.1	117						
Medium-skilled employment share				94.5	94.5	11						
Economic complexity <sup>3</sup>				-1.15	30.8	95						
Availability of skilled employees <sup>1</sup>				3.3	39.1	119						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Myanmar

rank **89**  
out of 130 countries  
score **57.67**

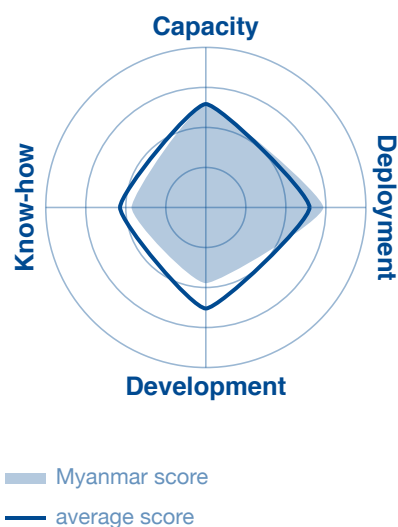


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	52,885
GDP per capita (US\$, PPP)	5,352
Mean years of education (years)	4.4
Median age of population (years)	27.7
Healthy life expectancy (years)	59.1
Working age population (1,000s)	35,494
Labour force participation rate (%)	64.7
Unemployment rate (%)	0.8
Youth not in employment, education or training rate (%)	18.6
Output per worker (US\$, PPP)	5,192
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.2
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	0.6
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.4	17.9	41.1	8.1	5.5

### Capacity score 63.6 rank 84

Literacy and numeracy	96.3	96.3	90
Primary education attainment rate	94.5	94.5	88
Secondary education attainment rate	64.3	64.3	80
Tertiary education attainment rate			

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	96.3	96.3	90	94.4	94.4	55	85.7	85.7	56	82.5	82.5	38			
Primary education attainment rate	94.5	94.5	88	87.6	87.6	91	79.6	79.6	84	69.9	69.9	76			
Secondary education attainment rate	64.3	64.3	80	46.8	46.8	90	30.8	30.8	88	18.6	18.6	88			
Tertiary education attainment rate				9.6	9.6	89	4.6	4.6	99	2.5	2.5	101			

### Deployment score 73.4 rank 23

Labour force participation rate	56.9	56.9	30
Employment gender gap	0.78	77.9	71
Unemployment rate	2.3	74.4	4
Underemployment rate	6.6	70.6	40

Labour force participation rate	56.9	56.9	30	94.3	94.3	5	70.7	70.7	36	32.8	32.8	39
Employment gender gap	0.78	77.9	71	0.65	64.9	104	0.48	48.4	100	0.37	37.3	85
Unemployment rate	2.3	74.4	4	0.6	90.5	4	0.4	92.2	12	0.2	96.4	10
Underemployment rate	6.6	70.6	40	5.3	60.0	45	3.5	67.4	37	2.3	74.0	34

### Development score 47.3 rank 117

Primary education enrolment rate	94.5	94.5	85			
Quality of primary schools <sup>1</sup>	2.4	23.2	122			
Secondary education enrolment rate	52.5	52.5	103			
Secondary enrolment gender gap	1.0	99.5	92			
Vocational education enrolment rate		0.0	0.0	119		
Tertiary education enrolment rate		13.5	13.5	99		
Skill diversity of graduates <sup>2</sup>		0.23	84.5	89		
Quality of education system <sup>1</sup>		2.5	25.8	120		
Extent of staff training <sup>1</sup>				2.9	32.2	127

Primary education enrolment rate	94.5	94.5	85									
Quality of primary schools <sup>1</sup>	2.4	23.2	122									
Secondary education enrolment rate	52.5	52.5	103									
Secondary enrolment gender gap	1.0	99.5	92									
Vocational education enrolment rate		0.0	0.0	119								
Tertiary education enrolment rate		13.5	13.5	99								
Skill diversity of graduates <sup>2</sup>		0.23	84.5	89								
Quality of education system <sup>1</sup>		2.5	25.8	120								
Extent of staff training <sup>1</sup>					2.9	32.2	127					

### Know-how score 46.4 rank 97

High-skilled employment share			21.3	21.3	67
Medium-skilled employment share			87.9	87.9	72
Economic complexity <sup>3</sup>			-	-	-
Availability of skilled employees <sup>1</sup>			2.8	29.9	128

High-skilled employment share			21.3	21.3	67							
Medium-skilled employment share			87.9	87.9	72							
Economic complexity <sup>3</sup>			-	-	-							
Availability of skilled employees <sup>1</sup>			2.8	29.9	128							

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# Namibia

rank **99**  
out of 130 countries  
score **55.86**

NAM

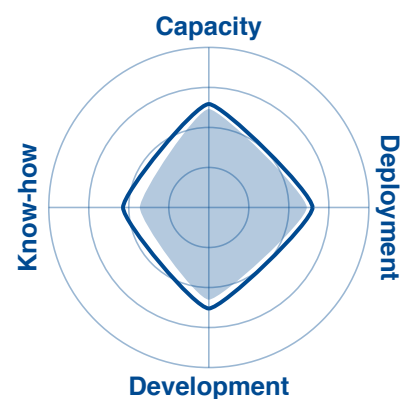
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Namibia score  
— average score

## KEY INDICATORS

Total population (1,000s)	2,480
GDP per capita (US\$, PPP)	9,812
Mean years of education (years)	6.5
Median age of population (years)	21.0
Healthy life expectancy (years)	57.5
Working age population (1,000s)	1,478
Labour force participation rate (%)	60.8
Unemployment rate (%)	18.4
Youth not in employment, education or training rate (%)	30.5
Output per worker (US\$, PPP)	35,599
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	8.3
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	3.7
Pension scheme coverage share (% of working age pop)	5.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
36.9	21.1	34.1	4.4	3.5

### Capacity score 61.5 rank 89

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	94.9	94.9	92	90.8	90.8	65	90.8	90.8	41	67.3	67.3	61			
Primary education attainment rate	100.0	100.0	4	100.0	100.0	12	100.0	100.0	4	100.0	100.0	8			
Secondary education attainment rate	27.2	27.2	116	29.6	29.6	107	20.6	20.6	104	15.3	15.3	96			
Tertiary education attainment rate				5.5	5.5	105	6.4	6.4	91	4.6	4.6	83			

### Deployment score 61.2 rank 83

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	31.6	31.6	112	79.0	79.0	92	62.7	62.7	67	33.9	33.9	38			
Employment gender gap	0.88	87.6	46	0.89	88.6	39	0.85	85.4	26	0.94	93.6	2			
Unemployment rate	49.9	14.7	128	15.8	38.7	109	3.2	68.8	51	0.8	86.8	37			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 57.6 rank 91

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	90.7	90.7	99												
Quality of primary schools <sup>1</sup>	3.5	41.7	79												
Secondary education enrolment rate	50.9	50.9	105												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate		-	-												
Tertiary education enrolment rate		9.3	9.3	111											
Skill diversity of graduates <sup>2</sup>		0.32	75.1	104											
Quality of education system <sup>1</sup>		3.3	38.7	85											
Extent of staff training <sup>1</sup>							4.3	54.2	42						

### Know-how score 43.1 rank 114

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							15.2	15.2	88						
Medium-skilled employment share							77.5	77.5	109						
Economic complexity <sup>3</sup>							-0.79	36.8	84						
Availability of skilled employees <sup>1</sup>							3.6	42.7	111						

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# Nepal

rank **98**  
out of 130 countries  
score **55.92**

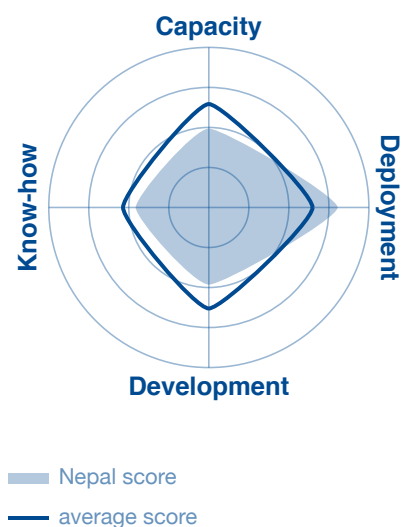


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	28,983
GDP per capita (US\$, PPP)	2,288
Mean years of education (years)	3.6
Median age of population (years)	23.2
Healthy life expectancy (years)	61.2
Working age population (1,000s)	18,166
Labour force participation rate (%)	81.1
Unemployment rate (%)	3.0
Youth not in employment, education or training rate (%)	23.4
Output per worker (US\$, PPP)	4,242
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.7
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	2.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
31.7	21.1	35.4	6.2	5.6

### Capacity score **49.3** rank **107**

Literacy and numeracy	89.9	89.9	103
Primary education attainment rate	84.0	84.0	111
Secondary education attainment rate	59.7	59.7	86
Tertiary education attainment rate	8.6	8.6	93

value	score	rank	value	score	rank	value	score	rank	value	score	rank
89.9	89.9	103	61.8	61.8	89	29.5	29.5	93	21.9	21.9	98
84.0	84.0	111	63.0	63.0	113	30.1	30.1	116	15.1	15.1	115
59.7	59.7	86	40.6	40.6	98	14.3	14.3	113	6.3	6.3	112
8.6	8.6	93	3.5	3.5	107	1.3	1.3	110			

### Deployment score **80.5** rank **9**

Labour force participation rate	75.4	75.4	4
Employment gender gap	0.97	97.3	26
Unemployment rate	5.1	60.6	16
Underemployment rate	4.4	75.6	27

value	score	rank	value	score	rank	value	score	rank	value	score	rank
75.4	75.4	4	92.2	92.2	11	84.0	84.0	8	53.9	53.9	16
0.97	97.3	26	0.91	91.0	27	0.86	85.7	24	0.64	64.5	25
5.1	60.6	16	1.2	83.0	7	0.2	96.0	5	0.2	96.2	12
4.4	75.6	27	3.6	67.0	30	3.3	68.2	35	2.0	76.2	31

### Development score **48.2** rank **111**

Primary education enrolment rate	97.1	97.1	56
Quality of primary schools <sup>1</sup>	3.4	40.6	84
Secondary education enrolment rate	54.1	54.1	101
Secondary enrolment gender gap	1.0	97.8	103
Vocational education enrolment rate	1.7	1.7	114
Tertiary education enrolment rate	14.9	14.9	98
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.6	43.3	70
Extent of staff training <sup>1</sup>	3.1	35.8	121

97.1	97.1	56									
3.4	40.6	84									
54.1	54.1	101									
1.0	97.8	103									
	1.7	1.7	114								
	14.9	14.9	98								
	-	-	-								
	3.6	43.3	70								
	3.1	35.8	121								

### Know-how score **45.7** rank **100**

High-skilled employment share	4.5	4.5	122
Medium-skilled employment share	89.5	89.5	66
Economic complexity <sup>3</sup>	-	-	-
Availability of skilled employees <sup>1</sup>	3.6	43.2	109

	4.5	4.5	122								
	89.5	89.5	66								
	-	-	-								
	3.6	43.2	109								

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# Netherlands

rank **13**  
out of 130 countries  
score **73.07**

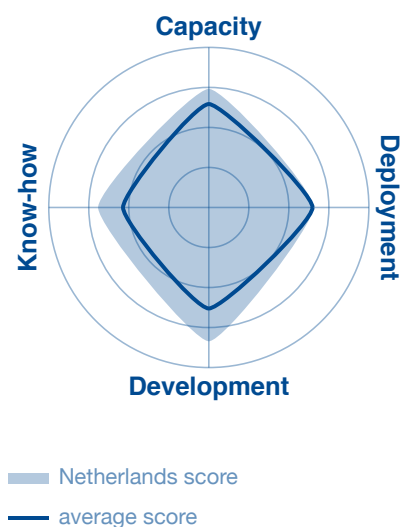
AVG | NLD

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	16,987
GDP per capita (US\$, PPP)	47,128
Mean years of education (years)	12.0
Median age of population (years)	42.1
Healthy life expectancy (years)	72.2
Working age population (1,000s)	11,049
Labour force participation rate (%)	64.1
Unemployment rate (%)	6.0
Youth not in employment, education or training rate (%)	4.7
Output per worker (US\$, PPP)	93,532
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.5
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	6.1
Pension scheme coverage share (% of working age pop)	100.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.6	12.2	39.8	13.1	18.4

### Capacity score 74.1 rank 43

Literacy and numeracy	value	score	rank
Primary education attainment rate	100.0	100.0	12
Secondary education attainment rate	86.4	86.4	38
Tertiary education attainment rate	27.8	27.8	21

	0-14	15-24	25-54	55-64	65+
value	100.0	100.0	100.0	100.0	100.0
score	100.0	100.0	100.0	100.0	100.0
rank	1	12	5	4	7

### Deployment score 65.4 rank 67

Labour force participation rate	68.2	68.2	10
Employment gender gap	1.03	100.0	1
Unemployment rate	10.4	47.1	39
Underemployment rate	10.7	64.4	53

	0-14	15-24	25-54	55-64	65+
value	68.2	87.3	66.1	8.5	8.5
score	68.2	87.3	66.1	8.5	8.5
rank	10	41	54	107	100

### Development score 83.6 rank 3

Primary education enrolment rate	99.9	99.9	3
Quality of primary schools <sup>1</sup>	5.9	80.9	5
Secondary education enrolment rate	85.3	85.3	66
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	67.7	67.7	10
Tertiary education enrolment rate	78.5	78.5	17
Skill diversity of graduates <sup>2</sup>	0.15	93.1	30
Quality of education system <sup>1</sup>	5.4	73.9	7
Extent of staff training <sup>1</sup>	5.4	73.2	6

	0-14	15-24	25-54	55-64	65+
value	99.9	80.9	85.3	1.0	67.7
score	99.9	80.9	85.3	100.0	67.7
rank	3	5	66	1	10

### Know-how score 69.2 rank 12

High-skilled employment share	47.4	47.4	9
Medium-skilled employment share	90.9	90.9	55
Economic complexity <sup>3</sup>	0.97	66.2	23
Availability of skilled employees <sup>1</sup>	5.3	72.4	8

	0-14	15-24	25-54	55-64	65+
value	47.4	90.9	0.97	5.3	47.4
score	47.4	90.9	66.2	72.4	47.4
rank	9	55	23	8	9

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 3 / Data from -2.33 (worst score) to 2.21 (best score)

# New Zealand

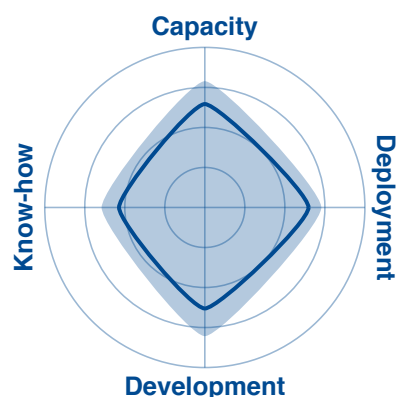
rank **7**  
out of 130 countries  
score **74.14**

30

distribution of countries by score

100

## SCORE AT GLANCE



— New Zealand score  
— average score

## KEY INDICATORS

Total population (1,000s)	4,661
GDP per capita (US\$, PPP)	35,269
Mean years of education (years)	11.6
Median age of population (years)	37.3
Healthy life expectancy (years)	71.6
Working age population (1,000s)	3,038
Labour force participation rate (%)	69.8
Unemployment rate (%)	5.1
Youth not in employment, education or training rate (%)	12.0
Output per worker (US\$, PPP)	68,034
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.4
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	4.7
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
19.8	14.1	39.4	11.8	15.0

### Capacity score 78.9 rank 18

Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	
Primary education attainment rate	100.0	100.0	18	100.0	100.0	18	100.0	100.0	1	100.0	100.0	2
Secondary education attainment rate	100.0	100.0	2	99.6	99.6	6	96.4	96.4	17	80.7	80.7	19
Tertiary education attainment rate				29.6	29.6	17	31.4	31.4	5	25.2	25.2	4

### Deployment score 72.8 rank 27

Labour force participation rate	59.3	59.3	22	85.2	85.2	58	78.2	78.2	20	20.8	20.8	61
Employment gender gap	0.92	92.4	38	0.87	86.6	47	0.87	86.8	18	0.62	62.5	29
Unemployment rate	13.6	41.8	64	3.9	65.5	39	3.1	69.1	50	1.2	82.6	51
Underemployment rate	7.6	68.9	45	2.3	74.3	20	1.9	77.0	18	1.2	82.7	20

### Development score 80.4 rank 8

Primary education enrolment rate	98.5	98.5	38									
Quality of primary schools <sup>1</sup>	5.6	77.5	9									
Secondary education enrolment rate	98.2	98.2	17									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		33.9	33.9	45								
Tertiary education enrolment rate		80.9	80.9	15								
Skill diversity of graduates <sup>2</sup>		0.13	95.4	6								
Quality of education system <sup>1</sup>		5.4	72.6	9								
Extent of staff training <sup>1</sup>							5.0	66.5	18			

### Know-how score 64.5 rank 22

High-skilled employment share				45.0	45.0	14						
Medium-skilled employment share				94.4	94.4	14						
Economic complexity <sup>3</sup>				0.10	51.7	46						
Availability of skilled employees <sup>1</sup>				5.0	66.9	22						

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# Nicaragua

rank **108**  
out of 130 countries  
score **53.11**

NIC

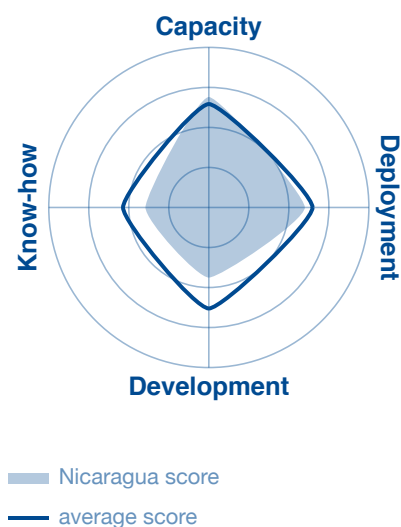
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	6,150
GDP per capita (US\$, PPP)	5,137
Mean years of education (years)	6.3
Median age of population (years)	25.2
Healthy life expectancy (years)	63.8
Working age population (1,000s)	4,013
Labour force participation rate (%)	75.7
Unemployment rate (%)	5.3
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	11,475
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.5
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	1.6
Pension scheme coverage share (% of working age pop)	14.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.5	19.3	39.5	6.4	5.2

### Capacity score 69.0 rank 69

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	91.6	91.6	97	81.5	81.5	74	81.5	81.5	61	55.9	55.9	69			
Primary education attainment rate	100.0	100.0	7	100.0	100.0	3	100.0	100.0	15	100.0	100.0	4			
Secondary education attainment rate	68.3	68.3	76	59.1	59.1	78	42.9	42.9	70	25.7	25.7	68			
Tertiary education attainment rate				18.2	18.2	52	14.6	14.6	47	9.6	9.6	48			

### Deployment score 60.0 rank 95

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	47.0	47.0	55	78.1	78.1	97	62.0	62.0	70	28.6	28.6	44			
Employment gender gap	0.49	49.2	116	0.61	61.3	108	0.46	46.1	106	0.31	30.5	99			
Unemployment rate	9.7	48.4	33	4.5	63.1	48	2.3	74.2	37	1.8	77.4	68			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 43.8 rank 121

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	98.4	98.4	39												
Quality of primary schools <sup>1</sup>	2.3	22.3	124												
Secondary education enrolment rate	44.0	44.0	114												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				4.6	4.6	106									
Tertiary education enrolment rate				17.7	17.7	92									
Skill diversity of graduates <sup>2</sup>				-	-	-									
Quality of education system <sup>1</sup>				2.3	21.9	124									
Extent of staff training <sup>1</sup>							3.5	41.8	99						

### Know-how score 39.6 rank 124

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							17.6	17.6	81						
Medium-skilled employment share							69.2	69.2	124						
Economic complexity <sup>3</sup>							-0.89	35.2	86						
Availability of skilled employees <sup>1</sup>							3.2	36.3	124						

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# Nigeria

rank **114**  
out of 130 countries  
score **51.06**

NGA

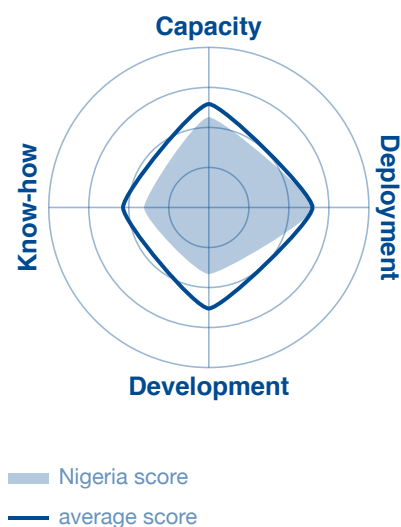
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	185,990
GDP per capita (US\$, PPP)	5,439
Mean years of education (years)	-
Median age of population (years)	17.9
Healthy life expectancy (years)	47.7
Working age population (1,000s)	98,882
Labour force participation rate (%)	72.3
Unemployment rate (%)	4.3
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	18,679
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	0.9
Pension scheme coverage share (% of working age pop)	5.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
44.1	19.0	30.2	4.0	2.7

### Capacity score **56.4** rank **100**

Literacy and numeracy	72.8	72.8	118
Primary education attainment rate	85.7	85.7	108
Secondary education attainment rate	70.6	70.6	70
Tertiary education attainment rate	15.0	15.0	64

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	72.8	72.8	118	57.2	57.2	90	37.8	37.8	87	26.4	26.4	94
Primary education attainment rate	85.7	85.7	108	74.3	74.3	106	49.1	49.1	110	30.9	30.9	110
Secondary education attainment rate	70.6	70.6	70	56.3	56.3	81	25.7	25.7	98	12.2	12.2	103
Tertiary education attainment rate	15.0	15.0	64	11.3	11.3	62	4.8	4.8	82			

### Deployment score **65.7** rank **66**

Labour force participation rate	37.8	37.8	90
Employment gender gap	0.87	86.5	49
Unemployment rate	7.8	52.7	25
Underemployment rate	-	-	-

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	37.8	37.8	90	66.7	66.7	117	70.0	70.0	40	53.1	53.1	17
Employment gender gap	0.87	86.5	49	0.72	71.6	88	0.80	80.1	37	0.68	67.9	19
Unemployment rate	7.8	52.7	25	-	-	-	-	-	-	-	-	-
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score **41.6** rank **126**

Primary education enrolment rate	65.7	65.7	126
Quality of primary schools <sup>1</sup>	2.8	29.3	114
Secondary education enrolment rate	52.1	52.1	104
Secondary enrolment gender gap	0.9	89.7	116
Vocational education enrolment rate	6.9	6.9	100
Tertiary education enrolment rate	10.1	10.1	107
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	2.8	30.4	109
Extent of staff training <sup>1</sup>	3.9	48.8	66

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	65.7	65.7	126									
Quality of primary schools <sup>1</sup>	2.8	29.3	114									
Secondary education enrolment rate	52.1	52.1	104									
Secondary enrolment gender gap	0.9	89.7	116									
Vocational education enrolment rate	6.9	6.9	100									
Tertiary education enrolment rate	10.1	10.1	107									
Skill diversity of graduates <sup>2</sup>	-	-	-									
Quality of education system <sup>1</sup>	2.8	30.4	109									
Extent of staff training <sup>1</sup>	3.9	48.8	66									

### Know-how score **40.5** rank **122**

High-skilled employment share	7.0	7.0	110
Medium-skilled employment share	93.0	93.0	30
Economic complexity <sup>3</sup>	-2.13	14.5	107
Availability of skilled employees <sup>1</sup>	3.9	47.6	86

	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share	7.0	7.0	110						
Medium-skilled employment share	93.0	93.0	30						
Economic complexity <sup>3</sup>	-2.13	14.5	107						
Availability of skilled employees <sup>1</sup>	3.9	47.6	86						

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# Norway

rank **1**  
out of 130 countries  
score **77.12**

AVG

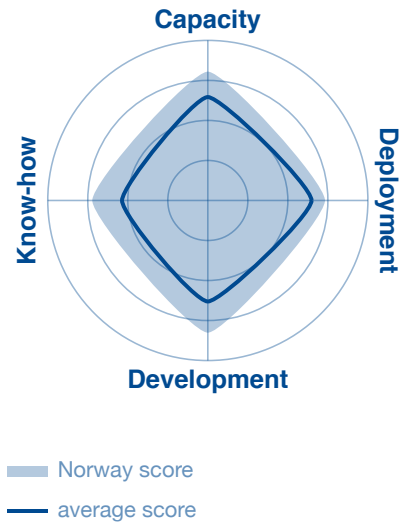
NOR

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	5,255
GDP per capita (US\$, PPP)	63,811
Mean years of education (years)	12.0
Median age of population (years)	39.2
Healthy life expectancy (years)	72.0
Working age population (1,000s)	3,446
Labour force participation rate (%)	64.5
Unemployment rate (%)	4.7
Youth not in employment, education or training rate (%)	5.0
Output per worker (US\$, PPP)	125,862
Mean monthly earnings (US\$, PPP)	4,651
Mean monthly earnings for high-skilled workers (US\$, PPP)	5,498
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	3,256
Public spending on education (% of GDP)	7.4
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	7.4
Pension scheme coverage share (% of working age pop)	75.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.8	12.9	41.1	11.6	16.6

### Capacity score 80.5 rank 13

Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	
Primary education attainment rate	100.0	100.0	4	99.9	99.9	20	99.7	99.7	24	99.6	99.6	20
Secondary education attainment rate	100.0	100.0	3	99.8	99.8	3	99.4	99.4	3	99.4	99.4	3
Tertiary education attainment rate				35.9	35.9	9	28.2	28.2	9	20.5	20.5	9

### Deployment score 73.2 rank 24

Labour force participation rate	55.7	55.7	35	86.9	86.9	46	73.3	73.3	28	11.4	11.4	88
Employment gender gap	1.02	100.0	1	0.94	94.4	13	0.91	90.5	14	0.57	57.3	35
Unemployment rate	11.3	45.4	47	4.3	63.9	45	1.9	76.6	31	0.9	85.7	42
Underemployment rate	5.1	73.7	35	3.2	69.0	28	1.8	78.0	16	1.3	81.6	22

### Development score 82.6 rank 6

Primary education enrolment rate	99.8	99.8	5									
Quality of primary schools <sup>1</sup>	5.4	73.0	16									
Secondary education enrolment rate	99.7	99.7	2									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate				50.1	50.1	23						
Tertiary education enrolment rate				76.7	76.7	20						
Skill diversity of graduates <sup>2</sup>				0.14	94.8	12						
Quality of education system <sup>1</sup>				5.4	73.8	8						
Extent of staff training <sup>1</sup>							5.5	75.8	2			

### Know-how score 72.2 rank 6

High-skilled employment share				51.5	51.5	4						
Medium-skilled employment share				96.2	96.2	4						
Economic complexity <sup>3</sup>				0.71	61.8	31						
Availability of skilled employees <sup>1</sup>				5.8	79.4	1						

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# Pakistan

rank **125**  
out of 130 countries  
score **46.34**

PAK

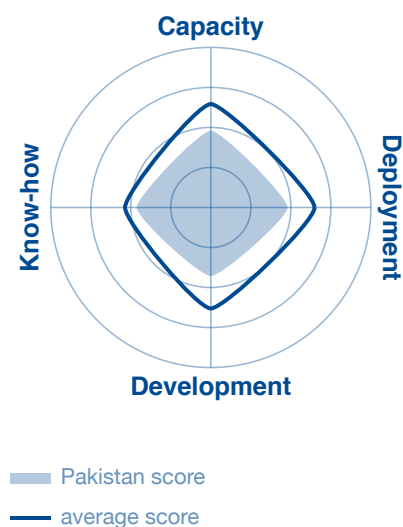
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	193,203
GDP per capita (US\$, PPP)	4,866
Mean years of education (years)	4.6
Median age of population (years)	22.5
Healthy life expectancy (years)	57.8
Working age population (1,000s)	117,113
Labour force participation rate (%)	45.2
Unemployment rate (%)	5.9
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	14,188
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	1.0
Pension scheme coverage share (% of working age pop)	3.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
34.9	19.6	35.8	5.2	4.5

### Capacity score **48.0** rank **111**

Literacy and numeracy	73.7	73.7	116
Primary education attainment rate	77.3	77.3	116
Secondary education attainment rate	60.4	60.4	85
Tertiary education attainment rate	10.1	10.1	86

value	score	rank	value	score	rank	value	score	rank	value	score	rank
73.7	73.7	116	54.1	54.1	92	35.0	35.0	90	23.9	23.9	97
77.3	77.3	116	60.8	60.8	114	39.4	39.4	113	29.1	29.1	111
60.4	60.4	85	44.8	44.8	93	25.9	25.9	97	18.2	18.2	89
10.1	10.1	86	5.9	5.9	96	4.1	4.1	87			

### Deployment score **48.0** rank **123**

Labour force participation rate	44.0	44.0	68
Employment gender gap	0.33	33.3	124
Unemployment rate	10.8	46.5	43
Underemployment rate	-	-	-

44.0	44.0	68	63.4	63.4	122	54.0	54.0	89	24.2	24.2	53
0.33	33.3	124	0.28	28.0	127	0.28	28.3	119	0.23	23.2	116
10.8	46.5	43	2.6	72.3	21	7.7	53.1	98	15.9	38.6	115
-	-	-	-	-	-	-	-	-	-	-	-

### Development score **42.9** rank **123**

Primary education enrolment rate	73.8	73.8	124
Quality of primary schools <sup>1</sup>	3.0	33.0	105
Secondary education enrolment rate	53.1	53.1	102
Secondary enrolment gender gap	0.8	82.6	120
Vocational education enrolment rate	6.0	6.0	103
Tertiary education enrolment rate	9.9	9.9	109
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.7	45.2	66
Extent of staff training <sup>1</sup>	3.4	39.6	112

73.8	73.8	124									
3.0	33.0	105									
53.1	53.1	102									
0.8	82.6	120									
	6.0	6.0	103								
	9.9	9.9	109								
	-	-	-								
	3.7	45.2	66								
	3.4	39.6	112								

### Know-how score **46.4** rank **96**

High-skilled employment share	20.4	20.4	69
Medium-skilled employment share	82.5	82.5	95
Economic complexity <sup>3</sup>	-0.75	37.5	81
Availability of skilled employees <sup>1</sup>	3.7	45.4	96

20.4	20.4	69									
82.5	82.5	95									
-0.75	37.5	81									
3.7	45.4	96									

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Panama

rank **56**  
out of 130 countries  
score **63.85**

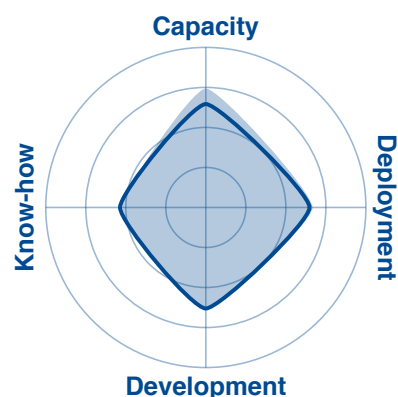
AVG | PAN

30

distribution of countries by score

100

## SCORE AT GLANCE



— Panama score  
— average score

## KEY INDICATORS

Total population (1,000s)	4,034
GDP per capita (US\$, PPP)	21,335
Mean years of education (years)	9.7
Median age of population (years)	28.4
Healthy life expectancy (years)	68.1
Working age population (1,000s)	2,607
Labour force participation rate (%)	63.7
Unemployment rate (%)	4.3
Youth not in employment, education or training rate (%)	32.6
Output per worker (US\$, PPP)	46,008
Mean monthly earnings (US\$, PPP)	1,129
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,029
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,556
Mean monthly earnings for low-skilled workers (US\$, PPP)	587
Public spending on education (% of GDP)	3.2
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	46.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.6	16.7	40.3	7.6	7.7

### Capacity score 74.3 rank 40

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	98.1	98.1	78	96.4	96.4	47	92.6	92.6	38	83.6	83.6	36			
Primary education attainment rate	98.8	98.8	73	96.4	96.4	68	92.7	92.7	60	84.9	84.9	57			
Secondary education attainment rate	81.3	81.3	49	70.8	70.8	57	58.0	58.0	51	38.3	38.3	51			
Tertiary education attainment rate				24.9	24.9	30	20.4	20.4	28	11.5	11.5	37			

### Deployment score 66.7 rank 59

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	47.5	47.5	53	82.0	82.0	75	59.0	59.0	76	23.6	23.6	55			
Employment gender gap	0.57	57.3	107	0.67	67.5	98	0.38	38.3	113	0.29	29.0	105			
Unemployment rate	14.9	39.9	70	3.6	66.9	33	0.9	86.4	20	0.6	90.1	27			
Underemployment rate	3.1	79.6	17	1.7	78.4	12	2.1	75.7	22	1.7	78.1	28			

### Development score 62.1 rank 76

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	96.5	96.5	64												
Quality of primary schools <sup>1</sup>	3.3	38.5	89												
Secondary education enrolment rate	71.5	71.5	87												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				30.4	30.4	52									
Tertiary education enrolment rate				38.7	38.7	66									
Skill diversity of graduates <sup>2</sup>				0.18	90.6	49									
Quality of education system <sup>1</sup>				3.4	39.3	82									
Extent of staff training <sup>1</sup>							4.2	53.6	43						

### Know-how score 52.2 rank 62

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							24.4	24.4	56						
Medium-skilled employment share							80.4	80.4	105						
Economic complexity <sup>3</sup>							0.37	56.2	41						
Availability of skilled employees <sup>1</sup>							3.9	47.8	82						

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# Paraguay

rank **90**  
out of 130 countries  
score **57.65**

PRY

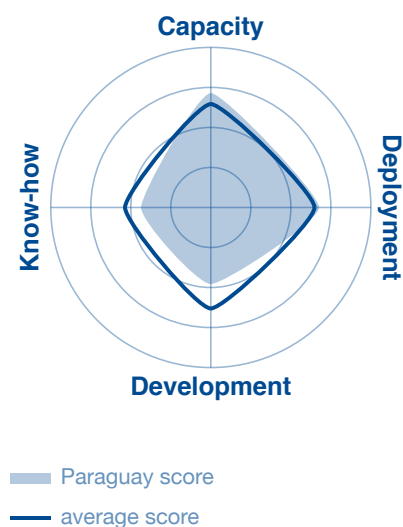
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	6,725
GDP per capita (US\$, PPP)	8,878
Mean years of education (years)	7.7
Median age of population (years)	24.9
Healthy life expectancy (years)	65.2
Working age population (1,000s)	4,310
Labour force participation rate (%)	61.6
Unemployment rate (%)	5.3
Youth not in employment, education or training rate (%)	12.7
Output per worker (US\$, PPP)	18,285
Mean monthly earnings (US\$, PPP)	989
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,517
Mean monthly earnings for medium-skilled workers (US\$, PPP)	855
Mean monthly earnings for low-skilled workers (US\$, PPP)	580
Public spending on education (% of GDP)	5.0
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	13.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.7	19.9	37.6	6.6	6.2

### Capacity score 71.5 rank 55

Literacy and numeracy	99.0	99.0	60
Primary education attainment rate	99.4	99.4	58
Secondary education attainment rate	69.0	69.0	75
Tertiary education attainment rate	18.9	18.9	49

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.0	99.0	60	96.2	96.2	48	92.5	92.5	39	82.7	82.7	37
99.4	99.4	58	97.4	97.4	61	93.7	93.7	58	89.3	89.3	50
69.0	69.0	75	58.7	58.7	79	35.5	35.5	82	25.0	25.0	70
18.9	18.9	49	10.6	10.6	68	7.0	7.0	66			

### Deployment score 67.7 rank 46

Labour force participation rate	59.6	59.6	21
Employment gender gap	0.60	59.9	103
Unemployment rate	12.0	44.3	52
Underemployment rate	7.6	68.9	46

59.6	59.6	21	83.9	83.9	64	70.6	70.6	37	36.3	36.3	29
0.60	59.9	103	0.73	73.2	84	0.63	62.6	78	0.50	49.5	66
12.0	44.3	52	3.5	67.2	31	2.6	72.4	41	1.6	79.1	60
7.6	68.9	46	-	-	-	-	-	-	-	-	-

### Development score 47.9 rank 113

Primary education enrolment rate	89.2	89.2	103
Quality of primary schools <sup>1</sup>	2.1	17.9	128
Secondary education enrolment rate	66.8	66.8	90
Secondary enrolment gender gap	0.9	93.6	111
Vocational education enrolment rate	21.9	21.9	66
Tertiary education enrolment rate	35.1	35.1	72
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	2.1	18.6	128
Extent of staff training <sup>1</sup>	3.4	39.9	111

89.2	89.2	103									
2.1	17.9	128									
66.8	66.8	90									
0.9	93.6	111									
21.9	21.9	66									
35.1	35.1	72									
-	-	-									
2.1	18.6	128									
3.4	39.9	111									

### Know-how score 43.6 rank 110

High-skilled employment share	19.1	19.1	74
Medium-skilled employment share	81.1	81.1	100
Economic complexity <sup>3</sup>	-0.59	40.1	71
Availability of skilled employees <sup>1</sup>	3.0	34.0	126

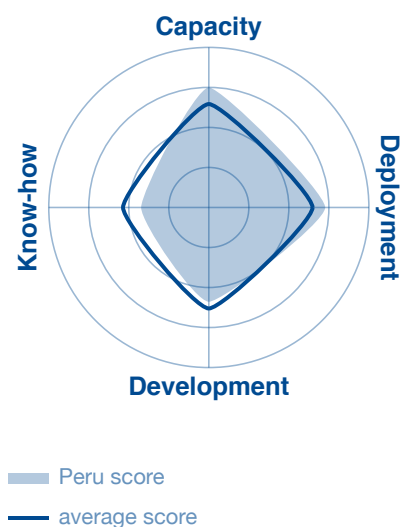
19.1	19.1	74									
81.1	81.1	100									
-0.59	40.1	71									
3.0	34.0	126									

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## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	31,774
GDP per capita (US\$, PPP)	12,072
Mean years of education (years)	9.2
Median age of population (years)	27.5
Healthy life expectancy (years)	65.7
Working age population (1,000s)	20,768
Labour force participation rate (%)	68.5
Unemployment rate (%)	6.7
Youth not in employment, education or training rate (%)	22.4
Output per worker (US\$, PPP)	22,839
Mean monthly earnings (US\$, PPP)	782
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,451
Mean monthly earnings for medium-skilled workers (US\$, PPP)	686
Mean monthly earnings for low-skilled workers (US\$, PPP)	501
Public spending on education (% of GDP)	4.0
Public spending on social security, working age (% of GDP)	0.8
Public spending on social security, retired (% of GDP)	2.5
Pension scheme coverage share (% of working age pop)	24.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.7	17.5	40.6	7.2	7.0

### Capacity score **74.9** rank **38**

Literacy and numeracy	98.9	98.9	63
Primary education attainment rate	99.8	99.8	44
Secondary education attainment rate	86.6	86.6	37
Tertiary education attainment rate	16.8	16.8	57

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.9	98.9	63	95.9	95.9	50	90.6	90.6	43	77.6	77.6	47
99.8	99.8	44	98.2	98.2	54	92.9	92.9	59	81.5	81.5	62
86.6	86.6	37	77.3	77.3	53	58.0	58.0	50	38.4	38.4	50
16.8	16.8	57	13.4	13.4	52	10.6	10.6	41			

### Deployment score **72.7** rank **29**

Labour force participation rate	55.4	55.4	36
Employment gender gap	0.79	79.3	67
Unemployment rate	11.4	45.3	48
Underemployment rate	3.4	78.7	18

87.0	87.0	45	77.0	77.0	22	44.7	44.7	25			
0.79	79.3	67	0.79	79.0	72	0.72	71.9	52	0.62	62.0	30
11.4	45.3	48	2.4	73.2	18	1.7	78.1	29	1.8	77.8	67
3.0	69.7	27	2.9	70.2	33	2.4	73.3	39			

### Development score **58.9** rank **84**

Primary education enrolment rate	97.9	97.9	48
Quality of primary schools <sup>1</sup>	2.4	23.7	121
Secondary education enrolment rate	78.1	78.1	78
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	-	-	-
Tertiary education enrolment rate	40.5	40.5	63
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	2.6	26.4	118
Extent of staff training <sup>1</sup>	3.7	45.6	83

97.9	97.9	48						
2.4	23.7	121						
78.1	78.1	78						
1.0	100.0	1						
-	-	-						
40.5	40.5	63						
-	-	-						
2.6	26.4	118						
3.7	45.6	83						

### Know-how score **42.3** rank **119**

High-skilled employment share	14.7	14.7	92
Medium-skilled employment share	67.6	67.6	126
Economic complexity <sup>3</sup>	-0.77	37.2	83
Availability of skilled employees <sup>1</sup>	4.0	49.5	73

14.7	14.7	92			
67.6	67.6	126			
-0.77	37.2	83			
4.0	49.5	73			

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# Philippines

rank **50**  
out of 130 countries  
score **64.36**

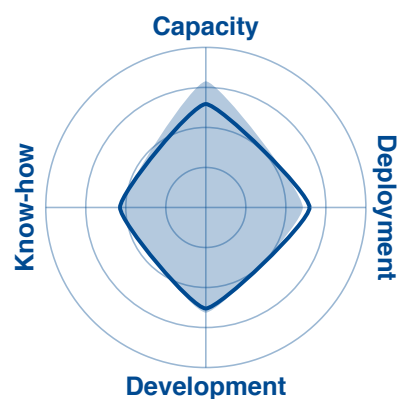
AVG | PHL

30

distribution of countries by score

100

## SCORE AT GLANCE



Philippines score  
average score

## KEY INDICATORS

Total population (1,000s)	103,320
GDP per capita (US\$, PPP)	7,236
Mean years of education (years)	8.4
Median age of population (years)	24.1
Healthy life expectancy (years)	61.1
Working age population (1,000s)	65,451
Labour force participation rate (%)	63.5
Unemployment rate (%)	5.5
Youth not in employment, education or training rate (%)	22.7
Output per worker (US\$, PPP)	16,812
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.7
Public spending on social security, working age (% of GDP)	0.3
Public spending on social security, retired (% of GDP)	0.6
Pension scheme coverage share (% of working age pop)	17.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
32.0	19.4	37.6	6.4	4.7

### Capacity score 78.8 rank 19

Literacy and numeracy	98.2	98.2	77
Primary education attainment rate	99.5	99.5	56
Secondary education attainment rate	85.0	85.0	41
Tertiary education attainment rate	29.3	29.3	18

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.2	98.2	77	96.6	96.6	44	95.4	95.4	32	91.4	91.4	28
99.5	99.5	56	98.3	98.3	52	97.1	97.1	51	94.9	94.9	43
85.0	85.0	41	75.9	75.9	54	56.8	56.8	53	41.5	41.5	45
29.3	29.3	18	20.9	20.9	25	16.5	16.5	23			

### Deployment score 60.6 rank 87

Labour force participation rate	46.5	46.5	57
Employment gender gap	0.63	63.3	98
Unemployment rate	13.9	41.4	65
Underemployment rate	9.1	66.5	50

46.5	46.5	57	77.2	77.2	102	67.7	67.7	50	35.7	35.7	33
0.63	63.3	98	0.65	65.1	101	0.70	70.0	55	0.60	59.6	34
13.9	41.4	65	4.5	63.0	49	2.0	76.3	32	1.1	84.4	47
9.1	66.5	50	9.9	48.1	67	10.1	47.7	71	8.2	51.9	68

### Development score 65.7 rank 60

Primary education enrolment rate	96.8	96.8	61
Quality of primary schools <sup>1</sup>	3.9	48.8	70
Secondary education enrolment rate	64.6	64.6	92
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	-	-	-
Tertiary education enrolment rate	35.8	35.8	71
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	4.3	54.4	41
Extent of staff training <sup>1</sup>	4.6	59.3	29

96.8	96.8	61									
3.9	48.8	70									
64.6	64.6	92									
1.0	100.0	1									
-	-	-									
35.8	35.8	71									
-	-	-									
4.3	54.4	41									
4.6	59.3	29									

### Know-how score 52.3 rank 60

High-skilled employment share	24.1	24.1	58
Medium-skilled employment share	68.4	68.4	125
Economic complexity <sup>3</sup>	0.46	57.7	37
Availability of skilled employees <sup>1</sup>	4.5	59.0	46

24.1	24.1	58									
68.4	68.4	125									
0.46	57.7	37									
4.5	59.0	46									

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# Poland

rank **31**  
out of 130 countries  
score **69.61**

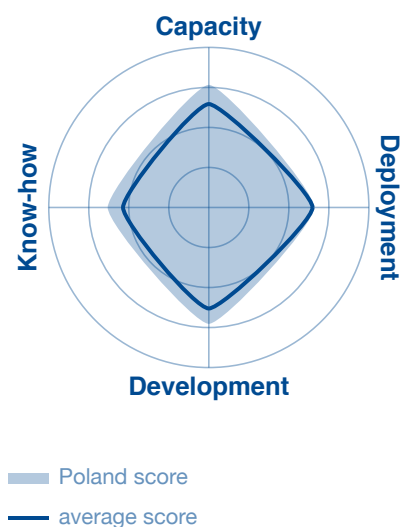
AVG | POL

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	38,224
GDP per capita (US\$, PPP)	26,003
Mean years of education (years)	11.9
Median age of population (years)	39.7
Healthy life expectancy (years)	68.7
Working age population (1,000s)	26,378
Labour force participation rate (%)	56.2
Unemployment rate (%)	6.2
Youth not in employment, education or training rate (%)	11.0
Output per worker (US\$, PPP)	54,672
Mean monthly earnings (US\$, PPP)	2,336
Mean monthly earnings for high-skilled workers (US\$, PPP)	3,022
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,697
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,364
Public spending on education (% of GDP)	4.9
Public spending on social security, working age (% of GDP)	3.6
Public spending on social security, retired (% of GDP)	11.8
Pension scheme coverage share (% of working age pop)	59.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.8	11.4	43.2	14.5	16.2

### Capacity score **76.6** rank **25**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	24	99.7	99.7	15	100.0	100.0	1	98.9	98.9	10			
Primary education attainment rate	98.4	98.4	77	98.5	98.5	48	99.5	99.5	30	96.9	96.9	39			
Secondary education attainment rate	70.4	70.4	72	90.8	90.8	33	84.8	84.8	30	61.3	61.3	31			
Tertiary education attainment rate				22.0	22.0	41	12.2	12.2	58	10.9	10.9	40			

### Deployment score **65.9** rank **65**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	34.5	34.5	100	85.3	85.3	56	46.0	46.0	104	5.5	5.5	113			
Employment gender gap	0.73	72.8	80	0.87	87.0	45	0.67	66.5	72	0.33	32.5	97			
Unemployment rate	16.9	37.3	80	5.4	59.7	61	4.4	63.4	75	1.4	80.8	56			
Underemployment rate	4.6	75.0	28	2.7	71.7	25	2.2	74.5	25	1.6	79.3	27			

### Development score **72.7** rank **34**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	97.1	97.1	57												
Quality of primary schools <sup>1</sup>	4.5	57.7	45												
Secondary education enrolment rate	93.2	93.2	39												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				48.7	48.7	24									
Tertiary education enrolment rate				71.2	71.2	24									
Skill diversity of graduates <sup>2</sup>				0.15	93.5	26									
Quality of education system <sup>1</sup>				3.6	43.2	71									
Extent of staff training <sup>1</sup>							4.0	49.7	61						

### Know-how score **63.2** rank **24**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							37.5	37.5	29						
Medium-skilled employment share							93.1	93.1	29						
Economic complexity <sup>3</sup>							0.93	65.5	26						
Availability of skilled employees <sup>1</sup>							4.4	56.7	51						

Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Portugal

rank **43**  
out of 130 countries  
score **65.70**

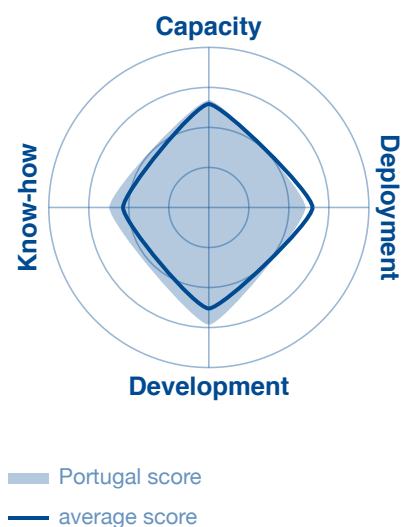


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	10,372
GDP per capita (US\$, PPP)	27,007
Mean years of education (years)	8.5
Median age of population (years)	43.9
Healthy life expectancy (years)	71.4
Working age population (1,000s)	6,743
Labour force participation rate (%)	58.5
Unemployment rate (%)	11.1
Youth not in employment, education or training rate (%)	11.3
Output per worker (US\$, PPP)	60,594
Mean monthly earnings (US\$, PPP)	1,420
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,079
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,109
Mean monthly earnings for low-skilled workers (US\$, PPP)	818
Public spending on education (% of GDP)	5.1
Public spending on social security, working age (% of GDP)	4.4
Public spending on social security, retired (% of GDP)	12.5
Pension scheme coverage share (% of working age pop)	60.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
13.9	10.5	41.4	13.1	21.1

### Capacity

score **67.0** rank **75**

Literacy and numeracy	99.6	99.6	46
Primary education attainment rate	99.9	99.9	32
Secondary education attainment rate	78.8	78.8	54
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
	99.6	46	98.8	98.8	24	97.5	97.5	26	85.2	85.2	33
	99.9	32	98.7	98.7	45	97.3	97.3	49	86.3	86.3	53
	78.8	54	62.8	62.8	73	35.1	35.1	83	20.5	20.5	81
			25.3	25.3	28	12.2	12.2	59	6.6	6.6	67

### Deployment

score **60.4** rank **92**

Labour force participation rate	34.2	34.2	104
Employment gender gap	0.89	89.2	42
Unemployment rate	28.2	26.7	106
Underemployment rate	16.2	58.8	70

	34.2	34.2	104	88.7	88.7	30	56.0	56.0	86	12.6	12.6	83
	0.89	89.2	42	0.94	94.2	14	0.76	76.1	43	0.39	39.3	83
	28.2	26.7	106	10.0	47.9	97	11.0	46.1	109	2.0	76.4	71
	16.2	58.8	70	9.1	49.8	63	8.3	51.6	64	5.2	60.6	62

### Development

score **73.3** rank **27**

Primary education enrolment rate	98.8	98.8	35				
Quality of primary schools <sup>1</sup>	4.9	64.3	27				
Secondary education enrolment rate	85.2	85.2	68				
Secondary enrolment gender gap	1.0	100.0	1				
Vocational education enrolment rate		46.0	46.0	28			
Tertiary education enrolment rate		65.6	65.6	34			
Skill diversity of graduates <sup>2</sup>		0.14	94.2	18			
Quality of education system <sup>1</sup>		4.3	54.5	39			
Extent of staff training <sup>1</sup>					4.0	50.7	56

	98.8	98.8	35									
	4.9	64.3	27									
	85.2	85.2	68									
	1.0	100.0	1									
		46.0	46.0	28								
		65.6	65.6	34								
		0.14	94.2	18								
		4.3	54.5	39								
										4.0	50.7	56

### Know-how

score **62.2** rank **27**

High-skilled employment share			35.2	35.2	36
Medium-skilled employment share			88.7	88.7	70
Economic complexity <sup>3</sup>			0.57	59.5	34
Availability of skilled employees <sup>1</sup>			4.9	65.2	24

			35.2	35.2	36							
			88.7	88.7	70							
			0.57	59.5	34							
			4.9	65.2	24							

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3 / Data from -2.33 (worst score) to 2.21 (best score)

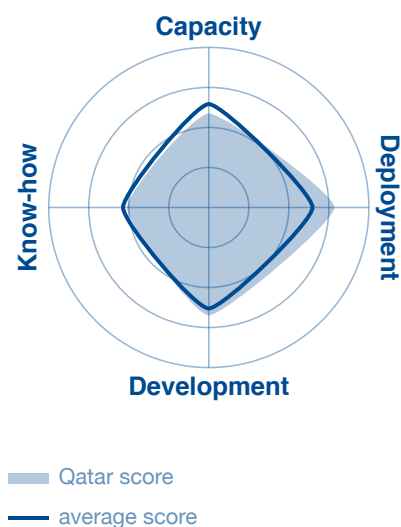
AVG | QAT

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	2,570
GDP per capita (US\$, PPP)	118,215
Mean years of education (years)	8.5
Median age of population (years)	31.3
Healthy life expectancy (years)	67.8
Working age population (1,000s)	2,183
Labour force participation rate (%)	88.6
Unemployment rate (%)	0.2
Youth not in employment, education or training rate (%)	9.4
Output per worker (US\$, PPP)	189,420
Mean monthly earnings (US\$, PPP)	3,426
Mean monthly earnings for high-skilled workers (US\$, PPP)	8,182
Mean monthly earnings for medium-skilled workers (US\$, PPP)	2,123
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,269
Public spending on education (% of GDP)	3.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	3.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
13.9	14.9	66.0	4.1	1.2

### Capacity score 58.7 rank 94

Literacy and numeracy	98.6	98.6	73
Primary education attainment rate	84.7	84.7	110
Secondary education attainment rate	32.7	32.7	110
Tertiary education attainment rate	12.9	12.9	73

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.6	98.6	73	98.0	98.0	36	97.4	97.4	27	76.7	76.7	48
84.7	84.7	110	71.4	71.4	108	71.0	71.0	94	48.4	48.4	93
32.7	32.7	110	41.7	41.7	96	44.2	44.2	67	25.9	25.9	67
12.9	12.9	73	15.9	15.9	41	7.9	7.9	59			

### Deployment score 78.5 rank 10

Labour force participation rate	62.8	62.8	17
Employment gender gap	0.38	38.2	122
Unemployment rate	0.7	88.8	2
Underemployment rate	-	-	-

value	score	rank	value	score	rank	value	score	rank	value	score	rank
62.8	62.8	17	90.4	90.4	20	76.2	76.2	23	36.1	36.1	30
0.38	38.2	122	0.62	62.1	107	0.23	23.0	121	0.00	0.0	130
0.7	88.8	2	0.1	97.7	1	0.0	100.0	1	0.0	100.0	1
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 67.4 rank 52

Primary education enrolment rate	94.6	94.6	84
Quality of primary schools <sup>1</sup>	5.8	79.5	6
Secondary education enrolment rate	88.3	88.3	56
Secondary enrolment gender gap	0.9	87.6	117
Vocational education enrolment rate	1.5	1.5	116
Tertiary education enrolment rate	17.2	17.2	94
Skill diversity of graduates <sup>2</sup>	0.19	89.0	69
Quality of education system <sup>1</sup>	5.6	76.6	5
Extent of staff training <sup>1</sup>	5.4	72.8	8

94.6	94.6	84									
5.8	79.5	6									
88.3	88.3	56									
0.9	87.6	117									
1.5	1.5	116									
17.2	17.2	94									
0.19	89.0	69									
5.6	76.6	5									
5.4	72.8	8									

### Know-how score 51.2 rank 69

High-skilled employment share	16.0	16.0	86
Medium-skilled employment share	81.1	81.1	101
Economic complexity <sup>3</sup>	-0.77	37.2	82
Availability of skilled employees <sup>1</sup>	5.2	70.6	11

16.0	16.0	86									
81.1	81.1	101									
-0.77	37.2	82									
5.2	70.6	11									

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# Romania

rank **42**  
out of 130 countries  
score **66.12**

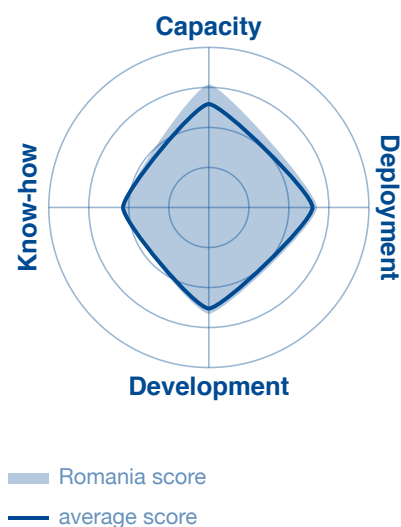


30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	19,778
GDP per capita (US\$, PPP)	21,648
Mean years of education (years)	11.6
Median age of population (years)	41.3
Healthy life expectancy (years)	66.8
Working age population (1,000s)	13,305
Labour force participation rate (%)	53.7
Unemployment rate (%)	5.9
Youth not in employment, education or training rate (%)	18.1
Output per worker (US\$, PPP)	45,965
Mean monthly earnings (US\$, PPP)	1,348
Mean monthly earnings for high-skilled workers (US\$, PPP)	NaN
Mean monthly earnings for medium-skilled workers (US\$, PPP)	NaN
Mean monthly earnings for low-skilled workers (US\$, PPP)	NaN
Public spending on education (% of GDP)	3.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.3	11.0	42.6	13.6	17.4

### Capacity score 76.8 rank 24

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.3	99.3	55	98.8	98.8	23	99.5	99.5	13	97.6	97.6	14
Primary education attainment rate	98.7	98.7	75	97.8	97.8	57	98.5	98.5	42	95.0	95.0	42
Secondary education attainment rate	92.6	92.6	24	94.0	94.0	26	93.6	93.6	24	69.8	69.8	26
Tertiary education attainment rate				13.6	13.6	71	10.8	10.8	66	8.3	8.3	56

### Deployment score 67.6 rank 48

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	28.1	28.1	121	82.1	82.1	74	44.0	44.0	110	17.8	17.8	72
Employment gender gap	0.64	64.4	95	0.80	79.5	70	0.62	62.4	79	0.70	70.1	15
Unemployment rate	21.5	32.4	92	5.3	60.0	57	3.2	68.7	52	0.1	98.3	8
Underemployment rate	11.1	63.9	55	3.0	69.7	26	1.9	76.5	20	0.1	97.0	3

### Development score 66.4 rank 57

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

Primary education enrolment rate	90.1	90.1	100									
Quality of primary schools <sup>1</sup>	3.9	47.7	73									
Secondary education enrolment rate	87.8	87.8	59									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		56.3	56.3	17								
Tertiary education enrolment rate		53.2	53.2	50								
Skill diversity of graduates <sup>2</sup>		0.18	90.4	54								
Quality of education system <sup>1</sup>		2.8	30.0	112								
Extent of staff training <sup>1</sup>							3.5	41.9	98			

### Know-how score 53.7 rank 54

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

High-skilled employment share				22.5	22.5	61						
Medium-skilled employment share				89.7	89.7	64						
Economic complexity <sup>3</sup>				0.86	64.4	28						
Availability of skilled employees <sup>1</sup>				3.3	38.0	122						

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# Rwanda

rank **71**  
out of 130 countries  
score **61.06**

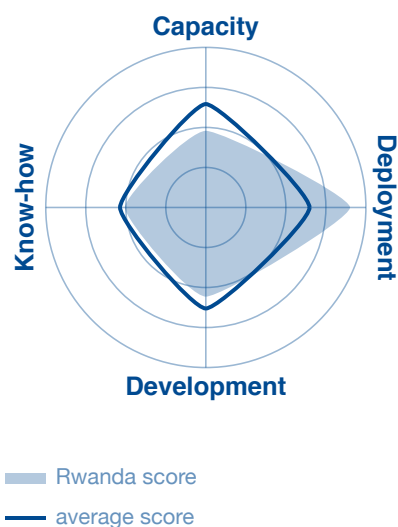
RWA | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	11,918
GDP per capita (US\$, PPP)	1,774
Mean years of education (years)	3.7
Median age of population (years)	19.4
Healthy life expectancy (years)	56.6
Working age population (1,000s)	6,750
Labour force participation rate (%)	73.6
Unemployment rate (%)	3.4
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	3,401
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.6
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	3.8

## COUNTRY SCORE CARD

% of population

### Capacity score 47.9 rank 112

Literacy and numeracy	
Primary education attainment rate	
Secondary education attainment rate	
Tertiary education attainment rate	

### Deployment score 90.1 rank 2

Labour force participation rate	
Employment gender gap	
Unemployment rate	
Underemployment rate	

### Development score 55.7 rank 93

Primary education enrolment rate	
Quality of primary schools <sup>1</sup>	
Secondary education enrolment rate	
Secondary enrolment gender gap	
Vocational education enrolment rate	
Tertiary education enrolment rate	
Skill diversity of graduates <sup>2</sup>	
Quality of education system <sup>1</sup>	
Extent of staff training <sup>1</sup>	

### Know-how score 50.6 rank 77

High-skilled employment share	
Medium-skilled employment share	
Economic complexity <sup>3</sup>	
Availability of skilled employees <sup>1</sup>	

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
40.5	19.0	33.2	4.4	2.9

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
	85.0	85.0	111	69.7	69.7	84	45.9	45.9	83	28.5	28.5	90
	91.3	91.3	97	81.5	81.5	97	53.7	53.7	106	36.1	36.1	107
	21.0	21.0	121	17.8	17.8	121	7.3	7.3	121	4.3	4.3	115
				2.0	2.0	120	1.2	1.2	117	0.3	0.3	123

	70.1	70.1	9	95.9	95.9	2	85.9	85.9	6	55.4	55.4	15
	1.04	100.0	1	1.03	100.0	1	0.99	98.9	4	0.78	77.9	8
	3.3	68.3	7	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

	96.7	96.7	62									
	4.3	55.2	48									
	45.6	45.6	111									
	1.0	100.0	1									
		34.4	34.4	44								
		7.5	7.5	115								
		-	-	-								
		4.2	54.2	42								
					4.1	52.1	53					

				3.9	3.9	125						
				94.9	94.9	8						
				-	-	-						
				4.2	52.9	64						

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# Saudi Arabia

rank **82**  
out of 130 countries  
score **58.52**

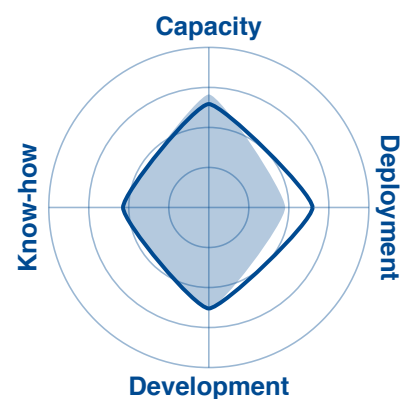


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distribution of countries by score

100

## SCORE AT GLANCE



— Saudi Arabia score  
— average score

## KEY INDICATORS

Total population (1,000s)	32,276
GDP per capita (US\$, PPP)	50,458
Mean years of education (years)	8.1
Median age of population (years)	29.8
Healthy life expectancy (years)	64.4
Working age population (1,000s)	23,013
Labour force participation rate (%)	54.0
Unemployment rate (%)	5.6
Youth not in employment, education or training rate (%)	16.1
Output per worker (US\$, PPP)	136,180
Mean monthly earnings (US\$, PPP)	3,483
Mean monthly earnings for high-skilled workers (US\$, PPP)	5,995
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	26.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
25.5	15.2	50.5	5.6	3.2

### Capacity score 70.6 rank 60

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.4	99.4	51	98.1	98.1	34	75.7	75.7	66	54.4	54.4	70
Primary education attainment rate	98.8	98.8	70	91.4	91.4	85	70.5	70.5	95	42.7	42.7	101
Secondary education attainment rate	79.2	79.2	53	67.6	67.6	63	38.4	38.4	76	18.8	18.8	87
Tertiary education attainment rate				16.5	16.5	60	12.5	12.5	56	7.2	7.2	62

### Deployment score 47.7 rank 124

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	17.6	17.6	130	70.0	70.0	116	46.4	46.4	103	15.8	15.8	75
Employment gender gap	0.33	32.9	125	0.32	31.6	123	0.07	6.9	129	0.04	3.8	128
Unemployment rate	31.2	24.6	109	4.2	64.1	43	0.0	99.6	2	0.0	100.0	1
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score 63.2 rank 71

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	97.7	97.7	51						
Quality of primary schools <sup>1</sup>	4.1	52.0	58						
Secondary education enrolment rate	73.2	73.2	85						
Secondary enrolment gender gap	0.8	81.1	122						
Vocational education enrolment rate		5.1	5.1	104					
Tertiary education enrolment rate		63.1	63.1	40					
Skill diversity of graduates <sup>2</sup>		0.16	92.8	34					
Quality of education system <sup>1</sup>		4.2	53.0	44					
Extent of staff training <sup>1</sup>					4.1	51.0	55		

### Know-how score 52.6 rank 58

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

	value	score	rank	value	score	rank
High-skilled employment share		25.3	25.3	49		
Medium-skilled employment share		92.5	92.5	36		
Economic complexity <sup>3</sup>		-0.54	41.0	68		
Availability of skilled employees <sup>1</sup>		4.1	51.6	68		

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Senegal

rank **128**  
out of 130 countries  
score **43.33**

SEN

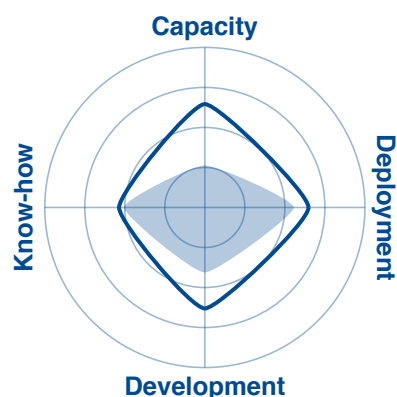
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



Senegal score  
average score

## KEY INDICATORS

Total population (1,000s)	15,412
GDP per capita (US\$, PPP)	2,380
Mean years of education (years)	2.6
Median age of population (years)	18.3
Healthy life expectancy (years)	58.3
Working age population (1,000s)	8,323
Labour force participation rate (%)	50.5
Unemployment rate (%)	25.6
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	7,939
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.4
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	1.8
Pension scheme coverage share (% of working age pop)	5.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
43.0	19.6	30.7	3.8	3.0

### Capacity score 26.3 rank 130

Literacy and numeracy	69.8	69.8	119
Primary education attainment rate	42.8	42.8	129
Secondary education attainment rate	3.9	3.9	130
Tertiary education attainment rate	2.2	2.2	116

value	score	rank	value	score	rank	value	score	rank	value	score	rank
69.8	69.8	119	51.6	51.6	96	37.5	37.5	88	25.9	25.9	95
42.8	42.8	129	24.8	24.8	130	18.1	18.1	125	7.4	7.4	126
3.9	3.9	130	6.5	6.5	128	4.3	4.3	125	1.8	1.8	125
2.2	2.2	116	1.6	1.6	115	0.6	0.6	116			

### Deployment score 55.7 rank 111

Labour force participation rate	41.7	41.7	75
Employment gender gap	0.61	60.7	102
Unemployment rate	13.1	42.5	59
Underemployment rate	8.5	67.3	49

41.7	41.7	75	70.4	70.4	115	57.5	57.5	82	25.0	25.0	51
0.61	60.7	102	0.65	65.0	103	0.65	65.0	76	0.57	56.7	36
13.1	42.5	59	10.3	47.3	100	6.5	56.2	92	3.5	67.3	95
8.5	67.3	49	10.8	46.3	72	7.0	54.8	63	3.0	70.1	44

### Development score 40.6 rank 127

Primary education enrolment rate	73.0	73.0	125
Quality of primary schools <sup>1</sup>	3.7	45.1	76
Secondary education enrolment rate	21.5	21.5	129
Secondary enrolment gender gap	0.8	78.8	124
Vocational education enrolment rate	9.0	9.0	91
Tertiary education enrolment rate	10.4	10.4	106
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.6	42.5	74
Extent of staff training <sup>1</sup>	3.7	44.9	86

73.0	73.0	125									
3.7	45.1	76									
21.5	21.5	129									
0.8	78.8	124									
9.0	9.0	91									
10.4	10.4	106									
-	-	-									
3.6	42.5	74									
3.7	44.9	86									

### Know-how score 50.6 rank 76

High-skilled employment share	5.1	5.1	116
Medium-skilled employment share	93.6	93.6	21
Economic complexity <sup>3</sup>	-0.58	40.3	70
Availability of skilled employees <sup>1</sup>	4.8	63.3	27

5.1	5.1	116									
93.6	93.6	21									
-0.58	40.3	70									
4.8	63.3	27									

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# Serbia

rank **60**  
out of 130 countries  
score **62.50**

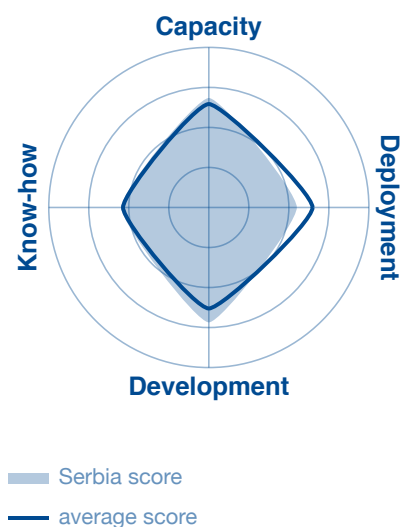
AVG | SRB

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	8,820
GDP per capita (US\$, PPP)	13,720
Mean years of education (years)	11.8
Median age of population (years)	40.0
Healthy life expectancy (years)	67.7
Working age population (1,000s)	5,874
Labour force participation rate (%)	51.6
Unemployment rate (%)	17.7
Youth not in employment, education or training rate (%)	18.1
Output per worker (US\$, PPP)	29,101
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.2
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
16.6	12.5	40.3	13.8	16.8

### Capacity score 68.4 rank 73

Literacy and numeracy	98.5	98.5	75
Primary education attainment rate	98.9	98.9	67
Secondary education attainment rate	56.0	56.0	90
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.5	98.5	75	99.6	99.6	18	97.8	97.8	24	93.9	93.9	24
98.9	98.9	67	99.2	99.2	41	97.4	97.4	48	61.0	61.0	82
56.0	56.0	90	80.8	80.8	47	62.7	62.7	49	28.9	28.9	60
			12.4	12.4	75	10.8	10.8	65	5.9	5.9	71

### Deployment score 55.0 rank 112

Labour force participation rate	28.1	28.1	119
Employment gender gap	0.64	63.9	96
Unemployment rate	40.7	19.0	122
Underemployment rate	16.6	58.5	74

28.1	28.1	119	81.3	81.3	80	40.3	40.3	120	7.8	7.8	104
0.64	63.9	96	0.86	85.5	53	0.53	52.8	96	0.42	41.8	79
40.7	19.0	122	17.1	37.1	112	11.5	45.2	111	1.0	85.4	43
16.6	58.5	74	9.4	49.0	65	8.6	51.0	66	3.4	67.7	48

### Development score 71.8 rank 36

Primary education enrolment rate	99.2	99.2	19			
Quality of primary schools <sup>1</sup>	3.9	47.8	72			
Secondary education enrolment rate	99.1	99.1	4			
Secondary enrolment gender gap	1.0	100.0	1			
Vocational education enrolment rate		75.1	75.1	4		
Tertiary education enrolment rate		58.3	58.3	44		
Skill diversity of graduates <sup>2</sup>		0.14	94.3	16		
Quality of education system <sup>1</sup>		3.2	36.4	95		
Extent of staff training <sup>1</sup>				3.2	35.9	119

99.2	99.2	19									
3.9	47.8	72									
99.1	99.1	4									
1.0	100.0	1									
			75.1	75.1	4						
			58.3	58.3	44						
			0.14	94.3	16						
			3.2	36.4	95						
						3.2	35.9	119			

### Know-how score 54.8 rank 49

High-skilled employment share			29.1	29.1	46
Medium-skilled employment share			91.0	91.0	54
Economic complexity <sup>3</sup>			0.45	57.6	38
Availability of skilled employees <sup>1</sup>			3.5	41.6	114

			29.1	29.1	46						
			91.0	91.0	54						
			0.45	57.6	38						
			3.5	41.6	114						

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# Sierra Leone

rank **117**  
out of 130 countries  
score **49.49**

SLE

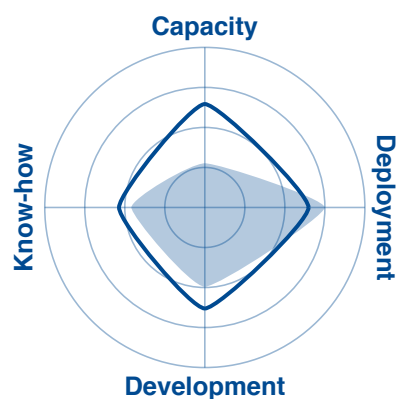
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Sierra Leone score  
— average score

## KEY INDICATORS

Total population (1,000s)	7,396
GDP per capita (US\$, PPP)	1,366
Mean years of education (years)	3.3
Median age of population (years)	18.3
Healthy life expectancy (years)	44.4
Working age population (1,000s)	4,072
Labour force participation rate (%)	60.5
Unemployment rate (%)	2.8
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	3,880
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.7
Public spending on social security, working age (% of GDP)	0.1
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	4.6

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
42.4	20.2	31.1	3.8	2.5

### Capacity score 27.6 rank 128

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	67.4	67.4	121	42.6	42.6	99	21.1	21.1	97	21.2	21.2	99			
Primary education attainment rate	55.0	55.0	124	28.8	28.8	129	14.3	14.3	127	6.9	6.9	127			
Secondary education attainment rate	15.0	15.0	123	6.9	6.9	127	3.2	3.2	127	1.8	1.8	126			
Tertiary education attainment rate				1.1	1.1	129	0.3	0.3	128	0.2	0.2	124			

### Deployment score 74.9 rank 16

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	44.0	44.0	67	83.4	83.4	69	73.1	73.1	29	35.6	35.6	34			
Employment gender gap	1.11	100.0	1	0.79	79.0	73	0.73	72.8	47	0.63	63.1	27			
Unemployment rate	4.5	63.2	11	-	-	-	-	-	-	-	-	-			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 49.5 rank 109

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	99.2	99.2	18												
Quality of primary schools <sup>1</sup>	2.9	31.8	109												
Secondary education enrolment rate	61.4	61.4	95												
Secondary enrolment gender gap	0.9	89.7	115												
Vocational education enrolment rate				30.1	30.1	53									
Tertiary education enrolment rate				2.2	2.2	127									
Skill diversity of graduates <sup>2</sup>				0.49	56.0	109									
Quality of education system <sup>1</sup>				3.0	33.5	102									
Extent of staff training <sup>1</sup>							3.5	41.8	100						

### Know-how score 45.9 rank 99

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							5.0	5.0	119						
Medium-skilled employment share							93.7	93.7	20						
Economic complexity <sup>3</sup>							-	-	-						
Availability of skilled employees <sup>1</sup>							3.3	39.0	120						

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# Singapore

rank **11**  
out of 130 countries  
score **73.28**

AVG

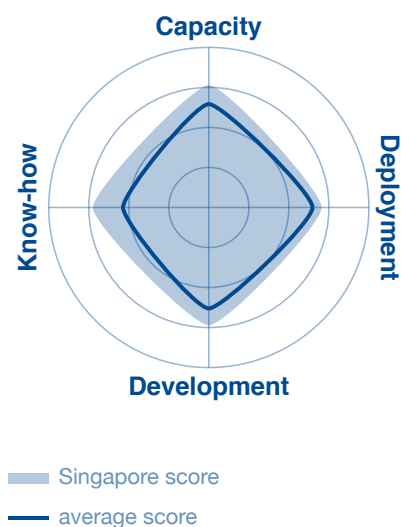
SGP

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	5,622
GDP per capita (US\$, PPP)	81,443
Mean years of education (years)	11.4
Median age of population (years)	40.0
Healthy life expectancy (years)	73.9
Working age population (1,000s)	4,075
Labour force participation rate (%)	68.3
Unemployment rate (%)	1.8
Youth not in employment, education or training rate (%)	11.4
Output per worker (US\$, PPP)	140,993
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.9
Public spending on social security, working age (% of GDP)	0.9
Public spending on social security, retired (% of GDP)	0.7
Pension scheme coverage share (% of working age pop)	0.0

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.2	13.0	45.3	14.2	12.3

### Capacity score 76.4 rank 27

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.9	99.9	26	99.8	99.8	7	89.6	89.6	47	91.8	91.8	27
Primary education attainment rate	99.8	99.8	46	95.1	95.1	75	85.4	85.4	80	60.5	60.5	83
Secondary education attainment rate	95.8	95.8	19	86.4	86.4	37	67.1	67.1	44	42.9	42.9	44
Tertiary education attainment rate				41.8	41.8	5	15.6	15.6	44	9.1	9.1	52

### Deployment score 70.5 rank 36

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	38.1	38.1	87	86.4	86.4	50	68.1	68.1	46	24.5	24.5	52
Employment gender gap	1.06	100.0	1	0.82	82.1	64	0.66	65.5	75	0.45	45.3	73
Unemployment rate	4.6	62.7	12	3.2	68.8	26	3.5	67.2	55	3.3	68.5	92
Underemployment rate	5.0	74.0	32	2.2	74.7	19	3.8	65.8	41	5.6	58.9	63

### Development score 73.6 rank 25

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	79.1	79.1	120									
Quality of primary schools <sup>1</sup>	6.1	85.8	4									
Secondary education enrolment rate	75.4	75.4	83									
Secondary enrolment gender gap	1.0	97.7	104									
Vocational education enrolment rate		11.2	11.2	85								
Tertiary education enrolment rate		69.8	69.8	25								
Skill diversity of graduates <sup>2</sup>		0.21	87.1	81								
Quality of education system <sup>1</sup>		5.9	81.4	2								
Extent of staff training <sup>1</sup>					5.5	75.2	3					

### Know-how score 72.5 rank 4

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share		56.2	56.2	2								
Medium-skilled employment share		92.3	92.3	38								
Economic complexity <sup>3</sup>		1.40	73.3	12								
Availability of skilled employees <sup>1</sup>		5.1	68.3	19								

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# Slovak Republic

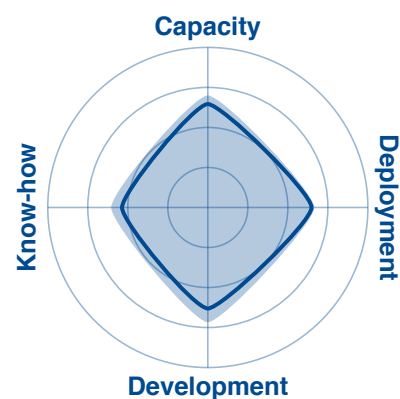
rank **36**  
out of 130 countries  
score **67.14**

30

distribution of countries by score

100

## SCORE AT GLANCE



— Slovak Republic score  
— average score

## KEY INDICATORS

Total population (1,000s)	5,444
GDP per capita (US\$, PPP)	29,156
Mean years of education (years)	13.2
Median age of population (years)	39.2
Healthy life expectancy (years)	68.1
Working age population (1,000s)	3,819
Labour force participation rate (%)	60.0
Unemployment rate (%)	9.7
Youth not in employment, education or training rate (%)	13.7
Output per worker (US\$, PPP)	61,232
Mean monthly earnings (US\$, PPP)	2,057
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,690
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,643
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,126
Public spending on education (% of GDP)	4.2
Public spending on social security, working age (% of GDP)	3.5
Public spending on social security, retired (% of GDP)	7.4
Pension scheme coverage share (% of working age pop)	62.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.3	11.6	44.9	13.7	14.5

### Capacity score 70.0 rank 63

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

value	score	rank	value	score	rank	value	score	rank	value	score	rank
100.0	100.0	1	-	-	-	-	-	-	-	-	-
99.9	99.9	37	99.7	99.7	32	99.7	99.7	23	99.7	99.7	19
75.6	75.6	62	91.5	91.5	31	84.1	84.1	31	65.2	65.2	28
			16.8	16.8	58	14.1	14.1	49	11.0	11.0	38

### Deployment score 66.5 rank 60

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

31.1	31.1	113	87.4	87.4	38	49.9	49.9	98	2.4	2.4	127
0.62	62.2	101	0.87	87.1	44	0.80	80.1	36	0.52	52.3	58
22.9	31.0	97	8.7	50.8	91	9.0	50.0	104	2.3	74.3	75
4.3	75.8	26	2.5	72.9	22	1.9	76.7	19	0.2	96.0	4

### Development score 71.7 rank 37

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

99.0	99.0	22									
4.1	51.6	62									
98.2	98.2	16									
1.0	100.0	1									
	69.0	69.0	9								
	52.9	52.9	51								
	0.15	93.9	22								
	2.9	31.2	108								
						3.9	49.1	65			

### Know-how score 60.4 rank 34

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

			32.4	32.4	41						
			91.9	91.9	44						
			1.40	73.3	13						
			3.6	44.0	106						

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# South Africa

rank **87**  
out of 130 countries  
score **58.09**

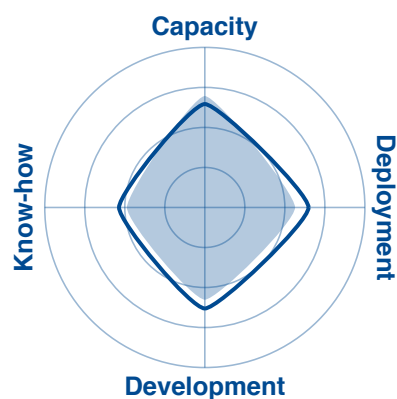


30

distribution of countries by score

100

## SCORE AT GLANCE



— South Africa score  
— average score

## KEY INDICATORS

Total population (1,000s)	56,015
GDP per capita (US\$, PPP)	12,260
Mean years of education (years)	9.7
Median age of population (years)	26.1
Healthy life expectancy (years)	54.4
Working age population (1,000s)	36,753
Labour force participation rate (%)	54.6
Unemployment rate (%)	25.2
Youth not in employment, education or training rate (%)	30.5
Output per worker (US\$, PPP)	44,482
Mean monthly earnings (US\$, PPP)	561
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,298
Mean monthly earnings for medium-skilled workers (US\$, PPP)	645
Mean monthly earnings for low-skilled workers (US\$, PPP)	398
Public spending on education (% of GDP)	6.0
Public spending on social security, working age (% of GDP)	1.6
Public spending on social security, retired (% of GDP)	2.2
Pension scheme coverage share (% of working age pop)	3.5

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
29.2	18.4	40.5	6.7	5.2

### Capacity score 69.6 rank 65

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	99.0	99.0	62	97.4	97.4	41	83.5	83.5	59	71.3	71.3	55			
	98.8	98.8	74	93.7	93.7	79	80.4	80.4	83	69.0	69.0	77			
	64.3	64.3	81	64.3	64.3	69	36.6	36.6	80	27.8	27.8	63			
				13.7	13.7	70	9.5	9.5	73	7.1	7.1	64			

### Deployment score 56.4 rank 109

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	26.3	26.3	125	73.9	73.9	107	42.2	42.2	115	4.9	4.9	115
	0.81	80.7	63	0.81	81.2	65	0.67	66.8	71	0.42	42.3	77
	52.3	13.7	129	22.8	31.2	117	8.7	50.7	103	4.0	64.8	100
	5.4	73.2	37	5.2	60.2	44	4.3	63.9	47	3.3	68.3	46

### Development score 57.6 rank 90

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	88.3	88.3	108									
	2.7	27.7	116									
	97.1	97.1	23									
	1.0	100.0	1									
		8.9	8.9	92								
		19.4	19.4	90								
		0.18	89.7	63								
		2.3	21.5	126								
							5.0	66.1	19			

### Know-how score 48.7 rank 86

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

				24.0	24.0	59			
				74.8	74.8	118			
				-0.00	49.9	52			
				3.8	46.1	95			

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Spain

rank **44**  
out of 130 countries  
score **65.60**

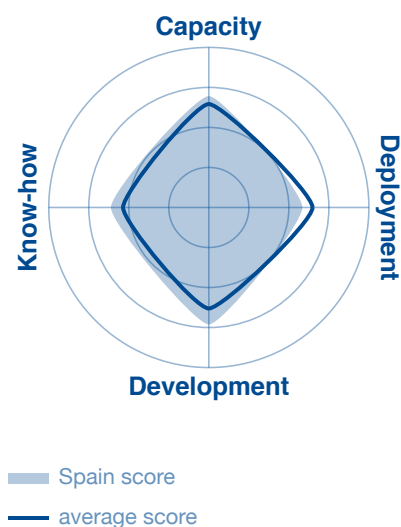
AVG | ESP

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	46,348
GDP per capita (US\$, PPP)	33,261
Mean years of education (years)	10.8
Median age of population (years)	43.2
Healthy life expectancy (years)	72.4
Working age population (1,000s)	30,615
Labour force participation rate (%)	58.5
Unemployment rate (%)	19.6
Youth not in employment, education or training rate (%)	15.6
Output per worker (US\$, PPP)	85,258
Mean monthly earnings (US\$, PPP)	2,876
Mean monthly earnings for high-skilled workers (US\$, PPP)	4,245
Mean monthly earnings for medium-skilled workers (US\$, PPP)	2,367
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,685
Public spending on education (% of GDP)	4.3
Public spending on social security, working age (% of GDP)	7.4
Public spending on social security, retired (% of GDP)	9.9
Pension scheme coverage share (% of working age pop)	73.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
14.8	9.3	44.1	12.6	19.2

### Capacity score 69.6 rank 66

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.8	99.8	37	100.0	100.0	2	96.1	96.1	30	94.2	94.2	23
Primary education attainment rate	98.5	98.5	76	95.0	95.0	76	91.3	91.3	66	73.8	73.8	71
Secondary education attainment rate	81.7	81.7	48	82.1	82.1	46	67.9	67.9	43	39.6	39.6	49
Tertiary education attainment rate				14.5	14.5	66	8.9	8.9	79	4.0	4.0	88

### Deployment score 58.5 rank 101

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	36.6	36.6	94	87.3	87.3	40	56.7	56.7	85	2.4	2.4	129
Employment gender gap	0.90	90.1	40	0.89	89.0	36	0.77	77.1	42	0.60	60.1	33
Unemployment rate	43.0	17.9	124	18.2	35.8	114	17.0	37.2	117	4.1	64.7	101
Underemployment rate	22.0	54.6	81	10.0	48.0	68	6.7	55.7	62	3.3	68.2	47

### Development score 73.1 rank 30

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

Primary education enrolment rate	99.5	99.5	12									
Quality of primary schools <sup>1</sup>	4.2	53.4	53									
Secondary education enrolment rate	94.3	94.3	34									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		35.2	35.2	43								
Tertiary education enrolment rate		89.7	89.7	4								
Skill diversity of graduates <sup>2</sup>		0.13	95.2	9								
Quality of education system <sup>1</sup>		3.8	46.1	60								
Extent of staff training <sup>1</sup>							3.7	44.3	88			

### Know-how score 61.2 rank 31

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

High-skilled employment share				33.3	33.3	39						
Medium-skilled employment share				87.2	87.2	77						
Economic complexity <sup>3</sup>				0.82	63.7	29						
Availability of skilled employees <sup>1</sup>				4.6	60.5	36						

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# Sri Lanka

rank **70**  
out of 130 countries  
score **61.19**

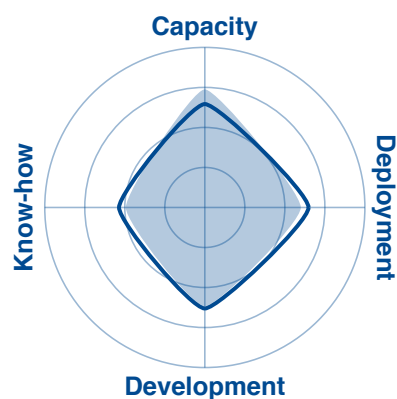
LKA | AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



— Sri Lanka score  
— average score

## KEY INDICATORS

Total population (1,000s)	20,798
GDP per capita (US\$, PPP)	11,417
Mean years of education (years)	10.5
Median age of population (years)	32.3
Healthy life expectancy (years)	67.0
Working age population (1,000s)	13,731
Labour force participation rate (%)	53.8
Unemployment rate (%)	4.4
Youth not in employment, education or training rate (%)	27.7
Output per worker (US\$, PPP)	29,910
Mean monthly earnings (US\$, PPP)	465
Mean monthly earnings for high-skilled workers (US\$, PPP)	778
Mean monthly earnings for medium-skilled workers (US\$, PPP)	395
Mean monthly earnings for low-skilled workers (US\$, PPP)	310
Public spending on education (% of GDP)	2.2
Public spending on social security, working age (% of GDP)	0.0
Public spending on social security, retired (% of GDP)	1.7
Pension scheme coverage share (% of working age pop)	7.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
24.3	15.0	40.7	10.3	9.7

### Capacity score 73.8 rank 44

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	98.8	98.8	67	93.7	93.7	56	89.4	89.4	49	81.5	81.5	40			
Primary education attainment rate	99.5	99.5	54	97.0	97.0	65	92.5	92.5	62	88.7	88.7	51			
Secondary education attainment rate	89.7	89.7	32	77.5	77.5	51	56.0	56.0	55	44.0	44.0	43			
Tertiary education attainment rate				22.7	22.7	37	12.9	12.9	53	8.4	8.4	54			

### Deployment score 60.0 rank 96

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	34.6	34.6	99	65.1	65.1	119	52.5	52.5	90	20.4	20.4	63			
Employment gender gap	0.59	59.2	104	0.48	48.0	116	0.41	41.2	111	0.29	28.8	106			
Unemployment rate	21.2	32.7	90	2.7	71.6	22	1.0	85.4	23	0.5	91.6	25			
Underemployment rate	3.6	77.8	23	2.5	72.9	21	3.2	68.9	34	2.9	70.3	42			

### Development score 61.7 rank 79

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	97.3	97.3	53												
Quality of primary schools <sup>1</sup>	4.8	63.0	30												
Secondary education enrolment rate	93.4	93.4	38												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				11.9	11.9	82									
Tertiary education enrolment rate				19.8	19.8	88									
Skill diversity of graduates <sup>2</sup>				-	-	-									
Quality of education system <sup>1</sup>				4.3	55.4	38									
Extent of staff training <sup>1</sup>							4.2	52.8	49						

### Know-how score 49.4 rank 84

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							17.1	17.1	84						
Medium-skilled employment share							79.0	79.0	107						
Economic complexity <sup>3</sup>							-0.38	43.6	66						
Availability of skilled employees <sup>1</sup>							4.5	57.8	48						

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# Swaziland

rank **123**  
out of 130 countries  
score **47.15**

SWZ

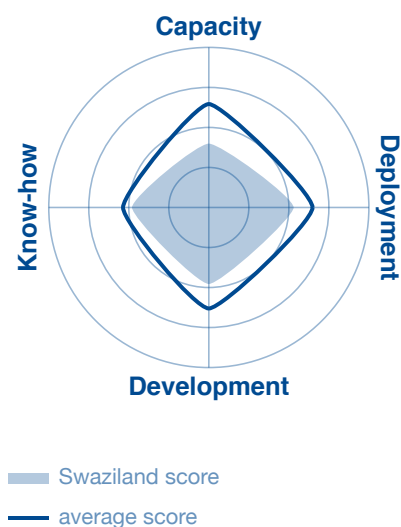
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	1,343
GDP per capita (US\$, PPP)	7,734
Mean years of education (years)	4.4
Median age of population (years)	20.4
Healthy life expectancy (years)	50.9
Working age population (1,000s)	799
Labour force participation rate (%)	-
Unemployment rate (%)	28.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	32,893
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.0
Public spending on social security, working age (% of GDP)	1.2
Public spending on social security, retired (% of GDP)	0.6
Pension scheme coverage share (% of working age pop)	15.2

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
37.4	22.2	33.5	3.8	3.1

### Capacity score **39.9** rank **118**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	94.8	94.8	93	93.0	93.0	59	49.0	49.0	82	53.6	53.6	71
Primary education attainment rate	55.1	55.1	123	41.3	41.3	122	21.8	21.8	122	11.1	11.1	120
Secondary education attainment rate	10.9	10.9	126	7.2	7.2	126	2.3	2.3	129	1.1	1.1	129
Tertiary education attainment rate	-	-	-	1.4	1.4	125	0.0	0.0	129	0.0	0.0	129

### Deployment score **53.0** rank **117**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	34.1	34.1	105	71.2	71.2	114	42.4	42.4	114	8.8	8.8	99
Employment gender gap	0.72	72.1	81	0.63	62.6	105	0.49	48.6	99	0.30	30.0	101
Unemployment rate	52.8	13.4	130	-	-	-	-	-	-	-	-	-
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development score **47.8** rank **115**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	79.7	79.7	117									
Quality of primary schools <sup>1</sup>	4.0	49.3	69									
Secondary education enrolment rate	25.9	25.9	125									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		0.0	0.0	119								
Tertiary education enrolment rate		5.3	5.3	119								
Skill diversity of graduates <sup>2</sup>		0.29	78.5	101								
Quality of education system <sup>1</sup>		3.5	41.6	76								
Extent of staff training <sup>1</sup>							4.0	49.4	63			

### Know-how score **48.0** rank **89**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share		9.6	9.6	102								
Medium-skilled employment share		93.6	93.6	23								
Economic complexity <sup>3</sup>		-	-	-								
Availability of skilled employees <sup>1</sup>		3.5	40.9	116								

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# Sweden

rank **8**  
out of 130 countries  
score **73.95**

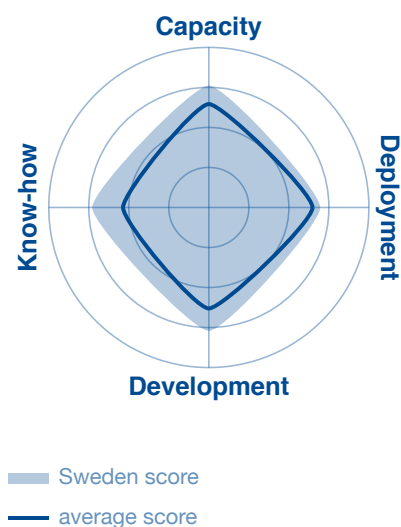
AVG SWE

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	9,838
GDP per capita (US\$, PPP)	46,441
Mean years of education (years)	12.4
Median age of population (years)	40.9
Healthy life expectancy (years)	72.0
Working age population (1,000s)	6,175
Labour force participation rate (%)	65.0
Unemployment rate (%)	7.0
Youth not in employment, education or training rate (%)	6.7
Output per worker (US\$, PPP)	92,002
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	7.7
Public spending on social security, working age (% of GDP)	7.6
Public spending on social security, retired (% of GDP)	10.8
Pension scheme coverage share (% of working age pop)	92.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.4	12.0	39.3	11.5	19.8

### Capacity score **76.2** rank **31**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	7	100.0	100.0	9	100.0	100.0	14	100.0	100.0	14
Secondary education attainment rate	100.0	100.0	6	98.9	98.9	10	95.8	95.8	20	72.9	72.9	25
Tertiary education attainment rate				27.9	27.9	20	25.7	25.7	13	21.2	21.2	7

### Deployment score **69.6** rank **39**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	56.3	56.3	32	90.8	90.8	16	78.6	78.6	18	10.3	10.3	94
Employment gender gap	1.03	100.0	1	0.95	94.8	10	0.93	93.2	11	0.56	56.3	40
Unemployment rate	19.1	34.8	87	5.5	59.4	63	5.3	60.1	81	2.4	73.2	80
Underemployment rate	12.5	62.4	61	3.6	67.0	30	2.6	72.4	29	2.4	73.7	37

### Development score **77.1** rank **16**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.7	99.7	7									
Quality of primary schools <sup>1</sup>	4.6	60.5	39									
Secondary education enrolment rate	98.4	98.4	13									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		43.7	43.7	30								
Tertiary education enrolment rate		62.4	62.4	41								
Skill diversity of graduates <sup>2</sup>		0.15	93.3	28								
Quality of education system <sup>1</sup>		4.7	61.6	21								
Extent of staff training <sup>1</sup>							5.5	74.4	4			

### Know-how score **72.9** rank **3**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				49.9	49.9	6						
Medium-skilled employment share				95.0	95.0	7						
Economic complexity <sup>3</sup>				1.71	78.5	5						
Availability of skilled employees <sup>1</sup>				5.1	68.2	20						

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# Tajikistan

rank **57**  
out of 130 countries  
score **63.79**

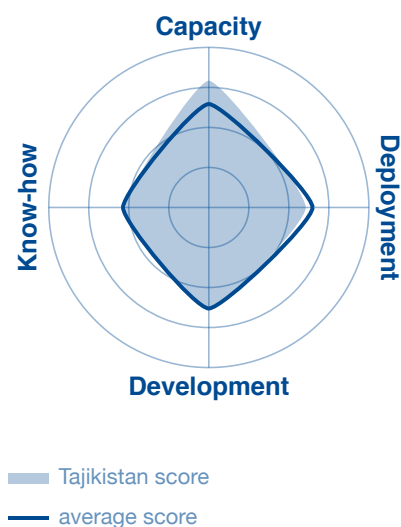
AVG | TJK

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	8,735
GDP per capita (US\$, PPP)	2,763
Mean years of education (years)	11.1
Median age of population (years)	22.4
Healthy life expectancy (years)	62.1
Working age population (1,000s)	5,367
Labour force participation rate (%)	30.1
Unemployment rate (%)	11.5
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	6,683
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.2
Public spending on social security, working age (% of GDP)	1.9
Public spending on social security, retired (% of GDP)	0.8
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
35.2	19.5	36.5	5.5	3.4

### Capacity

score **79.2** rank **17**

Literacy and numeracy  
 Primary education attainment rate  
 Secondary education attainment rate  
 Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.9	99.9	29	99.9	99.9	4	99.5	99.5	16	98.3	98.3	11
Primary education attainment rate	99.9	99.9	38	99.7	99.7	28	99.3	99.3	36	98.2	98.2	34
Secondary education attainment rate	72.3	72.3	69	84.7	84.7	39	88.9	88.9	25	63.2	63.2	30
Tertiary education attainment rate				13.5	13.5	72	15.6	15.6	42	14.4	14.4	29

### Deployment

score **60.6** rank **88**

Labour force participation rate  
 Employment gender gap  
 Unemployment rate  
 Underemployment rate

Labour force participation rate	47.7	47.7	51	85.8	85.8	54	57.9	57.9	78	15.0	15.0	78
Employment gender gap	0.81	81.1	62	0.69	69.4	96	0.44	44.5	109	0.29	29.4	104
Unemployment rate	15.8	38.7	74	10.1	47.8	98	7.7	53.0	99	-	-	-
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development

score **63.1** rank **73**

Primary education enrolment rate  
 Quality of primary schools <sup>1</sup>  
 Secondary education enrolment rate  
 Secondary enrolment gender gap  
 Vocational education enrolment rate  
 Tertiary education enrolment rate  
 Skill diversity of graduates <sup>2</sup>  
 Quality of education system <sup>1</sup>  
 Extent of staff training <sup>1</sup>

Primary education enrolment rate	98.9	98.9	32									
Quality of primary schools <sup>1</sup>	4.1	50.8	65									
Secondary education enrolment rate	94.2	94.2	35									
Secondary enrolment gender gap	0.9	93.2	112									
Vocational education enrolment rate		6.4	6.4	101								
Tertiary education enrolment rate		28.9	28.9	77								
Skill diversity of graduates <sup>2</sup>		0.14	94.5	14								
Quality of education system <sup>1</sup>		4.1	50.9	50								
Extent of staff training <sup>1</sup>					4.0	50.4	58					

### Know-how

score **52.2** rank **61**

High-skilled employment share  
 Medium-skilled employment share  
 Economic complexity <sup>3</sup>  
 Availability of skilled employees <sup>1</sup>

High-skilled employment share				16.2	16.2	85						
Medium-skilled employment share				92.6	92.6	34						
Economic complexity <sup>3</sup>				-	-	-						
Availability of skilled employees <sup>1</sup>				3.9	47.8	81						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# Tanzania

rank **106**  
out of 130 countries  
score **53.58**

TZA

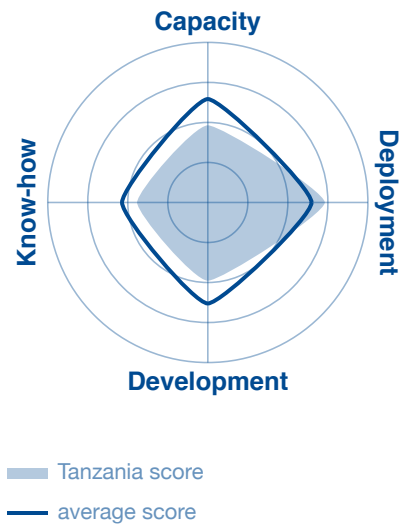
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	55,572
GDP per capita (US\$, PPP)	2,583
Mean years of education (years)	5.4
Median age of population (years)	17.3
Healthy life expectancy (years)	54.2
Working age population (1,000s)	28,790
Labour force participation rate (%)	84.0
Unemployment rate (%)	2.1
Youth not in employment, education or training rate (%)	14.9
Output per worker (US\$, PPP)	5,799
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.5
Public spending on social security, working age (% of GDP)	0.0
Public spending on social security, retired (% of GDP)	1.9
Pension scheme coverage share (% of working age pop)	3.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
45.1	19.4	28.9	3.5	3.1

### Capacity score **48.2** rank **108**

Literacy and numeracy	87.3	87.3	107
Primary education attainment rate	86.4	86.4	107
Secondary education attainment rate	11.2	11.2	125
Tertiary education attainment rate	10.7	10.7	125

value	score	rank	value	score	rank	value	score	rank	value	score	rank
87.3	87.3	107	81.0	81.0	75	65.6	65.6	71	49.6	49.6	75
86.4	86.4	107	80.4	80.4	100	65.1	65.1	99	43.9	43.9	99
11.2	11.2	125	10.7	10.7	125	7.3	7.3	122	3.7	3.7	119
10.7	10.7	125	2.0	2.0	119	1.0	1.0	119	0.5	0.5	119

### Deployment score **73.1** rank **26**

Labour force participation rate	64.7	64.7	14
Employment gender gap	0.95	94.6	34
Unemployment rate	5.2	60.3	17
Underemployment rate	14.7	60.2	67

64.7	64.7	14	89.2	89.2	25	81.7	81.7	13	61.5	61.5	7
0.95	94.6	34	0.91	91.0	26	0.86	86.3	21	0.77	76.7	10
5.2	60.3	17	1.7	78.2	15	0.5	91.2	14	0.2	95.9	14
14.7	60.2	67	13.2	42.4	74	15.0	39.8	77	9.7	48.5	73

### Development score **48.9** rank **110**

Primary education enrolment rate	78.1	78.1	121
Quality of primary schools <sup>1</sup>	3.0	32.6	107
Secondary education enrolment rate	42.8	42.8	116
Secondary enrolment gender gap	1.0	96.7	107
Vocational education enrolment rate	57.8	57.8	16
Tertiary education enrolment rate	3.6	3.6	124
Skill diversity of graduates <sup>2</sup>	-	-	-
Quality of education system <sup>1</sup>	3.3	38.0	88
Extent of staff training <sup>1</sup>	3.5	41.4	103

78.1	78.1	121									
3.0	32.6	107									
42.8	42.8	116									
1.0	96.7	107									
57.8	57.8	16									
3.6	3.6	124									
-	-	-									
3.3	38.0	88									
3.5	41.4	103									

### Know-how score **44.2** rank **109**

High-skilled employment share	3.4	3.4	129
Medium-skilled employment share	89.4	89.4	68
Economic complexity <sup>3</sup>	-1.08	31.9	92
Availability of skilled employees <sup>1</sup>	4.1	52.1	67

3.4	3.4	129									
89.4	89.4	68									
-1.08	31.9	92									
4.1	52.1	67									

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# Thailand

rank **40**  
out of 130 countries  
score **66.15**

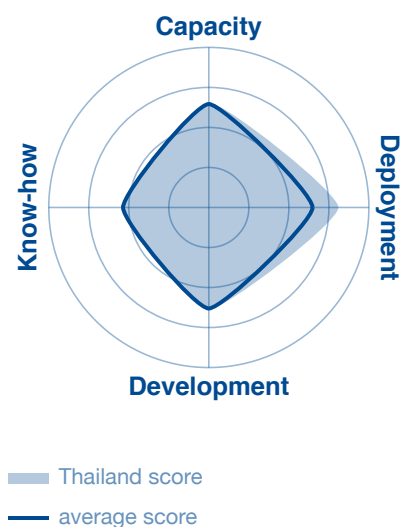
AVG | THA

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	68,864
GDP per capita (US\$, PPP)	15,682
Mean years of education (years)	7.9
Median age of population (years)	37.8
Healthy life expectancy (years)	66.8
Working age population (1,000s)	49,165
Labour force participation rate (%)	69.0
Unemployment rate (%)	0.2
Youth not in employment, education or training rate (%)	13.8
Output per worker (US\$, PPP)	26,368
Mean monthly earnings (US\$, PPP)	1,089
Mean monthly earnings for high-skilled workers (US\$, PPP)	2,042
Mean monthly earnings for medium-skilled workers (US\$, PPP)	709
Mean monthly earnings for low-skilled workers (US\$, PPP)	580
Public spending on education (% of GDP)	4.1
Public spending on social security, working age (% of GDP)	0.3
Public spending on social security, retired (% of GDP)	4.2
Pension scheme coverage share (% of working age pop)	21.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.7	14.0	45.3	12.1	11.0

### Capacity score **65.6** rank **77**

Literacy and numeracy	98.6	98.6	71
Primary education attainment rate	99.3	99.3	60
Secondary education attainment rate	75.7	75.7	61
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	98.6	98.6	71	98.0	98.0	35	92.9	92.9	36	78.9	78.9	44
	99.3	99.3	60	95.8	95.8	73	90.8	90.8	67	80.3	80.3	64
	75.7	75.7	61	51.9	51.9	83	23.2	23.2	100	12.0	12.0	104
				20.5	20.5	45	10.5	10.5	69	4.6	4.6	84

### Deployment score **81.0** rank **7**

Labour force participation rate	45.4	45.4	62
Employment gender gap	0.69	68.8	89
Unemployment rate	3.1	69.3	6
Underemployment rate	1.5	86.5	7

	45.4	45.4	62	88.6	88.6	31	71.3	71.3	34	27.8	27.8	47
	0.69	68.8	89	0.85	85.3	54	0.72	72.1	50	0.50	50.1	64
	3.1	69.3	6	0.5	91.3	3	0.1	97.9	3	0.0	99.1	6
	1.5	86.5	7	1.0	85.1	6	0.7	88.1	6	0.4	93.0	6

### Development score **63.7** rank **66**

Primary education enrolment rate	90.8	90.8	98				
Quality of primary schools <sup>1</sup>	3.5	40.9	81				
Secondary education enrolment rate	80.4	80.4	73				
Secondary enrolment gender gap	1.0	99.4	93				
Vocational education enrolment rate		19.8	19.8	69			
Tertiary education enrolment rate		48.9	48.9	54			
Skill diversity of graduates <sup>2</sup>		0.13	95.3	8			
Quality of education system <sup>1</sup>		3.7	45.5	62			
Extent of staff training <sup>1</sup>					4.1	52.2	52

	90.8	90.8	98									
	3.5	40.9	81									
	80.4	80.4	73									
	1.0	99.4	93									
		19.8	19.8	69								
		48.9	48.9	54								
		0.13	95.3	8								
		3.7	45.5	62								
							4.1	52.2	52			

### Know-how score **54.3** rank **51**

High-skilled employment share			14.0	14.0	93
Medium-skilled employment share			90.0	90.0	59
Economic complexity <sup>3</sup>			0.94	65.7	25
Availability of skilled employees <sup>1</sup>			3.9	47.7	83

			14.0	14.0	93							
			90.0	90.0	59							
			0.94	65.7	25							
			3.9	47.7	83							

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# Trinidad and Tobago

rank **59**  
out of 130 countries  
score **62.54**

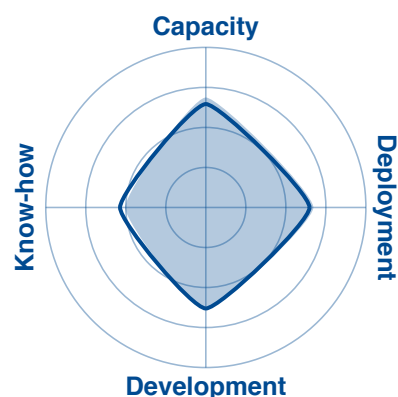
AVG | TTO

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distribution of countries by score

100

## SCORE AT GLANCE



Trinidad and Tobago score  
average score

## KEY INDICATORS

Total population (1,000s)	1,365
GDP per capita (US\$, PPP)	29,579
Mean years of education (years)	10.8
Median age of population (years)	33.9
Healthy life expectancy (years)	63.3
Working age population (1,000s)	949
Labour force participation rate (%)	60.6
Unemployment rate (%)	3.4
Youth not in employment, education or training rate (%)	52.5
Output per worker (US\$, PPP)	61,773
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	3.1
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	2.8
Pension scheme coverage share (% of working age pop)	49.7

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
20.7	13.1	45.4	11.0	9.7

### Capacity score 68.7 rank 71

Indicator	Value	Score	Rank
Literacy and numeracy	99.6	99.6	44
Primary education attainment rate	99.3	99.3	59
Secondary education attainment rate	73.6	73.6	65
Tertiary education attainment rate	8.1	8.1	96

Indicator	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.6	99.6	44	100.0	100.0	1	94.2	94.2	34	96.1	96.1	19			
Primary education attainment rate	99.3	99.3	59	97.9	97.9	55	91.9	91.9	64	81.6	81.6	61			
Secondary education attainment rate	73.6	73.6	65	69.1	69.1	59	36.7	36.7	78	20.6	20.6	79			
Tertiary education attainment rate				8.1	8.1	96	7.2	7.2	85	5.8	5.8	73			

### Deployment score 67.2 rank 53

Indicator	Value	Score	Rank
Labour force participation rate	45.6	45.6	61
Employment gender gap	0.71	71.3	84
Unemployment rate	9.8	48.3	34
Underemployment rate	-	-	-

Indicator	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Labour force participation rate	45.6	45.6	61	82.5	82.5	73	51.0	51.0	94	6.8	6.8	107			
Employment gender gap	0.71	71.3	84	0.77	76.7	75	0.60	60.2	83	0.35	35.2	92			
Unemployment rate	9.8	48.3	34	3.0	70.0	24	1.2	83.3	24	0.8	87.5	36			
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 63.9 rank 64

Indicator	Value	Score	Rank
Primary education enrolment rate	98.7	98.7	36
Quality of primary schools <sup>1</sup>	4.6	59.9	41
Secondary education enrolment rate	97.5	97.5	19
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	2.0	2.0	113
Tertiary education enrolment rate	12.0	12.0	103
Skill diversity of graduates <sup>2</sup>	0.13	96.0	3
Quality of education system <sup>1</sup>	4.4	56.4	35
Extent of staff training <sup>1</sup>	4.1	52.3	51

Indicator	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Primary education enrolment rate	98.7	98.7	36												
Quality of primary schools <sup>1</sup>	4.6	59.9	41												
Secondary education enrolment rate	97.5	97.5	19												
Secondary enrolment gender gap	1.0	100.0	1												
Vocational education enrolment rate				2.0	2.0	113									
Tertiary education enrolment rate				12.0	12.0	103									
Skill diversity of graduates <sup>2</sup>				0.13	96.0	3									
Quality of education system <sup>1</sup>				4.4	56.4	35									
Extent of staff training <sup>1</sup>							4.1	52.3	51						

### Know-how score 50.4 rank 78

Indicator	Value	Score	Rank
High-skilled employment share	28.4	28.4	47
Medium-skilled employment share	81.0	81.0	102
Economic complexity <sup>3</sup>	-0.72	38.1	80
Availability of skilled employees <sup>1</sup>	4.3	54.3	60

Indicator	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
	value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank
High-skilled employment share							28.4	28.4	47						
Medium-skilled employment share							81.0	81.0	102						
Economic complexity <sup>3</sup>							-0.72	38.1	80						
Availability of skilled employees <sup>1</sup>							4.3	54.3	60						

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# Tunisia

rank **115**  
out of 130 countries  
score **50.76**

TUN

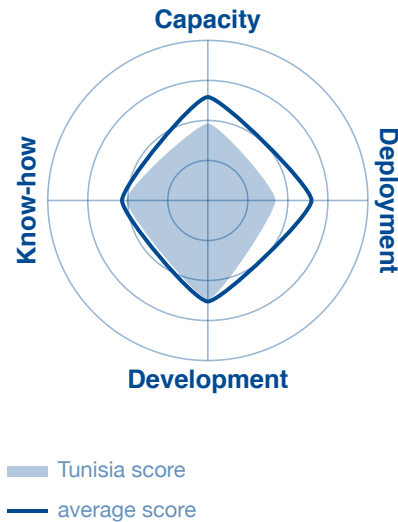
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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	11,403
GDP per capita (US\$, PPP)	10,752
Mean years of education (years)	7.3
Median age of population (years)	31.1
Healthy life expectancy (years)	66.7
Working age population (1,000s)	7,790
Labour force participation rate (%)	47.2
Unemployment rate (%)	15.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	34,664
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	6.3
Public spending on social security, working age (% of GDP)	3.4
Public spending on social security, retired (% of GDP)	4.7
Pension scheme coverage share (% of working age pop)	41.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.9	15.0	44.0	9.3	7.8

### Capacity score 48.1 rank 110

Literacy and numeracy	97.4	97.4	86
Primary education attainment rate	93.4	93.4	93
Secondary education attainment rate	33.2	33.2	109
Tertiary education attainment rate	10.0	10.0	87

value	score	rank	value	score	rank	value	score	rank	value	score	rank
97.4	97.4	86	88.6	88.6	68	51.2	51.2	81	29.8	29.8	89
93.4	93.4	93	69.4	69.4	111	40.1	40.1	112	14.1	14.1	116
33.2	33.2	109	30.2	30.2	106	16.6	16.6	110	4.1	4.1	116
10.0	10.0	87	4.1	4.1	102	1.0	1.0	112			

### Deployment score 42.3 rank 127

Labour force participation rate	34.7	34.7	98
Employment gender gap	0.48	48.4	117
Unemployment rate	35.7	21.8	116
Underemployment rate	-	-	-

34.7	34.7	98	62.3	62.3	123	30.9	30.9	128	10.0	10.0	96
0.48	48.4	117	0.36	36.4	121	0.16	15.5	125	0.12	12.2	123
35.7	21.8	116	14.3	40.7	105	2.4	73.6	38	1.1	83.9	49
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 61.8 rank 78

Primary education enrolment rate	99.6	99.6	11
Quality of primary schools <sup>1</sup>	3.6	44.0	77
Secondary education enrolment rate	99.0	99.0	5
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	9.6	9.6	89
Tertiary education enrolment rate	34.6	34.6	73
Skill diversity of graduates <sup>2</sup>	0.15	93.7	25
Quality of education system <sup>1</sup>	3.1	35.0	99
Extent of staff training <sup>1</sup>	3.4	40.6	108

99.6	99.6	11									
3.6	44.0	77									
99.0	99.0	5									
1.0	100.0	1									
9.6	9.6	89									
34.6	34.6	73									
0.15	93.7	25									
3.1	35.0	99									
						3.4	40.6	108			

### Know-how score 50.9 rank 73

High-skilled employment share	21.4	21.4	66
Medium-skilled employment share	78.1	78.1	108
Economic complexity <sup>3</sup>	0.18	53.0	44
Availability of skilled employees <sup>1</sup>	4.1	51.1	69

21.4	21.4	66									
78.1	78.1	108									
0.18	53.0	44									
4.1	51.1	69									

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# Turkey

rank **75**  
out of 130 countries  
score **60.33**

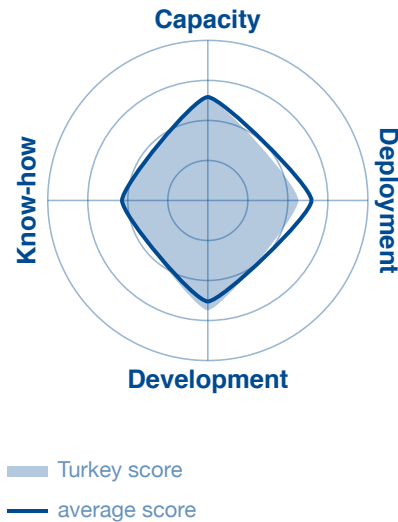
TUR | AVG

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distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	79,512
GDP per capita (US\$, PPP)	23,679
Mean years of education (years)	7.0
Median age of population (years)	29.9
Healthy life expectancy (years)	66.2
Working age population (1,000s)	53,062
Labour force participation rate (%)	52.0
Unemployment rate (%)	10.8
Youth not in employment, education or training rate (%)	23.9
Output per worker (US\$, PPP)	56,451
Mean monthly earnings (US\$, PPP)	2,021
Mean monthly earnings for high-skilled workers (US\$, PPP)	4,255
Mean monthly earnings for medium-skilled workers (US\$, PPP)	1,484
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,238
Public spending on education (% of GDP)	4.8
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	7.0
Pension scheme coverage share (% of working age pop)	27.9

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
25.3	16.5	41.9	8.3	8.0

### Capacity score **63.7** rank **83**

Literacy and numeracy	99.5	99.5	48
Primary education attainment rate	93.8	93.8	90
Secondary education attainment rate	58.0	58.0	88
Tertiary education attainment rate			

value	score	rank	value	score	rank	value	score	rank	value	score	rank
	99.5	48	98.7	98.7	28	88.4	88.4	52	78.0	78.0	45
	93.8	90	90.6	90.6	88	81.1	81.1	81	59.2	59.2	84
	58.0	88	48.9	48.9	87	29.0	29.0	94	16.7	16.7	92
			12.2	12.2	77	8.9	8.9	77	5.6	5.6	74

### Deployment score **56.6** rank **108**

Labour force participation rate	41.8	41.8	74
Employment gender gap	0.56	56.0	109
Unemployment rate	18.9	35.1	84
Underemployment rate	1.5	86.5	7

value	score	rank	value	score	rank	value	score	rank	value	score	rank
41.8	41.8	74	64.2	64.2	120	32.8	32.8	126	11.5	11.5	87
0.56	56.0	109	0.46	46.2	117	0.35	35.2	116	0.28	27.7	110
18.9	35.1	84	9.7	48.6	95	6.2	57.2	87	2.5	72.9	81
1.5	86.5	7	1.7	78.4	12	1.3	81.6	12	0.4	92.7	7

### Development score **68.6** rank **46**

Primary education enrolment rate	93.2	93.2	91				
Quality of primary schools <sup>1</sup>	3.1	35.6	95				
Secondary education enrolment rate	92.1	92.1	43				
Secondary enrolment gender gap	1.0	98.6	98				
Vocational education enrolment rate		45.4	45.4	29			
Tertiary education enrolment rate		86.3	86.3	7			
Skill diversity of graduates <sup>2</sup>		0.20	87.8	78			
Quality of education system <sup>1</sup>		3.2	36.3	96			
Extent of staff training <sup>1</sup>					3.5	42.0	96


### Know-how score **52.4** rank **59**

High-skilled employment share			20.0	20.0	70
Medium-skilled employment share			84.9	84.9	86
Economic complexity <sup>3</sup>			0.42	57.0	39
Availability of skilled employees <sup>1</sup>			3.9	47.6	85


Unless otherwise indicated by a superscripted note, "value" refers to percentage rates for the corresponding age group. The following exceptions apply:

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3 / Data from -2.33 (worst score) to 2.21 (best score)



# Uganda

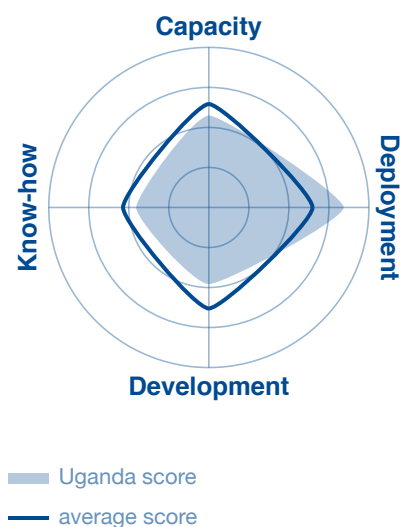
rank **81**  
out of 130 countries  
score **58.73**

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	41,488
GDP per capita (US\$, PPP)	1,714
Mean years of education (years)	5.7
Median age of population (years)	15.8
Healthy life expectancy (years)	54.0
Working age population (1,000s)	20,679
Labour force participation rate (%)	85.8
Unemployment rate (%)	1.9
Youth not in employment, education or training rate (%)	5.9
Output per worker (US\$, PPP)	3,972
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	2.2
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	3.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
48.0	20.4	26.8	2.6	2.2

### Capacity score **57.4** rank **98**

Literacy and numeracy	87.0	87.0	108
Primary education attainment rate	96.9	96.9	84
Secondary education attainment rate	39.3	39.3	104
Tertiary education attainment rate	9.0	9.0	91

value	score	rank	value	score	rank	value	score	rank	value	score	rank
87.0	87.0	108	68.8	68.8	85	55.1	55.1	78	40.5	40.5	82
96.9	96.9	84	89.8	89.8	89	71.9	71.9	93	51.3	51.3	89
39.3	39.3	104	29.6	29.6	108	17.8	17.8	107	11.2	11.2	105
9.0	9.0	91	4.8	4.8	97	3.6	3.6	94			

### Deployment score **84.3** rank **3**

Labour force participation rate	75.6	75.6	3
Employment gender gap	0.97	96.8	28
Unemployment rate	4.0	65.0	10
Underemployment rate	-	-	-

value	score	rank	value	score	rank	value	score	rank	value	score	rank
75.6	75.6	3	93.4	93.4	9	90.5	90.5	3	65.7	65.7	4
0.97	96.8	28	0.93	93.2	18	0.95	95.5	6	0.66	66.5	21
4.0	65.0	10	1.6	78.8	14	0.3	93.6	10	1.3	82.2	52
-	-	-	-	-	-	-	-	-	-	-	-

### Development score **47.9** rank **112**

Primary education enrolment rate	84.5	84.5	114
Quality of primary schools <sup>1</sup>	2.8	30.6	112
Secondary education enrolment rate	21.5	21.5	128
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	20.9	20.9	68
Tertiary education enrolment rate	4.5	4.5	121
Skill diversity of graduates <sup>2</sup>	0.22	86.1	85
Quality of education system <sup>1</sup>	3.4	39.3	83
Extent of staff training <sup>1</sup>	3.6	43.6	90

value	score	rank	value	score	rank	value	score	rank	value	score	rank
84.5	84.5	114									
2.8	30.6	112									
21.5	21.5	128									
1.0	100.0	1									
20.9	20.9	68									
4.5	4.5	121									
0.22	86.1	85									
3.4	39.3	83									
3.6	43.6	90									

### Know-how score **45.4** rank **102**

High-skilled employment share	4.2	4.2	123
Medium-skilled employment share	87.7	87.7	74
Economic complexity <sup>3</sup>	-0.90	35.0	87
Availability of skilled employees <sup>1</sup>	4.3	54.9	58

value	score	rank	value	score	rank	value	score	rank	value	score	rank
4.2	4.2	123									
87.7	87.7	74									
-0.90	35.0	87									
4.3	54.9	58									

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# Ukraine

rank **24**  
out of 130 countries  
score **71.27**

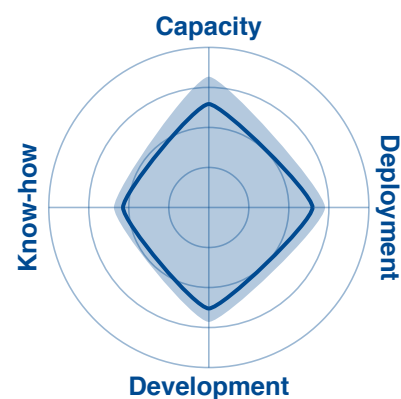


30

distribution of countries by score

100

## SCORE AT GLANCE



— Ukraine score  
— average score

## KEY INDICATORS

Total population (1,000s)	44,439
GDP per capita (US\$, PPP)	7,668
Mean years of education (years)	11.9
Median age of population (years)	40.3
Healthy life expectancy (years)	64.1
Working age population (1,000s)	30,488
Labour force participation rate (%)	62.4
Unemployment rate (%)	9.1
Youth not in employment, education or training rate (%)	17.6
Output per worker (US\$, PPP)	15,567
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.9
Public spending on social security, working age (% of GDP)	2.4
Public spending on social security, retired (% of GDP)	7.9
Pension scheme coverage share (% of working age pop)	43.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
15.2	10.3	44.5	13.8	16.2

### Capacity score 81.7 rank 5

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	99.8	99.8	36	99.8	99.8	8	99.8	99.8	6	99.5	99.5	4
Primary education attainment rate	100.0	100.0	18	100.0	100.0	12	100.0	100.0	12	100.0	100.0	8
Secondary education attainment rate	98.2	98.2	11	99.0	99.0	9	99.2	99.2	5	88.4	88.4	11
Tertiary education attainment rate				22.2	22.2	39	19.8	19.8	31	15.8	15.8	27

### Deployment score 72.6 rank 31

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	39.6	39.6	83	83.7	83.7	65	40.9	40.9	119	18.6	18.6	71
Employment gender gap	0.78	78.3	69	0.89	88.7	37	0.61	60.9	82	0.78	77.8	9
Unemployment rate	21.3	32.6	91	8.5	51.2	88	3.9	65.5	66	0.3	95.2	18
Underemployment rate	0.4	94.9	2	0.5	91.1	2	0.5	91.2	4	0.6	89.7	12

### Development score 71.5 rank 38

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

Primary education enrolment rate	96.5	96.5	65									
Quality of primary schools <sup>1</sup>	4.4	56.7	47									
Secondary education enrolment rate	93.1	93.1	40									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		29.4	29.4	54								
Tertiary education enrolment rate		82.3	82.3	11								
Skill diversity of graduates <sup>2</sup>		0.18	90.3	57								
Quality of education system <sup>1</sup>		4.0	50.7	51								
Extent of staff training <sup>1</sup>							3.7	44.2	89			

### Know-how score 59.3 rank 38

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

High-skilled employment share				37.6	37.6	28						
Medium-skilled employment share				81.6	81.6	99						
Economic complexity <sup>3</sup>				0.42	57.0	40						
Availability of skilled employees <sup>1</sup>				4.7	60.8	35						

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3 / Data from -2.33 (worst score) to 2.21 (best score)

# United Arab Emirates

rank **45**  
out of 130 countries  
score **65.48**

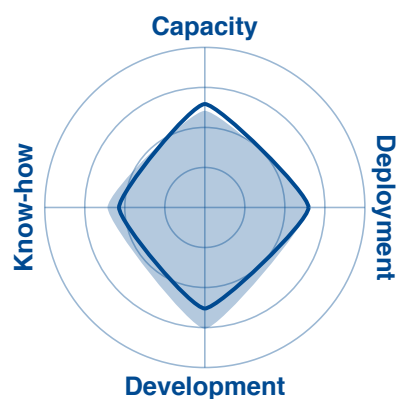
AVG | ARE

30

distribution of countries by score

100

## SCORE AT GLANCE



United Arab Emirates score  
average score

## KEY INDICATORS

Total population (1,000s)	9,270
GDP per capita (US\$, PPP)	67,133
Mean years of education (years)	9.0
Median age of population (years)	33.4
Healthy life expectancy (years)	68.3
Working age population (1,000s)	7,882
Labour force participation rate (%)	72.4
Unemployment rate (%)	4.2
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	100,485
Mean monthly earnings (US\$, PPP)	3,644
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.1
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	-
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group 15-24 age group 25-54 age group 55-64 age group 65+ age group

13.9	10.8	70.3	3.9	1.1
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### Capacity score 60.4 rank 91

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

value	score	rank	value	score	rank	value	score	rank	value	score	rank
99.5	99.5	49	92.5	92.5	60	84.2	84.2	58	72.3	72.3	54
88.3	88.3	104	76.9	76.9	105	70.0	70.0	97	40.9	40.9	104
56.3	56.3	89	48.7	48.7	88	48.6	48.6	62	29.1	29.1	58
			10.6	10.6	84	16.3	16.3	40	10.5	10.5	43

### Deployment score 64.9 rank 69

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

47.9	47.9	50	87.1	87.1	43	70.8	70.8	35	20.1	20.1	64
0.53	52.9	114	0.49	49.4	115	0.17	16.8	124	0.06	6.4	126
11.5	45.2	50	2.8	71.0	23	1.7	78.2	28	1.1	83.6	50
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 75.8 rank 19

Primary education enrolment rate  
Quality of primary schools<sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates<sup>2</sup>  
Quality of education system<sup>1</sup>  
Extent of staff training<sup>1</sup>

96.0	96.0	72									
5.5	75.5	12									
92.4	92.4	42									
1.0	100.0	1									
	-	-	-								
	22.0	22.0	86								
	0.28	79.5	98								
	5.3	72.0	10								
						5.1	69.1	16			

### Know-how score 60.8 rank 32

High-skilled employment share  
Medium-skilled employment share  
Economic complexity<sup>3</sup>  
Availability of skilled employees<sup>1</sup>

			36.6	36.6	31						
			90.1	90.1	58						
			-0.33	44.5	61						
			5.3	72.3	9						

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# United Kingdom

rank **23**  
out of 130 countries  
score **71.31**

AVG

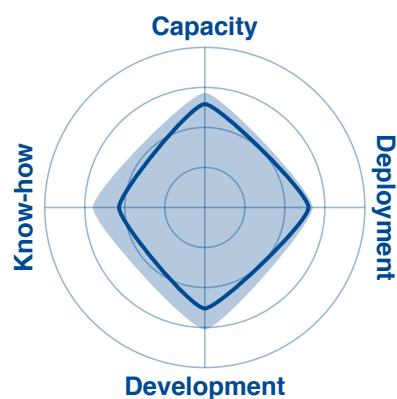
GBR

30

distribution of countries by score

100

## SCORE AT GLANCE



United Kingdom score  
average score

## KEY INDICATORS

Total population (1,000s)	65,789
GDP per capita (US\$, PPP)	38,901
Mean years of education (years)	12.6
Median age of population (years)	40.2
Healthy life expectancy (years)	71.4
Working age population (1,000s)	42,125
Labour force participation rate (%)	62.9
Unemployment rate (%)	4.8
Youth not in employment, education or training rate (%)	11.1
Output per worker (US\$, PPP)	79,720
Mean monthly earnings (US\$, PPP)	3,210
Mean monthly earnings for high-skilled workers (US\$, PPP)	4,394
Mean monthly earnings for medium-skilled workers (US\$, PPP)	2,305
Mean monthly earnings for low-skilled workers (US\$, PPP)	1,638
Public spending on education (% of GDP)	5.7
Public spending on social security, working age (% of GDP)	4.1
Public spending on social security, retired (% of GDP)	6.8
Pension scheme coverage share (% of working age pop)	71.4

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
17.6	12.0	40.4	11.6	18.4

### Capacity score 71.6 rank 54

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	-
Primary education attainment rate	100.0	100.0	12	100.0	100.0	12	100.0	100.0	17	100.0	100.0	1
Secondary education attainment rate	88.3	88.3	34	86.1	86.1	38	72.7	72.7	41	47.3	47.3	40
Tertiary education attainment rate				32.6	32.6	11	25.6	25.6	14	19.5	19.5	12

### Deployment score 67.4 rank 51

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

Labour force participation rate	59.2	59.2	24	86.2	86.2	52	64.6	64.6	60	10.6	10.6	92
Employment gender gap	0.97	97.0	27	0.87	86.9	46	0.82	81.6	33	0.54	54.3	48
Unemployment rate	13.3	42.3	62	3.6	66.7	34	3.7	66.4	60	1.5	80.4	57
Underemployment rate	14.0	60.8	65	6.1	57.3	49	5.0	61.1	51	3.7	66.4	49

### Development score 76.2 rank 17

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

Primary education enrolment rate	99.9	99.9	2									
Quality of primary schools <sup>1</sup>	5.0	67.4	22									
Secondary education enrolment rate	96.1	96.1	26									
Secondary enrolment gender gap	1.0	100.0	1									
Vocational education enrolment rate		42.7	42.7	32								
Tertiary education enrolment rate		56.5	56.5	47								
Skill diversity of graduates <sup>2</sup>		0.14	94.9	11								
Quality of education system <sup>1</sup>		4.8	63.8	19								
Extent of staff training <sup>1</sup>							4.9	64.9	20			

### Know-how score 70.0 rank 10

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

High-skilled employment share				47.8	47.8	8						
Medium-skilled employment share				91.0	91.0	53						
Economic complexity <sup>3</sup>				1.48	74.7	10						
Availability of skilled employees <sup>1</sup>				5.0	66.6	23						

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# United States

rank **4**  
out of 130 countries  
score **74.84**

AVG

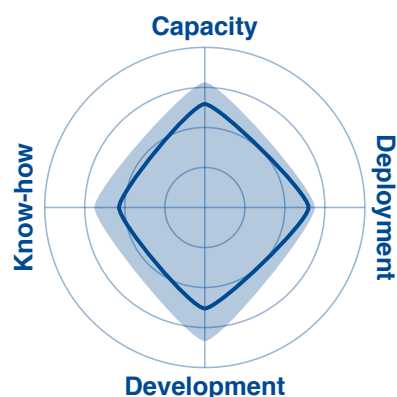
USA

30

distribution of countries by score

100

## SCORE AT GLANCE



United States score  
average score

## KEY INDICATORS

Total population (1,000s)	322,180
GDP per capita (US\$, PPP)	53,273
Mean years of education (years)	13.6
Median age of population (years)	37.6
Healthy life expectancy (years)	69.1
Working age population (1,000s)	212,446
Labour force participation rate (%)	62.8
Unemployment rate (%)	4.9
Youth not in employment, education or training rate (%)	16.5
Output per worker (US\$, PPP)	111,131
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	5.4
Public spending on social security, working age (% of GDP)	2.9
Public spending on social security, retired (% of GDP)	6.9
Pension scheme coverage share (% of working age pop)	-

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
19.0	13.7	39.5	12.7	15.0

### Capacity

score **78.2** rank **22**

Literacy and numeracy	100.0	100.0	1	-	-	-	-	-	-	-	-	
Primary education attainment rate	100.0	100.0	25	99.8	99.8	23	99.5	99.5	31	99.5	99.5	23
Secondary education attainment rate	93.1	93.1	22	94.0	94.0	25	95.2	95.2	22	92.0	92.0	8
Tertiary education attainment rate	-	-	-	31.5	31.5	13	28.4	28.4	8	24.7	24.7	5

### Deployment

score **68.7** rank **43**

Labour force participation rate	51.5	51.5	43	81.2	81.2	82	64.6	64.6	61	18.9	18.9	67
Employment gender gap	0.95	95.2	32	0.84	83.9	59	0.83	83.3	31	0.65	64.8	24
Unemployment rate	10.9	46.2	44	4.2	64.4	41	3.6	67.1	56	3.8	65.8	97
Underemployment rate	-	-	-	-	-	-	-	-	-	-	-	-

### Development

score **83.5** rank **4**

Primary education enrolment rate	94.5	94.5	87	-	-	-	-	-	-	-	-	-
Quality of primary schools <sup>1</sup>	5.0	67.3	23	-	-	-	-	-	-	-	-	-
Secondary education enrolment rate	88.2	88.2	57	-	-	-	-	-	-	-	-	-
Secondary enrolment gender gap	1.0	100.0	1	-	-	-	-	-	-	-	-	-
Vocational education enrolment rate	-	-	-	-	-	-	-	-	-	-	-	-
Tertiary education enrolment rate	-	85.8	85.8	8	-	-	-	-	-	-	-	-
Skill diversity of graduates <sup>2</sup>	-	0.14	94.1	20	-	-	-	-	-	-	-	-
Quality of education system <sup>1</sup>	-	5.1	68.6	17	-	-	-	-	-	-	-	-
Extent of staff training <sup>1</sup>	-	-	-	-	-	-	5.1	69.1	15	-	-	-

### Know-how

score **69.0** rank **13**

High-skilled employment share	-	-	-	42.2	42.2	21	-	-	-	-	-	-
Medium-skilled employment share	-	-	-	87.3	87.3	76	-	-	-	-	-	-
Economic complexity <sup>3</sup>	-	-	-	1.36	72.6	14	-	-	-	-	-	-
Availability of skilled employees <sup>1</sup>	-	-	-	5.4	73.8	5	-	-	-	-	-	-

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# Uruguay

rank **63**  
out of 130 countries  
score **62.26**

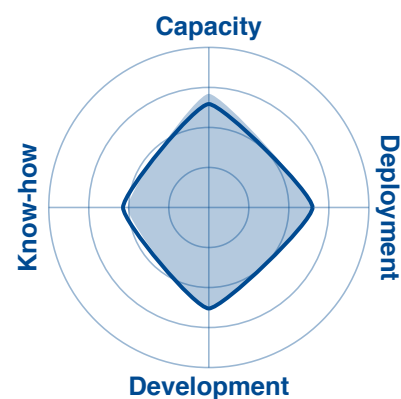
AVG URY

30

distribution of countries by score

100

## SCORE AT GLANCE



Uruguay score  
average score

## KEY INDICATORS

Total population (1,000s)	3,444
GDP per capita (US\$, PPP)	20,047
Mean years of education (years)	8.7
Median age of population (years)	34.9
Healthy life expectancy (years)	67.9
Working age population (1,000s)	2,212
Labour force participation rate (%)	64.9
Unemployment rate (%)	7.5
Youth not in employment, education or training rate (%)	18.7
Output per worker (US\$, PPP)	42,114
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	4.4
Public spending on social security, working age (% of GDP)	0.8
Public spending on social security, retired (% of GDP)	8.5
Pension scheme coverage share (% of working age pop)	65.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
21.2	15.0	38.9	10.3	14.5

### Capacity score 71.0 rank 57

Literacy and numeracy	98.8	98.8	66
Primary education attainment rate	99.9	99.9	31
Secondary education attainment rate	75.9	75.9	60
Tertiary education attainment rate	8.2	8.2	95

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.8	98.8	66	98.9	98.9	22	98.7	98.7	18	96.8	96.8	17
99.9	99.9	31	99.7	99.7	30	99.6	99.6	27	98.9	98.9	30
75.9	75.9	60	68.2	68.2	62	56.4	56.4	54	39.6	39.6	48
8.2	8.2	95	6.5	6.5	90	3.9	3.9	91			

### Deployment score 63.9 rank 74

Labour force participation rate	55.7	55.7	34
Employment gender gap	0.76	76.5	75
Unemployment rate	25.5	28.8	103
Underemployment rate	10.8	64.3	54

55.7	55.7	34	87.7	87.7	36	65.9	65.9	55	15.4	15.4	76
0.76	76.5	75	0.84	84.3	57	0.71	70.9	53	0.42	41.9	78
25.5	28.8	103	5.1	60.6	56	3.1	69.1	49	2.7	71.6	86
10.8	64.3	54	6.8	55.3	54	5.3	59.9	52	4.4	63.2	55

### Development score 63.5 rank 68

Primary education enrolment rate	94.5	94.5	86
Quality of primary schools <sup>1</sup>	3.5	40.9	82
Secondary education enrolment rate	70.7	70.7	88
Secondary enrolment gender gap	1.0	100.0	1
Vocational education enrolment rate	33.0	33.0	47
Tertiary education enrolment rate	63.1	63.1	38
Skill diversity of graduates <sup>2</sup>	0.18	89.6	64
Quality of education system <sup>1</sup>	3.0	33.3	103
Extent of staff training <sup>1</sup>	3.8	46.3	77

94.5	94.5	86									
3.5	40.9	82									
70.7	70.7	88									
1.0	100.0	1									
33.0	33.0	47									
63.1	63.1	38									
0.18	89.6	64									
3.0	33.3	103									
3.8	46.3	77									

### Know-how score 50.7 rank 75

High-skilled employment share	21.4	21.4	64
Medium-skilled employment share	80.8	80.8	104
Economic complexity <sup>3</sup>	0.03	50.5	48
Availability of skilled employees <sup>1</sup>	4.0	50.1	71

21.4	21.4	64									
80.8	80.8	104									
0.03	50.5	48									
4.0	50.1	71									

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# Venezuela

rank **94**  
out of 130 countries  
score **56.88**

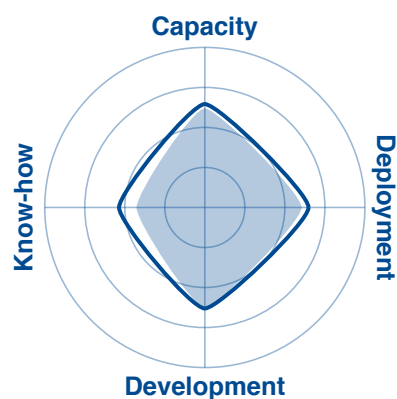


30

distribution of countries by score

100

## SCORE AT GLANCE



— Venezuela score  
— average score

## KEY INDICATORS

Total population (1,000s)	31,568
GDP per capita (US\$, PPP)	17,665
Mean years of education (years)	8.7
Median age of population (years)	27.4
Healthy life expectancy (years)	65.2
Working age population (1,000s)	20,732
Labour force participation rate (%)	63.9
Unemployment rate (%)	6.8
Youth not in employment, education or training rate (%)	19.2
Output per worker (US\$, PPP)	35,748
Mean monthly earnings (US\$, PPP)	1,004
Mean monthly earnings for high-skilled workers (US\$, PPP)	1,229
Mean monthly earnings for medium-skilled workers (US\$, PPP)	964
Mean monthly earnings for low-skilled workers (US\$, PPP)	NaN
Public spending on education (% of GDP)	6.9
Public spending on social security, working age (% of GDP)	-
Public spending on social security, retired (% of GDP)	5.0
Pension scheme coverage share (% of working age pop)	24.1

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
27.9	17.5	40.6	7.5	6.4

### Capacity score 61.9 rank 87

Literacy and numeracy  
Primary education attainment rate  
Secondary education attainment rate  
Tertiary education attainment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	97.7	97.7	84	98.3	98.3	31	83.2	83.2	60	84.0	84.0	34			
	93.6	93.6	92	88.4	88.4	90	74.8	74.8	89	53.6	53.6	88			
	50.7	50.7	95	49.2	49.2	86	30.4	30.4	90	15.0	15.0	98			
				4.7	4.7	107	3.4	3.4	111	1.6	1.6	106			

### Deployment score 60.5 rank 89

Labour force participation rate  
Employment gender gap  
Unemployment rate  
Underemployment rate

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	41.0	41.0	80	82.0	82.0	76	60.9	60.9	71	25.0	25.0	50			
	0.53	53.3	113	0.72	71.9	86	0.51	51.2	98	0.35	34.9	93			
	14.3	40.8	68	6.0	57.8	70	4.0	64.8	70	4.8	61.7	105			
	-	-	-	-	-	-	-	-	-	-	-	-			

### Development score 62.4 rank 74

Primary education enrolment rate  
Quality of primary schools <sup>1</sup>  
Secondary education enrolment rate  
Secondary enrolment gender gap  
Vocational education enrolment rate  
Tertiary education enrolment rate  
Skill diversity of graduates <sup>2</sup>  
Quality of education system <sup>1</sup>  
Extent of staff training <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
	99.0	99.0	22												
	3.0	33.6	103												
	75.7	75.7	81												
	1.0	100.0	1												
				13.9	13.9	78									
				77.0	77.0	19									
				0.19	88.6	73									
				2.8	29.5	113									
							3.7	44.5	87						

### Know-how score 42.7 rank 116

High-skilled employment share  
Medium-skilled employment share  
Economic complexity <sup>3</sup>  
Availability of skilled employees <sup>1</sup>

	0-14 age group			15-24 age group			25-54 age group			55-64 age group			65+ age group		
value	score	rank	value	score	rank	value	score	rank	value	score	rank	value	score	rank	
				18.0	18.0	80									
				74.8	74.8	117									
				-1.11	31.4	94									
				3.8	46.5	92									

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# Vietnam

rank **64**  
out of 130 countries  
score **62.19**

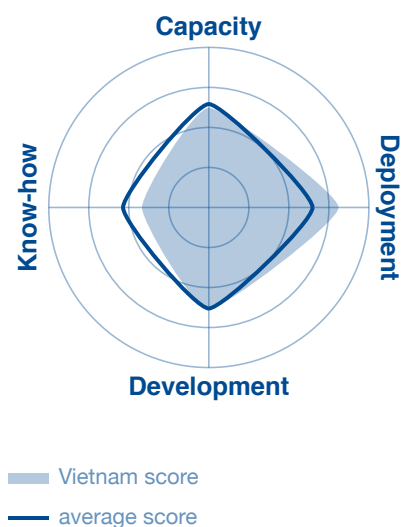
AVG VNM

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	94,569
GDP per capita (US\$, PPP)	5,955
Mean years of education (years)	7.6
Median age of population (years)	30.4
Healthy life expectancy (years)	66.6
Working age population (1,000s)	66,198
Labour force participation rate (%)	77.4
Unemployment rate (%)	2.1
Youth not in employment, education or training rate (%)	11.3
Output per worker (US\$, PPP)	9,431
Mean monthly earnings (US\$, PPP)	611
Mean monthly earnings for high-skilled workers (US\$, PPP)	830
Mean monthly earnings for medium-skilled workers (US\$, PPP)	554
Mean monthly earnings for low-skilled workers (US\$, PPP)	414
Public spending on education (% of GDP)	5.7
Public spending on social security, working age (% of GDP)	0.5
Public spending on social security, retired (% of GDP)	3.1
Pension scheme coverage share (% of working age pop)	17.3

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
23.1	16.2	45.0	8.8	6.9

### Capacity score **62.3** rank **85**

Literacy and numeracy	98.1	98.1	79
Primary education attainment rate	97.5	97.5	83
Secondary education attainment rate	54.5	54.5	91
Tertiary education attainment rate	6.2	6.2	103

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.1	98.1	79	95.1	95.1	53	94.2	94.2	35	82.1	82.1	39
97.5	97.5	83	94.7	94.7	77	93.8	93.8	57	83.6	83.6	60
54.5	54.5	91	38.2	38.2	100	27.3	27.3	96	16.1	16.1	94
6.2	6.2	103	4.7	4.7	98	3.8	3.8	92			

### Deployment score **81.1** rank **6**

Labour force participation rate	60.3	60.3	20
Employment gender gap	0.88	88.1	43
Unemployment rate	6.4	56.6	21
Underemployment rate	3.0	79.8	16

value	score	rank	value	score	rank	value	score	rank	value	score	rank
60.3	60.3	20	93.5	93.5	7	74.3	74.3	26	28.0	28.0	45
0.88	88.1	43	0.93	92.7	19	0.84	84.3	30	0.68	67.9	20
6.4	56.6	21	1.4	81.1	10	0.7	88.4	16	0.6	89.4	28
3.0	79.8	16	1.7	78.5	11	1.4	80.8	13	0.7	89.1	13

### Development score **63.6** rank **67**

Primary education enrolment rate	98.1	98.1	44
Quality of primary schools <sup>1</sup>	3.4	40.8	83
Secondary education enrolment rate	97.0	97.0	24
Secondary enrolment gender gap	-	-	-
Vocational education enrolment rate	-	-	-
Tertiary education enrolment rate	28.8	28.8	79
Skill diversity of graduates <sup>2</sup>	0.19	88.9	70
Quality of education system <sup>1</sup>	3.6	43.4	69
Extent of staff training <sup>1</sup>	3.9	48.3	68

value	score	rank	value	score	rank	value	score	rank	value	score	rank
98.1	98.1	44									
3.4	40.8	83									
97.0	97.0	24									
-	-	-									
-	-	-									
28.8	28.8	79									
0.19	88.9	70									
3.6	43.4	69									
3.9	48.3	68									

### Know-how score **41.8** rank **120**

High-skilled employment share	10.8	10.8	99
Medium-skilled employment share	60.1	60.1	128
Economic complexity <sup>3</sup>	-0.09	48.5	54
Availability of skilled employees <sup>1</sup>	3.9	47.6	84

value	score	rank	value	score	rank	value	score	rank	value	score	rank
10.8	10.8	99									
60.1	60.1	128									
-0.09	48.5	54									
3.9	47.6	84									

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# Yemen

rank  
out of 130 countries **130**  
score **35.48**

YEM

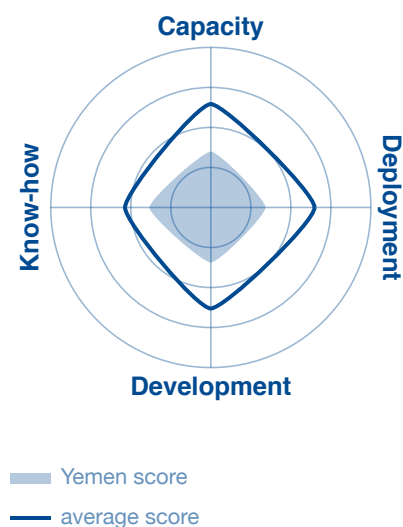
AVG

30

distribution of countries by score

100

## SCORE AT GLANCE



## KEY INDICATORS

Total population (1,000s)	27,584
GDP per capita (US\$, PPP)	2,325
Mean years of education (years)	2.8
Median age of population (years)	19.2
Healthy life expectancy (years)	57.7
Working age population (1,000s)	15,682
Labour force participation rate (%)	38.8
Unemployment rate (%)	17.8
Youth not in employment, education or training rate (%)	-
Output per worker (US\$, PPP)	10,321
Mean monthly earnings (US\$, PPP)	548
Mean monthly earnings for high-skilled workers (US\$, PPP)	951
Mean monthly earnings for medium-skilled workers (US\$, PPP)	502
Mean monthly earnings for low-skilled workers (US\$, PPP)	582
Public spending on education (% of GDP)	5.1
Public spending on social security, working age (% of GDP)	0.2
Public spending on social security, retired (% of GDP)	0.5
Pension scheme coverage share (% of working age pop)	2.6

## COUNTRY SCORE CARD

% of population

### Capacity score **34.9** rank **122**

Literacy and numeracy	
Primary education attainment rate	
Secondary education attainment rate	
Tertiary education attainment rate	

### Deployment score **34.2** rank **130**

Labour force participation rate	
Employment gender gap	
Unemployment rate	
Underemployment rate	

### Development score **34.4** rank **130**

Primary education enrolment rate	
Quality of primary schools <sup>1</sup>	
Secondary education enrolment rate	
Secondary enrolment gender gap	
Vocational education enrolment rate	
Tertiary education enrolment rate	
Skill diversity of graduates <sup>2</sup>	
Quality of education system <sup>1</sup>	
Extent of staff training <sup>1</sup>	

### Know-how score **38.4** rank **127**

High-skilled employment share	
Medium-skilled employment share	
Economic complexity <sup>3</sup>	
Availability of skilled employees <sup>1</sup>	

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
40.3	21.7	31.4	3.7	2.9

	value	score	rank	value	score	rank	value	score	rank	value	score	rank
	90.2	90.2	101	68.5	68.5	86	2.2	2.2	104	17.1	17.1	101
	56.8	56.8	122	31.0	31.0	126	1.0	1.0	130	0.1	0.1	130
	17.6	17.6	122	12.0	12.0	124	0.1	0.1	130	0.1	0.1	130
				2.0	2.0	121	0.0	0.0	130	0.0	0.0	130

	38.1	38.1	89	61.9	61.9	124	43.2	43.2	112	16.3	16.3	73
	0.20	20.4	129	0.13	12.5	130	0.11	11.5	127	0.13	13.4	122
	33.8	22.9	113	11.3	45.5	102	10.2	47.5	107	13.2	42.4	114
	-	-	-	-	-	-	-	-	-	-	-	-

	85.3	85.3	112									
	2.1	17.5	129									
	43.2	43.2	115									
	0.7	67.7	127									
		1.7	1.7	115								
		10.0	10.0	108								
		-	-	-								
		2.0	16.7	130								
					3.0	33.1	126					

				15.2	15.2	87						
				87.9	87.9	73						
				-1.70	21.7	105						
				2.7	29.0	129						

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# Zambia

rank **80**  
out of 130 countries  
score **59.08**

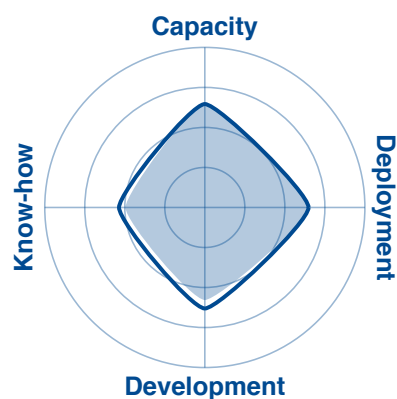


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distribution of countries by score

100

## SCORE AT GLANCE



— Zambia score  
— average score

## KEY INDICATORS

Total population (1,000s)	16,591
GDP per capita (US\$, PPP)	3,636
Mean years of education (years)	6.9
Median age of population (years)	17.1
Healthy life expectancy (years)	53.7
Working age population (1,000s)	8,697
Labour force participation rate (%)	74.6
Unemployment rate (%)	7.8
Youth not in employment, education or training rate (%)	12.9
Output per worker (US\$, PPP)	9,888
Mean monthly earnings (US\$, PPP)	-
Mean monthly earnings for high-skilled workers (US\$, PPP)	-
Mean monthly earnings for medium-skilled workers (US\$, PPP)	-
Mean monthly earnings for low-skilled workers (US\$, PPP)	-
Public spending on education (% of GDP)	1.1
Public spending on social security, working age (% of GDP)	0.3
Public spending on social security, retired (% of GDP)	1.4
Pension scheme coverage share (% of working age pop)	8.8

## COUNTRY SCORE CARD

% of population

0-14 age group	15-24 age group	25-54 age group	55-64 age group	65+ age group
45.1	20.6	29.0	2.8	2.5

### Capacity score 64.4 rank 81

value	score	rank	value	score	rank	value	score	rank	value	score	rank
91.5	91.5	99	84.3	84.3	72	78.5	78.5	62	56.4	56.4	68
96.2	96.2	86	92.5	92.5	83	86.2	86.2	79	61.1	61.1	81
52.0	52.0	92	45.5	45.5	92	30.0	30.0	91	16.4	16.4	93
-	-	-	9.7	9.7	88	7.0	7.0	87	5.0	5.0	80

### Deployment score 64.6 rank 71

value	score	rank	value	score	rank	value	score	rank	value	score	rank
57.0	57.0	29	89.1	89.1	26	82.0	82.0	12	59.8	59.8	10
0.82	82.2	60	0.60	60.3	109	0.68	68.4	62	0.60	60.4	32
14.0	41.2	67	8.5	51.1	89	3.1	69.3	48	2.7	71.6	87
-	-	-	-	-	-	-	-	-	-	-	-

### Development score 57.8 rank 88

value	score	rank	value	score	rank	value	score	rank	value	score	rank
89.0	89.0	105	-	-	-	-	-	-	-	-	-
3.3	38.3	90	-	-	-	-	-	-	-	-	-
62.8	62.8	93	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-
4.1	51.4	48	-	-	-	-	-	-	-	-	-
-	-	-	3.8	47.2	75	-	-	-	-	-	-

### Know-how score 49.6 rank 83

value	score	rank	value	score	rank	value	score	rank
8.3	8.3	106	88.4	88.4	71	-0.66	39.1	77
4.8	62.5	31	-	-	-	-	-	-

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# System Initiative Partners

The World Economic Forum would like to thank the Partners of the System Initiative on Shaping the Future of Education, Gender and Work for their guidance and support to the System Initiative and this *Report*.

- A.T. Kearney
- AARP
- Accenture
- Adecco Group
- African Rainbow Minerals
- Alghanim Industries
- AlixPartners
- Bahrain Economic Development Board
- Bank of America
- Barclays
- Bill and Melinda Gates Foundation
- Bloomberg
- Boston Consulting Group
- Centene Corporation
- Centrica
- Chobani
- Dentsu Aegis Network
- Dogan Broadcasting
- Egon Zehnder
- EY
- GEMS Education
- Google
- GSK
- HCL Technologies
- Heidrick & Struggles
- Hewlett Packard Enterprise
- Home Instead
- HP Inc.
- Hubert Burda Media
- Infosys
- Intel Corporation
- JLL
- Johnson Controls
- Lego Foundation
- Limak Holding
- LinkedIn
- ManpowerGroup
- Mercer (MMC)
- Microsoft Corporation
- Nestlé
- Nokia Corporation
- NYSE
- Omnicom Group
- Ooredoo
- PayPal
- Pearson
- Procter and Gamble
- PwC
- Salesforce
- SAP
- Saudi Aramco
- Skanska AB
- Tata Consultancy Services
- The Rockefeller Foundation
- TupperwareBrands Corporation
- Turkcell
- UBS
- Unilever
- Workday
- WPP

In addition to our Partners, the leadership of the System Initiative on Shaping the Future of Education, Gender and Work includes leading representatives of the following organisations: Council of Women World Leaders; Department for Education of the Government of the United Kingdom; Endeavor; International Labour Organization (ILO); JA Worldwide; Ministry of Employment, Workforce Development and Labour of the Government of Canada; Department for Planning, Monitoring and Evaluation of the Presidency of South Africa; MIT Initiative on the Digital Economy; Office of the Deputy Prime Minister of the Russian Federation; The Wharton School, University of Pennsylvania; United Nations Educational, Scientific and Cultural Organization (UNESCO); and United Way Worldwide.

To learn more about the System Initiative and the commitment of its members and partners to addressing human capital issues globally, please refer to the System Initiative website (<https://www.weforum.org/system-initiatives/shaping-the-future-of-education-gender-and-work>).



# Acknowledgments

The *Global Human Capital Index* is an insight tool published annually by the World Economic Forum's System Initiative on Shaping the Future of Education, Gender and Work. The 2017 edition of the *Report* features a range of unique contextual data through a research collaboration with LinkedIn.

## AT THE WORLD ECONOMIC FORUM

**Richard Samans**, Head of the Centre for the Global Agenda, Member of the Managing Board

**Saadia Zahidi**, Head, Education, Gender and Work System Initiative; Member of the Executive Committee

**Till Alexander Leopold**, Project Lead, Education, Gender and Work System Initiative

**Vesselina Ratcheva**, Data Lead, Education, Gender and Work System Initiative

A special thank you to our colleagues in the Education, Gender and Work System Initiative, including Piyamit Bing Chomprasob, Sofia Michalopoulou, Paulina Padilla Ugarte, Valerie Peyre, Theodore Roos, Pearl Samandari and Susan Wilkinson.

A special thank you to Michael Fisher for his excellent copyediting work, Neil Weinberg for his superb graphic design and layout, and to Kamal Kimaoui and the World Economic Forum's Publications team for their invaluable collaboration on the production of this *Report*. We greatly appreciate, too, the outstanding work of design firms Accurat, which created the *Report*'s Country Profiles and online Data Explorer, and Graphéine, which created the cover.

We gratefully acknowledge the outstanding support of LinkedIn's research team, including Guy Berger, Paul Ko, Sarah Rastkar, Erik Knoll, and Jacqueline Barrett. We also thank Nadiya Stasyshyn and Sue Duke for their institutional engagement and coordination.

Finally, we appreciate the continued advice and guidance received on the initial development of the *Report* by the Forum's expert network and, in particular, by **Professor Ricardo Hausmann**, Director, Center for International Development, Harvard Kennedy School of Government; and **Professor Wolfgang Lutz**, Founding Director, Wittgenstein Centre for Demography and Global Human Capital (IIASA, VID/ÖAW, WU).







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