

Insight Report

The Human Capital Report

Prepared in collaboration with Mercer



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Preface

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The key for the future of any country and any institution lies in the talent, skills and capabilities of its people. With talent shortages projected to become more severe in much of the developed and developing world, it will be imperative to turn our attention to how these shortages can be met in the short term and prevented in the long term. For the individual, as well as for societies and economies as a whole, investing in human capital is critical; even more so in the context of shifting population dynamics and limited resources.

Through the *Human Capital Report*, the World Economic Forum seeks to provide a holistic, long term overview on how well countries are leveraging their human capital and establishing workforces that are prepared for the demands of competitive economies. By providing a comprehensive framework for benchmarking human capital, the *Report* highlights countries that are role models in investing in the health, education and talent of their people and providing an environment where these investments translate into productivity for the economy. In addition, through extensive additional information on the 122 countries covered, the *Report* seeks to provide a fuller picture of the context within which human capital is operating in any particular country.

We would like to express our deep appreciation to Patricia A. Milligan, President, North America Region and Richard A. Guzzo, Partner and Co-Leader, Workforce Sciences Institute at Mercer, as well as David E. Bloom, Clarence James Gamble Professor of Economics and Demography, Harvard School of Public Health for their invaluable contributions to this *Report*. We would also like to thank Saadia Zahidi, Senior Director and Charlotte Harding, Project Manager for leading this project at the World Economic Forum. We are also grateful for the support of Amey Soo at the World Economic Forum and Linda Chen and Alison Riggieri at Mercer. Finally, we are thankful to the many business leaders, faculty, international organization experts and government leaders who have provided input on this project since its inception, particularly through workshops held at our Annual Meeting in Davos and summits in China and India.

Using the *Report* as a basis, we aim to provide a platform for a much-needed dialogue across multiple sectors and stakeholder groups on how best to invest in human capital—both in the short and long term. Over the coming year, this discourse will take place through regional summits, industry dialogues, Global Agenda

Councils and the activities of other World Economic Forum communities. In particular, we hope to mobilize key constituents from governments and the business sector to address human capital gaps through public-private collaboration. It is also our hope that this first edition of the *Human Capital Report* will inspire further research, policy changes and new projects by business, governments, civil society and universities and serve as a call to action to transform the pace of change on an issue that is fundamental to the growth and stability of the global economy and society.

Part 1

Measuring Human Capital

The Human Capital Index

INTRODUCTION

A nation's human capital endowment—the skills and capacities that reside in people and that are put to productive use—can be a more important determinant of its long term economic success than virtually any other resource. This resource must be invested in and leveraged efficiently in order for it to generate returns, for the individuals involved as well as an economy as a whole. Additionally, despite high unemployment in many countries, the global economy is entering an era of talent scarcity that, if left unaddressed, will hinder economic growth worldwide. Understanding and addressing challenges related to human capital is thus fundamental to short term stability as well as the long term growth, prosperity and competitiveness of nations.

The Human Capital Index explores the contributors and inhibitors to the development and deployment of a healthy, educated and productive labour force, and has generated the information contained in this *Report*. The Index provides country rankings that allow for effective comparisons across regions and income groups. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for workforce planning. While the rankings are designed to create greater awareness among a global audience, the Index also seeks to serve as a basis for dialogue and action by leaders at the World Economic Forum to increase public–private collaboration on developing human capital.

The first part of Part 1 reviews the underlying concepts employed in creating the Human Capital Index and outlines the methods used to calculate it. The second part presents the 2013 rankings and regional performance, and calls attention to notable country cases. The third part of Part 1 provides an overview of the links between human capital and the economic performance of countries and points to further areas of work.

The Country Profiles contained in Part 2 of this *Report* give a more detailed picture of the relative strengths and weaknesses of each country's performance compared with that of other nations. The first page of each profile contains an overview of each country's performance in 2013 as well as a visual representation of the countries demographic and labour force structure. The second page shows information on occupation types and comparisons with

the trends in similar regional and income groups. The third and fourth pages show detailed information on variables contained in the Index as well as over 60 contextual variables on demographics, education, health, society and the workforce.

MEASURING HUMAN CAPITAL

The Human Capital Index is a new measure for capturing and tracking the state of human capital development around the world. It has three key features.

First, the Index measures a broader set of indicators than the traditional definitions of human capital. Human capital is not a one–dimensional concept, but means different things to different stakeholders. In the business world, human capital is the economic value of an employee's set of skills. To the policy maker, human capital is the capacity of the population to drive economic growth. Traditionally, human capital has been viewed as a function of education and experience, the latter reflecting both training and learning by doing. But in recent years, health (including physical capacities, cognitive function and mental health) has come to be seen as a fundamental component of human capital. Additionally, the value of human capital is critically determined by the physical, social and economic context of a society, because that context determines how particular attributes a person possesses may be rewarded. The Index is thus based on four pillars: three core determinants of human capital (education, health and employment) plus those factors that allow these three core determinants to translate into greater returns.

Second, the Index takes a long–term approach to human capital. In addition to providing a snapshot of the state of a country's human capital today through measures that reflect the results of a country's past practices, it includes indicators resulting from practices and policy decisions impacting the children of today and which will shape the future workforce. Long–term thinking around human capital often does not fit political cycles or business investment horizons; but lack of such long term planning can perpetuate continued wasted potential in a country's population and losses for a nation's growth and productivity. The Index seeks to develop a stronger consciousness around the need for such planning.

Third, the Index aims to take into account the individual life course. For example, the WHO states that

“early childhood is the most important phase for overall development throughout the lifespan,” elaborating that “many challenges faced by adults, such as mental health issues, obesity, heart disease, criminality, and poor literacy and numeracy, can be traced back to early childhood.”¹ The Index thus includes measures indicating quality of early childhood. Furthermore, the Index captures the extent to which investments made in earlier years in health and education are being realised in the working age population through lifelong learning and training. Finally, at the other end of the continuum, the Index takes into account the health and productivity of the older population.

As a vital support to the Index, the Country Profiles included in this *Report* contain a wide variety of contextual factors. In particular, the Profiles call attention to population dynamics, such as youth bulges, ageing populations and shrinking workforces, which, in the context of limited resources, point to critical areas for urgent- and longer-term investments.

THE FOUR PILLARS

The four pillars of the Index are:

- The *Education* pillar contains indicators relating to quantitative and qualitative aspects of education across primary, secondary and tertiary levels and contains information on both the present workforce as well as the future workforce.
- The *Health and Wellness* pillar contains indicators relating to a population’s physical and mental well-being, from childhood to adulthood.
- The *Workforce and Employment* pillar is designed to quantify the experience, talent, knowledge and training in a country’s working-age population.
- The *Enabling Environment* pillar captures the legal framework, infrastructure and other factors that enable returns on human capital.

The Index contains 51 indicators in total, spread across the four pillars, with 12 indicators in the Education pillar, 14 in the Health and Wellness pillar, 16 in the Workforce and Employment pillar and nine in the Enabling Environment pillar. The values for each of the indicators come from publicly available data produced by international organizations such as the World Health Organization (WHO), the United Nations Educational Scientific and Cultural Organization (UNESCO) and the International Labour Organization (ILO). In addition to hard data, the Index uses qualitative survey data from the World Economic Forum’s *Executive Opinion Survey* and Gallup’s wellness perception survey data. A full overview of the Index indicators and sources is included in Table 1 and detailed descriptions are included in the section on How to Read the Country Profiles.

Education

The Education pillar captures several dimensions of education—access to education and quality of education, impacting the future labour force, and the educational attainment of those already in the labour force.

Access to education

Access to education for today’s children and youth—the future workforce—is captured using net adjusted enrolment rates for primary and net enrolment rates for secondary school, as well as through gross tertiary enrolment ratios and a measure of the education gender gap. The net enrolment rate captures all children who are enrolling at the right age for that school level. Social, in addition to economic, marginalization still denies education to many. The Education subindex from the World Economic Forum’s *Global Gender Gap Report*, which measures the gap between females’ and males’ access to the three selected stages of education, is included in this pillar as an indicator of educational inclusion.

Quality of education

Although access measures show exposure to learning, they do not capture the quality of these learning environments. A third of the Education pillar thus comprises qualitative indicators, such as the quality of primary education, quality of maths and science instruction, the quality of management schools, the level of access to the Internet in schools and the quality of the education system overall for meeting the needs of a competitive economy.

Educational attainment

Included in this sub-pillar are three measures of educational attainment to capture the percentage of the population (aged 25 and over) who have achieved at least primary, lower secondary or tertiary education.

Health and Wellness

The Health and Wellness pillar captures how various socio-cultural, geographical, environmental and physiological health factors impact human capital development. Based on a life-course approach, it includes early development indicators, that are predictive of the health of the future workforce, and communicable and non-communicable disease indicators that impact the productivity and capacity of the current labour force.

Survival

A fundamental determinant of human capital is the survival of its population. In the crudest terms, longer lives equal more productive years per capita, but are also a strong indicator of the overall health and living conditions of a population. This sub-pillar includes a simple measure of average life expectancy across the population, infant mortality and the health parity sub-index from the World Economic Forum’s Global Gender Gap Index.

Health

The state of physical health of the population is captured in the Health sub-pillar, focusing on both children and adults. The first few years of infancy are critical for a child; nutritional deficiencies and disease at this age may impede the child's physical and cognitive development so that he or she is unable to reach his or her productive potential in adulthood. Early development indicators of long-term cognitive and physical impairment include an average of stunting (refers to low height-for-age, when a child is short for his/her age but not necessarily thin; a result of chronic malnutrition) and wasting (refers to low weight-for-height where a child is thin for his/her height but not necessarily short; a result of acute malnutrition) in children under five.

The Health sub-pillar also seeks to capture the years spent in poor health in the adult, working age population by measuring the difference between this life expectancy and the number of years that a person can expect to live in "full health" without disease and/or injury.² Non-communicable diseases (NCDs) kill more than 36 million people each year, a quarter of whom die before the age of 60.³ We capture these losses through a measure of the proportion of the population under 60, (i.e. the population that is normally considered of economically active age), that dies 'prematurely' from NCDs. In addition, NCDs as well as communicable diseases have adverse effects throughout the life course. The Health sub-pillar includes five measures of NCDs, and their impact on business. These comprise: heart diseases, cancer, mental illness, diabetes and chronic respiratory disease. This group of five NCD indicators, which measure the seriousness of their impact on business, together contribute a single weight to the 'Average business impact of non-communicable diseases' composite indicator. In addition, the following three communicable diseases: HIV, tuberculosis and malaria combined, carry a further single weight for the 'Average business impact of communicable diseases' indicator.

In 2008, there were more than 1.4 billion adults in the world overweight, and more than half a billion globally obese (having a body mass index of equal to or greater than 30). More of the world's population is killed through being overweight than underweight today.⁴ Obesity causes lost productivity and is a substantial burden on the health resources of a nation. We thus include a measure of BMI for the adult population.

Well-being

The WHO estimates that the impact of mental health illnesses costs developed countries between three and four percent of GNP annually.⁵ Depression is ranked as the leading cause of disability worldwide.⁶ While many cases go unreported due to lack of access to care or stigma, this sub-pillar comprises two perception-based indicators reporting experiences of depression and stress. This means that the data is not reflective of those who

have received a medical diagnosis for stress or depression, but is a measure from a sample population who have experienced what they understand to be feelings of stress or depression.

Services

This sub-pillar includes three additional indicators that provide a broad view of the quality of healthcare and access to healthcare services. The qualitative measures of quality and access to healthcare were chosen because they are more closely related to individual health than are measures of expenditures on healthcare infrastructure. The final indicator in the sub-pillar measures the use of improved drinking water sources and improved sanitation facilities, which can reduce illnesses leading to loss of productivity and absenteeism.⁷

Workforce and Employment

There are no standard, internationally comparable datasets that directly measure skills, talent and experience despite agreement among governments, academia and business leaders that these should be measured. Therefore, the Index relies on a number of proxy variables to seek to provide an aggregate measure for quantitative and qualitative aspects of the labour force. The Workforce and Employment pillar combines labour force participation rates to measure *how many* in a country are gaining experience in the workforce with indicators of the *level or quality* of experience gained.

Participation

This sub-pillar measures how many people are able to participate actively in the workforce as well as how successfully particular sectors of the population are able to contribute (women, youth and those aged over 65). In addition to labour force participation rates for those aged 15–64, this sub-pillar includes a measure of the gender gap in economic participation—whether an economy is leveraging both halves of its human capital pool or not impacts the aggregate accumulation of experience. We have also included an indicator representing labour force participation of the over 65's. From a human capital stock perspective, a low labour force participation rate for the "silver" workforce is treated as undesirable but is particularly negative for those countries with long, healthy life expectancies that face ageing populations and shrinking workforces. Further information on statutory retirement ages is included in each country's profile.

Unemployment rates for both the youth and adult population are included. These indicators capture a subset of those in the economy who are in the labour force and are actively looking for and are available for work, and exclude those who are outside of the labour force, i.e. are not working nor looking for work. We include both adult and youth unemployment because of its greater multiplier effects in the future. With youth unemployment worsening

Table 1: Structure of the Human Capital Index

PILLAR 1: EDUCATION		
Sub-pillar	Indicator	Source
Access	Primary enrolment rate (%)	UNESCO, Institute for Statistics, provided database extraction 22 August 2013, latest available data 2003–2012
	Secondary enrolment rate (%)	UNESCO, Institute for Statistics, provided database extraction 22 August 2013, latest available data 2003–2012
	Tertiary enrolment ratio (%)	UNESCO, Institute for Statistics, provided database extraction 22 August 2013, latest available data 2003–2012
	Education gender gap	World Economic Forum, <i>Global Gender Gap Report, 2012</i>
Quality	Internet access in schools	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Quality of the education system	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Quality of primary schools	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Quality of math and science education	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Quality of management schools	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
Attainment	Primary education attainment (% population age 25+)	UNESCO Institute for Statistics, <i>Education Statistics</i> online database, 2011 or latest year available
	Secondary education attainment (% population age 25+)	UNESCO Institute for Statistics, <i>Education Statistics</i> online database, 2011 or latest year available
	Tertiary education attainment (% population age 25+)	UNESCO Institute for Statistics, <i>Education Statistics</i> online database, 2011 or latest year available
PILLAR 2: HEALTH AND WELLNESS		
Sub-pillar	Indicator	Source
Survival	Infant mortality (per 1,000 live births)	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Mortality and Burden of Disease, Child mortality, 2011</i>
	Life expectancy	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Mortality and Burden of Disease, Child mortality, 2011</i>
	Survival gender gap	World Economic Forum, <i>Global Gender Gap Report, 2012</i>
Health	Stunting and wasting (% in children under 5)	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Nutrition, Child malnutrition</i> , latest available data 2003–2011
	Unhealthy life years (% of life expectancy)	Healthy adjusted life expectancy, World Health Organisation data, 2007, taken from the <i>Global Gender Gap Report 2012</i> ; life expectancy, as above
	Deaths under 60 from non-communicable diseases (% of all NCD deaths)	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Non-communicable diseases, 2008</i>
	Obesity (% of adults with BMI \geq 30)	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Adult risk factors, 2008</i>
	Business impact of non-communicable diseases	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Business impact of communicable diseases	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
Well-being	Stress (% of respondents)	Gallup, <i>Worldview</i> database, latest available data 2009–2013
	Depression (% of respondents)	Gallup, <i>Worldview</i> database, latest available data 2006–2011
Services	Water, sanitation and hygiene	World Health Organisation, Global Health Observatory, <i>World Health Statistics, Environmental Health</i> , latest available data 2005–2011
	Healthcare quality	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Healthcare accessibility	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>

Table 1: Structure of the Human Capital Index (cont'd.)

PILLAR 3: WORKFORCE AND EMPLOYMENT		
Sub-pillar	Indicator	Source
Participation	Labour force participation rate, age 15–64 (%)	ILO, <i>Key Indicators of the Labour Market, (KILM), 2010</i>
	Labour force participation rate, age 65+ (%)	ILO, <i>Key Indicators of the Labour Market, (KILM), 2010</i>
	Economic participation gender gap	World Economic Forum, <i>Global Gender Gap Report, 2012</i>
	Unemployment rate (%)	ILO, <i>ILostat</i> , latest available data 2003–2010
	Youth unemployment rate (%)	ILO, <i>Laborstat</i> , latest available data 2003–2010
Talent	Country capacity to attract talent	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Country capacity to retain talent	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Ease of finding skilled employees	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Pay related to productivity	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Capacity for innovation	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Index of Economic Complexity	Hausmann, R., Hidalgo, C., et al. <i>The Atlas of Economic Complexity</i> . Cambridge: Puritan Press, 2011
	Firm level technology absorption	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Scientific and technical journal articles (per 1,000 people)	World Bank, <i>World Development Indicators</i> online database, 2009 and United Nations, Department of Economic and Social Affairs, <i>World Population Prospects, 2009</i>
Median age of the working population	United Nations, Department of Economic and Social Affairs, Population Division, <i>World Population Prospects DEMOBASE 2010</i>	
Training	Staff training	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Training services	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
PILLAR 4: ENABLING ENVIRONMENT		
Sub-pillar	Indicator	Source
Infrastructure	Mobile users (per 100 people)	World Bank, <i>World Development Indicators</i> online database, 2011
	Internet users (per 100 people)	World Bank, <i>World Development Indicators</i> online database, 2011
	Quality of domestic transport	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
Collaboration	State of cluster development	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Business and university R&D collaboration	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
Legal framework	Doing Business Index	World Bank and International Finance Corporation, 2012
	Social safety net protection	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
	Intellectual property protection and property rights	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>
Social mobility	Social mobility	World Economic Forum, <i>Executive Opinion Survey, 2013–2014</i>

globally and with young people more than three times more likely to be unemployed than adults, the ILO warns of a “scarred generation” and that “youth unemployment and underemployment impose heavy social and economic costs, resulting in the loss of opportunities for economic growth [...] and unutilized investment in education and training.”⁸

Talent

This sub-pillar contains several concepts to capture a broad, aggregate measure of talent. First, it contains a high-level measure of the average level of experience in an economy in the form of the median age of the working age population (15–64). Second, it integrates business leaders’ assessment of their countries ability to attract and retain talent, of their companies’ ability to find skilled employees and of the existence of merit-based rewards for employees. Third, it assesses whether the talent available in a country leads to economic results in the form of production, learning within firms, innovation and knowledge generation, captured through the Index of Economic Complexity—countries that make sophisticated products must possess the skills and expertise to do so—two survey variables on firm level technology absorption and capacity for innovation, and the prevalence of scientific and technical journal articles.

Training

Two quantitative indicators serve as a proxy for continued training and learning. The extent of staff training indicator measures the extent to which companies invest in training and employee development and the training services indicator measures the extent to which high-quality specialized training services are available.

Enabling Environment

The indicators included in this pillar capture whether human capital is deployed effectively or whether barriers in the environment are preventing the effective use of human capital, thereby negating the investments made in human capital development.

Infrastructure

This sub-pillar looks at three basic aspects of physical and communication infrastructure as facilitators of human capital. Physical transport, which facilitates access to workplaces and is critical to connecting industry and communities together, is measured through a survey indicator on the quality of domestic transport. The use of ICT, such as mobile phones and the Internet, can also accelerate communication and exchange across the complex networks that underpin human capital growth. These are captured through prevalence indicators for mobile phones and Internet use, respectively.

Collaboration

Cross-industry and cross-sector learning facilitate innovation, information exchange and the development of human capital. These concepts are captured through two survey indicators from the *Executive Opinion Survey*. We include a measure of the extent to which universities and industry collaborate on R&D. We also include a measure of how prevalent are well-developed and deep clusters.

Legal framework

This sub-pillar looks at the legal environment within which people are employed or self-employed. In particular, we include the ease of doing business in a country, using the World Bank’s Doing Business Index, which looks at how conducive the legal and regulatory environment is to starting and operating a local business. The protection of both physical property and intellectual property is important from a human capital perspective as it protects the knowledge—the intangible assets—of an individual as well as the assets connected with that knowledge. This is measured through a combination of two survey variables. We also include in this sub-pillar social safety net protection for its role in preserving skills and knowledge and reducing the attrition on human capital.

Social mobility

Finally, we include a measure of rigid socio-cultural practices that may thwart progress in human capital development despite investments through policy instruments. The opportunity for an individual to transcend social strata may be a significant motivational factor for investment in their own and their offspring’s human capital development. Therefore in countries where status is ascribed rather than achieved, the incentive for investing in human capital is reduced.

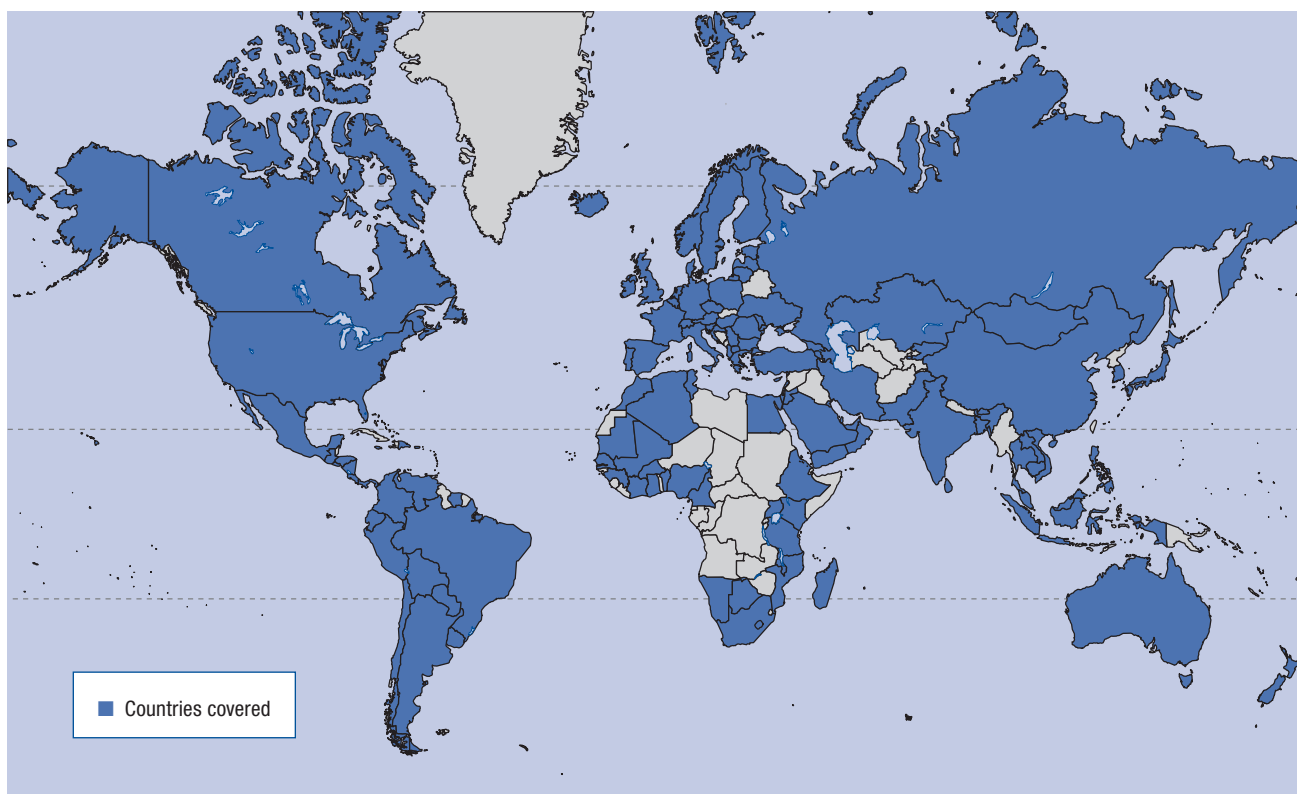
CONSTRUCTION OF THE INDEX

Standardizing data

The indicators used in the Index are measured on different scales. To standardize the data, we used the z-score statistic as it preserves the distribution of the data, a feature most relevant for a comparative international composite index.

Z-scores are expressed as standard deviations from the mean. The mean is zero and has a standard deviation of one. This means that all data points above the mean are expressed as positive scores and all data below the mean are expressed as negative scores. The z-scores methodology is based on an assumption of the normal distribution. A standard deviation of plus (minus) 1 represents the area 34.13% above (below) the mean (zero) and a standard deviation of plus (minus) 2 represents the area 47.72% above (below) the mean. The z-score of a data point indicates the number of standard deviations above or below the mean. So a z-score of –2 is exactly two standard deviations, or 47.72%, below the mean.

Figure 1: Country coverage of the Human Capital Index



The z-score approach is a widely used way of converting raw data that is expressed in differing formats into a common metric (standardizing). The z-score approach is widely used but, like alternative approaches, it does introduce some uncertainty. For example, z-scores are unfamiliar to many. Also, converting to z-scores can sometimes yield an extreme value, and a common approach is to delete extreme values. However, considering the further arbitrary distortions this may create, a decision was made not to prune the data at any point in order to represent the dataset in its purest form.

Weights and missing data

Once all underlying data is converted to z-scores, a country's score on a given pillar is determined by an unweighted average of all available scores within that pillar. A country's score on the overall index is an unweighted average of the four pillar scores. Underlying weights are reported in Tables 2a–2d.

Missing data is not imputed. The criterion for an indicator to be included in the Index is that it must have non-missing data for at least 50 percent of the countries. The criterion for a country to be included in the Index is that it must have non-missing data for at least 70 percent of each of the pillar's indicators. This means a country must have data for at least:

- 8 out of 12 indicators in the Education pillar
- 10 out of 14 indicators in the Health and Wellness pillar
- 11 out of 16 indicators in the Workforce and Employment pillar
- 6 out of 9 indicators in the Enabling Environment pillar

THE HUMAN CAPITAL INDEX: RANKINGS 2013

Country Coverage

The Index covers 122 countries. The terms country, economy and nation as used in this 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. Figure 1 displays a world map with country coverage.

Global Results

The Index results are primarily reported in the context of 122 countries in Tables 3 and 4.

Tables 5, 6 and 7 allow for comparisons within regional groupings and income groupings. Table A1 and Table A2 in the Appendix contain the complete list of countries by region and income group, respectively.

Figures 2 through 6 display regional aggregate scores overall and by pillar.

Table 2a: Education subpillars and indicator weights

Sub-pillar	Indicator	Weight
Access	Primary enrolment rate (%)	2.08
	Secondary enrolment rate (%)	2.08
	Tertiary enrolment ratio (%)	2.08
	Education gender gap	2.08
Quality	Internet access in schools	2.08
	Quality of the education system	2.08
	Quality of primary schools	2.08
	Quality of math and science education	2.08
	Quality of management schools	2.08
Attainment	Primary education attainment (% population age 25+)	2.08
	Secondary education attainment (% population age 25+)	2.08
	Tertiary education attainment (% population age 25+)	2.08
TOTAL PILLAR WEIGHT		25.00

Table 2b: Health and wellness subpillars and indicator weights

Sub-pillar	Indicator	Weight
Survival	Infant mortality (per 1,000 live births)	1.79
	Life expectancy	1.79
	Survival gender gap	1.79
Health	Stunting and wasting (% in children under 5)	1.79
	Unhealthy life years (% of life expectancy)	1.79
	Deaths under 60 from non-communicable diseases (% of all NCD deaths).	1.79
	Obesity (% of adults with BMI \geq 30)	1.79
	Business impact of non-communicable diseases	1.79
	Business impact of communicable diseases	1.79
Well-being	Stress (% of respondents)	1.79
	Depression (% of respondents)	1.79
Services	Water, sanitation and hygiene	1.79
	Healthcare quality	1.79
	Healthcare accessibility	1.79
TOTAL PILLAR WEIGHT		25.00

Table 2c: Workforce and employment subpillars and indicator weights

Sub-pillar	Indicator	Weight
Participation	Labour force participation rate, age 15–64 (%)	1.56
	Labour force participation rate, age 65+ (%)	1.56
	Economic participation gender gap	1.56
	Unemployment rate	1.56
	Youth unemployment rate	1.56
Talent	Country capacity to attract talent	1.56
	Country capacity to retain talent	1.56
	Ease of finding skilled employees	1.56
	Pay related to productivity	1.56
	Capacity for innovation	1.56
	Index of economic complexity	1.56
	Firm level technology absorption	1.56
	Scientific and technical journal articles	1.56
	Median age of the working population	1.56
Training	Staff training	1.56
	Training services	1.56
TOTAL PILLAR WEIGHT		25.00

Table 2d: Enabling environment subpillars and indicator weights

Sub-pillar	Indicator	Weight
Infrastructure	Mobile users	2.78
	Internet users	2.78
	Quality of domestic transport	2.78
Collaboration	State of cluster development	2.78
	Business and University R&D collaboration	2.78
Legal framework	Ease of Doing Business	2.78
	Social safety net protection	2.78
	Intellectual property protection and property rights	2.78
Social mobility	Social mobility	2.78
TOTAL PILLAR WEIGHT		25.00

TOP TEN

The top ten countries are dominated by the European countries, with eight of the top ten spots occupied by countries from this region. Switzerland (1) tops the rankings for the Human Capital Index, demonstrating consistently high scores across all four pillars, with top spots on Health and Wellness and Workforce and Employment, second place on Enabling Environment and fourth on Education.

Within the countries from Northern and Western Europe in the top ten, four Nordic countries, Finland (2), Sweden (5), Norway (7) and Denmark (9) dominate. Finland's exemplary Education and Enabling Environment scores put it at the top of the rankings for these two pillars and seven ranks ahead of the next highest-ranking Nordic country. The overall strength of the Nordic region lies in the Workforce and Employment pillar, with Finland, Norway and Sweden occupying three of the top six ranks. Denmark drops out of the top ten, to 12th position in this pillar and down to 11th position for the Enabling Environment pillar.

Singapore (3) is the only Asian country in the top ten due to very strong scores on the Education pillar, Workforce and Employment pillar and a strong fifth position on the Enabling Environment pillar.

The Netherlands (4) is the third of the European countries in the top ten due to strong performances for Health and Wellness and for Enabling Environment. Germany (6) just edges ahead of the Netherlands on the Enabling Environment rankings in third place but holds ninth position on the Workforce and Employment pillar. Germany's relatively low place on the Education pillar (19) pulls down the country's overall score in the Index.

The United Kingdom (8) performs well on Enabling Environment but has lower scores on Health and Wellness, holding 17th position. Canada (10) is the first of the two North American countries in the Index and the only one in the top ten. Canada's overall scores are greatly enhanced by its second position on the Education pillar. Ranks for the remaining three pillars vary between 15th and 20th position.

ASIA AND THE PACIFIC

The region has a diverse spread of wealth, comprising five of the sample's high-income economies, four upper-middle income, nine lower-middle economies as well as Bangladesh and Cambodia, two low-income countries. As a region, Asia ranks third overall, behind North America and Europe and Central Asia.

Singapore (3) is the highest ranked of the region's countries and the only country from the region in the top ten. Singapore's excellent rank is due to its very strong scores on the Education and Workforce and Employment pillars, and good scores on Enabling Environment. Exceptionally strong scores across the qualitative education indicators and the high level of tertiary education among the adult population drive up its Education pillar ranking. Strengths on the Enabling Environment's Collaboration and Legal framework sub-pillars include a top rank on the Doing Business Index. The Health and Wellness pillar is weakened mainly due to the burden of disease in the country.

Despite the Enabling Environment being New Zealand's (12) weakest pillar at 18th, the country also performs very well in some aspects, with top ten ranks across the Legal framework sub-pillar and a rank of 3 in Social mobility. New Zealand's strengths in Education are similar to those of Singapore, but it ranks lower in the qualitative talent indicators on the Workforce and Employment pillar, including a particularly low rank (69) for the ability of the country to retain talent, or the 'brain drain' indicator.

Japan's (15) strong performance in Health and Wellness is due to excellent scores in the Health and the Survival sub-pillars. Top rankings for life expectancy and years lived in good health help drive the strong rankings. Japan's training indicators on the Workforce and Employment pillar are also strong, with top ten rankings. Enrolment rates in secondary education rank at the top while the Primary enrolment indicator gives Japan third place. However Japan's relatively weaker spots in the

Table 3: Detailed rankings

Country	Overall index		Education		Health and wellness		Workforce and employment		Enabling environment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Switzerland	1	1.455	4	1.313	1	0.977	1	1.736	2	1.793
Finland	2	1.406	1	1.601	9	0.844	3	1.250	1	1.926
Singapore	3	1.232	3	1.348	13	0.762	2	1.345	5	1.471
Netherlands	4	1.161	7	1.106	4	0.901	8	1.150	4	1.484
Sweden	5	1.111	14	0.977	2	0.960	6	1.154	10	1.351
Germany	6	1.109	19	0.888	8	0.877	9	1.149	3	1.522
Norway	7	1.104	15	0.970	6	0.890	5	1.182	8	1.373
United Kingdom	8	1.042	10	1.031	17	0.682	10	1.072	7	1.384
Denmark	9	1.024	18	0.891	3	0.943	12	0.932	11	1.330
Canada	10	0.987	2	1.355	20	0.548	15	0.875	17	1.168
Belgium	11	0.985	6	1.191	11	0.780	21	0.673	14	1.296
New Zealand	12	0.978	5	1.204	15	0.743	17	0.804	18	1.163
Austria	13	0.977	25	0.713	7	0.886	14	0.886	6	1.424
Iceland	14	0.957	8	1.075	5	0.900	16	0.826	20	1.026
Japan	15	0.948	28	0.628	10	0.836	11	1.027	13	1.302
United States	16	0.920	11	1.027	43	0.239	4	1.235	16	1.181
Luxembourg	17	0.881	35	0.522	16	0.704	13	0.928	9	1.372
Qatar	18	0.834	26	0.684	44	0.206	7	1.154	15	1.294
Australia	19	0.831	13	0.988	18	0.663	19	0.675	23	0.999
Ireland	20	0.824	9	1.033	25	0.516	22	0.645	19	1.103
France	21	0.746	22	0.776	14	0.744	25	0.520	24	0.943
Malaysia	22	0.644	34	0.526	39	0.301	18	0.736	22	1.014
Korea, Rep.	23	0.640	17	0.899	27	0.481	23	0.596	30	0.582
United Arab Emirates	24	0.610	29	0.626	70	-0.032	24	0.527	12	1.320
Israel	25	0.587	27	0.651	29	0.457	20	0.674	32	0.568
Barbados	26	0.581	12	1.007	42	0.245	29	0.340	27	0.730
Estonia	27	0.571	20	0.862	22	0.536	39	0.142	26	0.745
Malta	28	0.473	24	0.716	28	0.473	30	0.330	37	0.371
Spain	29	0.465	31	0.590	12	0.778	70	-0.185	28	0.679
Portugal	30	0.453	37	0.411	23	0.532	34	0.243	29	0.624
Cyprus	31	0.452	16	0.938	32	0.352	33	0.252	41	0.268
Slovenia	32	0.445	21	0.825	26	0.516	41	0.106	38	0.332
Czech Republic	33	0.387	36	0.452	36	0.310	36	0.210	31	0.576
Lithuania	34	0.360	23	0.745	41	0.252	56	-0.018	36	0.462
Costa Rica	35	0.320	39	0.382	30	0.445	28	0.378	50	0.077
Chile	36	0.305	49	0.250	38	0.306	37	0.194	35	0.471
Italy	37	0.266	40	0.378	19	0.601	75	-0.243	39	0.329
Latvia	38	0.248	30	0.615	48	0.151	54	-0.011	43	0.237
Saudi Arabia	39	0.245	55	0.098	72	-0.041	61	-0.099	21	1.023
Bahrain	40	0.232	48	0.274	64	0.011	43	0.099	33	0.544
Oman	41	0.220	62	0.032	37	0.307	78	-0.280	25	0.822
Panama	42	0.207	66	-0.006	60	0.055	31	0.301	34	0.477
China	43	0.186	58	0.069	65	0.010	26	0.516	47	0.147
Thailand	44	0.158	79	-0.242	40	0.281	27	0.482	48	0.112
Kazakhstan	45	0.124	43	0.359	69	-0.031	40	0.107	51	0.061
Croatia	46	0.099	38	0.394	24	0.526	88	-0.378	60	-0.146
Mauritius	47	0.099	50	0.234	45	0.202	64	-0.143	49	0.102
Uruguay	48	0.096	67	-0.037	21	0.543	84	-0.340	44	0.219
Poland	49	0.087	42	0.376	47	0.173	63	-0.139	57	-0.064
Sri Lanka	50	0.020	51	0.172	35	0.323	62	-0.127	70	-0.288
Russian Federation	51	0.010	41	0.377	62	0.027	66	-0.163	63	-0.201
Jordan	52	0.005	44	0.350	68	-0.015	97	-0.481	46	0.167
Indonesia	53	0.001	61	0.040	84	-0.215	32	0.262	58	-0.082
Hungary	54	0.000	33	0.530	73	-0.064	77	-0.275	62	-0.190
Greece	55	-0.011	47	0.280	34	0.331	86	-0.365	71	-0.291
Bulgaria	56	-0.048	46	0.282	33	0.333	100	-0.496	74	-0.311
Brazil	57	-0.054	88	-0.497	49	0.150	45	0.078	52	0.054
Mexico	58	-0.057	82	-0.291	56	0.074	48	0.011	53	-0.022
Kuwait	59	-0.059	80	-0.285	58	0.065	80	-0.297	40	0.281
Turkey	60	-0.065	77	-0.220	51	0.117	83	-0.337	45	0.181
Ecuador	61	-0.099	69	-0.090	76	-0.094	47	0.034	68	-0.244

(Cont'd.)

Table 3: Detailed rankings (cont'd.)

Country	Overall index		Education		Health and wellness		Workforce and employment		Enabling environment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Argentina	62	-0.120	56	0.091	31	0.362	92	-0.408	84	-0.527
Ukraine	63	-0.124	45	0.316	55	0.078	67	-0.166	96	-0.725
Azerbaijan	64	-0.157	71	-0.153	94	-0.414	55	-0.016	55	-0.044
Macedonia, FYR	65	-0.160	52	0.165	63	0.013	115	-0.784	54	-0.033
Philippines	66	-0.161	65	0.011	96	-0.473	38	0.164	78	-0.344
Tunisia	67	-0.165	70	-0.099	46	0.173	101	-0.499	66	-0.236
Jamaica	68	-0.171	81	-0.285	50	0.126	76	-0.246	69	-0.279
Romania	69	-0.176	57	0.077	61	0.048	85	-0.364	83	-0.463
Vietnam	70	-0.202	73	-0.176	88	-0.291	57	-0.040	73	-0.302
Colombia	71	-0.202	72	-0.169	79	-0.116	73	-0.229	72	-0.296
Albania	72	-0.216	54	0.136	54	0.083	71	-0.207	105	-0.874
Armenia	73	-0.218	60	0.042	71	-0.035	113	-0.678	64	-0.201
Lebanon	74	-0.220	32	0.548	77	-0.099	96	-0.458	104	-0.870
Peru	75	-0.227	84	-0.323	82	-0.204	50	-0.003	81	-0.377
Trinidad and Tobago	76	-0.233	53	0.164	121	-1.043	53	-0.008	56	-0.047
Georgia	77	-0.258	74	-0.191	66	-0.005	102	-0.514	76	-0.321
India	78	-0.270	63	0.020	112	-0.868	49	0.005	67	-0.239
Botswana	79	-0.291	85	-0.386	86	-0.270	93	-0.416	59	-0.090
Lao PDR	80	-0.297	83	-0.320	91	-0.407	59	-0.097	80	-0.364
Kenya	81	-0.306	90	-0.503	103	-0.603	35	0.226	79	-0.347
Morocco	82	-0.336	93	-0.590	59	0.061	99	-0.485	77	-0.328
Moldova	83	-0.337	64	0.014	53	0.092	110	-0.654	102	-0.801
Guatemala	84	-0.341	105	-0.968	81	-0.196	46	0.035	65	-0.234
Serbia	85	-0.343	59	0.053	52	0.115	118	-0.945	89	-0.596
South Africa	86	-0.361	92	-0.589	98	-0.533	105	-0.588	42	0.265
Ghana	87	-0.363	91	-0.505	99	-0.533	60	-0.099	75	-0.317
Bhutan	88	-0.370	89	-0.498	83	-0.208	74	-0.231	85	-0.545
Mongolia	89	-0.400	76	-0.198	80	-0.139	106	-0.610	92	-0.651
El Salvador	90	-0.405	95	-0.612	92	-0.409	68	-0.175	82	-0.425
Suriname	91	-0.420	87	-0.423	67	-0.010	109	-0.640	90	-0.607
Kyrgyz Republic	92	-0.440	78	-0.233	75	-0.073	112	-0.673	100	-0.781
Nicaragua	93	-0.446	94	-0.594	78	-0.100	89	-0.386	94	-0.704
Iran, Islamic Rep.	94	-0.487	68	-0.051	87	-0.274	119	-1.059	88	-0.564
Dominican Republic	95	-0.499	97	-0.732	85	-0.223	91	-0.401	91	-0.641
Cambodia	96	-0.505	99	-0.839	102	-0.596	42	0.104	93	-0.688
Namibia	97	-0.539	98	-0.817	100	-0.560	108	-0.620	61	-0.160
Paraguay	98	-0.546	102	-0.906	57	0.072	94	-0.433	108	-0.916
Bolivia	99	-0.552	86	-0.409	113	-0.878	69	-0.185	97	-0.736
Honduras	100	-0.560	103	-0.947	89	-0.335	90	-0.397	87	-0.561
Venezuela	101	-0.564	75	-0.194	74	-0.068	114	-0.746	120	-1.250
Senegal	102	-0.602	112	-1.202	90	-0.404	51	-0.006	101	-0.794
Malawi	103	-0.629	101	-0.897	107	-0.723	52	-0.007	106	-0.890
Tanzania	104	-0.680	100	-0.870	117	-0.957	58	-0.087	103	-0.805
Madagascar	105	-0.725	107	-0.997	109	-0.749	44	0.084	118	-1.238
Uganda	106	-0.727	108	-1.036	118	-0.959	65	-0.147	99	-0.767
Cameroon	107	-0.728	96	-0.687	111	-0.850	79	-0.295	113	-1.082
Lesotho	108	-0.751	110	-1.084	101	-0.588	95	-0.438	107	-0.894
Côte d'Ivoire	109	-0.759	114	-1.302	95	-0.418	72	-0.208	114	-1.107
Bangladesh	110	-0.782	104	-0.959	104	-0.606	103	-0.543	110	-1.019
Egypt	111	-0.790	113	-1.206	97	-0.521	116	-0.878	86	-0.555
Pakistan	112	-0.837	111	-1.166	115	-0.920	104	-0.545	95	-0.718
Benin	113	-0.865	109	-1.044	106	-0.689	98	-0.481	119	-1.244
Nigeria	114	-0.878	116	-1.411	120	-1.034	81	-0.328	98	-0.740
Algeria	115	-0.954	106	-0.991	93	-0.413	121	-1.345	112	-1.066
Ethiopia	116	-0.961	115	-1.380	108	-0.749	111	-0.660	111	-1.056
Mozambique	117	-0.966	117	-1.474	114	-0.916	82	-0.337	115	-1.135
Mali	118	-1.034	120	-1.747	110	-0.826	107	-0.614	109	-0.949
Burkina Faso	119	-1.077	121	-1.817	116	-0.943	87	-0.374	117	-1.173
Guinea	120	-1.272	118	-1.482	119	-1.026	117	-0.911	122	-1.667
Mauritania	121	-1.297	119	-1.744	105	-0.666	122	-1.404	121	-1.373
Yemen	122	-1.395	122	-1.972	122	-1.134	120	-1.320	116	-1.153

Table 4: Rankings by pillar

Education			Health and wellness		
Rank	Country	Score	Rank	Country	Score
1	Finland	1.601	62	Oman	0.032
2	Canada	1.355	63	India	0.020
3	Singapore	1.348	64	Moldova	0.014
4	Switzerland	1.313	65	Philippines	0.011
5	New Zealand	1.204	66	Panama	-0.006
6	Belgium	1.191	67	Uruguay	-0.037
7	Netherlands	1.106	68	Iran, Islamic Rep.	-0.051
8	Iceland	1.075	69	Ecuador	-0.090
9	Ireland	1.033	70	Tunisia	-0.099
10	United Kingdom	1.031	71	Azerbaijan	-0.153
11	United States	1.027	72	Colombia	-0.169
12	Barbados	1.007	73	Vietnam	-0.176
13	Australia	0.988	74	Georgia	-0.191
14	Sweden	0.977	75	Venezuela	-0.194
15	Norway	0.970	76	Mongolia	-0.198
16	Cyprus	0.938	77	Turkey	-0.220
17	Korea, Rep.	0.899	78	Kyrgyz Republic	-0.233
18	Denmark	0.891	79	Thailand	-0.242
19	Germany	0.888	80	Kuwait	-0.285
20	Estonia	0.862	81	Jamaica	-0.285
21	Slovenia	0.825	82	Mexico	-0.291
22	France	0.776	83	Lao PDR	-0.320
23	Lithuania	0.745	84	Peru	-0.323
24	Malta	0.716	85	Botswana	-0.386
25	Austria	0.713	86	Bolivia	-0.409
26	Qatar	0.684	87	Suriname	-0.423
27	Israel	0.651	88	Brazil	-0.497
28	Japan	0.628	89	Bhutan	-0.498
29	United Arab Emirates	0.626	90	Kenya	-0.503
30	Latvia	0.615	91	Ghana	-0.505
31	Spain	0.590	92	South Africa	-0.589
32	Lebanon	0.548	93	Morocco	-0.590
33	Hungary	0.530	94	Nicaragua	-0.594
34	Malaysia	0.526	95	El Salvador	-0.612
35	Luxembourg	0.522	96	Cameroon	-0.687
36	Czech Republic	0.452	97	Dominican Republic	-0.732
37	Portugal	0.411	98	Namibia	-0.817
38	Croatia	0.394	99	Cambodia	-0.839
39	Costa Rica	0.382	100	Tanzania	-0.870
40	Italy	0.378	101	Malawi	-0.897
41	Russian Federation	0.377	102	Paraguay	-0.906
42	Poland	0.376	103	Honduras	-0.947
43	Kazakhstan	0.359	104	Bangladesh	-0.959
44	Jordan	0.350	105	Guatemala	-0.968
45	Ukraine	0.316	106	Algeria	-0.991
46	Bulgaria	0.282	107	Madagascar	-0.997
47	Greece	0.280	108	Uganda	-1.036
48	Bahrain	0.274	109	Benin	-1.044
49	Chile	0.250	110	Lesotho	-1.084
50	Mauritius	0.234	111	Pakistan	-1.166
51	Sri Lanka	0.172	112	Senegal	-1.202
52	Macedonia, FYR	0.165	113	Egypt	-1.206
53	Trinidad and Tobago	0.164	114	Côte d'Ivoire	-1.302
54	Albania	0.136	115	Ethiopia	-1.380
55	Saudi Arabia	0.098	116	Nigeria	-1.411
56	Argentina	0.091	117	Mozambique	-1.474
57	Romania	0.077	118	Guinea	-1.482
58	China	0.069	119	Mauritania	-1.744
59	Serbia	0.053	120	Mali	-1.747
60	Armenia	0.042	121	Burkina Faso	-1.817
61	Indonesia	0.040	122	Yemen	-1.972
1	Switzerland	0.977	62	Russian Federation	0.027
2	Sweden	0.960	63	Macedonia, FYR	0.013
3	Denmark	0.943	64	Bahrain	0.011
4	Netherlands	0.901	65	China	0.010
5	Iceland	0.900	66	Georgia	-0.005
6	Norway	0.890	67	Suriname	-0.010
7	Austria	0.886	68	Jordan	-0.015
8	Germany	0.877	69	Kazakhstan	-0.031
9	Finland	0.844	70	United Arab Emirates	-0.032
10	Japan	0.836	71	Armenia	-0.035
11	Belgium	0.780	72	Saudi Arabia	-0.041
12	Spain	0.778	73	Hungary	-0.064
13	Singapore	0.762	74	Venezuela	-0.068
14	France	0.744	75	Kyrgyz Republic	-0.073
15	New Zealand	0.743	76	Ecuador	-0.094
16	Luxembourg	0.704	77	Lebanon	-0.099
17	United Kingdom	0.682	78	Nicaragua	-0.100
18	Australia	0.663	79	Colombia	-0.116
19	Italy	0.601	80	Mongolia	-0.139
20	Canada	0.548	81	Guatemala	-0.196
21	Uruguay	0.543	82	Peru	-0.204
22	Estonia	0.536	83	Bhutan	-0.208
23	Portugal	0.532	84	Indonesia	-0.215
24	Croatia	0.526	85	Dominican Republic	-0.223
25	Ireland	0.516	86	Botswana	-0.270
26	Slovenia	0.516	87	Iran, Islamic Rep.	-0.274
27	Korea, Rep.	0.481	88	Vietnam	-0.291
28	Malta	0.473	89	Honduras	-0.335
29	Israel	0.457	90	Senegal	-0.404
30	Costa Rica	0.445	91	Lao PDR	-0.407
31	Argentina	0.362	92	El Salvador	-0.409
32	Cyprus	0.352	93	Algeria	-0.413
33	Bulgaria	0.333	94	Azerbaijan	-0.414
34	Greece	0.331	95	Côte d'Ivoire	-0.418
35	Sri Lanka	0.323	96	Philippines	-0.473
36	Czech Republic	0.310	97	Egypt	-0.521
37	Oman	0.307	98	South Africa	-0.533
38	Chile	0.306	99	Ghana	-0.533
39	Malaysia	0.301	100	Namibia	-0.560
40	Thailand	0.281	101	Lesotho	-0.588
41	Lithuania	0.252	102	Cambodia	-0.596
42	Barbados	0.245	103	Kenya	-0.603
43	United States	0.239	104	Bangladesh	-0.606
44	Qatar	0.206	105	Mauritania	-0.666
45	Mauritius	0.202	106	Benin	-0.689
46	Tunisia	0.173	107	Malawi	-0.723
47	Poland	0.173	108	Ethiopia	-0.749
48	Latvia	0.151	109	Madagascar	-0.749
49	Brazil	0.150	110	Mali	-0.826
50	Jamaica	0.126	111	Cameroon	-0.850
51	Turkey	0.117	112	India	-0.868
52	Serbia	0.115	113	Bolivia	-0.878
53	Moldova	0.092	114	Mozambique	-0.916
54	Albania	0.083	115	Pakistan	-0.920
55	Ukraine	0.078	116	Burkina Faso	-0.943
56	Mexico	0.074	117	Tanzania	-0.957
57	Paraguay	0.072	118	Uganda	-0.959
58	Kuwait	0.065	119	Guinea	-1.026
59	Morocco	0.061	120	Nigeria	-1.034
60	Panama	0.055	121	Trinidad and Tobago	-1.043
61	Romania	0.048	122	Yemen	-1.134

Table 4: Rankings by pillar (cont'd.)

Workforce and employment			Enabling environment								
Rank	Country	Score	Rank	Country	Score						
1	Switzerland	1.736	62	Sri Lanka	-0.127	1	Finland	1.926	62	Hungary	-0.190
2	Singapore	1.345	63	Poland	-0.139	2	Switzerland	1.793	63	Russian Federation	-0.201
3	Finland	1.250	64	Mauritius	-0.143	3	Germany	1.522	64	Armenia	-0.201
4	United States	1.235	65	Uganda	-0.147	4	Netherlands	1.484	65	Guatemala	-0.234
5	Norway	1.182	66	Russian Federation	-0.163	5	Singapore	1.471	66	Tunisia	-0.236
6	Sweden	1.154	67	Ukraine	-0.166	6	Austria	1.424	67	India	-0.239
7	Qatar	1.154	68	El Salvador	-0.175	7	United Kingdom	1.384	68	Ecuador	-0.244
8	Netherlands	1.150	69	Bolivia	-0.185	8	Norway	1.373	69	Jamaica	-0.279
9	Germany	1.149	70	Spain	-0.185	9	Luxembourg	1.372	70	Sri Lanka	-0.288
10	United Kingdom	1.072	71	Albania	-0.207	10	Sweden	1.351	71	Greece	-0.291
11	Japan	1.027	72	Côte d'Ivoire	-0.208	11	Denmark	1.330	72	Colombia	-0.296
12	Denmark	0.932	73	Colombia	-0.229	12	United Arab Emirates	1.320	73	Vietnam	-0.302
13	Luxembourg	0.928	74	Bhutan	-0.231	13	Japan	1.302	74	Bulgaria	-0.311
14	Austria	0.886	75	Italy	-0.243	14	Belgium	1.296	75	Ghana	-0.317
15	Canada	0.875	76	Jamaica	-0.246	15	Qatar	1.294	76	Georgia	-0.321
16	Iceland	0.826	77	Hungary	-0.275	16	United States	1.181	77	Morocco	-0.328
17	New Zealand	0.804	78	Oman	-0.280	17	Canada	1.168	78	Philippines	-0.344
18	Malaysia	0.736	79	Cameroon	-0.295	18	New Zealand	1.163	79	Kenya	-0.347
19	Australia	0.675	80	Kuwait	-0.297	19	Ireland	1.103	80	Lao PDR	-0.364
20	Israel	0.674	81	Nigeria	-0.328	20	Iceland	1.026	81	Peru	-0.377
21	Belgium	0.673	82	Mozambique	-0.337	21	Saudi Arabia	1.023	82	El Salvador	-0.425
22	Ireland	0.645	83	Turkey	-0.337	22	Malaysia	1.014	83	Romania	-0.463
23	Korea, Rep.	0.596	84	Uruguay	-0.340	23	Australia	0.999	84	Argentina	-0.527
24	United Arab Emirates	0.527	85	Romania	-0.364	24	France	0.943	85	Bhutan	-0.545
25	France	0.520	86	Greece	-0.365	25	Oman	0.822	86	Egypt	-0.555
26	China	0.516	87	Burkina Faso	-0.374	26	Estonia	0.745	87	Honduras	-0.561
27	Thailand	0.482	88	Croatia	-0.378	27	Barbados	0.730	88	Iran, Islamic Rep.	-0.564
28	Costa Rica	0.378	89	Nicaragua	-0.386	28	Spain	0.679	89	Serbia	-0.596
29	Barbados	0.340	90	Honduras	-0.397	29	Portugal	0.624	90	Suriname	-0.607
30	Malta	0.330	91	Dominican Republic	-0.401	30	Korea, Rep.	0.582	91	Dominican Republic	-0.641
31	Panama	0.301	92	Argentina	-0.408	31	Czech Republic	0.576	92	Mongolia	-0.651
32	Indonesia	0.262	93	Botswana	-0.416	32	Israel	0.568	93	Cambodia	-0.688
33	Cyprus	0.252	94	Paraguay	-0.433	33	Bahrain	0.544	94	Nicaragua	-0.704
34	Portugal	0.243	95	Lesotho	-0.438	34	Panama	0.477	95	Pakistan	-0.718
35	Kenya	0.226	96	Lebanon	-0.458	35	Chile	0.471	96	Ukraine	-0.725
36	Czech Republic	0.210	97	Jordan	-0.481	36	Lithuania	0.462	97	Bolivia	-0.736
37	Chile	0.194	98	Benin	-0.481	37	Malta	0.371	98	Nigeria	-0.740
38	Philippines	0.164	99	Morocco	-0.485	38	Slovenia	0.332	99	Uganda	-0.767
39	Estonia	0.142	100	Bulgaria	-0.496	39	Italy	0.329	100	Kyrgyz Republic	-0.781
40	Kazakhstan	0.107	101	Tunisia	-0.499	40	Kuwait	0.281	101	Senegal	-0.794
41	Slovenia	0.106	102	Georgia	-0.514	41	Cyprus	0.268	102	Moldova	-0.801
42	Cambodia	0.104	103	Bangladesh	-0.543	42	South Africa	0.265	103	Tanzania	-0.805
43	Bahrain	0.099	104	Pakistan	-0.545	43	Latvia	0.237	104	Lebanon	-0.870
44	Madagascar	0.084	105	South Africa	-0.588	44	Uruguay	0.219	105	Albania	-0.874
45	Brazil	0.078	106	Mongolia	-0.610	45	Turkey	0.181	106	Malawi	-0.890
46	Guatemala	0.035	107	Mali	-0.614	46	Jordan	0.167	107	Lesotho	-0.894
47	Ecuador	0.034	108	Namibia	-0.620	47	China	0.147	108	Paraguay	-0.916
48	Mexico	0.011	109	Suriname	-0.640	48	Thailand	0.112	109	Mali	-0.949
49	India	0.005	110	Moldova	-0.654	49	Mauritius	0.102	110	Bangladesh	-1.019
50	Peru	-0.003	111	Ethiopia	-0.660	50	Costa Rica	0.077	111	Ethiopia	-1.056
51	Senegal	-0.006	112	Kyrgyz Republic	-0.673	51	Kazakhstan	0.061	112	Algeria	-1.066
52	Malawi	-0.007	113	Armenia	-0.678	52	Brazil	0.054	113	Cameroon	-1.082
53	Trinidad and Tobago	-0.008	114	Venezuela	-0.746	53	Mexico	-0.022	114	Côte d'Ivoire	-1.107
54	Latvia	-0.011	115	Macedonia, FYR	-0.784	54	Macedonia, FYR	-0.033	115	Mozambique	-1.135
55	Azerbaijan	-0.016	116	Egypt	-0.878	55	Azerbaijan	-0.044	116	Yemen	-1.153
56	Lithuania	-0.018	117	Guinea	-0.911	56	Trinidad and Tobago	-0.047	117	Burkina Faso	-1.173
57	Vietnam	-0.040	118	Serbia	-0.945	57	Poland	-0.064	118	Madagascar	-1.238
58	Tanzania	-0.087	119	Iran, Islamic Rep.	-1.059	58	Indonesia	-0.082	119	Benin	-1.244
59	Lao PDR	-0.097	120	Yemen	-1.320	59	Botswana	-0.090	120	Venezuela	-1.250
60	Ghana	-0.099	121	Algeria	-1.345	60	Croatia	-0.146	121	Mauritania	-1.373
61	Saudi Arabia	-0.099	122	Mauritania	-1.404	61	Namibia	-0.160	122	Guinea	-1.667

Table 5: Rankings by region

Asia and the Pacific			Europe and Central Asia			Latin America and the Caribbean		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
3	Singapore	1.232	1	Switzerland	1.455	26	Barbados	0.581
12	New Zealand	0.978	2	Finland	1.406	35	Costa Rica	0.320
15	Japan	0.948	4	Netherlands	1.161	36	Chile	0.305
19	Australia	0.831	5	Sweden	1.111	42	Panama	0.207
22	Malaysia	0.644	6	Germany	1.109	48	Uruguay	0.096
23	Korea, Rep.	0.640	7	Norway	1.104	57	Brazil	-0.054
43	China	0.186	8	United Kingdom	1.042	58	Mexico	-0.057
44	Thailand	0.158	9	Denmark	1.024	61	Ecuador	-0.099
50	Sri Lanka	0.020	11	Belgium	0.985	62	Argentina	-0.120
53	Indonesia	0.001	13	Austria	0.977	68	Jamaica	-0.171
66	Philippines	-0.161	14	Iceland	0.957	71	Colombia	-0.202
70	Vietnam	-0.202	17	Luxembourg	0.881	75	Peru	-0.227
78	India	-0.270	20	Ireland	0.824	76	Trinidad and Tobago	-0.233
80	Lao PDR	-0.297	21	France	0.746	84	Guatemala	-0.341
88	Bhutan	-0.370	27	Estonia	0.571	90	El Salvador	-0.405
89	Mongolia	-0.400	28	Malta	0.473	91	Suriname	-0.420
94	Iran, Islamic Rep.	-0.487	29	Spain	0.465	93	Nicaragua	-0.446
96	Cambodia	-0.505	30	Portugal	0.453	95	Dominican Republic	-0.499
110	Bangladesh	-0.782	31	Cyprus	0.452	98	Paraguay	-0.546
112	Pakistan	-0.837	32	Slovenia	0.445	99	Bolivia	-0.552
			33	Czech Republic	0.387	100	Honduras	-0.560
			34	Lithuania	0.360	101	Venezuela	-0.564
			37	Italy	0.266			
			38	Latvia	0.248			
			45	Kazakhstan	0.124			
			46	Croatia	0.099			
			49	Poland	0.087			
			51	Russian Federation	0.010			
			54	Hungary	0.000			
			55	Greece	-0.011			
			56	Bulgaria	-0.048			
			60	Turkey	-0.065			
			63	Ukraine	-0.124			
			64	Azerbaijan	-0.157			
			65	Macedonia, FYR	-0.160			
			69	Romania	-0.176			
			72	Albania	-0.216			
			73	Armenia	-0.218			
			77	Georgia	-0.258			
			83	Moldova	-0.337			
			85	Serbia	-0.343			
			92	Kyrgyz Republic	-0.440			

Index include gender gap indicators for education and the workforce, the country's ability to attract talent, and reported depression in the Well-being sub-pillar.

Australia (19) and Malaysia (22) have almost identical scores on the Workforce and Employment and Enabling Environment pillars, but their performance within the pillars varies. Australia ranks poorly on its labour force participation of those over the age of 65, whereas Malaysia, the highest of the region's upper-middle income countries, ranks very low for the Economic participation gender gap indicator. Malaysia performs well on most of the qualitative talent and training indicators in the Workforce and Employment pillar. Australia performs well

on the majority of indicators in Enabling Environment, in particular those concerning the legal framework. Australia also performs well on the Educational attainment of the population over 25 indicator.

The Republic of Korea (23) has its strongest performance on the Education pillar, with a rank of 17. Korea's enrolment rates for tertiary education take the top spot overall and the educational attainment of the adult population has consistently strong ranks. Despite good scores across the qualitative indicators, overall Quality of the education system was particularly low at 52nd position. Korea's scores on the Enabling Environment pillar are pulled down by low scores on the Social mobility

Table 5: Rankings by region (cont'd.)

Middle East and North Africa			North America			Sub-Saharan Africa		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
18	Qatar	0.834	10	Canada	0.987	47	Mauritius	0.099
24	United Arab Emirates	0.610	16	United States	0.920	79	Botswana	-0.291
25	Israel	0.587				81	Kenya	-0.306
39	Saudi Arabia	0.245				86	South Africa	-0.361
40	Bahrain	0.232				87	Ghana	-0.363
41	Oman	0.220				97	Namibia	-0.539
52	Jordan	0.005				102	Senegal	-0.602
59	Kuwait	-0.059				103	Malawi	-0.629
67	Tunisia	-0.165				104	Tanzania	-0.680
74	Lebanon	-0.220				105	Madagascar	-0.725
82	Morocco	-0.336				106	Uganda	-0.727
111	Egypt	-0.790				107	Cameroon	-0.728
115	Algeria	-0.954				108	Lesotho	-0.751
121	Mauritania	-1.297				109	Côte d'Ivoire	-0.759
122	Yemen	-1.395				113	Benin	-0.865
						114	Nigeria	-0.878
						116	Ethiopia	-0.961
						117	Mozambique	-0.966
						118	Mali	-1.034
						119	Burkina Faso	-1.077
						120	Guinea	-1.272

and Social safety net protection indicators. Korea also has a notably low score on the Business impact of non-communicable diseases indicator, in the Health and Wellness pillar.

China's (43) positions across the four pillars vary greatly from the 26th rank on the Workforce and Employment pillar to 65th on the Health and Wellness pillar, the latter due in part to weak scores across the Health and Services sub-pillars. China's overall scores are boosted by good performance on the Talent sub-pillar of indicators, such as the Attraction and Retention of talent. The country's highest scores are from the Labour force participation of the 15 to 64 age group and Pay relating to productivity measures indicators.

Thailand (44) also has a hugely varied distribution of rankings across the pillars, ranging from 27th on Workforce and Employment to 79th in Education. Thailand ranks 94th on the Enrolment in primary school indicator, and the majority of the education indicators are in the bottom half of the sample countries. Thailand's very low levels of unemployment yield two top-five rankings for these indicators. Good performances on the qualitative talent indicators are also strong points.

Sri Lanka's (50) scores are boosted by good performances on the Health and Wellness pillar, but it performs poorly on the labour force participation indicators (103). India (78) performs well on the Workforce and Employment pillar (49) while holding only 112th position for Health and Wellness. India's high prevalence of stunting and wasting, low scores in sanitation and hygiene and

second-to-bottom rank on the health gender gap indicator are some of the variables driving down the scores for India. India's Collaboration sub-pillar scores boost its ranking on the Enabling Environment pillar.

Indonesia's (53) ranks vary between 32nd on the Workforce and Employment pillar to 84th on the Health and Wellness pillar. A relatively low unemployment rate and good labour force participation of the over 65s, as well as a good performance on some of the qualitative talent indicators, support Indonesia's strong overall performance on the Workforce and Employment pillar. Paradoxically, the country's strongest performance overall is on the Well-being sub-pillar, with top and second rankings for the Depression and Stress indicators respectively.

The Philippines (66) follows a similar profile to Indonesia with a 38th ranking on the Workforce and Employment pillar and 96th on Health and Wellness. The Philippines has top scores for the education and health gender gap indicators as well as a strong 15th rank for economic participation. Ranks below 100 on Well-being sub-pillar indicators pull down the aggregate Health and Wellness scores.

Vietnam holds 70th position and Lao PDR holds 80th position. Bhutan's (88) strong labour force participation and in particular low unemployment rates drive strong scores on the Workforce and Employment pillar. However, weak scores in technology absorption and training pull down the overall ranking to 74th spot.

Mongolia's (89) lowest performance is on the Workforce and Employment pillar, where the country

Table 6: Rankings by income group*

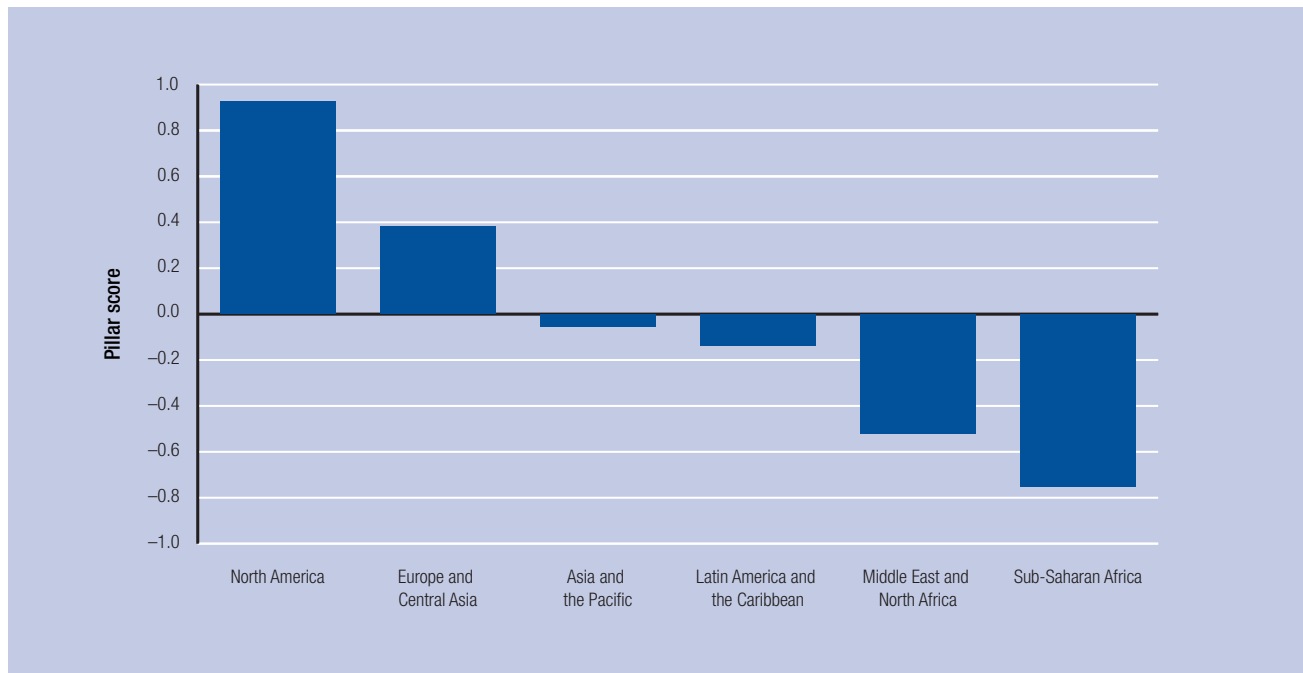
Low income			Lower–middle income			Upper–middle income			High income		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
81	Kenya	-0.306	50	Sri Lanka	0.020	22	Malaysia	0.644	1	Switzerland	1.455
92	Kyrgyz Republic	-0.440	53	Indonesia	0.001	35	Costa Rica	0.320	2	Finland	1.406
96	Cambodia	-0.505	63	Ukraine	-0.124	42	Panama	0.207	3	Singapore	1.232
103	Malawi	-0.629	66	Philippines	-0.161	43	China	0.186	4	Netherlands	1.161
104	Tanzania	-0.680	70	Vietnam	-0.202	44	Thailand	0.158	5	Sweden	1.111
105	Madagascar	-0.725	73	Armenia	-0.218	45	Kazakhstan	0.124	6	Germany	1.109
106	Uganda	-0.727	77	Georgia	-0.258	47	Mauritius	0.099	7	Norway	1.104
110	Bangladesh	-0.782	78	India	-0.270	52	Jordan	0.005	8	United Kingdom	1.042
113	Benin	-0.865	80	Lao PDR	-0.297	54	Hungary	0.000	9	Denmark	1.024
116	Ethiopia	-0.961	82	Morocco	-0.336	56	Bulgaria	-0.048	10	Canada	0.987
117	Mozambique	-0.966	83	Moldova	-0.337	57	Brazil	-0.054	11	Belgium	0.985
118	Mali	-1.034	84	Guatemala	-0.341	58	Mexico	-0.057	12	New Zealand	0.978
119	Burkina Faso	-1.077	87	Ghana	-0.363	60	Turkey	-0.065	13	Austria	0.977
120	Guinea	-1.272	88	Bhutan	-0.370	61	Ecuador	-0.099	14	Iceland	0.957
			89	Mongolia	-0.400	62	Argentina	-0.120	15	Japan	0.948
			90	El Salvador	-0.405	64	Azerbaijan	-0.157	16	United States	0.920
			93	Nicaragua	-0.446	65	Macedonia, FYR	-0.160	17	Luxembourg	0.881
			98	Paraguay	-0.546	67	Tunisia	-0.165	18	Qatar	0.834
			99	Bolivia	-0.552	68	Jamaica	-0.171	19	Australia	0.831
			100	Honduras	-0.560	69	Romania	-0.176	20	Ireland	0.824
			102	Senegal	-0.602	71	Colombia	-0.202	21	France	0.746
			107	Cameroon	-0.728	72	Albania	-0.216	23	Korea, Rep.	0.640
			108	Lesotho	-0.751	74	Lebanon	-0.220	24	United Arab Emirates	0.610
			109	Côte d'Ivoire	-0.759	75	Peru	-0.227	25	Israel	0.587
			111	Egypt	-0.790	79	Botswana	-0.291	26	Barbados	0.581
			112	Pakistan	-0.837	85	Serbia	-0.343	27	Estonia	0.571
			114	Nigeria	-0.878	86	South Africa	-0.361	28	Malta	0.473
			121	Mauritania	-1.297	91	Suriname	-0.420	29	Spain	0.465
			122	Yemen	-1.395	94	Iran, Islamic Rep.	-0.487	30	Portugal	0.453
						95	Dominican Republic	-0.499	31	Cyprus	0.452
						97	Namibia	-0.539	32	Slovenia	0.445
						101	Venezuela	-0.564	33	Czech Republic	0.387
						115	Algeria	-0.954	34	Lithuania	0.360
									36	Chile	0.305
									37	Italy	0.266
									38	Latvia	0.248
									39	Saudi Arabia	0.245
									40	Bahrain	0.232
									41	Oman	0.220
									46	Croatia	0.099
									48	Uruguay	0.096
									49	Poland	0.087
									51	Russian Federation	0.010
									55	Greece	-0.011
									59	Kuwait	-0.059
									76	Trinidad and Tobago	-0.233

*Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on GNI per capita: high income, upper–middle income, lower–middle income and low income.

Table 7: Rankings by BRICS, OECD and ASEAN grouping

Country	Overall index		Education		Health and wellness		Workforce and employment		Enabling environment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
BRICS		-0.169		-0.173		-0.306		-0.167		-0.030
China	43	0.186	58	0.069	65	0.010	26	0.516	47	0.147
Russian Federation	51	0.010	41	0.377	62	0.027	66	-0.163	63	-0.201
Brazil	57	-0.054	88	-0.497	49	0.150	45	0.078	52	0.054
India	78	-0.270	63	0.020	112	-0.868	49	0.005	67	-0.239
South Africa	86	-0.361	92	-0.589	98	-0.533	105	-0.588	42	0.265
OECD		0.713		0.766		0.599		0.586		0.899
Switzerland	1	1.455	4	1.313	1	0.977	1	1.736	2	1.793
Finland	2	1.406	1	1.601	9	0.844	3	1.250	1	1.926
Netherlands	4	1.161	7	1.106	4	0.901	8	1.150	4	1.484
Sweden	5	1.111	14	0.977	2	0.960	6	1.154	10	1.351
Germany	6	1.109	19	0.888	8	0.877	9	1.149	3	1.522
Norway	7	1.104	15	0.970	6	0.890	5	1.182	8	1.373
United Kingdom	8	1.042	10	1.031	17	0.682	10	1.072	7	1.384
Denmark	9	1.024	18	0.891	3	0.943	12	0.932	11	1.330
Canada	10	0.987	2	1.355	20	0.548	15	0.875	17	1.168
Belgium	11	0.985	6	1.191	11	0.780	21	0.673	14	1.296
New Zealand	12	0.978	5	1.204	15	0.743	17	0.804	18	1.163
Austria	13	0.977	25	0.713	7	0.886	14	0.886	6	1.424
Iceland	14	0.957	8	1.075	5	0.900	16	0.826	20	1.026
Japan	15	0.948	28	0.628	10	0.836	11	1.027	13	1.302
United States	16	0.920	11	1.027	43	0.239	4	1.235	16	1.181
Luxembourg	17	0.881	35	0.522	16	0.704	13	0.928	9	1.372
Australia	19	0.831	13	0.988	18	0.663	19	0.675	23	0.999
Ireland	20	0.824	9	1.033	25	0.516	22	0.645	19	1.103
France	21	0.746	22	0.776	14	0.744	25	0.520	24	0.943
Korea, Rep.	23	0.640	17	0.899	27	0.481	23	0.596	30	0.582
Israel	25	0.587	27	0.651	29	0.457	20	0.674	32	0.568
Estonia	27	0.571	20	0.862	22	0.536	39	0.142	26	0.745
Spain	29	0.465	31	0.590	12	0.778	70	-0.185	28	0.679
Portugal	30	0.453	37	0.411	23	0.532	34	0.243	29	0.624
Slovenia	32	0.445	21	0.825	26	0.516	41	0.106	38	0.332
Czech Republic	33	0.387	36	0.452	36	0.310	36	0.210	31	0.576
Chile	36	0.305	49	0.250	38	0.306	37	0.194	35	0.471
Italy	37	0.266	40	0.378	19	0.601	75	-0.243	39	0.329
Poland	49	0.087	42	0.376	47	0.173	63	-0.139	57	-0.064
Hungary	54	0.000	33	0.530	73	-0.064	77	-0.275	62	-0.190
Greece	55	-0.011	47	0.280	34	0.331	86	-0.365	71	-0.291
Mexico	58	-0.057	82	-0.291	56	0.074	48	0.011	53	-0.022
Turkey	60	-0.065	77	-0.220	51	0.117	83	-0.337	45	0.181
ASEAN		0.109		0.043		-0.080		0.369		0.102
Singapore	3	1.232	3	1.348	13	0.762	2	1.345	5	1.471
Malaysia	22	0.644	34	0.526	39	0.301	18	0.736	22	1.014
Thailand	44	0.158	79	-0.242	40	0.281	27	0.482	48	0.112
Indonesia	53	0.001	61	0.040	84	-0.215	32	0.262	58	-0.082
Philippines	66	-0.161	65	0.011	96	-0.473	38	0.164	78	-0.344
Vietnam	70	-0.202	73	-0.176	88	-0.291	57	-0.040	73	-0.302
Lao PDR	80	-0.297	83	-0.320	91	-0.407	59	-0.097	80	-0.364
Cambodia	96	-0.505	99	-0.839	102	-0.596	42	0.104	93	-0.688

Figure 2: Regional performance on the Human Capital Index



Source: Human Capital Index 2013. Scores are weighted by population; population data from United Nations Department of Economic and Social Affairs, *World Population Prospects, rev. 2012*.

scores 106th. Although Mongolia takes the top spot for the Economic participation gender gap indicator, Mongolia is in last position for the Training services indicator. Mongolia shows a stronger performance on the Education pillar where its primary and tertiary enrolment rates are both in the top 40 rankings.

Iran (94) is the lowest of the upper-middle income economies represented in the Asia and Pacific region. Iran has a wide distribution of ranks across the four pillars, from 68th for Education to 119th for Workforce and Employment. Strong enrolment rates push up Iran's scores for the former pillar, whereas bottom five positions for the Economic participation gender gap and Labour force participation (15–64) indicators contribute to driving down the aggregate scores for the latter pillar. Cambodia (96) is followed by Bangladesh (110) and Pakistan (112).

EUROPE AND CENTRAL ASIA

Europe and Central Asia holds the second highest overall rank of the six regions in the Index, with a top performance on Health and Wellness and second position on Enabling Environment. Two-thirds of the region's countries are high-income economies that dominate the top half of the global rankings across all categories. With eight of the top ten in the region and thirteen in the top 20, the Europe and Central Asia region has only fifteen of its countries outside the top 50.

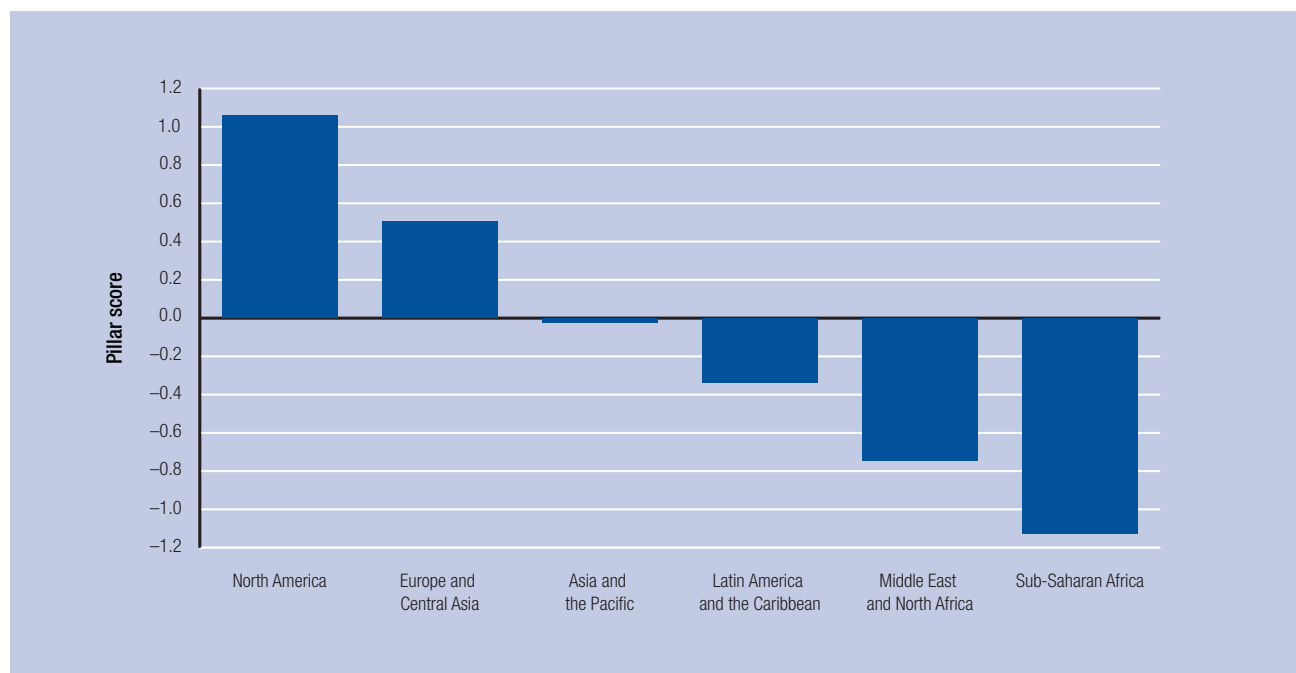
Switzerland (1) and Finland (2) hold the highest ranks on the Index. In addition to investment in human capital

across health, education and employment, both countries are able to leverage strong returns through creating an efficient, effective ecosystem or enabling environment. Switzerland and Finland hold the top four spots across all pillars with the exception of Finland on the Health and Wellness pillar where Finland ranks ninth place.

The Netherlands (4), Sweden (5), Germany (6) and Norway (7) follow next. Sweden, in tenth spot, trails Germany (third) on the Enabling Environment pillar, mainly due to Germany's more advanced scores on the Cluster development and Internal infrastructure indicators. However Sweden's second position globally for Health and Wellness, due to low impact of NCDs, nudges the country ahead in the overall rankings. Norway's Education and Workforce and Employment pillars are similar to Denmark's, however Norway fares better than its neighbour on the unemployment indicators.

The UK (8) leads Denmark (9) on all but the Health and Wellness pillar. The UK's Health sub-pillar scores are held back due to obesity and well-being indicators. Belgium (11), Austria (13) and Iceland (14) have good overall performances on the Health and Wellness pillar, due to excellent healthcare systems and, in particular for Iceland, high scores on the communicable and non-communicable disease indicators. Belgium and Iceland both post very strong scores in Education, which supports their overall rankings. Austria's 25th position on the Education pillar is the weakest performance of the three countries on any of the pillars, but its ICT and physical infrastructure ensures

Figure 3: Regional performance on the Education pillar



Source: Human Capital Index 2013. Scores are weighted by population; population data from United Nations Department of Economic and Social Affairs, *World Population Prospects, rev. 2012*.

a strong overall ranking on the Enabling Environment pillar at sixth spot, ahead of Belgium in the 14th and Iceland in 20th positions.

Luxembourg (17) ranges from ninth position on the Enabling Environment pillar, due to strengths in Legal infrastructure and Social mobility, to 35th on Education, where enrolment rates and qualitative measures of education have a lower performance. Ireland's (20) strengths lie in Education, in contrast to France's (21) performance, which places it 13 positions below Ireland on this pillar.

Estonia (27) has a consistent performance across all pillars except for Workforce and Employment, which has the country in 39th spot. Estonia has excellent scores on the Tertiary attainment and Internet access in schools indicators, helping to drive up the overall results for this pillar, although high rates of unemployment are a weak factor. Malta's (28) strength is on the Education pillar, while Infrastructure and Collaboration indicators weaken performance on the Enabling Environment pillar.

Spain (29) and Portugal (30) share similar ranks for Enabling Environment, but within this pillar they demonstrate different strengths and weaknesses. Spain performs very well on the Health and Wellness pillar with a 12th spot ranking; however a very poor 70th rank on the Workforce and Employment pillar due to low labour force participation and high unemployment brings the overall scores down significantly. Spain's participation and access measures for education are strong but qualitative

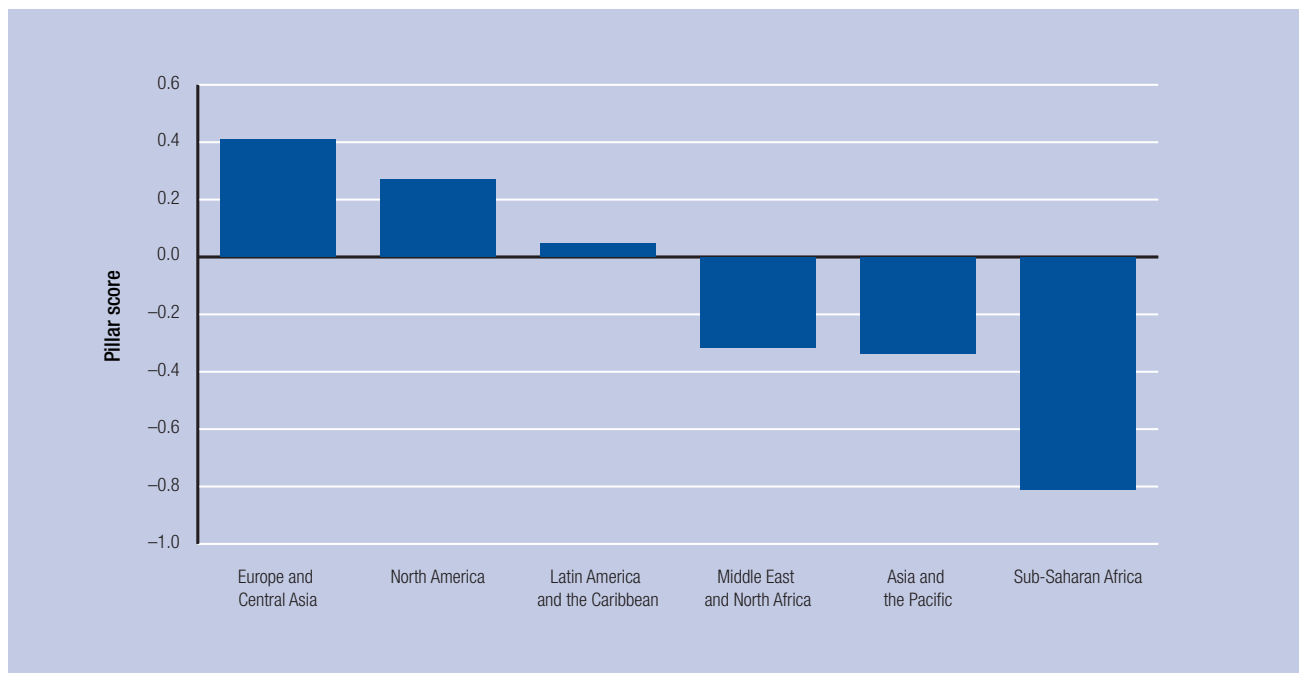
measures are low in comparison. Portugal's rankings are supported by the country's performance on the Health and Wellness pillar, however the Education pillar is Portugal's main weakness, in particular the relatively low levels of educational attainment in the current workforce.

Cyprus (31) has strong scores on the qualitative education indicators. Below average scores in well-being reduce the performance on the Health and Wellness pillar and several weak indicator scores result in the lowest performance for Cyprus on the Enabling Environment pillar.

Slovenia (32) has a varied performance across the pillars, with Education in 21st position due to high levels of educational attainment of the adult population, and Workforce and Employment in 41st position, where unemployment impacts profoundly on the overall scores. The Czech Republic (33) has a notably homogenous performance across all pillars with a rank of 36 for all pillars, with the exception of a stronger performance on Enabling Environment, in particular for the group of infrastructure-related variables.

Lithuania (34) and its neighbour Latvia (38) both demonstrate similar scores on the Workforce and Employment pillars. Italy's (37) main strengths lie in the health of its population. With a rank of 19 in the Health and Wellness pillar, Italy has some of the top rankings in several indicators. However Italy's lowest performance is the Workforce and Employment pillar, where it ranked at 75th, due to low levels of staff training and low perceptions of the use of technology within business. A notable

Figure 4: Regional performance on the Health and Wellness pillar



Source: Human Capital Index 2013. Scores are weighted by population; population data from United Nations Department of Economic and Social Affairs, *World Population Prospects, rev. 2012*.

strength for Italy is its perceived top position in the State of cluster development indicator.

Croatia's (46) performance in the legal and regulatory environment, brain drain concerns, an inability to attract talent and low scores on innovation contributed to its ranking. Kazakhstan (45), Poland (49) and the Russian Federation (51) have almost identical scores on the Education pillar, despite varying scores on the current access to education indicators. For the latter two countries this was their strongest performing pillar. Poland also leads the health rankings for the three countries with a rank of 47th on the Health and Wellness pillar, however Kazakhstan's higher rankings on the remaining two pillars have ensured its higher overall position on the Human Capital Index. Excellent scores on the Participation sub-pillar drive a higher overall rank on the Workforce and Employment pillar. However, business leaders still indicate an inability of the country to source the required talent. Poland leads Russia in the Workforce and Employment pillar, especially in indicators of the Talent and Training sub-pillars. However, Russia has a stronger performance on the Participation sub-pillar.

Hungary's (54) overall scores are driven by excellent results on the Education pillar, in particular rankings of first and fifth for primary and secondary attainment among the population over 25 years of age, while the Well-being indicators and obesity and non-communicable disease indicators suppress performance on the Health and Wellness pillar. Greece (55) and Bulgaria (56)

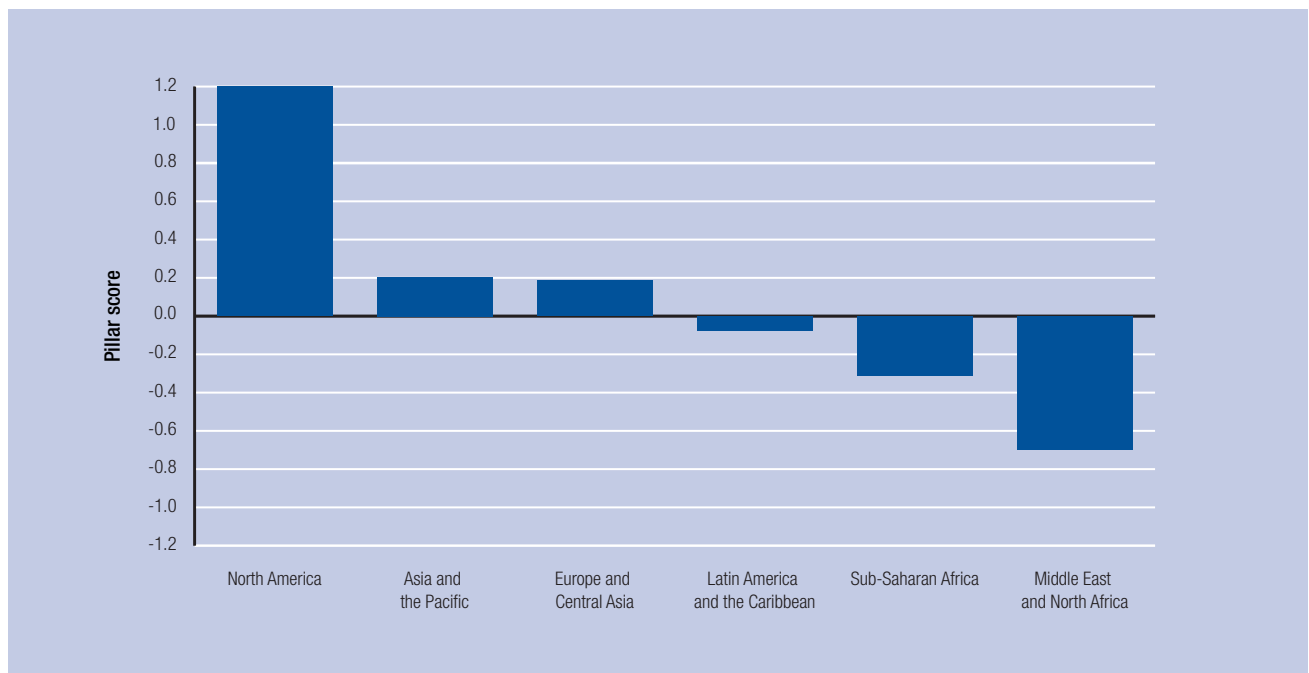
follow next. Both hold similar aggregate scores on the Education and the Health and Wellness pillars, although within these groups Greece outperforms Bulgaria on the access to education indicators and Bulgaria leads Greece significantly on the health gender gap and stress indicators. Both countries have low scores across the Participation sub-pillar in the Workforce and Employment pillar.

Turkey (60) is the last of the Europe and Central Asia countries in the upper half of the overall Index rankings. Strengths on the Collaboration and Legal framework sub-pillars of the Enabling Environment pillar push this pillar to a rank of 45, and generally sound performances across the Health and Wellness pillar offset weaker performances on the Education and Workforce and Employment pillars, the latter being due to low levels of labour force participation and a significant gender gap in economic participation.

Ukraine's (63) performance is varied across the categories with 45th position on the Education pillars in contrast to its 96th rank on Enabling Environment. Tertiary enrolment and gender parity in education support the 45th ranking while very low Social mobility, Legal infrastructure and Cluster development scores are behind the low Enabling Environment pillar score.

Azerbaijan (64)'s weakest pillar is Health and Wellness, especially the Survival and the Health sub-pillars, and it has one of the world's lowest scores in the gender gap indicator. Macedonia, FYR (65), Romania (69) and Albania (72) follow next. Armenia's (73) overall rank is reduced as a result of a very low score in the Workforce

Figure 5: Regional performance on the Workforce and Employment pillar



Source: Human Capital Index 2013. Scores are weighted by population; population data from United Nations Department of Economic and Social Affairs, *World Population Prospects, rev. 2012*.

and Employment pillar at 113, where unemployment is among the highest in the world and levels of employee training are low. Georgia (77) also has a weak performance on the Workforce and Employment pillar due to poor rankings on both unemployment and training indicators. A high proportion of years lived in good health and a low prevalence of stunting and wasting in children support stronger scores for the Health and Wellness pillar, where the country ranks 66th overall.

Moldova (83) and Serbia (85) perform significantly better on the Education and Health and Wellness pillars than on the Workforce and Enabling pillar. The education levels of the current workforce boost the pillar's aggregate scores although performance is weaker on the qualitative measures. Moldova has one of the lowest labour force participation rates in the world, despite above-average rankings on the economic participation gender gap indicators and the two unemployment indicators. Serbia's lowest scores are on the qualitative talent indicators, while low scores for staff training and high unemployment also bring down the overall score for the Workforce and Employment pillar for the country.

The Kyrgyz Republic (92) is the lowest performing of the Europe and Central Asia countries. Rankings of 78 and 75 for Education and Health and Wellness respectively are offset by lower rankings on the other two pillars. Very weak scores on the Enabling Environment's Legal framework and the Collaborative sub-pillars negate the top 50 rankings achieved on some of the infrastructure indicators. The

Kyrgyz Republic scores its highest aggregate rankings on the Well-being sub-pillar within the Health and Wellness pillar.

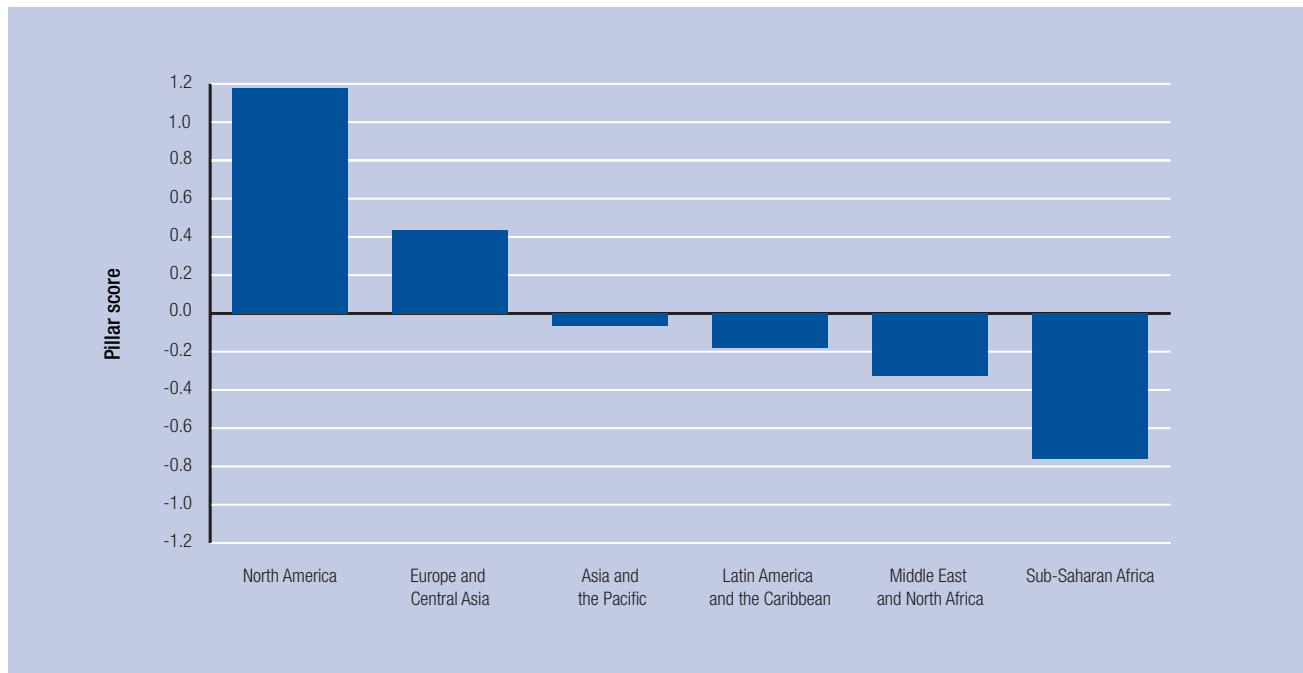
MIDDLE EAST AND NORTH AFRICA

The Middle East and North Africa region has a very diverse profile of countries in terms of wealth. The region comprises 15 countries; of which, seven are high income, four are upper-middle income and four are lower-middle income. The region ranks fourth on Health and Wellness, holds second to last place on the Education and Enabling Environment pillars and is in last place on Workforce and Employment.

Qatar (18) has a broad range of ranks across the four pillars, from the seventh spot on the Workforce and Employment pillar to 44th position on the Health and Wellness pillar. Qatar's high ranking on the Workforce and Employment pillar is due to top rankings on both unemployment indicators and Country capacity to retain talent as well as top ten rankings on the Staff training, Capacity to attract talent, Pay related to productivity and Labour force participation (15–64) indicators. Other high scores for education quality and collaboration on the Enabling Environment pillar are also important contributing factors.

The United Arab Emirates (24) also benefits from high qualitative Education pillar rankings and Israel's (25) high educational attainment rates help drive its overall scores. The UAE's rankings are pulled down by shortfalls on the

Figure 6: Regional performance on the Enabling Environment pillar



Source: Human Capital Index 2013. Scores are weighted by population; population data from United Nations Department of Economic and Social Affairs, *World Population Prospects, rev. 2012*.

Health and Wellness pillar with a last place ranking for Deaths under 60 from non-communicable diseases and a weak performance for Obesity. The Collaboration indicators of the Enabling Environment pillar are also helping to push up the overall scores for the UAE. Israel's Life expectancy, Business impact of non-communicable diseases and health services indicators are strong performers for the country.

Saudi Arabia's (39) pillar scores ranges from a 21st rank on Enabling Environment to a weaker 72nd spot on Health and Wellness. The country scores well on all indicators of the former, with the exception of Internet access, where usage rates are outside the top 50 rankings. Conversely, Saudi Arabia achieves the top spot for mobile phone use. Bahrain's (40) strength is also on the Enabling Environment pillar, with a strong performance on the Legal framework and Social mobility sub-pillars. Deaths under 60 from NCDs and Obesity are weak points, both ranking below 100.

In contrast to a number of other countries in the region, Oman (41) has a relatively strong performance on the Health and Wellness pillar, with a rank of 37. Despite a relatively low life expectancy, Oman ranks highly in healthy life years and healthcare services. Oman's Enabling Environment pillar is in a strong 25th position in part due to good scores in ICT usage and Intellectual property rights and property protection. Weaker scores in labour force participation and the education gender gap measure pull down the country's overall scores.

Jordan (52) and Kuwait (59) both rank low on the Workforce and Employment pillar. Although Kuwait has good rankings for the unemployment indicators it has significantly lower scores on the qualitative measures. Jordan fares better, in this group, in particularly with the country's level of technology absorption, but the country's labour force participation rate among the 15–64 age group is the lowest in the sample and the economic gender gap measure puts the country in the bottom ten for this indicator.

A good overall performance (46th) on the Health and Wellness pillar boosts Tunisia's (67) overall rankings. High rankings for the business impact of both communicable and non-communicable disease indicators help push up the scores on this pillar. Compared to a number of other countries in the region, Tunisia has very low rankings in labour force participation, economic gender gap and unemployment rates, placing Tunisia in 101st place in the Workforce and Employment pillar.

Lebanon (74) performs well on the Education pillar with a rank of 32nd, significantly higher than its 96th rank for Workforce and Employment and 104th rank for Enabling Environment. With the exception of Internet access in schools, the qualitative measures for Lebanon's education perform well, at a 13th spot or above. Poor rankings on the Infrastructure, Legal frameworks and Collaboration sub-pillars push down scores on the Enabling Environment pillar.

Morocco's (82) Health and Wellness pillar is the country's strongest, ranking 59th, boosted by strong performances on the Stunting and wasting in children, Depression and Business impact of non-communicable diseases indicators. Morocco is the highest ranked of the North African countries, significantly ahead of its neighbour Algeria (115) in all pillars, particularly Health and Wellness, where very low scores on the business impact of disease indicators distinctly separate the countries. Algeria's qualitative measures for education, talent and training impact the overall results significantly and contribute to the overall lower ranking.

The Enabling Environment and Health and Wellness pillars help the low performance of Egypt (111). Stronger results on the Survival gender gap and the Water, sanitation and hygiene indicators are offset by poor results on Obesity and the two qualitative healthcare indicators. Likewise, the better ranking on the State of cluster development indicator is pulled down by the other Collaborative indicator, Business and university R&D collaboration.

Mauritania (121) and Yemen (122) are the lowest ranking countries in the region and in the Index overall, occupying the bottom four pillar spots in all but two instances. Mauritania has marginally better qualitative education results. Yemen has slightly better scores on the Enabling Environment pillar due to its domestic transport and social safety net indicators, although the collaboration variables reduce the overall pillar score to 116th. Mauritania scores well on the Depression indicator, helping to boost the country's score to 105th on this pillar.

NORTH AMERICA

North America is the highest performing of the six regions and is comprised of only two high-income economies. Canada (10) ranks the highest of the North America region, due to a very strong performance on the Education pillar. The second overall rank raises the aggregate Human Capital Index score from the other three pillars, which rank between 15th for Workforce and Employment to 20th for Health and Wellness. Canada has the highest tertiary attainment levels of all the countries in the Index. Canada's qualitative measures are significantly higher than that of the United States (16).

Within the Enabling Environment pillar, the United States demonstrates superior collaboration, as it does on the talent group of indicators in the Workforce and Employment pillar. However it is on the Health and Wellness pillar where the greatest difference in performance lies, with Canada scoring higher than the United States on the access and quality of its healthcare, on well-being and on the impact of non-communicable disease indicators.

SUB-SAHARAN AFRICA

Twenty-one countries are represented in the Sub-Saharan Africa region, which scores at the bottom of the six regions overall, with the lowest scores for each pillar, except for the Workforce and Employment pillar where it ranks fifth, ahead of the Middle East and North Africa region. Mauritius, Botswana, South Africa and Namibia are from the upper-middle income category of economies. There are six countries from the lower-middle income group and the remainder are all low-income economies.

Mauritius (47) is the highest-ranking country in the region and the only country from the region in the top 50. Good performances on Education and Enabling Environment, and in particular Health and Wellness where the country is ranked 45th, mean that the country is significantly ahead of the region's second and third placed countries, Botswana (79) and Kenya (81). A lower 64th position on the Workforce and Employment pillar is due to low levels of labour force participation and a low ranking on the youth unemployment indicator.

Botswana ranks well on the Enabling Environment pillar with a 59th spot, in comparison with 85th to 93rd on the other three pillars. Better scores in the Legal framework sub-pillar help lift the lower scores in the Collaboration sub-pillar. In contrast, Kenya does well in terms of Collaboration but poorly on Legal framework. Botswana shares the top spot in the education gender gap measure and 40th in economic participation but has a much lower rank for the Survival gender gap indicator. Kenya does well overall on the talent indicators, with a globally high rank for Ease of finding skilled employees.

South Africa (86) ranks 42nd on the Enabling Environment pillar, its highest pillar score by a significant margin, and has rankings of 92nd to 105th on the other pillars. In particular, its Collaboration and Legal framework sub-pillars have strong results but the Infrastructure scores are pulled down by a 104th place rank for the Domestic transport indicator. South Africa's very poor scores for unemployment, youth unemployment and labour force participation drive down the rankings for the Workforce and Employment pillar. Despite good scores for staff training, South Africa has one of the lowest scores on the Ease of finding skilled employees and Pay relating to productivity indicators.

Ghana (87) has stronger scores across the Workforce and Employment and Enabling Environment pillars than it does on the Education and Health and Wellness pillars. Strong labour force participation rates across the population maintain its ranking despite some weaknesses on the talent and training indicators. Ghana's Domestic transport indicator performs better than the ICT element within the Infrastructure sub-pillar.

Namibia's (97) ranking on the Enabling Environment pillar (61) tops that of the other three pillars, where it ranks between 98th and 108th, by a significant margin. Senegal

(102) has a strong 51st spot on the Workforce and Employment pillar that boosts its overall ranking, despite being in 112th position on the Education pillar. Senegal has some of the lowest educational attainment rates within the adult population of any country in the Index and enrolment levels among children today are very low. Nevertheless, the qualitative measures on the Workforce and Employment pillar are relatively strong, and Senegal has a high 21st rank on the Ease of finding skilled employees indicator.

Malawi (103), Tanzania (104) and Madagascar (105) all have rankings lower than 100 on all four pillars, with the exception of Workforce and Employment, due to high labour force participation levels and very good scores on the unemployment indicators. The qualitative measures are in the bottom half of the rankings and technology-related indicators show weak scores for these countries. The Education pillar enrolment scores—particularly for higher education—are very low for these three countries. Malawi has some of the globally lowest scores in the Health and Wellness pillar.

Uganda's (106) overall scores are enhanced by its high levels of labour force participation and low levels of unemployment, as are the scores for Cameroon (107) and Lesotho (108). Côte d'Ivoire (109) reflects a similar picture. Benin (113) follows next, with the Infrastructure and Collaboration sub-pillars and the Doing Business Index indicator pulling down the overall scores on the Enabling Environment pillar. Nigeria (114), the most populous nation in the African continent, bucks the trend in high levels of labour force participation, with a relatively weak rank of 106th on the 15 to 64 age group, although it ranks higher on the over 65 labour force participation age group indicator. Nigeria's qualitative measures on the Education and Workforce and Employment pillars and technology-related indicators are relative strengths, but the country has the lowest rankings for primary education enrolment and is just outside the bottom ten for tertiary enrolment.

Ethiopia (116), Mozambique (117) and Mali (118) follow next. Ethiopia's relatively stronger performing scores on the Workforce and Employment pillar are derived from participation rather than qualitative measures. ICT infrastructure scores for Ethiopia are the lowest globally; however, the Legal framework and Social mobility sub-pillars lead to better scores on the Enabling Environment pillar. Burkina Faso (119) has its overall scores greatly boosted by high rates of labour force participation and low levels of youth unemployment; it ranks fifth on labour force participation of the 15 to 64 year olds and fourth on youth unemployment indicators. However it has very low rankings across the qualitative measures of the talent and training indicators.

Both Burkina Faso and Guinea (120) have low rankings on the technology indicators in the Workforce and Employment and Enabling Environment pillar. Both countries also have low levels of school enrolment, and

Guinea in particular has a number of bottom-10 ranking qualitative indicators in the Education pillar. Guinea is the lowest performing country in the Sub-Saharan Africa region. Its highest rank is 117th on the Workforce and Employment pillar and it is the lowest ranked of all countries on the Enabling Environment pillar at 122nd, with universally low scores on the Infrastructure and Legal framework sub-pillars.

LATIN AMERICA AND THE CARIBBEAN

Latin America and the Caribbean ranks fourth on the overall Index, ahead of the Middle East and the Sub-Saharan Africa regions respectively. The region comprises predominantly upper-middle income economies, with four high-income economies and six lower-middle income economies.

Barbados (26) is the highest-ranking country in the region due to its strong scores on the Education pillar, where it ranks in 12th place. The country has four indicators in this pillar that rank in the top ten; these are mainly in the Qualitative sub-pillar. The obesity and non-communicable disease indicators in the Health and Wellness pillar pull down the overall scores for this pillar to 42nd place; otherwise, Barbados has good results on the Survival gender gap and Healthcare accessibility indicators.

Costa Rica (35) and Chile (36) are similarly ranked across a number of pillars; however, Chile has particular strengths on the Enabling Environment pillar. Conversely, Costa Rica is substantially stronger than Chile in three of the five qualitative measures of the Education pillar. Costa Rica performs well on the training indicators and better overall on the talent indicators than it does on the participation indicators in the Workforce and Employment pillar. Chile has stronger attainment and enrolment scores except for higher education.

Panama's (42) Workforce and Employment and Enabling Environment pillars rank at 31st and 34th respectively and are the country's strongest. The country's high rankings on the capacity to attract and retain talent indicators help drive the Workforce and Employment pillar scores up, as does the mobile phone penetration indicator within the Enabling Environment pillar. Weaker scores on obesity, stress, and qualitative indicators of math and science education contribute to a reduction in the overall rankings.

Uruguay (48), the last of the region's countries in the top 50, has good enrolment rates for primary and tertiary education, which help keep the overall Education pillar scores buoyant, despite weaknesses in several of the qualitative indicators. A top rank for the Survival gender gap indicator is in contrast to the bottom rank on Pay relating to productivity measure.

Brazil (57) and Mexico (58) are closely tied, with almost identical scores on the Enabling Environment pillar. Brazil ranks higher on the ICT infrastructure indicators and

social mobility, but there is a distinct margin between the two countries on the Doing Business Index indicator, with Brazil (96th) trailing Mexico (44). Mexico and Brazil have similar scores for the majority of the qualitative Education indicators but Mexico leads in the attainment measures for all three levels of education.

Ecuador (61) performs significantly better on the Workforce and Employment pillar, contrasting with the other three pillars, where it ranks between 68th and 76th. Communicable diseases, stress and unhealthy life years bring down the rankings of the Health and Wellness pillar, while low levels of unemployment and good ranks for talent attraction, retention and ease of finding skilled employees raise the overall rankings of the stronger performing Workforce and Employment pillar.

Argentina (62) and Jamaica (68) score well on the Health and Wellness pillar, helping to drive up the aggregate scores in the final index. Both countries have top ranks on the Survival gender gap indicator, and Argentina performs well on the Well-being and Services sub-pillars. A strong performance on the Education pillar, due to quality management schools and high levels of tertiary enrolment, helps to mitigate the impact of low scores on the Workforce and Employment pillar, where three qualitative indicators rank 100 or lower. Pay relating to productivity has a notably low rank at 120th position. Jamaica's State of cluster development, R&D collaboration and Domestic transport indicators represent its main strengths within the Enabling Environment pillar.

Colombia (71) has consistent scores across all four pillars, with just a seven-rank difference between its highest-ranked Education and Enabling Environment in 72nd place and its lowest rank Health and Wellness pillar, which sits in the 79th spot. The country's highest rank is 17th, for the Stunting and wasting in children under 5 indicator, and its lowest rank is 103rd for the Quality of domestic transport indicator. Peru (75) has consistent ranks in the low 80s across three of the pillars. However, the Workforce and Employment pillar, in 50th, is a significant strength for the country. Guatemala (84), comparably strong in this pillar, drops to 105th rank on the Education pillar due to very low scores in four of the five qualitative indicators. Low unemployment, high labour force participation of the over 65s and staff training help boost Guatemala's ranks for the Workforce and Employment pillar. Peru also has good rankings on both the 15–64 and the over 65s labour force participation indicators and benefits from low unemployment rates. However, low scores in innovation and number of scientific and technical journal articles force down the aggregate scores for the Workforce and Employment pillar.

Trinidad and Tobago (76) ranks between 53rd and 56th in three pillars, but a very poor rank of 121st on Health and Wellness, which puts the country second from bottom across all regions, drives down its overall score substantially. Trinidad and Tobago scores the

lowest on the healthy life years indicator. Low rankings for Survival gender gap, Obesity and Business impact of non-communicable diseases also contribute to the low scores for the Health and Wellness pillar. Low youth unemployment and the capacity of the country to attract talent are among the strengths of the Workforce and Employment pillar.

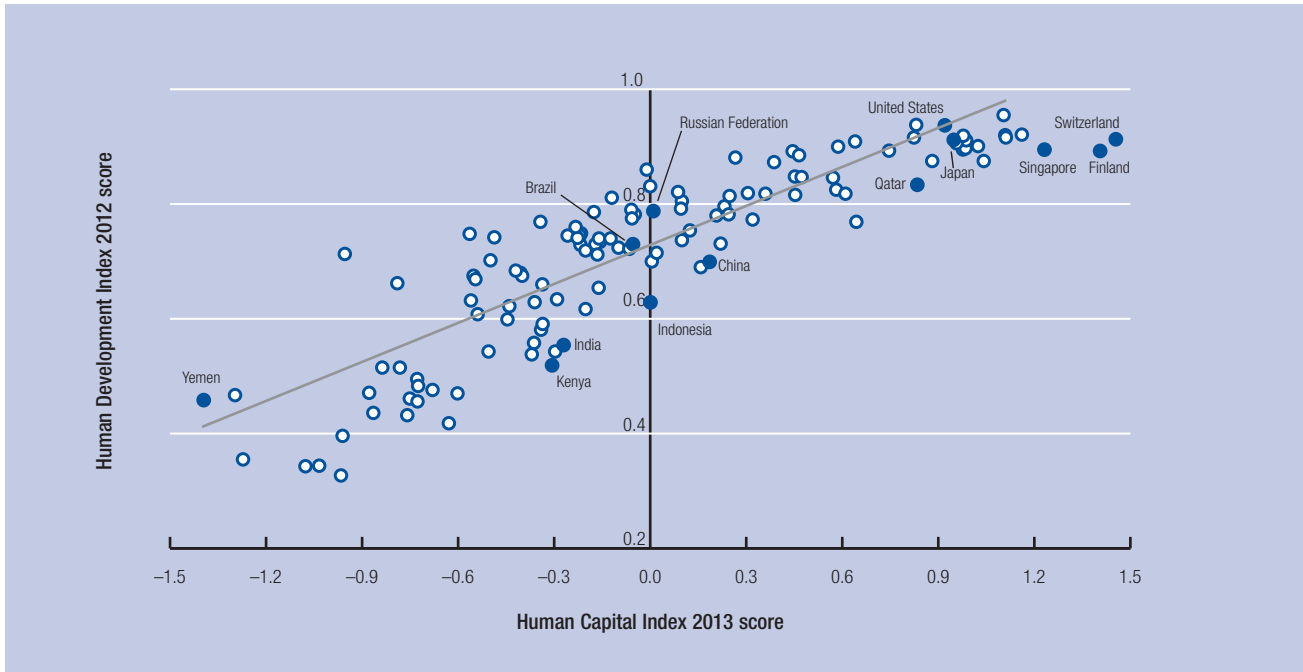
El Salvador (90), Suriname (91) and Nicaragua (93) follow next. Suriname has overall better qualitative and attainment rankings on the Education pillar, and El Salvador has a stronger performance on the educational access indicators. Nicaragua's strengths include the Workforce and Employment talent indicators. Its principal weakness lies in the Infrastructure sub-pillar of Enabling Environment. Suriname has bottom-10 rankings on the Doing Business Index, Quality of domestic transport and Social safety net protection indicators. Healthcare access and quality, and primary school and maths quality indicators are strengths for Suriname.

The Dominican Republic (95) scores well on access and attainment measures, but performs poorly on qualitative measures in the Education pillar. Labour force participation of the over 65s and Firm level technology absorption are the stronger-performing indicators in the Workforce and Employment pillar. In the Health and Wellness pillar, where the country scores its highest pillar rank of 85th, Stunting and wasting in children under 5 is the only indicator in the top 50.

Paraguay's (98) strongest performance is on the Health and wellness pillar; notably, the Survival and Well-being sub-pillars. Despite relatively stronger participation scores on the Workforce and Employment pillar, the majority of the talent and training indicators remain in the bottom quartile. Bolivia (99), Honduras (100) and, last placed in the Latin American region, Venezuela (101), follow next. Honduras' performance ranges from 87th position on Enabling Environment to 103rd place on Education, due to very low qualitative and attainment scores. Low unemployment and relatively higher ranks for training help raise the overall rankings for Honduras. Bolivia's scores for attracting and retaining talent and the ease of finding skilled employees are among those indicator that help drive up the country's Workforce and Employment pillar ranking. It is a similar picture with the qualitative indicators in the Education pillar. Venezuela has good access and attainment measures in education; however, very low scores on the Legal framework, Social mobility and Talent sub-pillar indicators push down the overall human Capital Index ranking for the country.

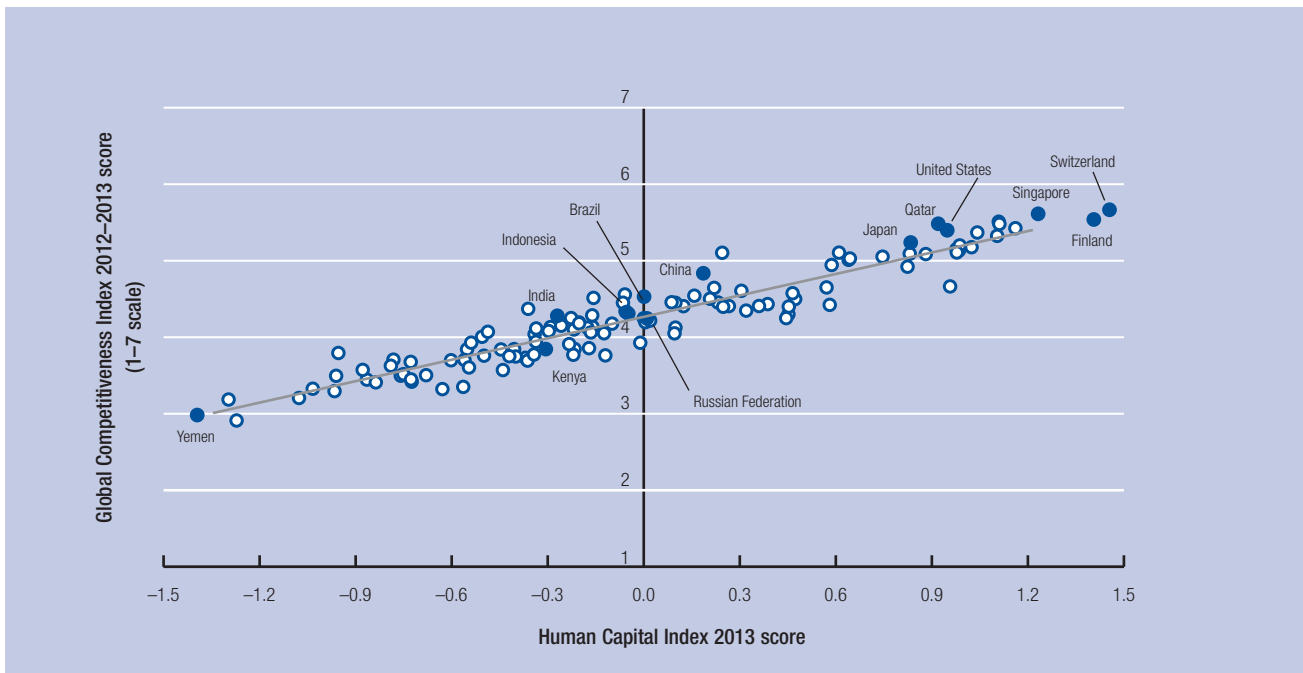
Figures 7, 8, 9 and 10 display correlations between the Human Capital Index, Human Development Index, Global Competitiveness Index, GDP per capita and the Global Gender Gap Index.

Figure 7: Relationship between the Human Development Index and the Human Capital Index



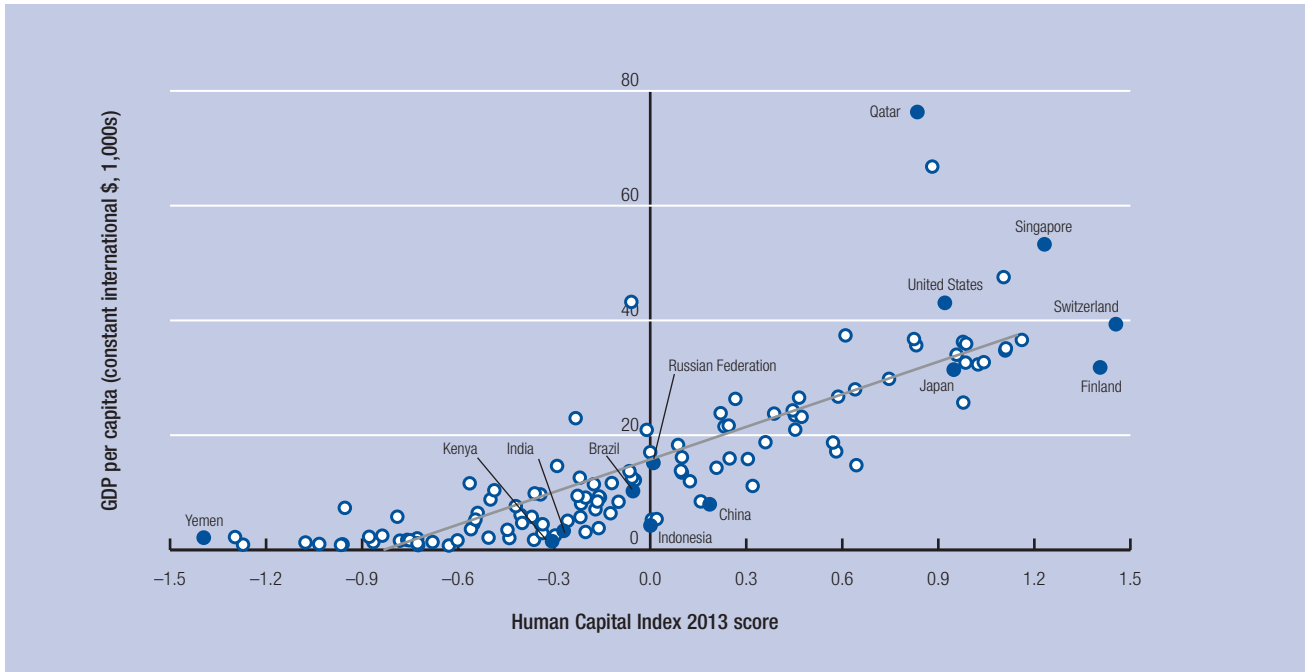
Source: Human Capital Index 2013 and the United Nation's *International Human Development Indicators 2012* online database, accessed September 2013.

Figure 8: Relationship between the Global Competitiveness Index and the Human Capital Index



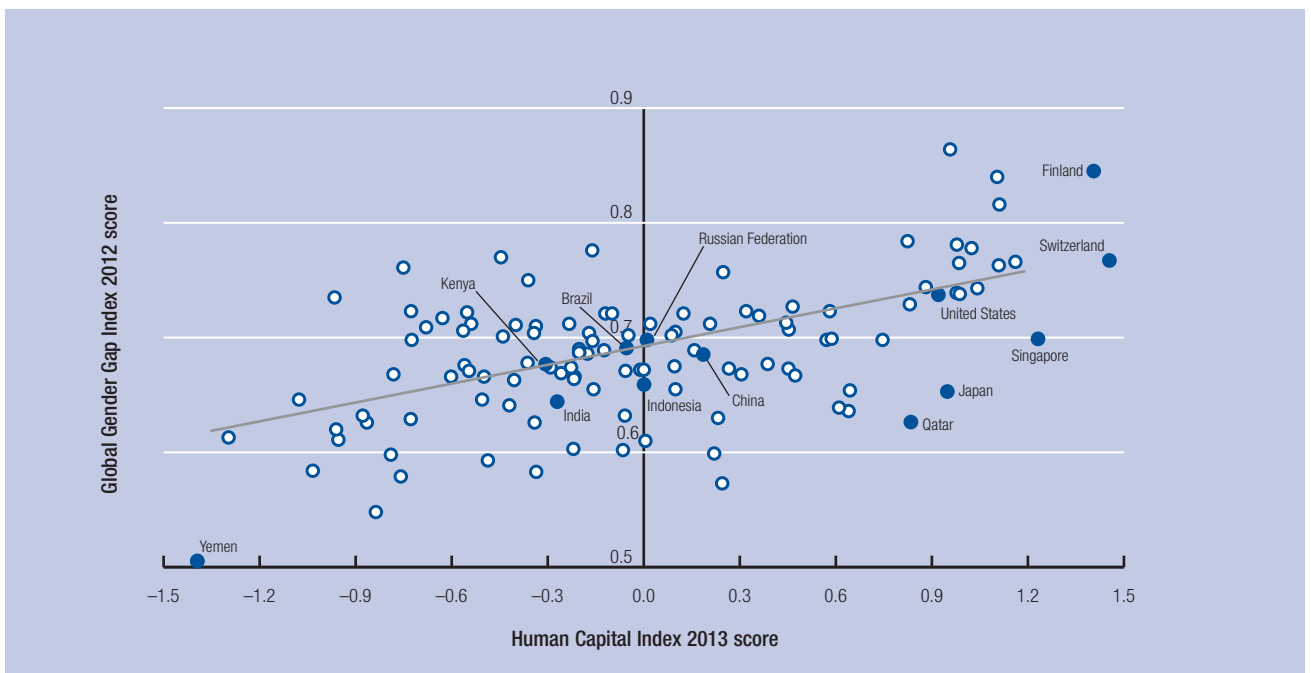
Source: Human Capital Index 2013 and the World Economic Forum's Global Competitiveness Index, accessed September 2013.

Figure 9: Relationship between GDP per capita and the Human Capital Index



Source: Human Capital Index 2013 and the World Bank's World DataBank: World Development Indicators & Global Development Finance online database 2012, accessed September 2013.

Figure 10: Relationship between the Global Gender Gap Index and the Human Capital Index



Source: Source: Human Capital Index 2013 and Global Gender Gap Index 2012.

CONCLUSION

The Human Capital Index seeks to create greater awareness among a global audience of human capital as a fundamental pillar of the growth, stability and competitiveness of nations. This Index is a first attempt at measuring human capital holistically and across a large set of countries. We hope to continue to improve methodology in future years and hope that this *Report* will also foster further research.

The Index seeks to serve as a tool for capturing the complexity of workforce dynamics so that various stakeholders are able to take better-informed decisions. Because human capital is critical not only to the productivity of society but also to the functioning of its political, social and civil institutions, understanding its current capacity is valuable to a wide variety of stakeholders. We hope that this *Report* can help governments, business, universities and civil society institutions identify 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. We thus hope that this *Report* will also foster collaboration between sectors to address human capital gaps.

NOTES

- 1 See WHO, *Fact sheet no 332: Early child development*.
- 2 See WHO, *Health Status Statistics: Mortality*.
- 3 See WHO, *Fact sheet: Noncommunicable diseases*.
- 4 See WHO, *Fact sheet: Obesity and overweight*.
- 5 See WHO, *Investing in Mental Health*, page 5.
- 6 See WHO, *10 Facts on Mental Health: Fact 2*.
- 7 See Sanctuary, M., Tropp, H., et al., "Making water a part of economic development: The economic benefits of improved water management and services".
- 8 See ILO, *Resource Guide on youth employment*.

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Appendix: Regional and Income Classifications, 2013

Table A1: Regional classifications, 2013

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

Appendix: Regional and income classifications, 2013 (cont'd.)

Table A2: Income classifications, 2013

LOW INCOME	LOWER-MIDDLE INCOME	UPPER-MIDDLE INCOME	HIGH INCOME
US\$1,035 or less	US\$1,036–\$4,085	US\$4,086–\$12,615	US\$ 12,616 or more
Bangladesh	Armenia	Albania	Australia
Benin	Bhutan	Algeria	Austria
Burkina Faso	Bolivia	Argentina	Bahrain
Cambodia	Cameroon	Azerbaijan	Barbados
Ethiopia	Côte d'Ivoire	Botswana	Belgium
Guinea	Egypt	Brazil	Canada
Kenya	El Salvador	Bulgaria	Chile
Kyrgyz Republic	Georgia	China	Croatia
Madagascar	Ghana	Colombia	Cyprus
Malawi	Guatemala	Costa Rica	Czech Republic
Mali	Honduras	Dominican Republic	Denmark
Mozambique	India	Ecuador	Estonia
Tanzania	Indonesia	Hungary	Finland
Uganda	Lao PDR	Iran, Islamic Rep.	France
	Lesotho	Jamaica	Germany
	Mauritania	Jordan	Greece
	Moldova	Kazakhstan	Iceland
	Mongolia	Lebanon	Ireland
	Morocco	Macedonia, FYR	Israel
	Nicaragua	Malaysia	Italy
	Nigeria	Mauritius	Japan
	Pakistan	Mexico	Korea, Rep.
	Paraguay	Namibia	Kuwait
	Philippines	Panama	Latvia
	Senegal	Peru	Lithuania
	Sri Lanka	Romania	Luxembourg
	Ukraine	Serbia	Malta
	Vietnam	South Africa	Netherlands
	Yemen	Suriname	New Zealand
		Thailand	Norway
		Tunisia	Oman
		Turkey	Poland
		Venezuela	Portugal
			Qatar
			Russian Federation
			Saudi Arabia
			Singapore
			Slovenia
			Spain
			Sweden
			Switzerland
			Trinidad and Tobago
			United Arab Emirates
			United Kingdom
			United States
			Uruguay

Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on 2013 GNI per capita (current US\$), high income, upper-middle income, lower-middle income and low income.

Part 2

Country Profiles

User's Guide: How Country Profiles Work

COUNTRY PROFILES: PAGE 1

1 KEY RANKS, SCORES AND INDICATORS

The first section presents each country's overall human capital score and its rank out of the 122 reviewed countries, as well as the scores and ranks for each pillar.

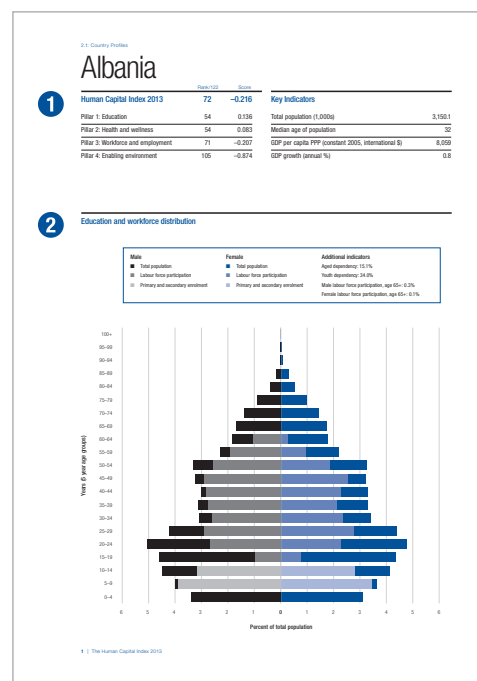
Key Indicators

- Total population (in thousands of inhabitants). Source: World Bank's *World Development Indicators* online database (accessed August 2013).
- Median age of population (in years). Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2010* (accessed September 2013).
- GDP per capita PPP (constant 2005 international dollars). Source: World Bank's *World Development Indicators* online database (accessed August 2013).
- GDP growth (annual percentage). Source: World Bank's *World Development Indicators* online database (accessed August 2013).

2 EDUCATION AND WORKFORCE DISTRIBUTION

The chart is a graphical representation of the age and gender structure of a country, overlaid with data on school enrolment and workforce participation.

- The 'pyramid' in the bottom half of the page presents the demographic profile of the country. The vertical axis lists each five-year cohort in the population, while the horizontal axis displays the percentage of the total population represented by each cohort. The left side of the pyramid (black bars) represents the male population and the right side represents the female (blue bars). Population data source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2010* (accessed September 2013).
- The lighter coloured bars for the 5-9 age group indicate the proportion of these children enrolled in primary school. The distinction between female and
- The midshaded areas of the pyramid for the ten age groups between 15 and 64 represent the labour force participation for each of these age groups,



male enrolment is shown on the respective side of the pyramid—males on the left, females on the right. Although the school ages do not fully align with this age bracket in the population pyramid, it is the closest representative age group. Source: UNESCO, Institute for Statistics, provided database extraction 22 August 2013, data from 2012 or latest available data. Bars are absent from pyramids in Profiles of countries that did not provide the data.

disaggregated by gender. The midshade blue bars represent the proportion of female labour force participation for each relevant age group and the midshade black bars represent the proportion of male labour force participation for each relevant age group. Source: International Labour Organisation (ILO), *ILOStat*, 2010 or latest available data (accessed August 2013). Bars are absent from pyramids in Profiles of countries that did not provide the data.

There are instances where the labour force participation is greater than the actual population shown. This is due to differences in methodology that the ILO and the UN's population division apply when sourcing the data regarding temporary foreign labour.

Although the ILO provides labour force participation data for the over-65 age category there is no means of determining how this should be distributed between the eight age groups of the population over 65 so this data is not represented in the pyramids. However this information for both males and females is stated in the legend under "Additional indicators."

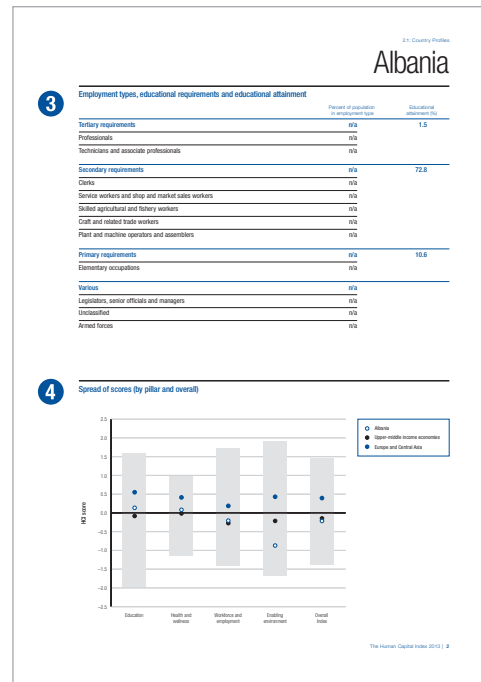
- The legend above the pyramid shows the three different shades of bars used in the chart. It also states the dependency rates for the young (below age 15) and elderly (over age 65). The youth dependency is the percentage of the population below the age of 15 in relation to the size of the working age population (age 15 to 64). The aged dependency is the percentage of the population aged 65 and over in relation to the size of the working age population (age 15 to 64).

COUNTRY PROFILES: PAGE 2

3 EMPLOYMENT TYPES, EDUCATIONAL REQUIREMENTS AND EDUCATIONAL ATTAINMENT

This section matches the educational attainment of a country, across different educational levels, with the occupational groups that require a specific level of education.

- Employment data is drawn from the International Labour Organisation's (ILO's) *Laborsta* online database, 2008, or latest available year (accessed July 2013). Data was taken from *Laborsta* since at the time of collecting the data, the *ILOstat* data for this variable was still being populated and limited data was available. Therefore the latest data available is for 2008.
- The ILO has linked eight of the ten major occupational groups listed below to the four international standard of classification of employment (ISCO-88) skill levels.^{1,2}



Each skill level has been referenced to the educational levels of the International Standard Classification of Education (ISCED-93) typically required for competent performance in the occupation.

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

- Elementary occupations

Skills level 2 = Secondary level education (ISCED levels 2 and 3)

- Clerks
- Service workers and shop and market sales workers
- Skilled agricultural and fishery workers
- Craft and related trades workers
- Plant and machine operators and assemblers

Skills levels 3 & 4 = Tertiary level education (ISCED levels 5 – 7)

- Professionals
- Technicians and associate professionals

- Occupations included in the armed forces and in the legislators, senior officials and managers groups are not mapped to any skills category or education level in ISCO-88. Based on information from national sources, skills for executing tasks and duties of occupations belonging to each of these two major groups vary to such an extent that it would be impossible to link them with any of the four broad ISCO-88 skill levels.³

- For the purpose of inclusion in the Country Profiles, we have grouped together skills groups 3 and 4. The ILO presents skills categories 3 and 4 separately, aligning with ISCED levels 5 and 6 & 7 respectively. Note that for ISCO-88, level 4 is not aligned with any skills category.
- Each employment type is listed under the relevant education level, which is aligned with the skills required to perform this type of job competently. Both the Legislators, senior officials and managers and the Armed forces groups, which cannot be aligned with a specific education level, are reported under the heading “Various”. Unclassified occupations, which consist of those jobs that cannot be assigned to any of the ten listed employment types, are also listed under “Various”.
- Employment data is provided in thousands of jobs and divided by the total population age 15 and over (Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects, 2010* [accessed September 2013] to provide occupations held as a percentage of this population. Numbers will not add up to 100 as the data does not report the non-working population and there are omissions in the data where the figures straddle more than one category. Due to rounding, some subtotals may not be the sum of the display.
- Data in the “Educational attainment (%)” column is sourced from UNESCO, Institute for Statistics, *Education Statistics* online database, latest year available (accessed August 2013). The data states the maximum level of education that has been reached among the population aged 25 and over and provides this as a percentage of the total population aged 25 and over. This data and the data in the “Percent of population in employment type” column are not completely aligned with the data on employment types, which is predominantly concerning the population aged 15 and over. Some countries report data for age groups other than 15 and over.
- In some instances, a country has reported data that is split across several occupational groups. For example data for the Legislators, senior officials and managers employment type may be provided as a single figure combined with data for the Professionals employment type. As only the Professionals type is aligned with a recognised skills-education classification, and we cannot estimate the number to be attributed to either grouping, then the data has been omitted. Therefore a number of countries may have reported data that is not included in the table.
- N/A is listed when a country does not report data for occupation or for educational attainment.

4 SPREAD OF SCORES BY PILLAR AND OVERALL

This section gives an overview of each country’s scores for each of the four pillars and the overall Human Capital Index, in relation to the scores of all other countries as well as the geographic region and income sub-groups to which the country belongs.

- The light grey bars represent the total spread of scores across all 122 countries in the index. The top of the grey bar indicates the pillar score of the top performing country in that pillar from the entire sample. The bottom limit of the grey bar indicates the pillar score of the bottom performing country in that pillar.
- The vertical position of the white circle indicates where the country lies in relation to all other countries in the index. The higher the vertical position the better the country’s performance in relation to other countries.
- The black circle represents the position of the average of the country’s specific income group. Income group classifications are detailed in Table A2 of the Appendix.
- The blue circle represents the position of the average of the country’s geographical group. Geographical groups are detailed in Table A1 of the Appendix.

COUNTRY PROFILES: PAGE 3

The first three of the four pillars’ indicators are listed in detail on this page. Each indicator lists the country’s rank (out of 122 countries), the z-score, the original data for the indicator, and the minimum and maximum values from the entire sample of 122 countries.

5 PILLARS 1–3

Pillar 1: Education

Access

Primary 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, provided database extraction 22 August 2013, data from 2012 or latest available data.

Secondary enrolment rate (%): Percentage of children in the official age range for secondary school who are enrolled in secondary education. Source: UNESCO Institute for Statistics, provided database extraction 22 August 2013, data from 2012 or latest available data.

Tertiary enrolment ratio (%): Total enrolment in tertiary education (ISCED 5 and 6), regardless of age, expressed as a percentage of the total population of the five-year age group that has left secondary school. Source: UNESCO Institute for Statistics, provided database extraction 22 August 2013, data from 2012 or latest available data.

Education gender gap: Taken from the World Economic Forum's *Global Gender Gap Report 2012* and comprises the full Education subindex score (ratios: female literacy rate over male value, female net primary level enrolment over male value, female net secondary level enrolment over male value, female net tertiary enrolment over male value); 0 = lowest score, 1 = highest score and full gender parity.

Quality

Internet access in schools: 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, 2013-2014*.

Quality of the 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, 2013-2014*.

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, 2013-2014*.

Quality of math and science education: Response to the survey question, “How would you assess the quality of math and science education in your country's schools? (1 = poor, 7 = excellent — among the best in the world)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Quality of management schools: Concerned with the quality of management and business schools in the country and is a response to the survey question, “How would you assess the quality of management or business schools in your country? (1 = poor, 7 = excellent — among the best in the world)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

2.1 Country Profiles

Albania

5

Pillar 1: Education

Indicator	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
Access					
Primary enrolment rate (%)	50	-0.500	95	29	100
Secondary enrolment rate (%)	45	-0.177	84	1	100
Tertiary enrolment rate (%)	46	-0.177	84	1	100
Education gender gap ¹	89	-0.603	0.889	0.948	1.000
Quality					
Internet access in schools ²	63	-0.100	4.10	1.60	6.60
Quality of the education system ³	45	-0.181	4.05	1.80	5.80
Quality of primary schools ⁴	44	-0.162	4.20	1.80	6.60
Quality of math & science education ⁵	46	-0.166	4.30	1.80	6.20
Quality of management schools ⁶	73	-0.254	4.10	2.20	6.00
Attainment					
Primary education attainment (% population age 25+)	50	-0.171	95	5	100
Secondary education attainment (% population age 25+)	24	-0.818	85	2	100
Tertiary education attainment (% population age 25+)	81	-1.588	1	0	44

Pillar 2: Health and Wellbeing

Indicator	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
Survival					
Infant mortality (per 1,000 live births)	57	-0.282	13	2	38
Life expectancy	55	-0.177	74	50	83
Sexual gender gap ⁷	110	-1.460	0.001	0.000	0.980
Health					
Stunting and wasting (% in children under 5)	46	-0.107	16.3	1.2	35.5
Unhealthy life years (% of life expectancy)	29	-0.180	14	8	26
Deafness under 60 from non-communicable diseases (% of all-cause deaths)	31	-0.219	14.9	7.3	20.8
Obesity (% of adults with BMI ≥ 30)	86	-0.271	21.1	1.1	42.8
Business impact of non-communicable diseases ⁸	1	-3.086	5.87	2.24	5.87
Business impact of communicable diseases ⁹	29	-0.813	6.29	3.13	6.50
Wellbeing					
Stress (% of respondents) ¹⁰	95	-0.946	43	8	69
Dissatisfaction (% of respondents) ¹¹	8	1.203	4	2	37
Gender					
Wages, salaries and benefits (% with access)	55	-0.124	94.5	31.1	100.0
Healthcare quality ¹²	46	-0.176	3.20	1.70	6.20
Healthcare accessibility ¹³	83	-0.871	3.84	2.41	6.75

Pillar 3: Workforce and Employment

Indicator	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
Participation					
Labour force participation rate, age 15-64 (%)	41	-0.275	69.5	45.4	90.6
Labour force participation rate, age 25-64 (%)	42	-0.279	72.0	1.0	91.2
Economic participation gender gap ¹⁴	57	-0.180	0.805	0.310	0.890
Unemployment rate (%)	94	-0.960	14.8	0.0	32.0
Youth unemployment rate (%)	87	-0.864	27.2	1.6	49.2
Skills					
Country capacity to attract talent ¹⁵	51	-0.147	3.59	1.48	6.08
Country capacity to attract talent ¹⁶	23	-0.812	3.24	1.80	5.20
Ease of finding skilled employees ¹⁷	52	-0.154	4.10	2.10	5.60
Firm skilled to production ¹⁸	20	-0.264	4.52	2.20	5.20
Capacity for innovation ¹⁹	107	-0.809	2.87	2.31	5.64
Index of Economic Complexity ²⁰	24.4	-0.892	0.96	0.80	2.20
Firm-level technology adoption ²¹	35	-0.300	4.24	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	100	-0.000	0.000	0.000	1.040
Median age of the working population ²²	37	-0.477	37	29	45
Training					
Self-training ²³	31	-0.537	4.39	2.51	5.57
Training services ²⁴	100	-0.000	3.57	2.67	6.47

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Attainment

Primary education attainment (% population age 25+): Percentage of the population aged 25 and over with at least a primary education (ISCED 1). This data is cumulative, which means that those with secondary education are counted in the primary education figures. Therefore, total figures across more than one category may add up to more than 100%. Source: UNESCO Institute for Statistics, *Education Statistics* online database, 2011 or latest year available (accessed August 2013).

Secondary education attainment (% population age 25+): Percentage of the population aged 25 and over with at least a secondary education (ISCED 2-6). Source: UNESCO Institute for Statistics, *Education Statistics* online database, 2011 or latest year available (accessed August 2013).

Tertiary education attainment (% population age 25+): Percentage of the population aged 25 and over with at least tertiary education (ISCED 5 and 6). Source: UNESCO Institute for Statistics, *Education Statistics* online database, 2011 or latest year available (accessed August 2013).

Pillar 2: Health and Wellness

Survival

Infant mortality (per 1,000 live births): Probability of dying between birth and age 1 per 1,000 live births.

Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Mortality and Burden of Disease, Child mortality*, 2011 (accessed July 2013).

Life expectancy: Life expectancy at birth (years).

Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Mortality and Global Health Estimates*, 2011 (accessed August 2013).

Survival gender gap: Taken from the World Economic Forum's *Global Gender Gap 2012* report and comprises the full Health and Survival subindex (ratios: sex ratio at birth [converted to female-over-male ratio], Female healthy life expectancy over male value; 0 = lowest score, 1 = highest score and full gender parity).

Health

Stunting and wasting (% in children under 5):

Average of the percentage of children under five years of age who are stunted (height-for-age ratio is below minus two standard deviations [moderate and severe] and minus three standard deviations [severe] from the median height-for-age ratio of the reference population) and the percentage of children under five who are wasted (weight-for-height ratio is below minus two standard deviations [moderate and severe] and minus three standard deviations [severe] from the median weight-for-height of the reference population).⁴ Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Nutrition, Child malnutrition*, 2011 or latest available data (accessed July 2013).

Unhealthy life years (% of life expectancy): Number of years difference between healthy adjusted life expectancy at birth (HALE) and life expectancy at birth, as a percentage of life expectancy. Source: Healthy adjusted life expectancy, World Health Organisation data, 2007, taken from the *Global Gender Gap Report 2012*. Life expectancy, as above.

Deaths under 60 from non-communicable diseases (% of all NCD deaths): Number of deaths under age 60 from non-communicable diseases (NCD) expressed as a percentage of all NCD deaths. Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Non-communicable diseases*, 2008 (accessed August 2013).

Obesity (% of adults with BMI \geq 30): Percentage of adults aged 20 and over with a body mass index of 30

or above. Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Adult risk factors*, 2008 (accessed August 2013).

Business impact of non-communicable diseases is the average of five variables contained in the response to the survey question, "How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)?"

- a. Heart disease and related cardio vascular problems (1 = a serious impact, 7 = no impact at all)
- b. Cancer (1 = a serious impact, 7 = no impact at all)
- c. Mental illness (1 = a serious impact, 7 = no impact at all)
- d. Diabetes (1 = a serious impact, 7 = no impact at all)
- e. Chronic respiratory disease (1 = a serious impact, 7 = no impact at all)

Source: World Economic Forum, *Executive Opinion Survey*, 2013-2014.

Business impact of communicable diseases: The average of three variables contained in the response to the survey question, "How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)?"

- f. HIV / AIDS (1 = a serious impact, 7 = no impact at all)
- g. Tuberculosis (1 = a serious impact, 7 = no impact at all)
- h. Malaria (1 = a serious impact, 7 = no impact at all)

Source: World Economic Forum, *Executive Opinion Survey*, 2013-2014.

Well-being

Stress (% of respondents): Percentage of sample population with "yes" responses to the question, "Did you experience the following feelings during a lot of the day yesterday? How about stress?". Source: Gallup, *Worldview* database, 2013 or latest available data.

Depression (% of respondents): Percentage of sample population with "yes" responses to the question, "Did you experience the following feelings during a lot of the day yesterday? How about depression?". Source: Gallup, *Worldview* database, 2011 or latest available data.

Services

Water, sanitation and hygiene: Average of “population (as a % of total population) using improved drinking water sources” and “population using improved sanitation facilities”. Source: World Health Organisation, Global Health Observatory, *World Health Statistics, Environmental Health, 2011* or latest available data (accessed August 2013).

Healthcare quality: Response to the survey question, “In your country, how would you assess the quality of healthcare (public and private) provided to ordinary citizens? (1 = extremely poor – among the worst in the world, 7 = excellent - among the best in the world)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Healthcare accessibility: Response to the survey question, “How accessible is healthcare in your country? (1 = limited — only the privileged have access, 7 = universal— all citizens have access to healthcare)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Pillar 3: Workforce and Employment

Participation

Labour force participation rate, age 15-64 (%): The labour force participation rate is a measure of the proportion of a country’s working-age population that engages actively in the labour market, either by working or looking for work.⁵ Source: ILO, *Key Indicators of the Labour Market, (KILM), 2010* (accessed September 2013).

Labour force participation rate, age 65+ (%): Source: ILO, *Key Indicators of the Labour Market, (KILM), 2010* (accessed July 2013).

Economic participation gender gap: Taken from the World Economic Forum’s *Global Gender Gap Report 2012* and comprises the full Economic Participation and Opportunity subindex score (ratios: female labour force participation over male value, estimated female earned income over male value, female legislators, senior officials, and managers over male value, female professional and technical workers over male value, wage equality between women and men for similar work [converted to male-over-female ratio]); 0 = lowest score, 1 = highest score and full gender parity.

Unemployment rate: Number of persons who are unemployed as a percentage of the total number of employed and unemployed persons (i.e. the labour force)⁶ Source: ILO, *ILOstat, 2010* or latest available data (accessed August 2013).

Youth unemployment rate: Number of unemployed youth (typically 15-24 years) divided by the youth labour force (employment + unemployment).⁷ Source: ILO, *Laborstat, 2010* or latest available data (accessed August 2013).

Talent

Country capacity to attract talent: Response to the survey question, “Does your country attract talented people from abroad? (1 = not at all, 7 = attracts the best and brightest from around the world)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Country capacity to retain talent: Response to the survey question, “Does your country retain talented people? (1 = the best and brightest leave to pursue opportunities in other countries, 7 = the best and brightest stay and pursue opportunities in the country)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

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, 2013-2014*.

Pay related to productivity: Response to the survey question, “To what extent is pay in your country related to productivity? (1 = not related to worker productivity, 7 = strongly related to worker productivity)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Capacity for innovation: Response to the survey question, “In your country, how do companies obtain technology? (1 = exclusively from licensing or imitating foreign companies, 7 = by conducting formal research and pioneering their own new products and processes)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Index of economic complexity: The Atlas of Economic Complexity attempts to measure the amount of productive knowledge that each country holds.⁸ Source: Hausmann, R., Hidalgo, C., et al. *The Atlas of Economic Complexity*. Cambridge: Puritan Press, 2011.⁹

Firm level technology absorption: Response to the survey question, “To what extent do businesses in your country absorb new technology? (1 = Not at all; 7 = Aggressively absorb)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Scientific and technical journal articles: Refers to the number of scientific and engineering articles published in the following fields: physics, biology, chemistry, mathematics, clinical medicine, biomedical research, engineering and technology and earth and space sciences. The total number of journal articles is divided by population to give a per 1,000 population value. Sources: World Bank, *World Development Indicators* online database, 2009, and United Nations, Department of Economic and Social Affairs, *World Population Prospects, 2009*.

Median age of the working population: Median age of the population age 15-64. Source: United Nations, Department of Economic and Social Affairs, Population Division: *World Population Prospects DEMOBASE 2010* extract, 2013.

Training

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, 2013-2014*.

Training services: Response to the survey question, “In your country, to what extent are high-quality, specialized training services available? (1 = not at all available, 7 = widely available)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

The screenshot shows the 'Pillar 4: Enabling Environment' section of the Human Capital Index 2013 report for Albania. It includes a table with columns for Rank/102, Z-Score, Country Value, Sample Minimum, and Sample Maximum. Indicators listed include Mobile users per 100 people, Internet users per 100 people, Quality of domestic transport, Collaboration, Doing Business Index, Gender safety and protection, Intellectual property protection and property rights, and Social mobility. Below this is the 'Additional indicators' section, which lists various economic and social metrics such as Gender parity in education, Public spending on education, and Economic activity in different sectors.

COUNTRY PROFILES: PAGE 4

6 Pillar 4: Enabling Environment

Infrastructure

Mobile users: Number of mobile cellular telephone subscriptions (per 100 people) to a public mobile telephone service using cellular technology, which provide access to the public switched telephone network. Post-paid and prepaid subscriptions are included. The number of subscriptions per 100 people may exceed 100 because mobiles have relatively low physical infrastructure requirements and can reach remote areas in a more cost-effective way than other ICTs such as the Internet or fixed phone lines. In some places, mobile devices are the only option available and mobile phones require only basic literacy, making the barriers to entry much lower than with other ICTs.¹⁰ Source: World Bank’s *World Development Indicators* online database, 2011 (accessed July 2013).

Internet users (per 100 people): Internet users are people with access to the worldwide network. Sources: World Bank’s *World Development Indicators* online database, 2011 (accessed July 2013).

Quality of domestic transport: Response to the survey question, “To what extent does your national ground transport network (buses, trains, trucks, taxis, etc.) offer efficient transportation within your country? (1 = not at all, 7 = extremely well)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Collaboration

State of cluster development: Response to the survey question, “In your country, how prevalent are well-developed and deep clusters (geographic concentrations of firms, suppliers, producers of related products and services, and specialized institutions in a particular field)? (1 = non-existent, 7 = widespread in many fields)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business and University R&D collaboration: Response to the survey question, “To what extent do business and universities collaborate on research and development (R&D) in your country? (1 = do not collaborate at all, 7 = collaborate extensively)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Legal framework

Doing Business: *Doing Business Index* rankings, 2012. Source: World Bank and International Finance Corporation¹¹, (accessed August 2013).

Social safety net protection: Response to the survey question, “In your country, does a formal social safety net provide protection from economic insecurity in the event of job loss or disability? (1 = not at all, 7 = fully)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Intellectual property protection and property rights: Average of responses to the two survey questions, “In your country, how strong is the protection of intellectual property, including anti-counterfeiting measures? (1 = extremely weak, 7 = extremely strong)” and “In your country, how strong is the protection of property rights, including financial assets? (1 = extremely weak, 7 = extremely strong)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Social mobility

Social mobility: Response to the survey question, “In your country, to what extent do individuals have the opportunity to improve their economic situation through their personal efforts regardless of the socio-economic status of their parents? (1 = little opportunity exists to improve one’s economic situation, 7 = significant opportunity exists to improve one’s economic situation)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

7 Additional indicators

Demographics

Child dependency ratio (%): Ratio of population age 0 to 14 per 100 population age 15 to 64. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2010* (accessed September 2013).

Aged dependency ratio (%): Ratio of population age 65 and over per 100 population age 15 to 64. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2010* (accessed September 2013).

Fertility rate (births per woman): Basic indicator of the level of fertility, calculated by summing age-specific birth rates over all reproductive ages (15 to 49). It may be interpreted as the expected number of children a woman who survives to the end of the reproductive age span will have during her lifetime if she experiences the given age-specific rates.¹² Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2010* (accessed September 2013).

Sex ratio at birth (female/male): Taken from the World Economic Forum’s *Global Gender Gap Report*

2012. The sex ratio at birth is converted to female-over-male ratio.

Population below age 20 (%): Population between 0 and 19 as a percentage of the total population. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2010* (accessed September 2013).

Population above age 60 (%): Population 60 years and over as a percentage of the total population. Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2010* (accessed September 2013).

Education

Public spending on education (% of GDP): Total public expenditure (current and capital) on education expressed as a percentage of the Gross Domestic Product (GDP) in a given year. Source: World Bank’s *World Development Indicators* online database, 2012 (accessed August 2013).

Technical/vocational enrolment as % of total enrolment in secondary school: Technical/vocational enrolment in ISCED 2 and 3 as a percentage of total enrolment in ISCED 2 and 3. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed September 2013).

Adult literacy (%): Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed August 2013).

Boys not in primary school (%): Out-of-school rate for children of primary school age (%), male. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed August 2013).

Girls not in primary school (%): Out-of-school rate for children of primary school age (%), female. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed August 2013).

Education poverty (% of children age 17-22 with less than 2-4 years schooling): Share of the population aged 17 to 22 with less than 4 years in school (the minimum needed to gain basic literacy skills), and the share of the population aged 17 to 22 with less than 2 years in school. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2007 or latest available year (accessed July 2013).

Private enrolment in primary school (% of primary):

Enrolment in private primary schools as a percentage of total enrolment in primary school. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed August 2013).

Private enrolment in secondary school (% of secondary):

Enrolment in private secondary schools as a percentage of total enrolment in secondary school. Source: UNESCO Institute of Statistics, *Education Statistics* online database, 2012 or latest available year (accessed August 2013).

PIRLS (Progress in International Reading Literacy Study):

Average score for reading, grade 4. The scores are reported on a scale from 0 to 1,000 with the PIRLS scale average set at 500 (the 2001 mean) and standard deviation set at 100. Source: National Center for Education Statistics (NCES), Institute of Education Sciences, *PIRLS International Data Explorer* (data from International Association for the Evaluation of Educational Achievement, 2011).

PISA (Program for International Student Assessment) math scores:

Average score for mathematics, age 15. Scores are scaled so that the mean is 500 and standard deviation 100.

Source: Organisation for Economic Cooperation and Development (OECD) and National Center for Education Statistics (NCES), Institute of Education Sciences, *PISA International Data Explorer*. Data from 2009 (accessed July 2013).

PISA (Program for International Student Assessment) reading scores:

average score for reading, age 15. Scores are scaled so that the mean is 500 and standard deviation 100. Source:

Organisation for Economic Cooperation and Development (OECD) and National Center for Education Statistics (NCES), Institute of Education Sciences, *PISA International Data Explorer*. Data from 2009 (accessed July 2013).

PISA (Program for International Student Assessment) science scores:

Average score for science, age 15. Scores are scaled so that the mean is 500 and standard deviation 100. Source: Organisation for Economic Cooperation and Development (OECD) and National Center for Education Statistics (NCES), Institute of Education Sciences, *PISA International Data Explorer*. Data from 2009 (accessed July 2013).

TIMSS (Trends in International Mathematics and Science Study) 4th grade math:

Average score for mathematics, grade 4. Scores are reported on a scale of 0 to 1,000 with the TIMSS scale average set at 500 and standard deviation set at 100. Source: National Center for Education Statistics (NCES), Institute of Education Sciences, *TIMSS International Data Explorer* (data from International Association for the Evaluation of Educational Achievement, 2011).

TIMSS (Trends in International Mathematics and Science Study) 4th grade science:

Average score for science, grade 4. Scores are reported on a scale of 0 to 1,000 with the TIMSS scale average set at 500 and standard deviation set at 100. Source: National Center for Education Statistics (NCES), Institute of Education Sciences, *TIMSS International Data Explorer* (data from International Association for the Evaluation of Educational Achievement, 2011).

TIMSS (Trends in International Mathematics and Science Study) 8th grade math:

Average score for mathematics, grade 8. Scores are reported on a scale of 0 to 1,000 with the TIMSS scale average set at 500 and standard deviation set at 100. Source: National Center for Education Statistics (NCES), Institute of Education Sciences, *TIMSS International Data Explorer* (data from International Association for the Evaluation of Educational Achievement, 2011).

TIMSS (Trends in International Mathematics and Science Study) 8th grade science:

Average score for science, grade 8. Scores are reported on a scale of 0 to 1,000 with the TIMSS scale average set at 500 and standard deviation set at 100. Source: National Center for Education Statistics (NCES), Institute of Education Sciences, *TIMSS International Data Explorer* (data from International Association for the Evaluation of Educational Achievement, 2011).

Health

Prevalence of visual impairment (%): impairment is defined as presenting visual acuity prevalence of moderate, severe vision impairment and blindness (<6/18), all ages. Age-standardized (using the WHO reference population). Source: Stevens, G., White, R., et al. On behalf of the Vision Loss Expert Group. Global Prevalence of Vision Impairment and Blindness: Magnitude and Temporal Trends, 1990-2010. In *Ophthalmology*, 2013, Jul 10.

Public spending on health (% of GDP): Total health expenditure is the sum of public and private health expenditure and covers the provision of health services (preventive and curative), family planning activities, nutrition activities and emergency aid designated for health but does not include provision of water and sanitation. Source: World Bank's *World*

Development Indicators online database, 2012 (accessed August 2013).

Business impact of heart disease: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? a. Heart disease and related cardiovascular problems (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of cancer: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? b. Cancer (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of mental illness: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? c. Mental illness (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of diabetes: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? d. Diabetes (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of chronic respiratory disease: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? e. Chronic respiratory disease (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of HIV/AIDS: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? f. HIV / AIDS (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of tuberculosis: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? g. Tuberculosis (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Business impact of malaria: Response to the survey question, “How serious an impact do you consider the following diseases will have on your company in the next five years (e.g. death, disability, medical and funeral expenses, productivity and absenteeism, recruitment and training expenses, revenues)? h. Malaria (1 = a serious impact, 7 = no impact at all)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Society

Freedom in the World: Political rights as measured on a one-to-seven scale, with one representing the highest degree of freedom and seven the lowest. Source: Freedom House, *Freedom in the World 2013* (accessed August 2013).

Democracy Index (rank/165): Democracy ranking of countries. Source: The Economist Intelligence Unit, *Democracy Index 2012* (accessed August 2013).

Population living in urban area (%): Urban population refers to people living in urban areas as defined by national statistical offices. It is calculated using World Bank population estimates and urban ratios from the United Nations World Urbanization Prospects. Source: World Bank’s *World Development Indicators* online database, 2012 (accessed August 2013).

Gini Index (income): Measures the extent to which the distribution of income or consumption expenditure among individuals or households within an economy deviates from a perfectly equal distribution. A Gini Index of 0 represents perfect equality, while an Index of 100 implies perfect inequality. Source: World Bank’s

World Development Indicators online database, 2012 (accessed August 2013).

Accessibility of digital content: Response to the survey question, “In your country, how available is digital content via multiple platforms (e.g. fixed-line Internet, wireless Internet, mobile network, satellite)? (1 = not available at all, 7 = widely available)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Extent of virtual social networks use: Response to the survey question, “In your country, how widely used are virtual social networks (e.g. Facebook, Twitter, LinkedIn)? (1 = not used at all, 7 = widely used)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Workforce

Economic activity (agriculture) - % of total activity: Percentage of total employment in agriculture. Source: World Bank’s *World Development Indicators* online database, 2011 or latest data (accessed July 2013).

Economic activity (industry) - % of total activity: Percentage of total employment in industry. Source: World Bank’s *World Development Indicators* online database, 2011 or latest data (accessed July 2013).

Economic activity (services) - % of total activity: Percentage of total employment in services. Source: World Bank’s *World Development Indicators* online database, 2011 or latest data (accessed July 2013).

GDP per person employed (US\$): GDP per person employed, in constant 1990 PPP \$, is gross domestic product (GDP) divided by total employment in the economy. Purchasing power parity (PPP) GDP is GDP converted to 1990 constant international dollars using PPP rates. An international dollar has the same purchasing power over GDP that a U.S. dollar has in the United States. Source: World Bank’s *World Development Indicators* online database, 2011 or latest data (accessed August 2013).

Cooperation in labour-employer relations: Response to the survey question, “In your country, how would you characterize labour-employer relations? (1 = generally confrontational, 7 = generally cooperative)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Emigration rate of the tertiary educated (%): Emigration rate of tertiary educated to OECD countries as a percentage of total tertiary educated population. This shows the stock of emigrants aged 25 and older,

residing in an OECD country other than that in which they were born, with at least one year of tertiary education as a percentage of the population age 25 and older with tertiary education. Source: World Bank’s *World Development Indicators* online database, 2000 (accessed July 2013).

Labour force with tertiary education (%): Proportion of labour force that has a tertiary education, as a percentage of the total labour force. Source: World Bank’s *World Development Indicators* online database, 2000 (accessed July 2013).

Number of patent applications (per 1,000 people): Total patent applications (direct and PCT national phase entries) divided by population (thousands). Source: World Intellectual Property Organisation (WIPO) statistics database 2011 (accessed February 2013) and United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2012 Revision* (accessed June 2013).

Hiring and firing practices: Response to the survey question, “In your country, how would you characterize the hiring and firing of workers? (1 = heavily impeded by regulations, 7 = extremely flexible)”. Source: World Economic Forum, *Executive Opinion Survey, 2013-2014*.

Retirement age, male. Source: Mercer’s *Worldwide Benefit and Employment Guidelines 2013*. Where not available data is sourced from Organisation for Economic Cooperation and Development (OECD) “Average effective age of retirement”, 2011 (accessed August 2013).

Retirement age, female. Source: Mercer’s *Worldwide Benefit and Employment Guidelines 2013*. Where not available data is sourced from Organisation for Economic Cooperation and Development (OECD) “Average effective age of retirement”, 2011 (accessed August 2013).

Number of informal sector workers (1,000s). The data refers to non-agricultural employment; it excludes employment in agriculture, hunting, forestry and fishing activities. Source: International Labour Organisation (ILO) and Women in Informal Employment: Globalizing and Informing (WIEGO), “Women and men in the informal economy – Statistical Picture”, *Laborsta*, 2010 (accessed July 2013).

Total employed (1,000s): “Employed” comprises all persons of working age who, during a specified brief period, were in one of the following categories: a) paid employment (whether at work or with a job but not at

work); or b) self-employment (whether at work or with an enterprise but not at work). Source: *ILOStat*, 2010 or latest available data (accessed August 2013).

Total unemployed (1,000s): “Unemployed” comprises all persons of working age who were: a) without work during the reference period; i.e. were not in paid employment or self-employment; b) currently available for work; i.e. were available for paid employment or self-employment during the reference period; and c) seeking work; i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment. Source: *ILOStat*, 2010 or latest available data (accessed August 2013).

Unemployed for 12 months or more as a % of total unemployment: Total number unemployed (in thousands) for more than 12 months divided by the total number of unemployed (in thousands), expressed as a percentage. Source: *ILOStat*, 2010 or latest available data (accessed August 2013).

Total youth not in education or employment (1,000s): Proportion of youth (persons between the ages of 15 and 24 years) who are not in employment and not in education or training. Source: *ILOStat*, 2010 or latest available data (accessed July 2013).

Unemployment for 12 months or more (1,000s): Total number unemployed (in thousands) for more than 12 months. Source: *ILOStat*, 2010 or latest available data (accessed August 2013).

Global Innovation Index (rank/142): Five input pillars capture elements of the national economy that enable innovative activities: (1) Institutions, (2) Human capital and research, (3) Infrastructure, (4) Market sophistication and (5) Business sophistication. Two output pillars capture actual evidence of innovation outputs: (6) Knowledge and technology outputs and (7) Creative outputs. Source: Cornell University, INSEAD and the World Intellectual Property Organization (WIPO), 2013 (accessed August 2013),

Global Talent Index (rank/60): Uses quantitative and qualitative data to measure the economic indicators, cultural contexts, trends in education, foreign direct investment (FDI), mortality, health and market fluidity that will impact the ability of talent to thrive. Source: Heidrick & Struggles and Economist Intelligence Unit (EIU), *Global Talent Index 2011* (accessed August 2013).

Quality of Labour Force (rank/60): Subindex of the Global Talent Index. Variables comprise: researchers in R&D, technicians in R&D, quality of work force,

quality of labour force, language skills of labour force and technical skills of workforce and local managers. Source: Heidrick & Struggles and Economist Intelligence Unit (EIU), *Global Talent Index 2011* (accessed August 2013).

Talent Environment (rank/60): Subindex of the Global Talent Index. Variables comprise: R&D as percentage of GDP, degree of restrictiveness of labour laws, wage regulation, protection of private property and meritocratic remuneration. Source: Heidrick & Struggles and Economist Intelligence Unit (EIU), *Global Talent Index 2011* (accessed August 2013).

IQ measure: Final IQ, (intelligence quotient) is calculated as a weighted average of scholastic achievement and IQ. Source: Lynn, R. and Vanhanen, T. *Intelligence: A Unifying Construct for the Social Sciences*. London: Ulster Institute for Social Research, 2012.

NOTES

- 1 The ILO defines skill level as “a function of the complexity and range of the tasks and duties involved” and skill specialisation as “the field of knowledge required, the tools and machinery used, the materials worked on or with, as well as the kinds of goods and services produced.”
- 2 For ISCO-88 subgroups and skills levels see: <http://www.ilo.org/public/english/bureau/stat/isco/isco88/publ3.htm>.
- 3 International Labor Organisation. <http://www.ilo.org/public/english/bureau/stat/isco/isco88/publ3.htm>
- 4 UNICEF, *Monitoring the Status of Child and Women*. http://www.childinfo.org/malnutrition_methodology.html.
- 5 International Labour Office, *Key Indicators of the Labour Market*, 7th edition. <http://kilm.ilo.org/manuscript/kilm01.asp>.
- 6 International Labour Office, *ILOStat*. http://www.ilo.org/ilostat/faces/help_home/conceptsdefinitions?_adf.ctrl-state=170uhpi2ta_138&clear=true&_afLoop=67928553669604.
- 7 International Labour Office, the Youth Employment Network. <http://www.ilo.org/public/english/employment/yen/whatwedo/projects/indicators/2.htm>.
- 8 See: http://atlas.media.mit.edu/media/atlas/pdf/HarvardMIT_AtlasOfEconomicComplexity_Part_I.pdf.
- 9 The Observatory of Economic Complexity. <http://atlas.media.mit.edu/rankings/>.
- 10 United Nations Development Programme. “Mobile Technologies and Empowerment: Enhancing human development through participation and innovation.” <http://www.undpegov.org/mgov-primer.html>.
- 11 The World Bank and International Finance Corporation. *The Doing Business Project*. <http://www.doingbusiness.org/rankings>.
- 12 *Handbook on the Collection of Fertility and Mortality Data*. New York: United Nations, 2004. http://unstats.un.org/unsd/publication/SeriesF/SeriesF_92E.pdf.

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Albania

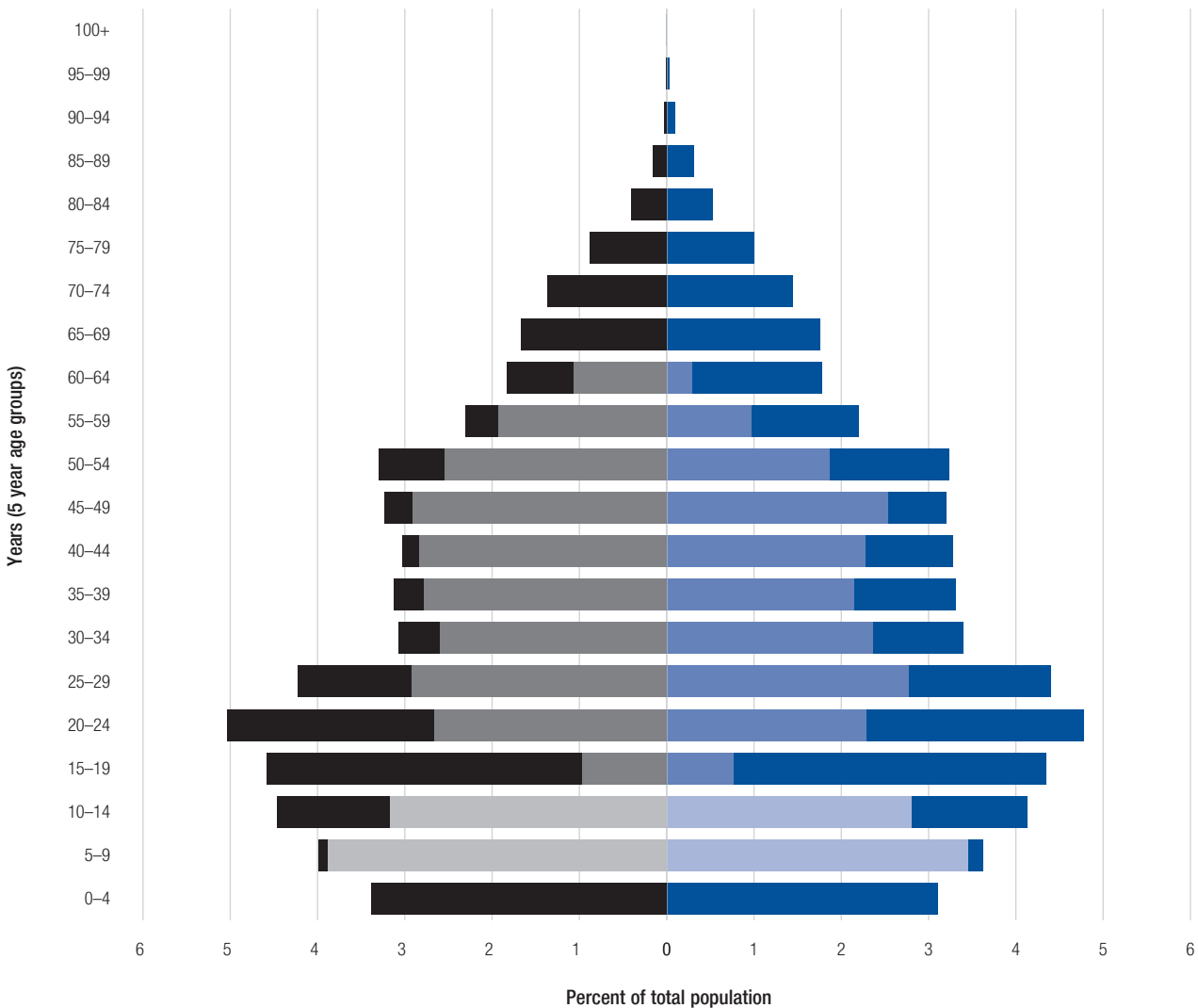
	Rank/122	Score
Human Capital Index 2013	72	-0.216
Pillar 1: Education	54	0.136
Pillar 2: Health and wellness	54	0.083
Pillar 3: Workforce and employment	71	-0.207
Pillar 4: Enabling environment	105	-0.874

Key Indicators

Total population (1,000s)	3,150.1
Median age of population	32
GDP per capita PPP (constant 2005, international \$)	8,059
GDP growth (annual %)	0.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 15.1%
■ Labour force participation	■ Labour force participation	Youth dependency: 34.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: 0.1%

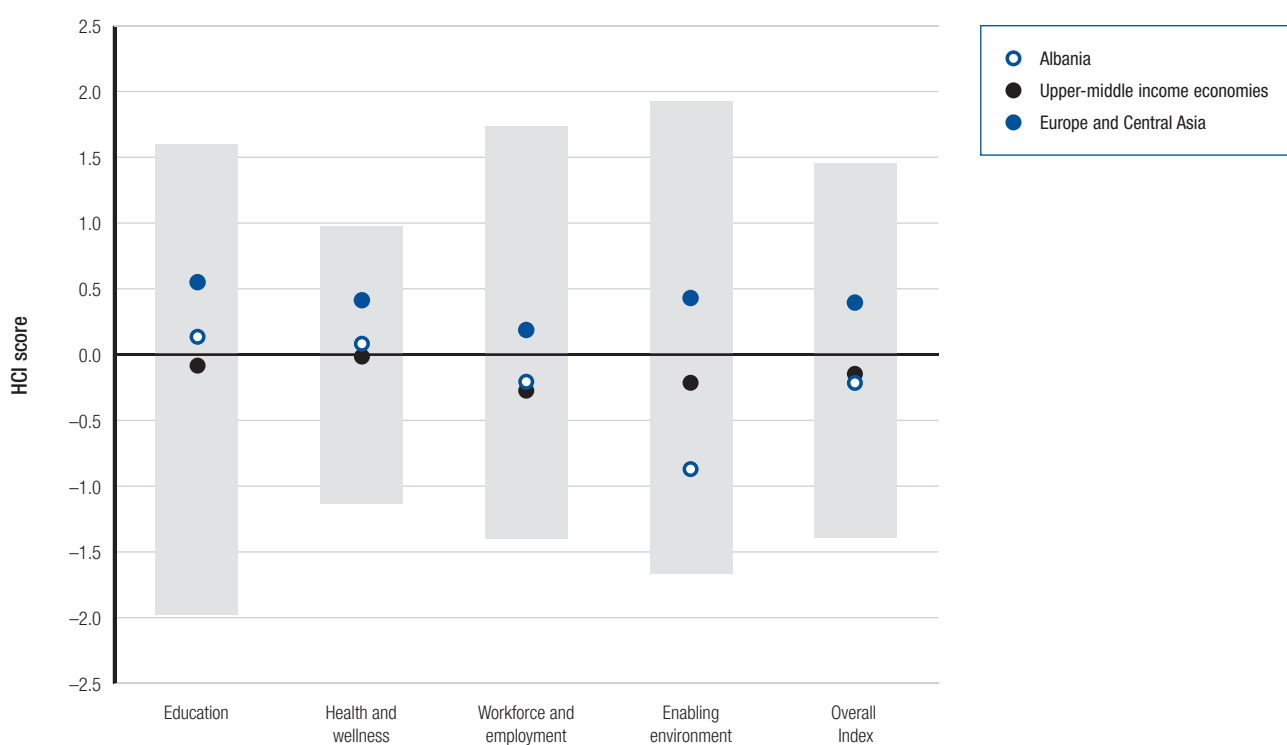


Albania

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	1.5
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	72.8
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	10.6
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Albania

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	59	0.368	96	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	49	-0.127	44	1	103
Education gender gap ²	69	-0.403	0.989	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	63	-0.105	4.19	1.64	6.64
Quality of the education system ¹	42	-0.281	4.05	1.99	5.98
Quality of primary schools ¹	45	-0.352	4.32	1.97	6.82
Quality of math & science education ¹	48	-0.306	4.33	1.88	6.29
Quality of management schools ¹	73	-0.234	4.10	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	20	-0.771	95	5	100
Secondary education attainment (% population age 25+)	24	-0.818	85	2	100
Tertiary education attainment (% population age 25+)	83	-1.588	1	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	116	-3.489	0.931	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	46	-0.107	16.3	1.2	36.5
Unhealthy life years (% of life expectancy)	59	-0.186	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	31	-0.919	14.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	66	-0.271	21.1	1.1	42.8
Business impact of non-communicable diseases ¹	1	-3.098	5.87	2.74	5.87
Business impact of communicable diseases ¹	29	-0.813	6.29	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	99	-0.948	43	8	69
Depression (% of respondents) ⁷	8	1.253	4	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	59	-0.524	94.3	31.1	100.0
Healthcare quality ¹	86	-0.708	3.25	1.78	6.75
Healthcare accessibility ¹	83	-0.671	3.84	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	81	-0.275	66.5	43.4	90.6
Labour force participation rate, age 65+ (%)	62	-0.379	17.3	1.6	91.2
Economic participation gender gap ²	57	-0.193	0.666	0.310	0.839
Unemployment rate (%)	94	-0.966	13.8	0.3	32.0
Youth unemployment rate (%)	87	-0.884	27.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	51	-0.147	3.59	1.48	6.08
Country capacity to retain talent ¹	53	-0.010	3.54	1.81	5.97
Ease of finding skilled employees ¹	52	-0.164	4.10	2.13	5.69
Pay related to productivity ¹	20	-0.984	4.52	2.37	5.25
Capacity for innovation ¹	107	-0.929	2.97	2.31	5.84
Index of Economic Complexity ³	54	-0.049	0.06	-1.96	2.37
Firm level technology absorption ¹	93	-0.800	4.24	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	102	-0.620	0.003	0.000	1.242
Median age of the working population	47	-0.477	37	28	42
<i>Training</i>					
Staff training ¹	31	-0.537	4.39	2.51	5.57
Training services ¹	100	-0.926	3.57	2.67	6.47

Albania

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	83	-0.314	96	17	191
Internet users (per 100 people)	52	0.184	49	1	95
Quality of domestic transport ¹	105	-0.915	3.67	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	121	-1.964	2.49	2.33	5.49
Business and university R&D collaboration ¹	117	-1.339	2.58	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	67	-0.098	85	1	180
Social safety net protection ¹	75	-0.519	3.22	2.10	6.26
Intellectual property protection and property rights ¹	113	-1.199	2.87	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	121	-1.706	2.85	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	34.0	<i>Society</i>	
Aged dependency ratio (%)	15.1	Freedom in the World ⁸	3
Fertility rate (births per woman)	1.8	Democracy Index (rank/165)	90
Sex ratio at birth (female/male)	0.90	Population living in urban area (%)	54.4
Population below age 20 (%)	32.5	Gini Index (income) ⁵	34.5
Population above age 60 (%)	14.2	Accessibility of digital content ¹	4.10
<i>Education</i>			
Public spending on education (% of GDP)	3.3	Extent of virtual social networks use ¹	5.05
Technical/vocational enrolment as % of total enrolment in secondary school	5	<i>Workforce</i>	
Adult literacy (%)	96.8	Economic activity (agriculture) — % of total activity	44.1
Boys not in primary school (%)	2	Economic activity (industry) — % of total activity	19.9
Girls not in primary school (%)	5	Economic activity (services) — % of total activity	36.0
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.019	GDP per person employed (US\$)	15,324
Private enrolment in primary school (% of primary)	5.4	Cooperation in labour-employer relations ¹	4.73
Private enrolment in secondary school (% of secondary)	6.6	Emigration rate of the tertiary educated (%)	17.5
PIRLS ⁶	—	Labour force with tertiary education (%)	7.9
PISA math scores ⁶	377	Number of patent applications (per 1,000 people)	0.0035
PISA reading scores ⁶	385	Hiring and firing practices ¹	4.41
PISA science scores ⁶	391	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	1,161
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	185
<i>Health</i>			
Prevalence of visual impairment (%)	2.2	Unemployment for 12 months or more as a % of total unemployment	65.5
Public spending on health (% of GDP)	6.3	Total youth not in education or employment (1,000s)	187.5
Business impact of heart disease ¹	5.77	Unemployment for 12 months or more (1,000s)	121.3
Business impact of cancer ¹	5.78	Global Innovation Index (rank/142)	93
Business impact of mental illness ¹	6.01	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	5.92	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	5.88	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	6.25	IQ measure ⁹	82.9
Business impact of tuberculosis ¹	6.28		
Business impact of malaria ¹	6.32		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Algeria

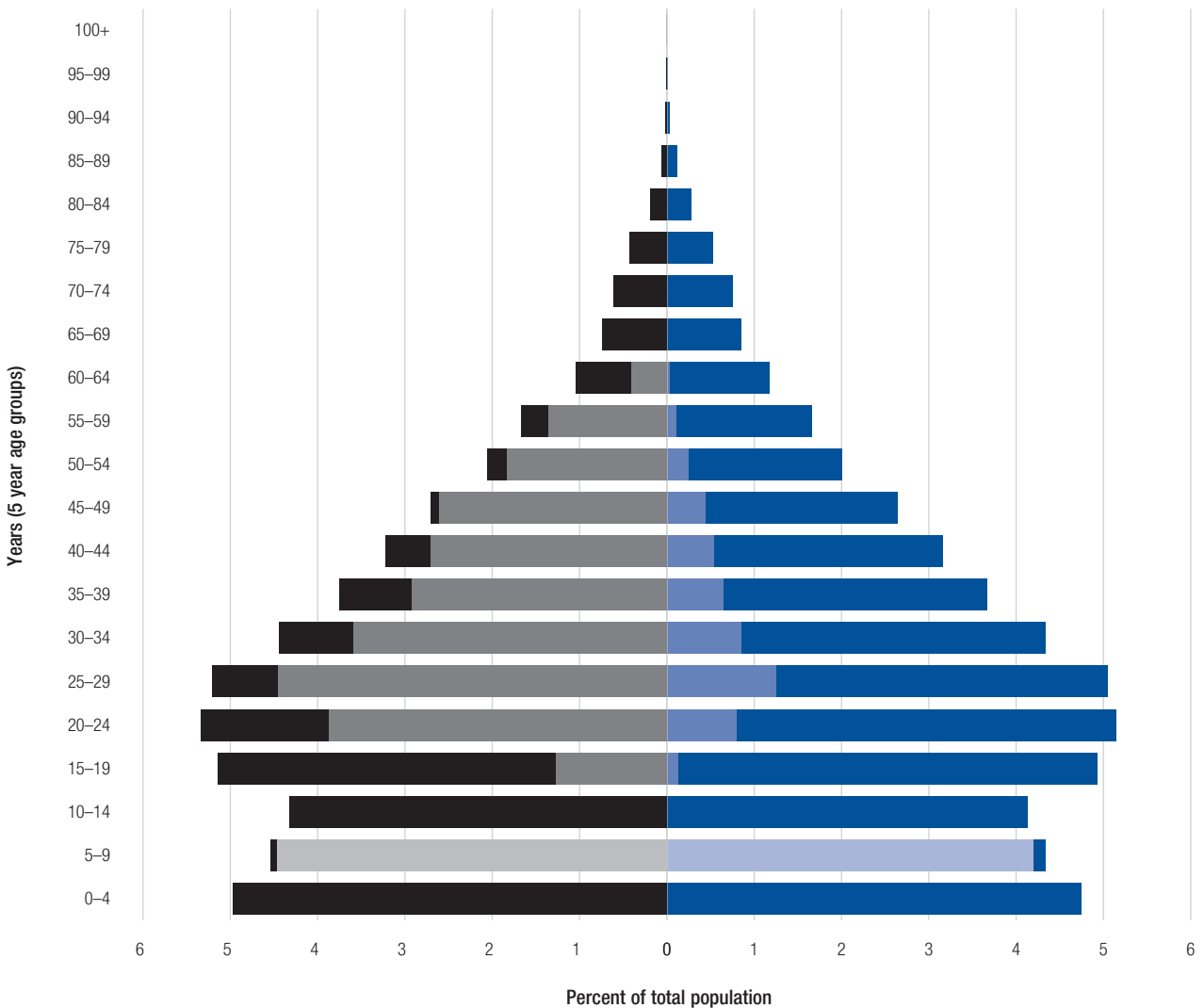
	Rank/122	Score
Human Capital Index 2013	115	-0.954
Pillar 1: Education	106	-0.991
Pillar 2: Health and wellness	93	-0.413
Pillar 3: Workforce and employment	121	-1.345
Pillar 4: Enabling environment	112	-1.066

Key Indicators

Total population (1,000s)	37,062.8
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	7,339
GDP growth (annual %)	2.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 39.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: n/a

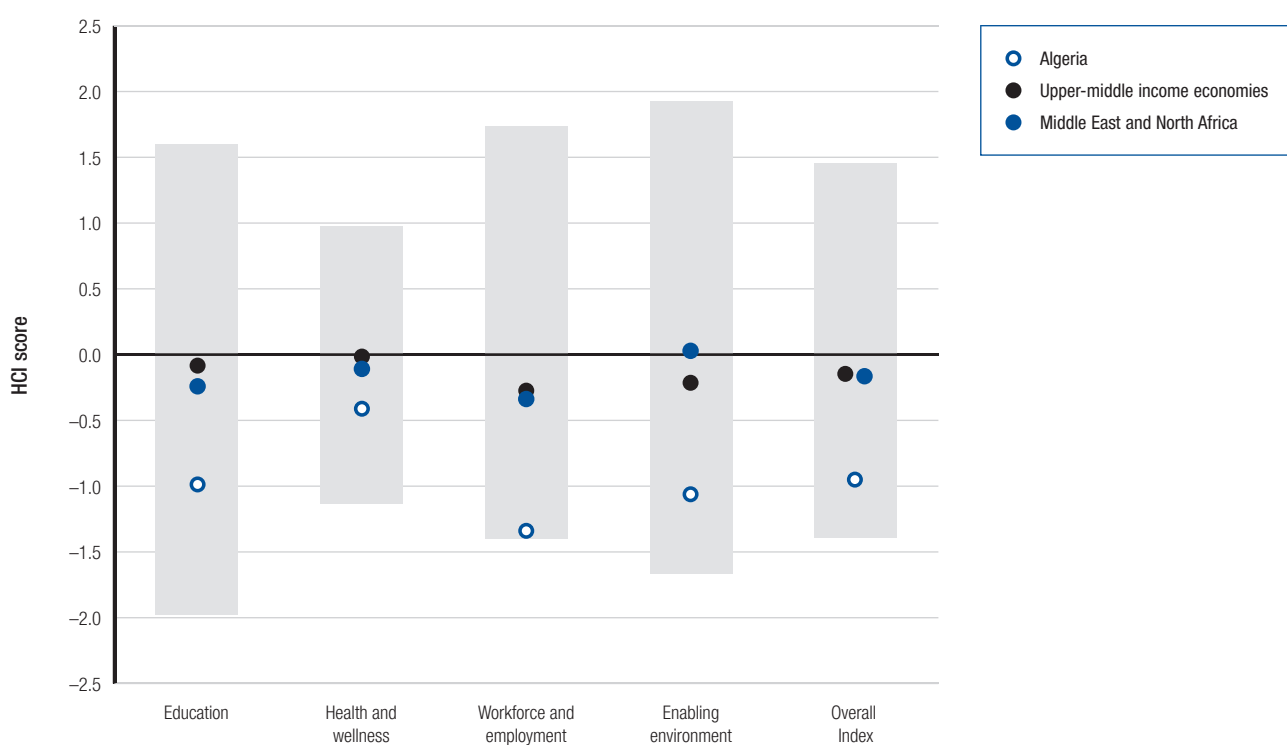


Algeria

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	3.2	n/a
Professionals	1.7	
Technicians and associate professionals	1.5	
Secondary requirements	26.4	24.1
Clerks	2.9	
Service workers and shop and market sales workers	2.9	
Skilled agricultural and fishery workers	5.0	
Craft and related trade workers	12.4	
Plant and machine operators and assemblers	3.2	
Primary requirements	n/a	22.4
Elementary occupations	n/a	
Various	1.2	
Legislators, senior officials and managers	1.2	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Algeria

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	44	-0.509	98	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	67	-0.322	32	1	103
Education gender gap ²	94	-0.115	0.950	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	117	-1.719	2.17	1.64	6.64
Quality of the education system ¹	111	-1.262	2.67	1.99	5.98
Quality of primary schools ¹	110	-1.351	2.47	1.97	6.82
Quality of math & science education ¹	110	-1.388	2.71	1.88	6.29
Quality of management schools ¹	115	-1.550	3.00	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	63	-1.250	46	5	100
Secondary education attainment (% population age 25+)	77	-1.466	24	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	89	-0.201	26	2	98
Life expectancy	72	-0.056	73	50	83
Survival gender gap ²	96	-0.430	0.966	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	27	-0.610	10.0	1.2	36.5
Unhealthy life years (% of life expectancy)	80	-0.073	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	80	-0.316	30.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	48	-0.109	17.5	1.1	42.8
Business impact of non-communicable diseases ¹	121	-2.731	3.25	2.74	5.87
Business impact of communicable diseases ¹	95	-0.902	4.58	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	38	-0.292	27	8	69
Depression (% of respondents) ⁷	97	-0.978	18	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	70	-0.272	89.4	31.1	100.0
Healthcare quality ¹	101	-0.975	2.92	1.78	6.75
Healthcare accessibility ¹	74	-0.511	4.04	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	120	-2.381	45.9	43.4	90.6
Labour force participation rate, age 65+ (%)	107	-1.024	4.8	1.6	91.2
Economic participation gender gap ²	115	-2.256	0.378	0.310	0.839
Unemployment rate (%)	79	-0.241	10.0	0.3	32.0
Youth unemployment rate (%)	79	-0.585	24.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	112	-1.433	1.96	1.48	6.08
Country capacity to retain talent ¹	114	-1.496	2.08	1.81	5.97
Ease of finding skilled employees ¹	82	-0.373	3.73	2.13	5.69
Pay related to productivity ¹	116	-1.809	2.82	2.37	5.25
Capacity for innovation ¹	122	-1.758	2.31	2.31	5.84
Index of Economic Complexity ³	104	-1.419	-1.24	-1.96	2.37
Firm level technology absorption ¹	122	-2.308	3.17	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	73	-0.571	0.017	0.000	1.242
Median age of the working population	85	-0.735	32	28	42
<i>Training</i>					
Staff training ¹	118	-1.560	3.04	2.51	5.57
Training services ¹	119	-1.567	3.07	2.67	6.47

Algeria

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	79	-0.238	99	17	191
Internet users (per 100 people)	99	-1.066	14	1	95
Quality of domestic transport ¹	88	-0.597	3.95	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	104	-0.987	3.19	2.33	5.49
Business and university R&D collaboration ¹	122	-1.869	2.11	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	110	-1.397	152	1	180
Social safety net protection ¹	85	-0.690	3.03	2.10	6.26
Intellectual property protection and property rights ¹	115	-1.360	2.70	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	115	-1.391	3.13	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	39.8	<i>Society</i>	
Aged dependency ratio (%)	6.9	Freedom in the World ⁸	6
Fertility rate (births per woman)	2.7	Democracy Index (rank/165)	118
Sex ratio at birth (female/male)	0.95	Population living in urban area (%)	73.7
Population below age 20 (%)	37.1	Gini Index (income) ⁵	35.3
Population above age 60 (%)	6.8	Accessibility of digital content ¹	2.98
<i>Education</i>			
Public spending on education (% of GDP)	4.3	Extent of virtual social networks use ¹	5.11
Technical/vocational enrolment as % of total enrolment in secondary school	8	<i>Workforce</i>	
Adult literacy (%)	72.6	Economic activity (agriculture) — % of total activity	11.7
Boys not in primary school (%)	2	Economic activity (industry) — % of total activity	33.1
Girls not in primary school (%)	3	Economic activity (services) — % of total activity	55.2
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	8,374
Private enrolment in primary school (% of primary)	0.5	Cooperation in labour-employer relations ¹	3.35
Private enrolment in secondary school (% of secondary)	0.3	Emigration rate of the tertiary educated (%)	9.5
PIRLS ⁶	—	Labour force with tertiary education (%)	10.0
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.0242
PISA reading scores ⁶	—	Hiring and firing practices ¹	2.65
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	9,736
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	1,076
<i>Health</i>			
Prevalence of visual impairment (%)	5.3	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	3.9	Total youth not in education or employment (1,000s)	1,878.0
Business impact of heart disease ¹	3.23	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	2.98	Global Innovation Index (rank/142)	138
Business impact of mental illness ¹	3.33	Global Talent Index (rank/60)	56
Business impact of diabetes ¹	3.35	Quality of Labour Force (rank/60)	59
Business impact of chronic respiratory disease ¹	3.39	Talent Environment (rank/60)	57
Business impact of HIV/AIDS ¹	4.33	IQ measure ⁹	82.8
Business impact of tuberculosis ¹	4.33		
Business impact of malaria ¹	5.08		

NOTES

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- Rank number on a list of 185 countries
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- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Argentina

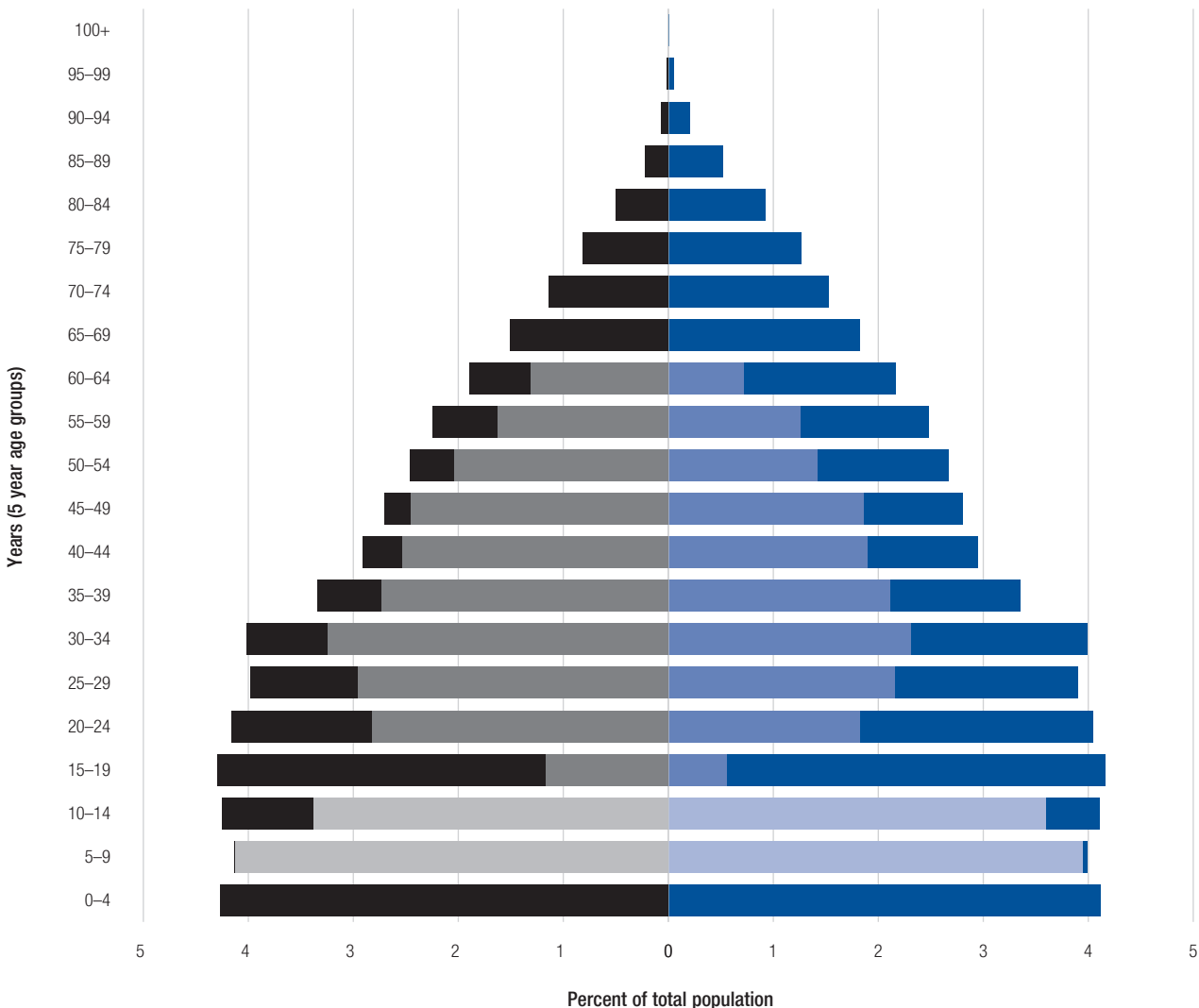
	Rank/122	Score
Human Capital Index 2013	62	-0.120
Pillar 1: Education	56	0.091
Pillar 2: Health and wellness	31	0.362
Pillar 3: Workforce and employment	92	-0.408
Pillar 4: Enabling environment	84	-0.527

Key Indicators

Total population (1,000s)	40,374.2
Median age of population	30
GDP per capita PPP (constant 2005, international \$)	11,658
GDP growth (annual %)	8.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 16.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 38.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.5%

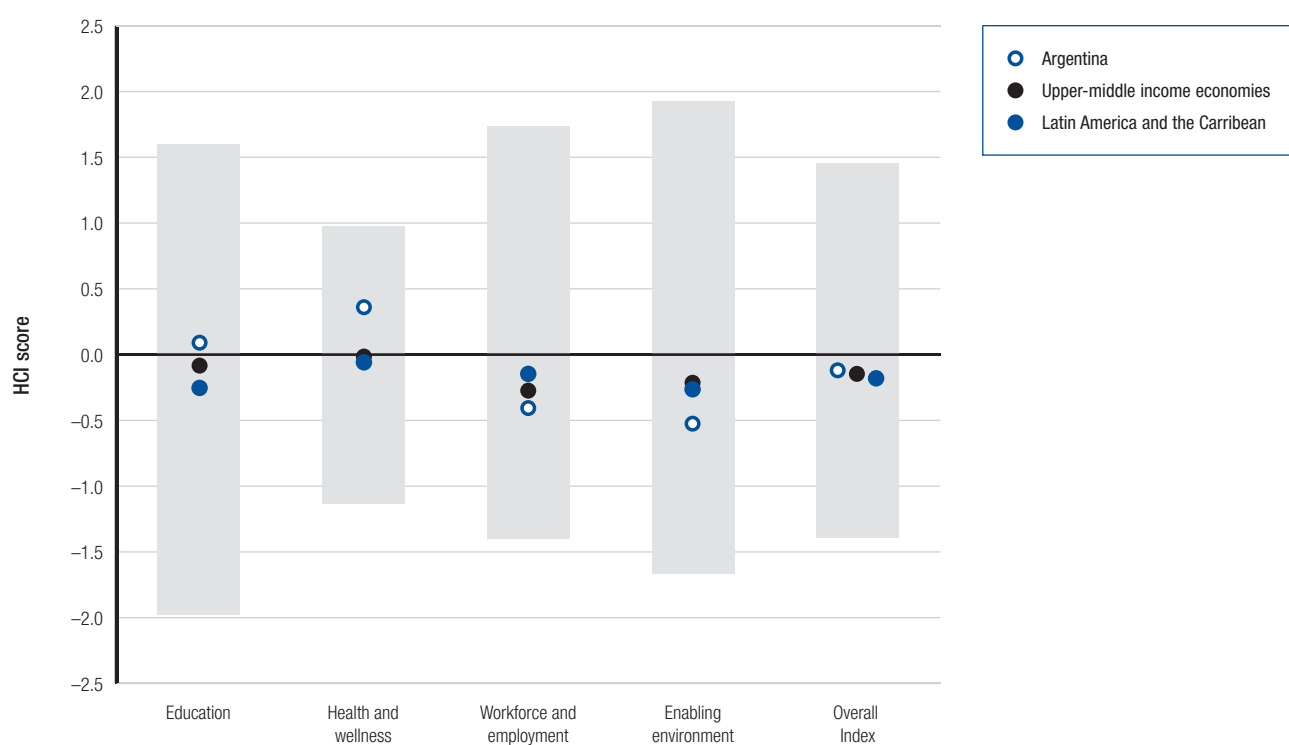


Argentina

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.0	13.7
Professionals	1.4	
Technicians and associate professionals	4.7	
Secondary requirements	19.6	42.6
Clerks	4.1	
Service workers and shop and market sales workers	7.1	
Skilled agricultural and fishery workers	0.1	
Craft and related trade workers	5.3	
Plant and machine operators and assemblers	3.0	
Primary requirements	7.2	33.5
Elementary occupations	7.2	
Various	3.7	
Legislators, senior officials and managers	0.1	
Unclassified	3.4	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Argentina

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	23	-0.678	99	58	100
Secondary enrolment rate (%)	43	-0.490	84	16	100
Tertiary enrolment ratio (%)	13	-1.302	75	1	103
Education gender gap ²	36	-0.498	0.996	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	69	-0.225	4.04	1.64	6.64
Quality of the education system ¹	88	-0.669	3.20	1.99	5.98
Quality of primary schools ¹	86	-0.624	3.26	1.97	6.82
Quality of math & science education ¹	99	-0.907	3.17	1.88	6.29
Quality of management schools ¹	31	-0.735	4.91	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	31	-0.542	90	5	100
Secondary education attainment (% population age 25+)	49	-0.255	56	2	100
Tertiary education attainment (% population age 25+)	56	-0.475	14	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	8	-1.208	4.7	1.2	36.5
Unhealthy life years (% of life expectancy)	37	-0.464	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	39	-0.722	17.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	109	-1.146	29.4	1.1	42.8
Business impact of non-communicable diseases ¹	59	-0.088	4.52	2.74	5.87
Business impact of communicable diseases ¹	35	-0.715	6.19	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	46	-0.692	97.6	31.1	100.0
Healthcare quality ¹	53	-0.036	4.15	1.78	6.75
Healthcare accessibility ¹	59	-0.090	4.55	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	72	-0.142	67.8	43.4	90.6
Labour force participation rate, age 65+ (%)	68	-0.467	15.6	1.6	91.2
Economic participation gender gap ²	80	-0.306	0.607	0.310	0.839
Unemployment rate (%)	54	-0.256	7.4	0.3	32.0
Youth unemployment rate (%)	63	-0.267	21.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	100	-0.994	2.41	1.48	6.08
Country capacity to retain talent ¹	73	-0.319	3.22	1.81	5.97
Ease of finding skilled employees ¹	59	-0.052	3.95	2.13	5.69
Pay related to productivity ¹	120	-1.918	2.75	2.37	5.25
Capacity for innovation ¹	80	-0.475	3.33	2.31	5.84
Index of Economic Complexity ³	53	-0.031	0.08	-1.96	2.37
Firm level technology absorption ¹	100	-0.993	4.11	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	42	-0.324	0.091	0.000	1.242
Median age of the working population	57	-0.006	35	28	42
<i>Training</i>					
Staff training ¹	86	-0.555	3.69	2.51	5.57
Training services ¹	56	-0.073	4.36	2.67	6.47

Argentina

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	22	0.819	135	17	191
Internet users (per 100 people)	54	0.138	48	1	95
Quality of domestic transport ¹	94	-0.707	3.85	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	102	-0.945	3.22	2.33	5.49
Business and university R&D collaboration ¹	55	-0.091	3.70	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	91	-0.854	124	1	180
Social safety net protection ¹	82	-0.595	3.14	2.10	6.26
Intellectual property protection and property rights ¹	121	-1.651	2.40	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	99	-0.852	3.62	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	38.6	Freedom in the World ⁸	2
Aged dependency ratio (%)	16.5	Democracy Index (rank/165)	52
Fertility rate (births per woman)	2.3	Population living in urban area (%)	92.6
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	44.5
Population below age 20 (%)	33.3	Accessibility of digital content ¹	4.74
Population above age 60 (%)	14.7	Extent of virtual social networks use ¹	5.97
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.8	Economic activity (agriculture) — % of total activity	1.2
Technical/vocational enrolment as % of total enrolment in secondary school	8	Economic activity (industry) — % of total activity	23.8
Adult literacy (%)	97.9	Economic activity (services) — % of total activity	74.4
Boys not in primary school (%)	—	GDP per person employed (US\$)	28,412
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	3.31
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	2.8
Private enrolment in primary school (% of primary)	24.8	Labour force with tertiary education (%)	34.6
Private enrolment in secondary school (% of secondary)	27.8	Number of patent applications (per 1,000 people)	0.1168
PIRLS ⁶	—	Hiring and firing practices ¹	2.72
PISA math scores ⁶	388	Retirement age, male	—
PISA reading scores ⁶	398	Retirement age, female	—
PISA science scores ⁶	401	Number of informal sector workers (1,000s)	5,138
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	15,162
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	1,210
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	28.0
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	1,302.6
<i>Health</i>		Unemployment for 12 months or more (1,000s)	338.7
Prevalence of visual impairment (%)	2.2	Global Innovation Index (rank/142)	56
Public spending on health (% of GDP)	8.1	Global Talent Index (rank/60)	28
Business impact of heart disease ¹	4.02	Quality of Labour Force (rank/60)	26
Business impact of cancer ¹	4.18	Talent Environment (rank/60)	52
Business impact of mental illness ¹	5.00	IQ measure ⁹	92.3
Business impact of diabetes ¹	4.62		
Business impact of chronic respiratory disease ¹	4.78		
Business impact of HIV/AIDS ¹	5.60		
Business impact of tuberculosis ¹	6.30		
Business impact of malaria ¹	6.66		

NOTES

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Armenia

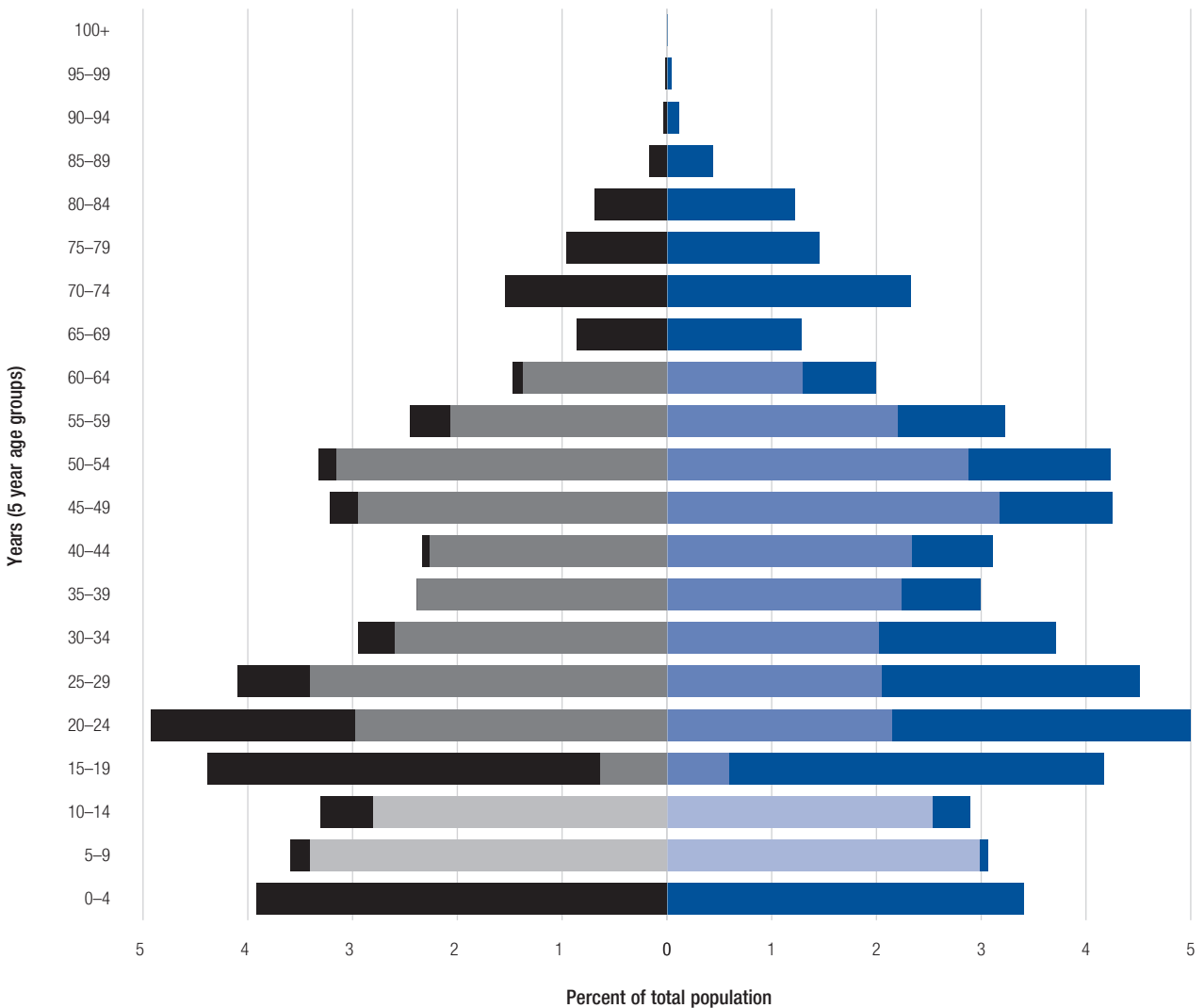
	Rank/122	Score
Human Capital Index 2013	73	-0.218
Pillar 1: Education	60	0.042
Pillar 2: Health and wellness	71	-0.035
Pillar 3: Workforce and employment	113	-0.678
Pillar 4: Enabling environment	64	-0.201

Key Indicators

Total population (1,000s)	2,963.5
Median age of population	32
GDP per capita PPP (constant 2005, international \$)	5,727
GDP growth (annual %)	7.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 15.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 29.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 1.2%

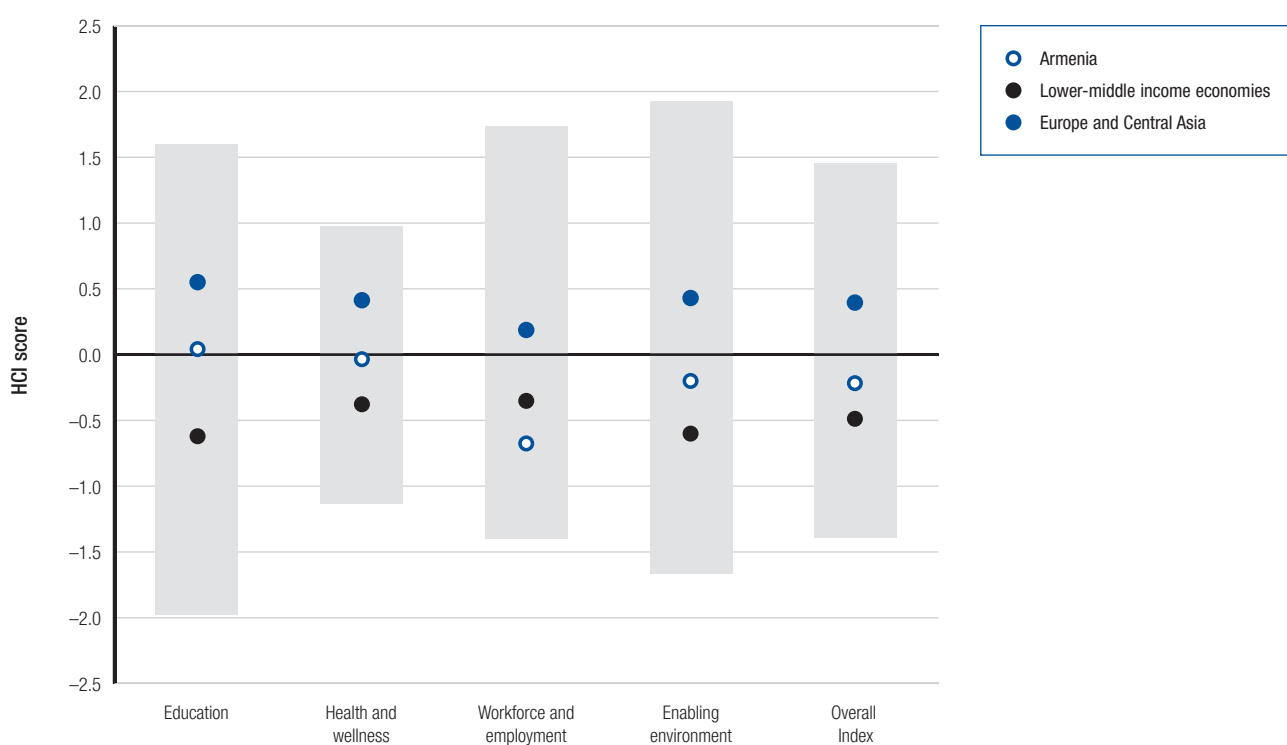


Armenia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	20.4
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	49.0
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	6.8
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Armenia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	60	-0.331	96	58	100
Secondary enrolment rate (%)	35	-0.610	86	16	100
Tertiary enrolment ratio (%)	44	-0.319	49	1	103
Education gender gap ²	22	-0.541	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	68	-0.217	4.05	1.64	6.64
Quality of the education system ¹	57	-0.155	3.66	1.99	5.98
Quality of primary schools ¹	64	-0.155	3.77	1.97	6.82
Quality of math & science education ¹	59	-0.138	4.17	1.88	6.29
Quality of management schools ¹	103	-1.036	3.43	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	69	-0.248	16	2	98
Life expectancy	82	-0.187	71	50	83
Survival gender gap ²	113	-2.364	0.944	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	37	-0.320	12.5	1.2	36.5
Unhealthy life years (% of life expectancy)	69	-0.091	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	36	-0.848	15.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	80	-0.513	23.4	1.1	42.8
Business impact of non-communicable diseases ¹	44	-0.385	4.65	2.74	5.87
Business impact of communicable diseases ¹	67	-0.165	5.64	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	17	-0.912	19	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	57	-0.537	94.6	31.1	100.0
Healthcare quality ¹	64	-0.326	3.71	1.78	6.75
Healthcare accessibility ¹	78	-0.586	3.95	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	96	-0.561	63.7	43.4	90.6
Labour force participation rate, age 65+ (%)	47	-0.018	24.3	1.6	91.2
Economic participation gender gap ²	69	-0.009	0.645	0.310	0.839
Unemployment rate (%)	103	-1.959	19.0	0.3	32.0
Youth unemployment rate (%)	103	-2.765	45.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	93	-0.857	2.56	1.48	6.08
Country capacity to retain talent ¹	103	-0.937	2.62	1.81	5.97
Ease of finding skilled employees ¹	88	-0.607	3.56	2.13	5.69
Pay related to productivity ¹	31	-0.672	4.33	2.37	5.25
Capacity for innovation ¹	66	-0.327	3.44	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	84	-0.638	4.36	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	53	-0.451	0.053	0.000	1.242
Median age of the working population	54	-0.074	35	28	42
<i>Training</i>					
Staff training ¹	98	-0.751	3.56	2.51	5.57
Training services ¹	106	-1.055	3.47	2.67	6.47

Armenia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	71	-0.103	104	17	191
Internet users (per 100 people)	76	-0.423	32	1	95
Quality of domestic transport ¹	59	0.061	4.52	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	73	-0.373	3.63	2.33	5.49
Business and university R&D collaboration ¹	93	-0.699	3.16	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	30	0.930	32	1	180
Social safety net protection ¹	89	-0.729	2.99	2.10	6.26
Intellectual property protection and property rights ¹	52	-0.011	4.08	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	76	-0.463	3.97	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	29.8	Freedom in the World ⁸	5
Aged dependency ratio (%)	15.3	Democracy Index (rank/165)	114
Fertility rate (births per woman)	1.7	Population living in urban area (%)	64.2
Sex ratio at birth (female/male)	0.90	Gini Index (income) ⁵	31.3
Population below age 20 (%)	29.1	Accessibility of digital content ¹	5.27
Population above age 60 (%)	13.7	Extent of virtual social networks use ¹	5.77
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.1	Economic activity (agriculture) — % of total activity	44.2
Technical/vocational enrolment as % of total enrolment in secondary school	2	Economic activity (industry) — % of total activity	16.8
Adult literacy (%)	99.6	Economic activity (services) — % of total activity	39.0
Boys not in primary school (%)	5	GDP per person employed (US\$)	28,502
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.79
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.016	Emigration rate of the tertiary educated (%)	8.9
Private enrolment in primary school (% of primary)	1.5	Labour force with tertiary education (%)	22.9
Private enrolment in secondary school (% of secondary)	1.4	Number of patent applications (per 1,000 people)	0.0472
PIRLS ⁶	—	Hiring and firing practices ¹	4.80
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	138
TIMSS 4th grade math ⁶	452	Total employed (1,000s)	1,185
TIMSS 4th grade science ⁶	416	Total unemployed (1,000s)	278
TIMSS 8th grade math ⁶	467	Unemployment for 12 months or more as a % of total unemployment	51.4
TIMSS 8th grade science ⁶	437	Total youth not in education or employment (1,000s)	456.1
<i>Health</i>		Unemployment for 12 months or more (1,000s)	143.1
Prevalence of visual impairment (%)	2.4	Global Innovation Index (rank/142)	59
Public spending on health (% of GDP)	4.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.07	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.19	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.14	IQ measure ⁹	93.5
Business impact of diabetes ¹	4.88		
Business impact of chronic respiratory disease ¹	4.98		
Business impact of HIV/AIDS ¹	5.84		
Business impact of tuberculosis ¹	5.39		
Business impact of malaria ¹	5.69		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Australia

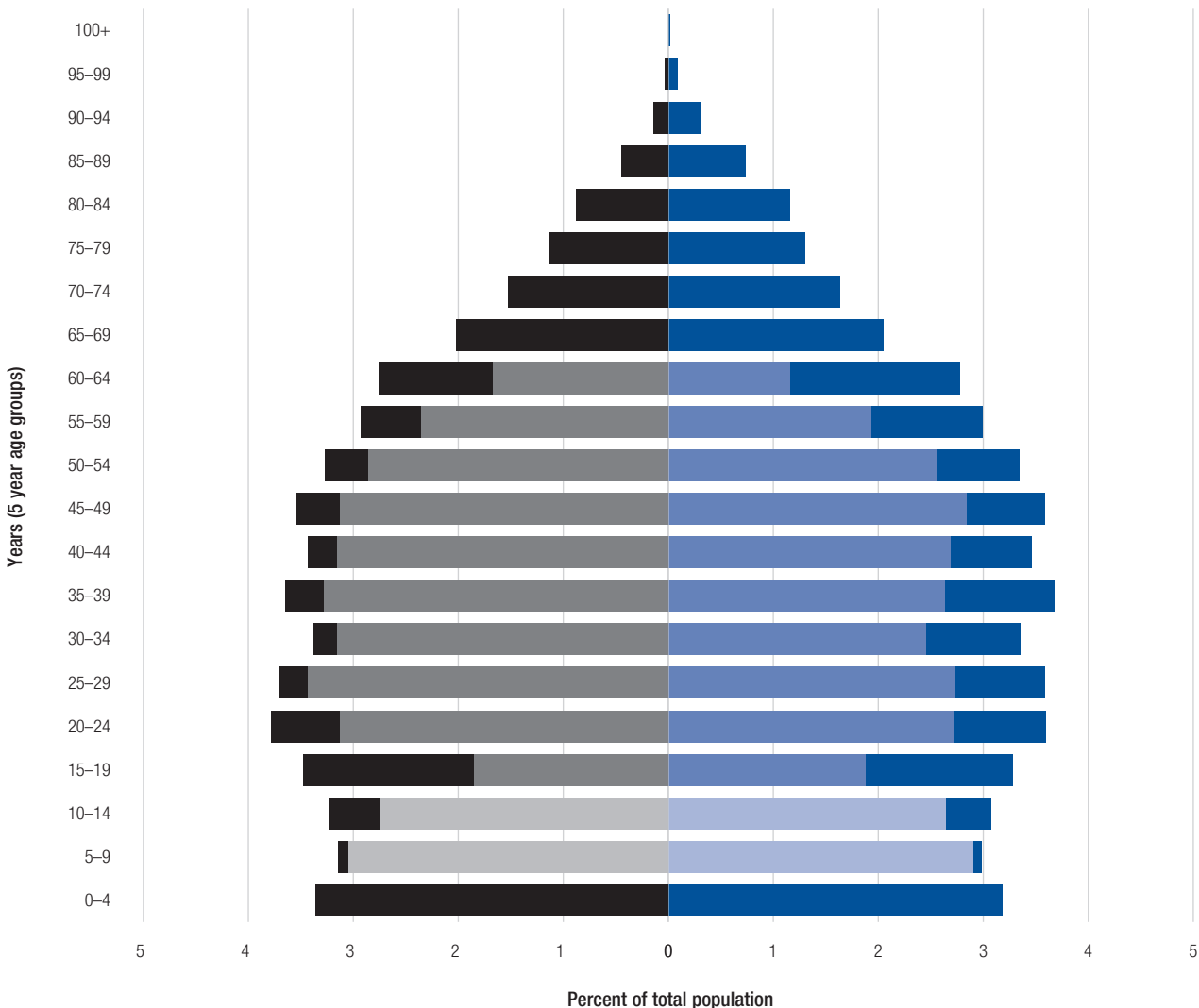
	Rank/122	Score
Human Capital Index 2013	19	0.831
Pillar 1: Education	13	0.988
Pillar 2: Health and wellness	18	0.663
Pillar 3: Workforce and employment	19	0.675
Pillar 4: Enabling environment	23	0.999

Key Indicators

Total population (1,000s)	22,404.5
Median age of population	37
GDP per capita PPP (constant 2005, international \$)	35,669
GDP growth (annual %)	3.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 19.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 28.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 0.5%

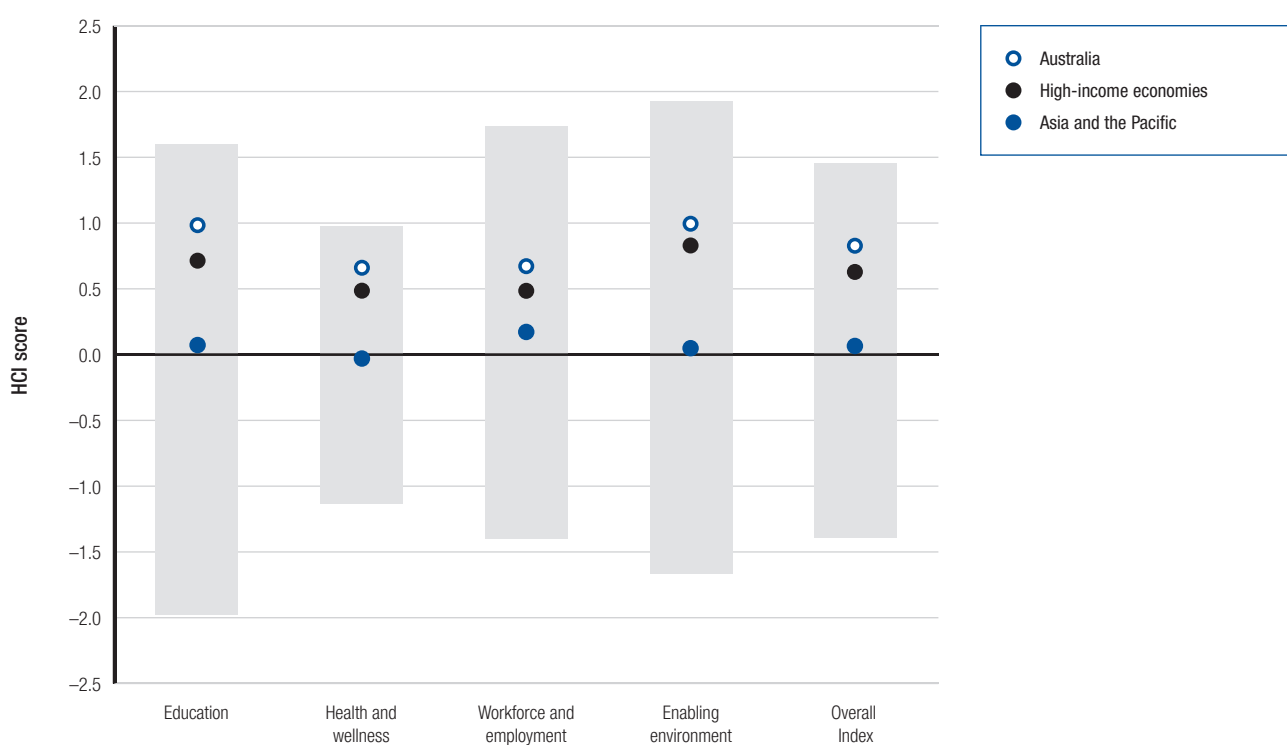


Australia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	19.1	38.4
Professionals	10.9	
Technicians and associate professionals	8.2	
Secondary requirements	30.1	50.9
Clerks	8.0	
Service workers and shop and market sales workers	9.2	
Skilled agricultural and fishery workers	1.7	
Craft and related trade workers	7.3	
Plant and machine operators and assemblers	3.9	
Primary requirements	4.8	6.4
Elementary occupations	4.8	
Various	6.6	
Legislators, senior officials and managers	6.6	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Australia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	53	-0.452	97	58	100
Secondary enrolment rate (%)	39	-0.574	85	16	100
Tertiary enrolment ratio (%)	9	1.496	80	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	15	1.301	5.95	1.64	6.64
Quality of the education system ¹	22	-1.098	4.78	1.99	5.98
Quality of primary schools ¹	19	-1.005	5.03	1.97	6.82
Quality of math & science education ¹	32	-0.588	4.60	1.88	6.29
Quality of management schools ¹	28	-0.902	5.05	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	1	-0.964	100	5	100
Secondary education attainment (% population age 25+)	15	-1.151	94	2	100
Tertiary education attainment (% population age 25+)	4	1.776	38	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	63	-0.220	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	5	-0.811	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	14	1.202	11.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	97	-0.693	25.1	1.1	42.8
Business impact of non-communicable diseases ¹	42	-0.410	4.66	2.74	5.87
Business impact of communicable diseases ¹	25	-0.916	6.39	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	17	-1.339	5.74	1.78	6.75
Healthcare accessibility ¹	22	-1.223	6.16	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	29	-0.737	76.4	43.4	90.6
Labour force participation rate, age 65+ (%)	84	-0.720	10.7	1.6	91.2
Economic participation gender gap ²	19	-0.982	0.759	0.310	0.839
Unemployment rate (%)	28	-0.676	5.2	0.3	32.0
Youth unemployment rate (%)	28	-0.731	11.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	13	1.254	4.73	1.48	6.08
Country capacity to retain talent ¹	33	-0.600	4.11	1.81	5.97
Ease of finding skilled employees ¹	37	-0.580	4.39	2.13	5.69
Pay related to productivity ¹	96	-0.763	3.46	2.37	5.25
Capacity for innovation ¹	22	-0.947	4.46	2.31	5.84
Index of Economic Complexity ³	73	-0.482	-0.35	-1.96	2.37
Firm level technology absorption ¹	13	1.406	5.82	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	8	2.256	0.864	0.000	1.242
Median age of the working population	33	-0.904	39	28	42
<i>Training</i>					
Staff training ¹	26	-0.724	4.51	2.51	5.57
Training services ¹	20	-0.965	5.07	2.67	6.47

Australia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	60	0.037	108	17	191
Internet users (per 100 people)	18	1.255	79	1	95
Quality of domestic transport ¹	34	0.564	4.96	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	34	0.526	4.27	2.33	5.49
Business and university R&D collaboration ¹	14	1.427	5.06	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	9	1.357	10	1	180
Social safety net protection ¹	20	1.077	4.95	2.10	6.26
Intellectual property protection and property rights ¹	21	1.165	5.28	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	13	1.583	5.81	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	28.0	Freedom in the World ⁸	1
Aged dependency ratio (%)	19.9	Democracy Index (rank/165)	6
Fertility rate (births per woman)	1.9	Population living in urban area (%)	89.3
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	35.2
Population below age 20 (%)	25.7	Accessibility of digital content ¹	6.10
Population above age 60 (%)	18.9	Extent of virtual social networks use ¹	6.39
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.1	Economic activity (agriculture) — % of total activity	3.3
Technical/vocational enrolment as % of total enrolment in secondary school	33	Economic activity (industry) — % of total activity	21.1
Adult literacy (%)	—	Economic activity (services) — % of total activity	75.5
Boys not in primary school (%)	3	GDP per person employed (US\$)	49,898
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.03
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	2.7
Private enrolment in primary school (% of primary)	30.9	Labour force with tertiary education (%)	33.8
Private enrolment in secondary school (% of secondary)	33.3	Number of patent applications (per 1,000 people)	1.1393
PIRLS ⁶	527	Hiring and firing practices ¹	2.85
PISA math scores ⁶	514	Retirement age, male	67
PISA reading scores ⁶	515	Retirement age, female	67
PISA science scores ⁶	527	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	516	Total employed (1,000s)	11,215
TIMSS 4th grade science ⁶	516	Total unemployed (1,000s)	618
TIMSS 8th grade math ⁶	505	Unemployment for 12 months or more as a % of total unemployment	18.7
TIMSS 8th grade science ⁶	519	Total youth not in education or employment (1,000s)	143.1
<i>Health</i>		Unemployment for 12 months or more (1,000s)	115.8
Prevalence of visual impairment (%)	1.2	Global Innovation Index (rank/142)	19
Public spending on health (% of GDP)	9.0	Global Talent Index (rank/60)	6
Business impact of heart disease ¹	4.49	Quality of Labour Force (rank/60)	8
Business impact of cancer ¹	4.40	Talent Environment (rank/60)	18
Business impact of mental illness ¹	4.71	IQ measure ⁹	99.2
Business impact of diabetes ¹	4.59		
Business impact of chronic respiratory disease ¹	5.14		
Business impact of HIV/AIDS ¹	6.11		
Business impact of tuberculosis ¹	6.47		
Business impact of malaria ¹	6.59		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- 1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
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- 4 Rank number on a list of 185 countries
- 5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- 6 International test scores
- 7 Perception survey data. Percentage of yes responses.
- 8 Score (1 = best, 7 = worst)
- 9 Reported in relation to UK score (100)

Austria

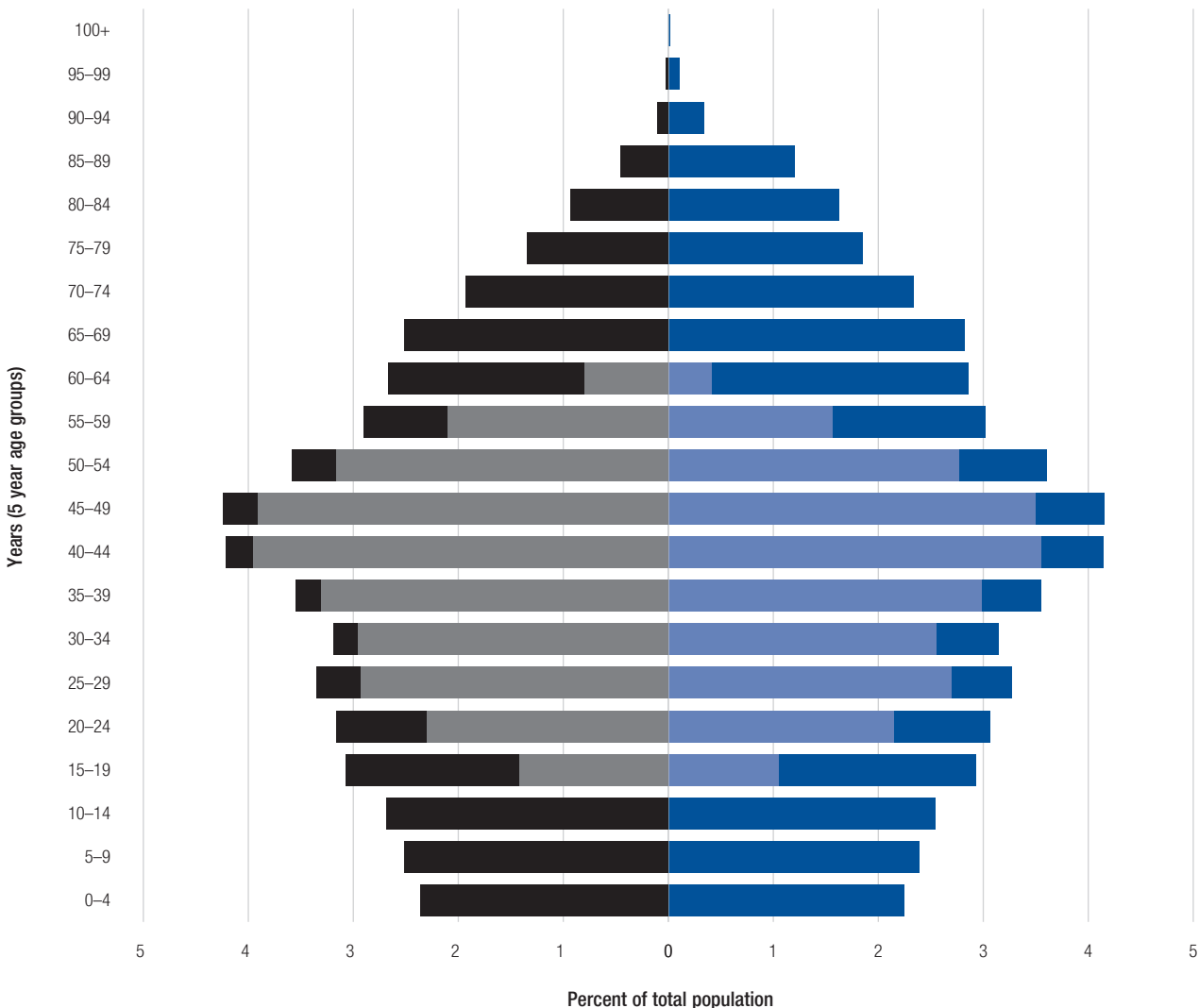
	Rank/122	Score
Human Capital Index 2013	13	0.977
Pillar 1: Education	25	0.713
Pillar 2: Health and wellness	7	0.886
Pillar 3: Workforce and employment	14	0.886
Pillar 4: Enabling environment	6	1.424

Key Indicators

Total population (1,000s)	8,401.9
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	36,259
GDP growth (annual %)	0.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 26.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.3%

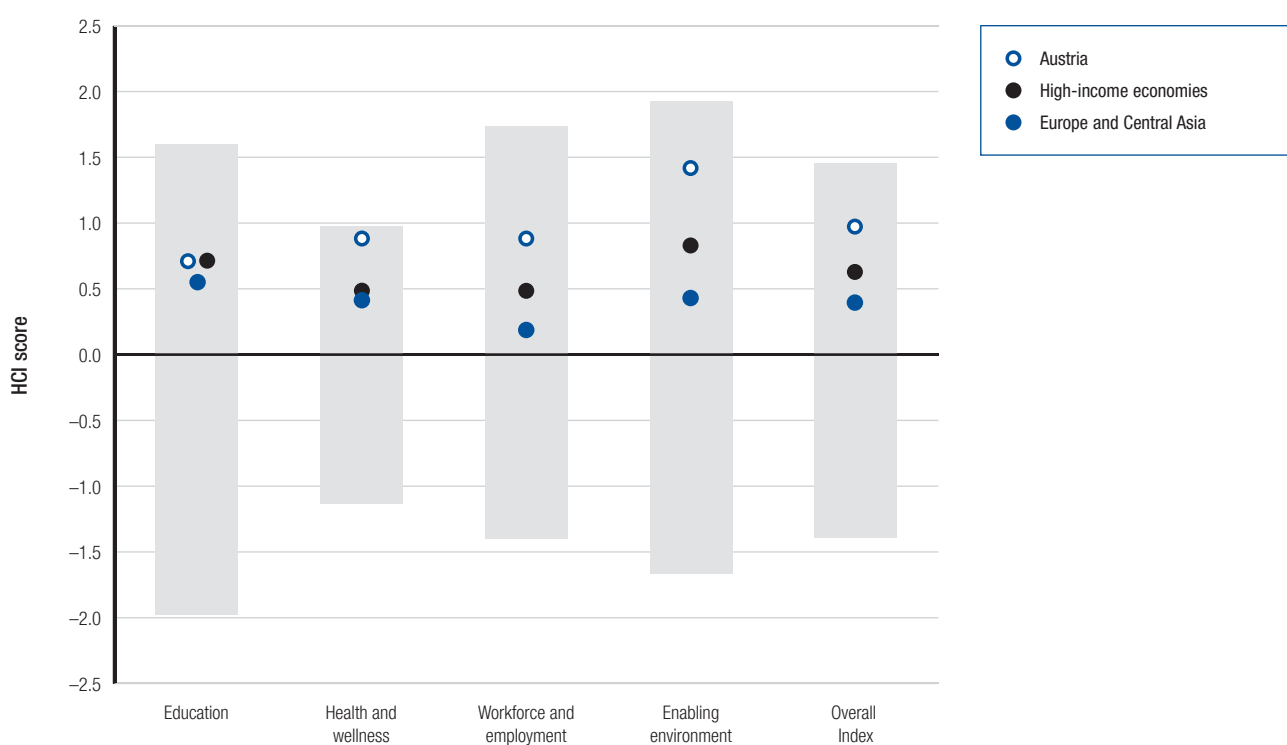


Austria

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	17.4	17.5
Professionals	5.8	
Technicians and associate professionals	11.6	
Secondary requirements	30.6	n/a
Clerks	7.8	
Service workers and shop and market sales workers	8.4	
Skilled agricultural and fishery workers	3.0	
Craft and related trade workers	7.9	
Plant and machine operators and assemblers	3.5	
Primary requirements	6.8	n/a
Elementary occupations	6.8	
Various	4.6	
Legislators, senior officials and managers	4.0	
Unclassified	0.5	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Austria

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	20	1.136	70	1	103
Education gender gap ²	44	-0.477	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	23	1.118	5.72	1.64	6.64
Quality of the education system ¹	23	1.064	4.75	1.99	5.98
Quality of primary schools ¹	24	-0.913	4.93	1.97	6.82
Quality of math & science education ¹	32	-0.588	4.60	1.88	6.29
Quality of management schools ¹	37	-0.531	4.74	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	46	-0.123	18	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	42	-0.674	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	28	-0.586	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	7	1.289	10.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	53	-0.025	18.3	1.1	42.8
Business impact of non-communicable diseases ¹	35	-0.498	4.70	2.74	5.87
Business impact of communicable diseases ¹	6	1.257	6.73	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	8	1.253	4	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	3	1.931	6.46	1.78	6.75
Healthcare accessibility ¹	6	1.627	6.65	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	32	-0.594	75.0	43.4	90.6
Labour force participation rate, age 65+ (%)	103	-0.999	5.3	1.6	91.2
Economic participation gender gap ²	63	-0.067	0.652	0.310	0.839
Unemployment rate (%)	20	-0.829	4.4	0.3	32.0
Youth unemployment rate (%)	14	1.008	8.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	24	-0.785	4.25	1.48	6.08
Country capacity to retain talent ¹	21	1.038	4.54	1.81	5.97
Ease of finding skilled employees ¹	72	-0.272	3.80	2.13	5.69
Pay related to productivity ¹	61	-0.034	3.94	2.37	5.25
Capacity for innovation ¹	14	1.582	4.96	2.31	5.84
Index of Economic Complexity ³	5	1.813	1.84	-1.96	2.37
Firm level technology absorption ¹	16	1.322	5.76	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	18	1.299	0.577	0.000	1.242
Median age of the working population	10	1.403	41	28	42
<i>Training</i>					
Staff training ¹	16	1.405	4.95	2.51	5.57
Training services ¹	4	2.262	6.09	2.67	6.47

Austria

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	10	1.403	155	17	191
Internet users (per 100 people)	15	1.284	80	1	95
Quality of domestic transport ¹	13	1.402	5.69	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	15	1.338	4.85	2.33	5.49
Business and university R&D collaboration ¹	21	1.130	4.79	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	27	0.988	29	1	180
Social safety net protection ¹	7	2.130	6.09	2.10	6.26
Intellectual property protection and property rights ¹	14	1.562	5.69	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	14	1.580	5.81	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.9	Freedom in the World ⁸	1
Aged dependency ratio (%)	26.4	Democracy Index (rank/165)	12
Fertility rate (births per woman)	1.4	Population living in urban area (%)	67.9
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	29.2
Population below age 20 (%)	20.7	Accessibility of digital content ¹	6.23
Population above age 60 (%)	23.1	Extent of virtual social networks use ¹	6.23
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.0	Economic activity (agriculture) — % of total activity	5.3
Technical/vocational enrolment as % of total enrolment in secondary school	39	Economic activity (industry) — % of total activity	26.0
Adult literacy (%)	—	Economic activity (services) — % of total activity	68.7
Boys not in primary school (%)	—	GDP per person employed (US\$)	49,220
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	5.54
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	13.5
Private enrolment in primary school (% of primary)	5.8	Labour force with tertiary education (%)	19.3
Private enrolment in secondary school (% of secondary)	9.5	Number of patent applications (per 1,000 people)	0.2892
PIRLS ⁶	529	Hiring and firing practices ¹	3.32
PISA math scores ⁶	496	Retirement age, male	65
PISA reading scores ⁶	470	Retirement age, female	60
PISA science scores ⁶	494	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	508	Total employed (1,000s)	4,096
TIMSS 4th grade science ⁶	532	Total unemployed (1,000s)	188
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	25.2
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	84.8
<i>Health</i>		Unemployment for 12 months or more (1,000s)	47.5
Prevalence of visual impairment (%)	1.0	Global Innovation Index (rank/142)	23
Public spending on health (% of GDP)	10.6	Global Talent Index (rank/60)	17
Business impact of heart disease ¹	4.37	Quality of Labour Force (rank/60)	16
Business impact of cancer ¹	4.46	Talent Environment (rank/60)	3
Business impact of mental illness ¹	4.27	IQ measure ⁹	98.8
Business impact of diabetes ¹	5.10		
Business impact of chronic respiratory disease ¹	5.32		
Business impact of HIV/AIDS ¹	6.58		
Business impact of tuberculosis ¹	6.73		
Business impact of malaria ¹	6.87		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Azerbaijan

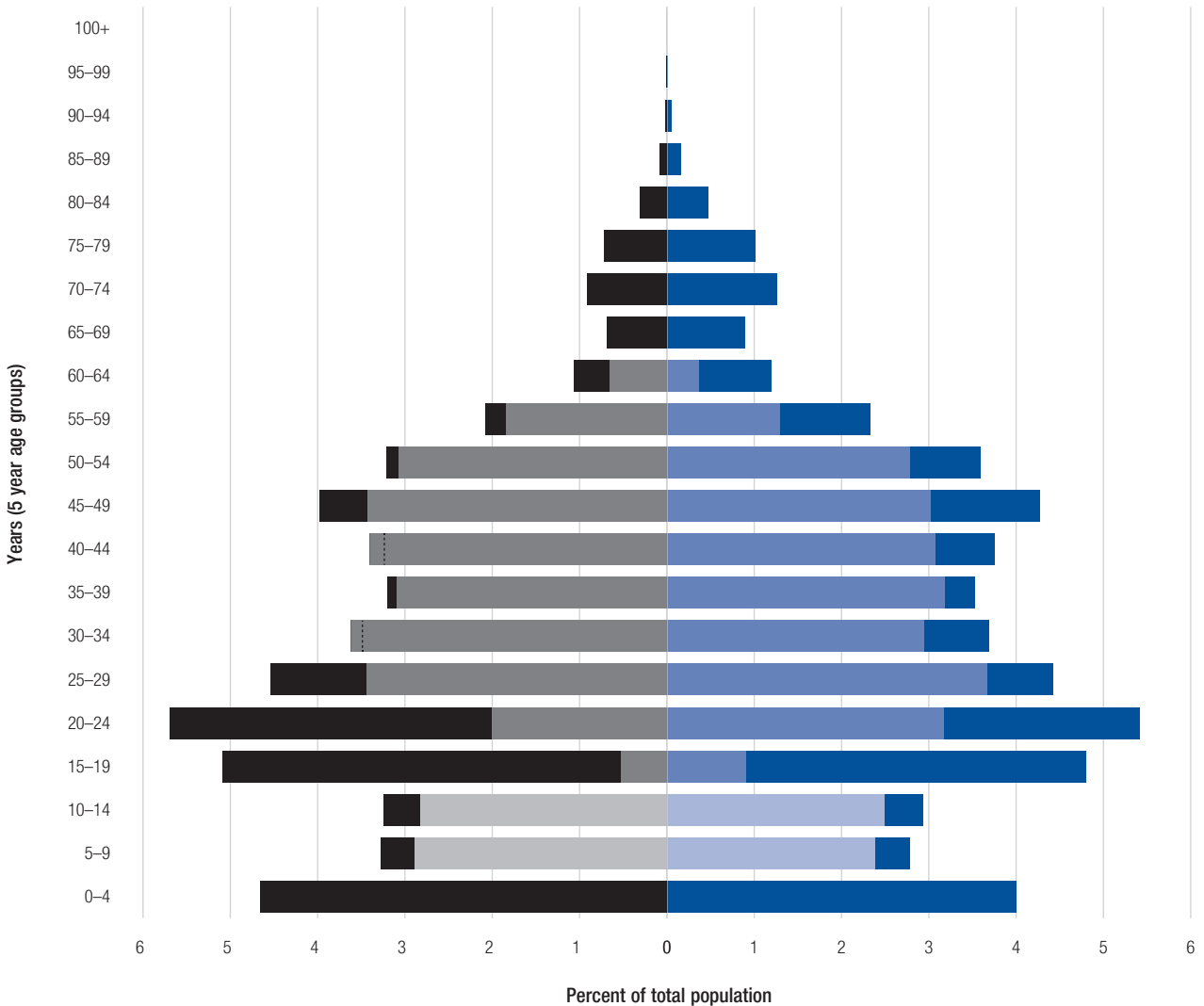
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	71	-0.153
Pillar 2: Health and wellness	94	-0.414
Pillar 3: Workforce and employment	55	-0.016
Pillar 4: Enabling environment	55	-0.044

Key Indicators	Value
Total population (1,000s)	9,094.7
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	9,156
GDP growth (annual %)	4.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 31.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: 0.1%

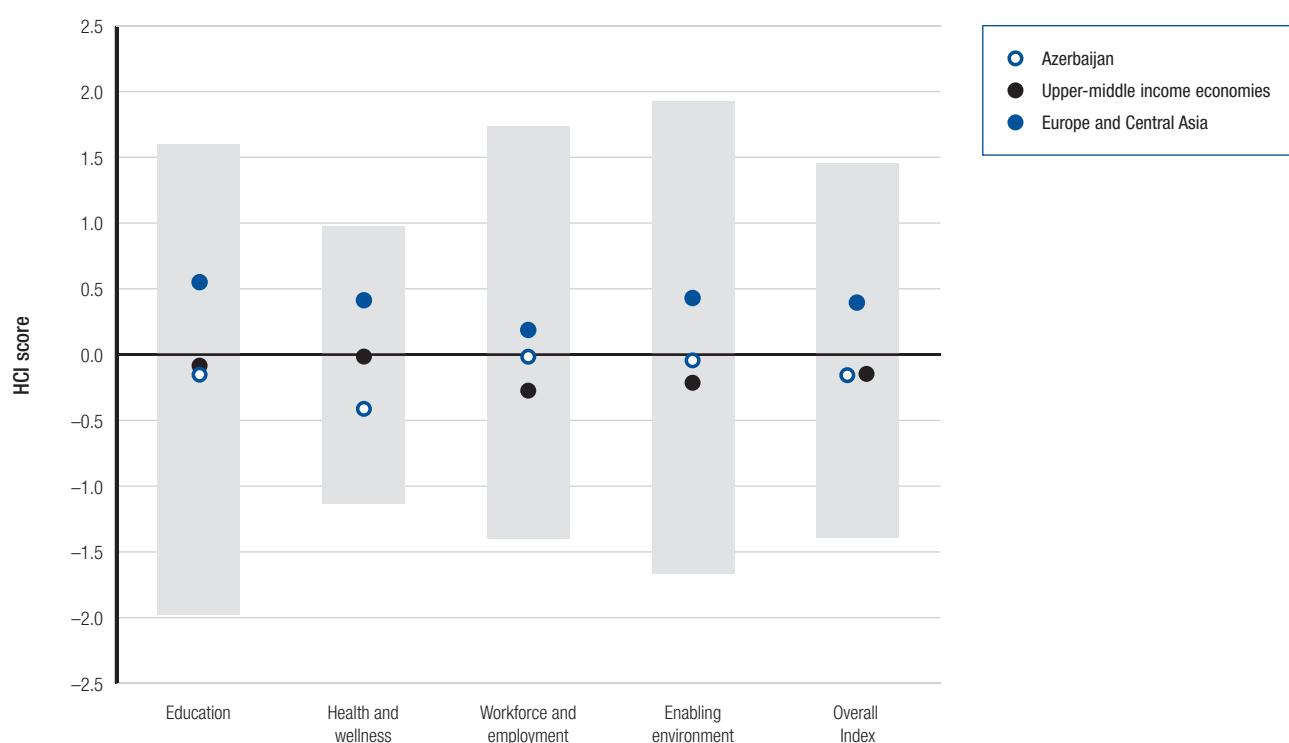


Azerbaijan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	25.1
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	65.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	2.9
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Azerbaijan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	99	-0.722	87	58	100
Secondary enrolment rate (%)	36	-0.601	86	16	100
Tertiary enrolment ratio (%)	82	-0.795	20	1	103
Education gender gap ²	77	-0.324	0.983	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	63	-0.105	4.19	1.64	6.64
Quality of the education system ¹	99	-0.815	3.07	1.99	5.98
Quality of primary schools ¹	95	-0.845	3.02	1.97	6.82
Quality of math & science education ¹	93	-0.750	3.32	1.88	6.29
Quality of management schools ¹	114	-1.407	3.12	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	14	-0.897	98	5	100
Secondary education attainment (% population age 25+)	10	-1.221	95	2	100
Tertiary education attainment (% population age 25+)	27	-0.564	25	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	99	-0.784	39	2	98
Life expectancy	82	-0.187	71	50	83
Survival gender gap ²	118	-4.477	0.920	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	47	-0.170	16.8	1.2	36.5
Unhealthy life years (% of life expectancy)	98	-0.378	17	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	60	-0.085	25.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	92	-0.650	24.7	1.1	42.8
Business impact of non-communicable diseases ¹	47	-0.294	4.61	2.74	5.87
Business impact of communicable diseases ¹	61	-0.269	5.74	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	17	-0.912	19	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	84	-0.155	81.1	31.1	100.0
Healthcare quality ¹	75	-0.583	3.40	1.78	6.75
Healthcare accessibility ¹	62	-0.111	4.53	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	66	-0.001	69.2	43.4	90.6
Labour force participation rate, age 65+ (%)	82	-0.704	11.0	1.6	91.2
Economic participation gender gap ²	67	-0.045	0.649	0.310	0.839
Unemployment rate (%)	32	-0.600	5.6	0.3	32.0
Youth unemployment rate (%)	41	-0.422	14.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	28	-0.641	4.10	1.48	6.08
Country capacity to retain talent ¹	56	-0.035	3.50	1.81	5.97
Ease of finding skilled employees ¹	79	-0.327	3.76	2.13	5.69
Pay related to productivity ¹	19	-1.101	4.60	2.37	5.25
Capacity for innovation ¹	32	-0.440	4.05	2.31	5.84
Index of Economic Complexity ³	106	-1.456	-1.28	-1.96	2.37
Firm level technology absorption ¹	55	-0.076	4.87	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	75	-0.573	0.017	0.000	1.242
Median age of the working population	65	-0.203	34	28	42
<i>Training</i>					
Staff training ¹	70	-0.198	3.92	2.51	5.57
Training services ¹	64	-0.085	4.24	2.67	6.47

Azerbaijan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	57	0.049	109	17	191
Internet users (per 100 people)	51	0.220	50	1	95
Quality of domestic transport ¹	36	0.499	4.90	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	65	-0.160	3.78	2.33	5.49
Business and university R&D collaboration ¹	73	-0.471	3.36	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	55	0.251	67	1	180
Social safety net protection ¹	48	0.084	3.87	2.10	6.26
Intellectual property protection and property rights ¹	67	-0.240	3.84	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	84	-0.630	3.82	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	31.8	Freedom in the World ⁸	6
Aged dependency ratio (%)	8.3	Democracy Index (rank/165)	139
Fertility rate (births per woman)	2.0	Population living in urban area (%)	53.9
Sex ratio at birth (female/male)	0.88	Gini Index (income) ⁵	33.7
Population below age 20 (%)	32.7	Accessibility of digital content ¹	5.41
Population above age 60 (%)	7.9	Extent of virtual social networks use ¹	6.03
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.8	Economic activity (agriculture) — % of total activity	37.9
Technical/vocational enrolment as % of total enrolment in secondary school	17	Economic activity (industry) — % of total activity	14.1
Adult literacy (%)	99.8	Economic activity (services) — % of total activity	48.0
Boys not in primary school (%)	12	GDP per person employed (US\$)	17,983
Girls not in primary school (%)	14	Cooperation in labour-employer relations ¹	4.60
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.034	Emigration rate of the tertiary educated (%)	1.8
Private enrolment in primary school (% of primary)	0.3	Labour force with tertiary education (%)	7.6
Private enrolment in secondary school (% of secondary)	13.9	Number of patent applications (per 1,000 people)	0.0225
PIRLS ⁶	462	Hiring and firing practices ¹	4.92
PISA math scores ⁶	431	Retirement age, male	—
PISA reading scores ⁶	362	Retirement age, female	—
PISA science scores ⁶	373	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	463	Total employed (1,000s)	4,329
TIMSS 4th grade science ⁶	438	Total unemployed (1,000s)	258
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	65.8
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	175.7
<i>Health</i>		Unemployment for 12 months or more (1,000s)	169.9
Prevalence of visual impairment (%)	2.8	Global Innovation Index (rank/142)	105
Public spending on health (% of GDP)	5.2	Global Talent Index (rank/60)	54
Business impact of heart disease ¹	4.26	Quality of Labour Force (rank/60)	60
Business impact of cancer ¹	4.74	Talent Environment (rank/60)	51
Business impact of mental illness ¹	4.39	IQ measure ⁹	84.8
Business impact of diabetes ¹	4.73		
Business impact of chronic respiratory disease ¹	4.93		
Business impact of HIV/AIDS ¹	5.99		
Business impact of tuberculosis ¹	5.19		
Business impact of malaria ¹	6.05		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Bahrain

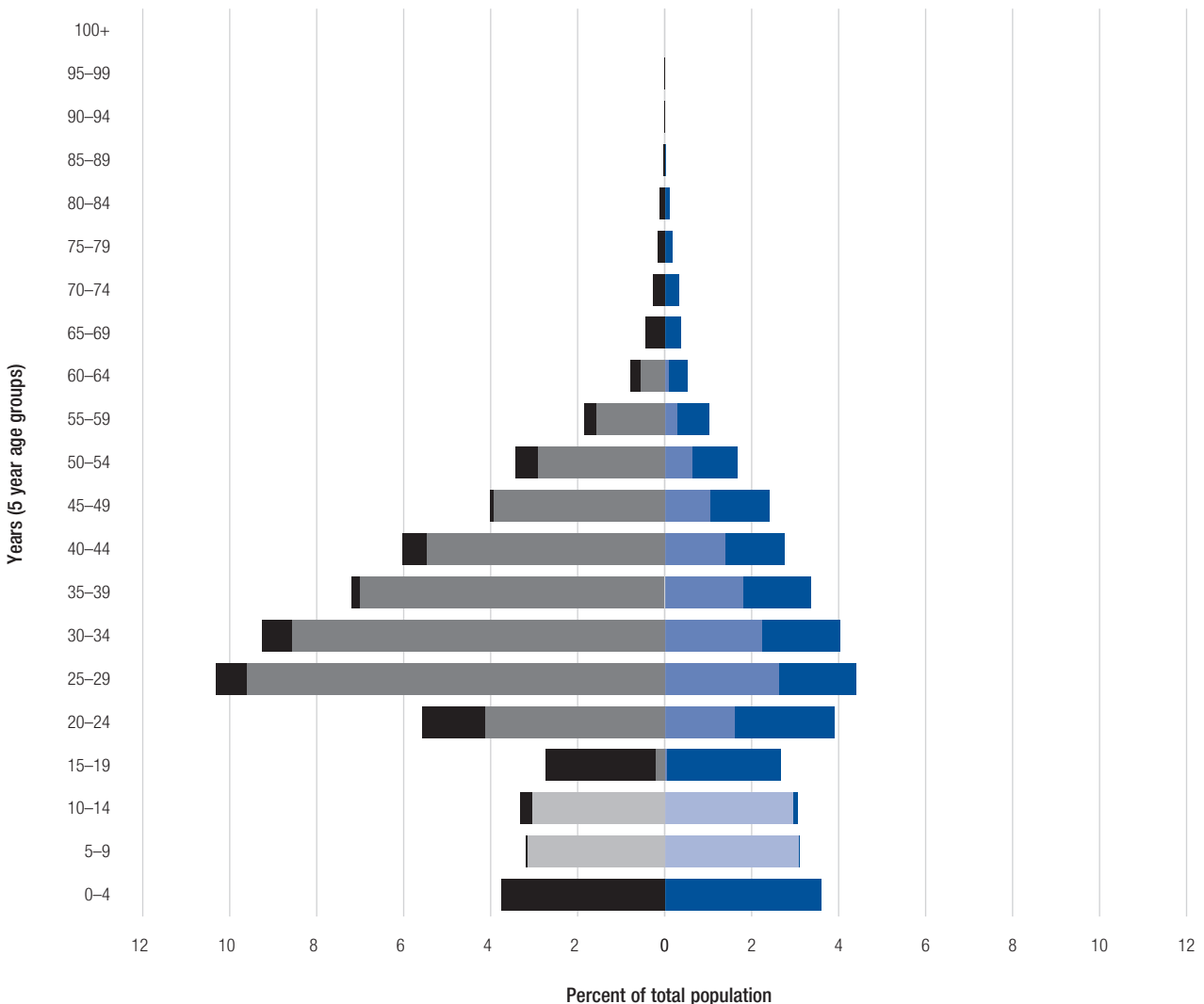
	Rank/122	Score
Human Capital Index 2013	40	0.232
Pillar 1: Education	48	0.274
Pillar 2: Health and wellness	64	0.011
Pillar 3: Workforce and employment	43	0.099
Pillar 4: Enabling environment	33	0.544

Key Indicators

Total population (1,000s)	1,251.5
Median age of population	30
GDP per capita PPP (constant 2005, international \$)	21,521
GDP growth (annual %)	4.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 2.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.1%

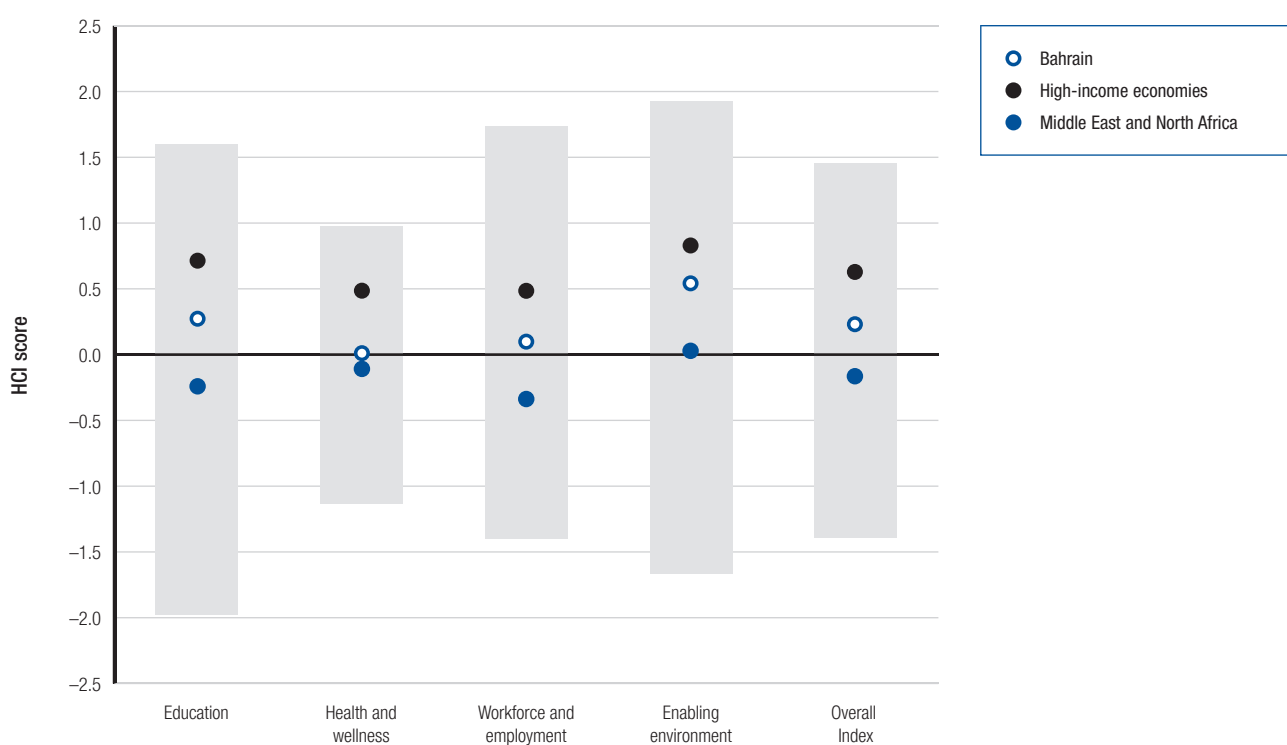


Bahrain

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	11.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	57.1
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	12.0
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Bahrain

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	19	-0.706	99	58	100
Secondary enrolment rate (%)	10	-0.958	94	16	100
Tertiary enrolment ratio (%)	69	-0.409	30	1	103
Education gender gap ²	42	-0.478	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	40	-0.518	4.97	1.64	6.64
Quality of the education system ¹	40	-0.360	4.12	1.99	5.98
Quality of primary schools ¹	53	-0.103	4.05	1.97	6.82
Quality of math & science education ¹	67	-0.002	4.04	1.88	6.29
Quality of management schools ¹	74	-0.246	4.09	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	30	-0.785	79	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	96	-0.303	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	100	-1.126	40.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	113	-1.484	32.6	1.1	42.8
Business impact of non-communicable diseases ¹	45	-0.320	4.62	2.74	5.87
Business impact of communicable diseases ¹	46	-0.517	5.99	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	76	-0.328	35	8	69
Depression (% of respondents) ⁷	90	-0.660	16	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	31	-0.789	99.5	31.1	100.0
Healthcare quality ¹	37	-0.620	4.86	1.78	6.75
Healthcare accessibility ¹	20	-1.311	6.26	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	50	-0.287	72.0	43.4	90.6
Labour force participation rate, age 65+ (%)	75	-0.601	13.0	1.6	91.2
Economic participation gender gap ²	103	-1.246	0.497	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	91	-0.997	28.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	11	-1.539	5.03	1.48	6.08
Country capacity to retain talent ¹	20	-1.098	4.59	1.81	5.97
Ease of finding skilled employees ¹	44	-0.333	4.22	2.13	5.69
Pay related to productivity ¹	32	-0.657	4.32	2.37	5.25
Capacity for innovation ¹	71	-0.399	3.39	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	27	-0.947	5.49	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	62	-0.526	0.031	0.000	1.242
Median age of the working population	70	-0.311	33	28	42
<i>Training</i>					
Staff training ¹	35	-0.453	4.34	2.51	5.57
Training services ¹	48	-0.151	4.42	2.67	6.47

Bahrain

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	30	0.614	128	17	191
Internet users (per 100 people)	21	1.184	77	1	95
Quality of domestic transport ¹	67	-0.198	4.30	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	29	0.639	4.35	2.33	5.49
Business and university R&D collaboration ¹	106	-0.952	2.93	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	39	0.736	42	1	180
Social safety net protection ¹	22	0.966	4.83	2.10	6.26
Intellectual property protection and property rights ¹	26	1.024	5.14	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	27	0.887	5.19	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	25.4	<i>Society</i>	
Aged dependency ratio (%)	2.6	Freedom in the World ⁸	6
Fertility rate (births per woman)	2.2	Democracy Index (rank/165)	150
Sex ratio at birth (female/male)	0.97	Population living in urban area (%)	88.8
Population below age 20 (%)	25.3	Gini Index (income) ⁵	—
Population above age 60 (%)	3.5	Accessibility of digital content ¹	5.72
<i>Education</i>			
Public spending on education (% of GDP)	2.9	Extent of virtual social networks use ¹	6.35
Technical/vocational enrolment as % of total enrolment in secondary school	7	<i>Workforce</i>	
Adult literacy (%)	94.6	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	1	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	4	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	9,175
Private enrolment in primary school (% of primary)	32.5	Cooperation in labour-employer relations ¹	4.94
Private enrolment in secondary school (% of secondary)	21.8	Emigration rate of the tertiary educated (%)	5.1
PIRLS ⁶	—	Labour force with tertiary education (%)	16.7
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.1119
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.27
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	436	Retirement age, female	—
TIMSS 4th grade science ⁶	449	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	409	Total employed (1,000s)	703
TIMSS 8th grade science ⁶	452	Total unemployed (1,000s)	8
<i>Health</i>			
Prevalence of visual impairment (%)	2.5	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	3.8	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	4.67	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.52	Global Innovation Index (rank/142)	67
Business impact of mental illness ¹	5.33	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.75	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.84	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	5.86	IQ measure ⁹	85.6
Business impact of tuberculosis ¹	5.87		
Business impact of malaria ¹	6.25		

NOTES

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Bangladesh

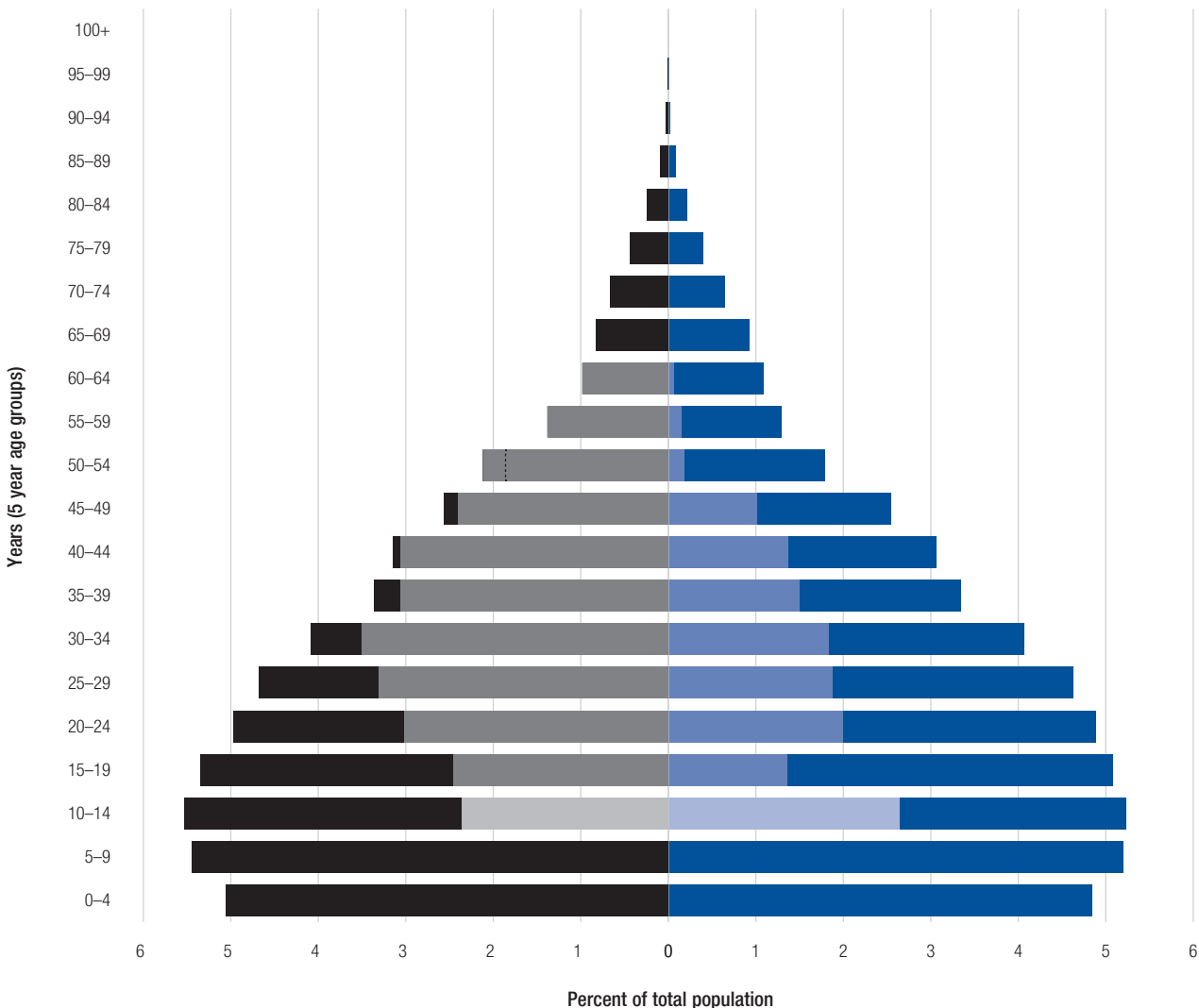
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	104	-0.959
Pillar 2: Health and wellness	104	-0.606
Pillar 3: Workforce and employment	103	-0.543
Pillar 4: Enabling environment	110	-1.019

Key Indicators	Value
Total population (1,000s)	151,125.5
Median age of population	24
GDP per capita PPP (constant 2005, international \$)	1,623
GDP growth (annual %)	6.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 49.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.2%
		Female labour force participation, age 65+: 0.2%

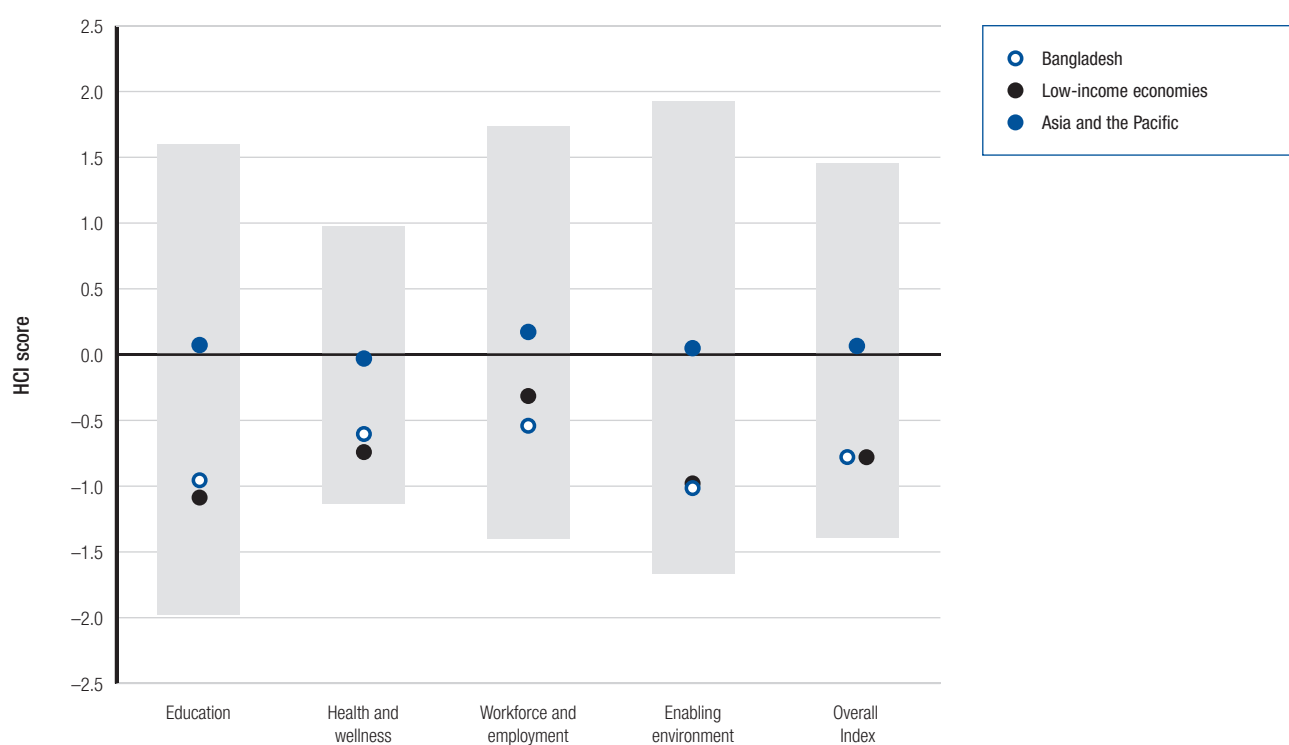


Bangladesh

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	2.4	4.2
Professionals	2.2	
Technicians and associate professionals	0.2	
Secondary requirements	43.4	22.5
Clerks	1.0	
Service workers and shop and market sales workers	6.5	
Skilled agricultural and fishery workers	2.7	
Craft and related trade workers	22.2	
Plant and machine operators and assemblers	11.1	
Primary requirements	n/a	20.5
Elementary occupations	n/a	
Various	45.9	
Legislators, senior officials and managers	45.9	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Bangladesh

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	82	-1.120	47	16	100
Tertiary enrolment ratio (%)	91	-1.026	14	1	103
Education gender gap ²	105	-1.338	0.858	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	106	-1.183	2.84	1.64	6.64
Quality of the education system ¹	83	-0.602	3.26	1.99	5.98
Quality of primary schools ¹	97	-0.919	2.94	1.97	6.82
Quality of math & science education ¹	95	-0.782	3.29	1.88	6.29
Quality of management schools ¹	91	-0.701	3.71	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	98	-0.694	37	2	98
Life expectancy	87	-0.309	70	50	83
Survival gender gap ²	106	-1.345	0.956	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	76	-1.713	30.4	1.2	36.5
Unhealthy life years (% of life expectancy)	108	-0.893	20	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	94	-0.906	38.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	1	1.840	1.1	1.1	42.8
Business impact of non-communicable diseases ¹	90	-0.595	4.21	2.74	5.87
Business impact of communicable diseases ¹	62	0.267	5.74	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	17	0.912	19	8	69
Depression (% of respondents) ⁷	110	-2.094	25	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	95	-0.771	69.1	31.1	100.0
Healthcare quality ¹	103	-1.002	2.89	1.78	6.75
Healthcare accessibility ¹	108	-1.184	3.22	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	42	0.430	73.4	43.4	90.6
Labour force participation rate, age 65+ (%)	31	0.462	33.6	1.6	91.2
Economic participation gender gap ²	105	-1.389	0.480	0.310	0.839
Unemployment rate (%)	23	0.804	4.5	0.3	32.0
Youth unemployment rate (%)	17	0.957	9.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	98	-0.983	2.43	1.48	6.08
Country capacity to retain talent ¹	106	-1.003	2.56	1.81	5.97
Ease of finding skilled employees ¹	73	-0.284	3.79	2.13	5.69
Pay related to productivity ¹	85	-0.510	3.61	2.37	5.25
Capacity for innovation ¹	106	-0.913	2.98	2.31	5.84
Index of Economic Complexity ³	96	-1.105	-0.94	-1.96	2.37
Firm level technology absorption ¹	96	-0.859	4.20	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	109	-0.623	0.002	0.000	1.242
Median age of the working population	86	-0.760	32	28	42
<i>Training</i>					
Staff training ¹	116	-1.454	3.11	2.51	5.57
Training services ¹	116	-1.452	3.16	2.67	6.47

Bangladesh

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	112	-1.500	56	17	191
Internet users (per 100 people)	109	-1.387	5	1	95
Quality of domestic transport ¹	111	-1.203	3.42	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	60	0.002	3.89	2.33	5.49
Business and university R&D collaboration ¹	116	-1.300	2.62	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	95	-0.951	129	1	180
Social safety net protection ¹	118	-1.340	2.33	2.10	6.26
Intellectual property protection and property rights ¹	109	-1.085	2.98	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	74	-0.407	4.02	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	49.7	Freedom in the World ⁸	3
Aged dependency ratio (%)	7.2	Democracy Index (rank/165)	84
Fertility rate (births per woman)	2.4	Population living in urban area (%)	28.9
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	32.1
Population below age 20 (%)	42.2	Accessibility of digital content ¹	3.97
Population above age 60 (%)	6.8	Extent of virtual social networks use ¹	4.36
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.2	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	3	Economic activity (industry) — % of total activity	—
Adult literacy (%)	57.7	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	—	GDP per person employed (US\$)	3,972
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.08
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.468	Emigration rate of the tertiary educated (%)	4.4
Private enrolment in primary school (% of primary)	42.0	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	94.8	Number of patent applications (per 1,000 people)	0.0020
PIRLS ⁶	—	Hiring and firing practices ¹	4.49
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	47,357
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,566
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	5.6	Global Innovation Index (rank/142)	130
Public spending on health (% of GDP)	3.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.88	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.35	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.04	IQ measure ⁹	81.0
Business impact of diabetes ¹	3.62		
Business impact of chronic respiratory disease ¹	4.19		
Business impact of HIV/AIDS ¹	5.96		
Business impact of tuberculosis ¹	5.64		
Business impact of malaria ¹	5.63		

NOTES

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Barbados

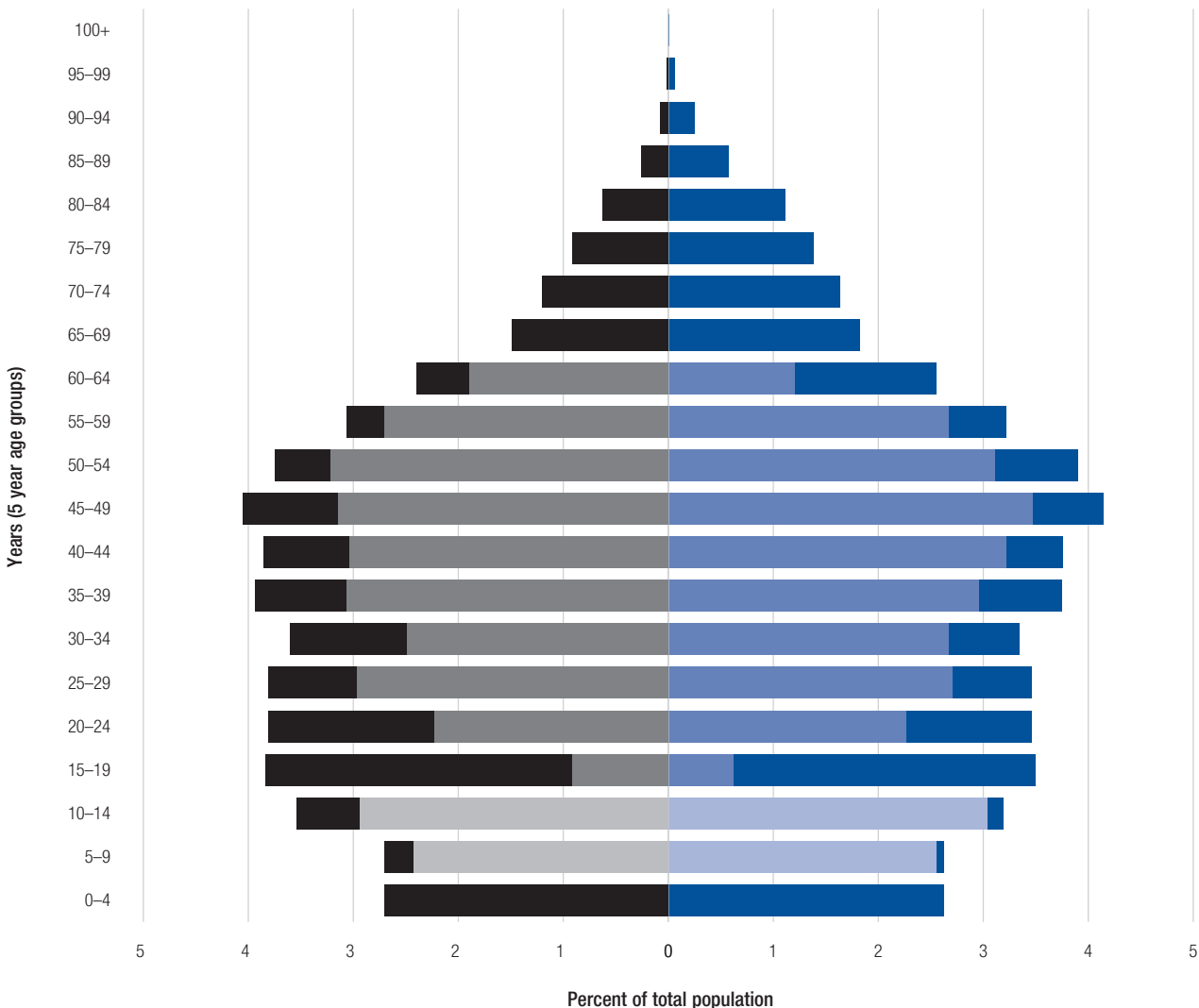
	Rank/122	Score
Human Capital Index 2013	26	0.581
Pillar 1: Education	12	1.007
Pillar 2: Health and wellness	42	0.245
Pillar 3: Workforce and employment	29	0.340
Pillar 4: Enabling environment	27	0.730

Key Indicators

Total population (1,000s)	280.4
Median age of population	36
GDP per capita PPP (constant 2005, international \$)	17,171
GDP growth (annual %)	-5.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 14.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 27.5%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.6%

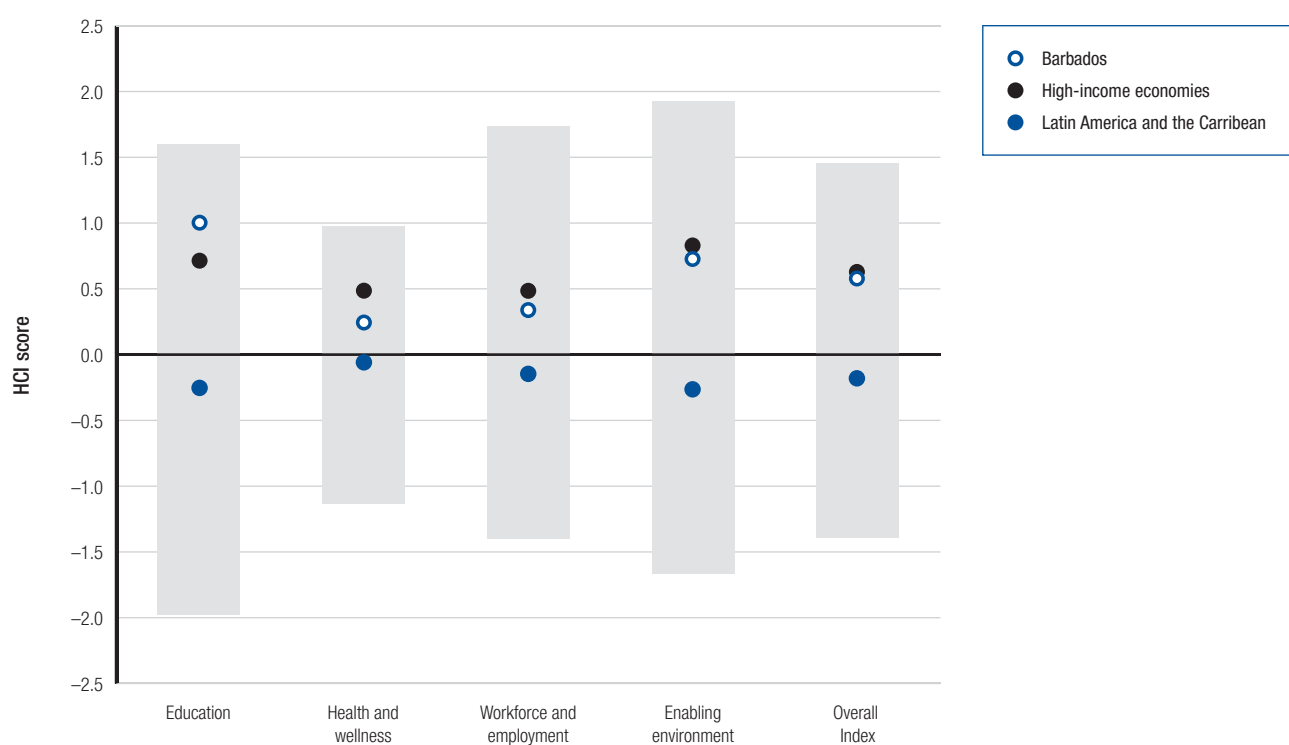


Barbados

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	10.9	1.1
Professionals	6.3	
Technicians and associate professionals	4.6	
Secondary requirements	30.6	62.3
Clerks	6.7	
Service workers and shop and market sales workers	11.0	
Skilled agricultural and fishery workers	1.7	
Craft and related trade workers	7.7	
Plant and machine operators and assemblers	3.5	
Primary requirements	11.2	8.3
Elementary occupations	11.2	
Various	11.7	
Legislators, senior officials and managers	4.3	
Unclassified	n/a	
Armed forces	7.4	

Spread of scores (by pillar and overall)



Barbados

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	71	-0.199	95	58	100
Secondary enrolment rate (%)	28	-0.725	89	16	100
Tertiary enrolment ratio (%)	30	-0.808	62	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	34	-0.630	5.11	1.64	6.64
Quality of the education system ¹	6	-1.724	5.34	1.99	5.98
Quality of primary schools ¹	4	-1.917	6.02	1.97	6.82
Quality of math & science education ¹	9	-1.529	5.50	1.88	6.29
Quality of management schools ¹	25	-0.986	5.12	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	73	-0.159	18	2	98
Life expectancy	35	-0.664	78	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	71	-0.088	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	48	-0.518	20.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	116	-1.569	33.4	1.1	42.8
Business impact of non-communicable diseases ¹	111	-1.219	3.93	2.74	5.87
Business impact of communicable diseases ¹	76	-0.104	5.37	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	—	—	—	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	55	-0.556	94.9	31.1	100.0
Healthcare quality ¹	19	-1.315	5.71	1.78	6.75
Healthcare accessibility ¹	11	-1.538	6.54	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	13	-1.166	80.6	43.4	90.6
Labour force participation rate, age 65+ (%)	94	-0.875	7.7	1.6	91.2
Economic participation gender gap ²	9	-1.247	0.791	0.310	0.839
Unemployment rate (%)	81	-0.374	10.7	0.3	32.0
Youth unemployment rate (%)	83	-0.781	26.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	17	-1.197	4.67	1.48	6.08
Country capacity to retain talent ¹	27	-0.797	4.30	1.81	5.97
Ease of finding skilled employees ¹	9	-1.534	5.05	2.13	5.69
Pay related to productivity ¹	88	-0.628	3.54	2.37	5.25
Capacity for innovation ¹	70	-0.378	3.40	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	41	-0.478	5.16	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	55	-0.474	0.046	0.000	1.242
Median age of the working population	31	-0.994	39	28	42
<i>Training</i>					
Staff training ¹	27	-0.719	4.51	2.51	5.57
Training services ¹	38	-0.485	4.69	2.67	6.47

Barbados

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	32	-0.586	127	17	191
Internet users (per 100 people)	27	-0.997	72	1	95
Quality of domestic transport ¹	15	1.302	5.60	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	66	-0.164	3.77	2.33	5.49
Business and university R&D collaboration ¹	36	0.554	4.28	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	70	-0.156	88	1	180
Social safety net protection ¹	14	1.453	5.36	2.10	6.26
Intellectual property protection and property rights ¹	32	0.670	4.77	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	19	1.328	5.58	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	27.5	<i>Society</i>	
Aged dependency ratio (%)	14.8	Freedom in the World ⁸	1
Fertility rate (births per woman)	1.8	Democracy Index (rank/165)	—
Sex ratio at birth (female/male)	0.99	Population living in urban area (%)	44.9
Population below age 20 (%)	26.5	Gini Index (income) ⁵	—
Population above age 60 (%)	15.2	Accessibility of digital content ¹	5.96
<i>Education</i>			
Public spending on education (% of GDP)	7.5	Extent of virtual social networks use ¹	6.15
Technical/vocational enrolment as % of total enrolment in secondary school	1	<i>Workforce</i>	
Adult literacy (%)	—	Economic activity (agriculture) — % of total activity	3.3
Boys not in primary school (%)	10	Economic activity (industry) — % of total activity	20.3
Girls not in primary school (%)	3	Economic activity (services) — % of total activity	76.4
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	19,663
Private enrolment in primary school (% of primary)	11.2	Cooperation in labour-employer relations ¹	5.19
Private enrolment in secondary school (% of secondary)	5.3	Emigration rate of the tertiary educated (%)	62.6
PIRLS ⁶	—	Labour force with tertiary education (%)	18.4
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.2532
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.11
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	127
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	15
<i>Health</i>			
Prevalence of visual impairment (%)	1.8	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	7.7	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	3.90	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	3.81	Global Innovation Index (rank/142)	47
Business impact of mental illness ¹	4.60	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.23	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.13	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	4.14	IQ measure ⁹	80.0
Business impact of tuberculosis ¹	5.85		
Business impact of malaria ¹	6.13		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
- Data from -1.960 (worst score) to 2.367 (best score)
- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Belgium

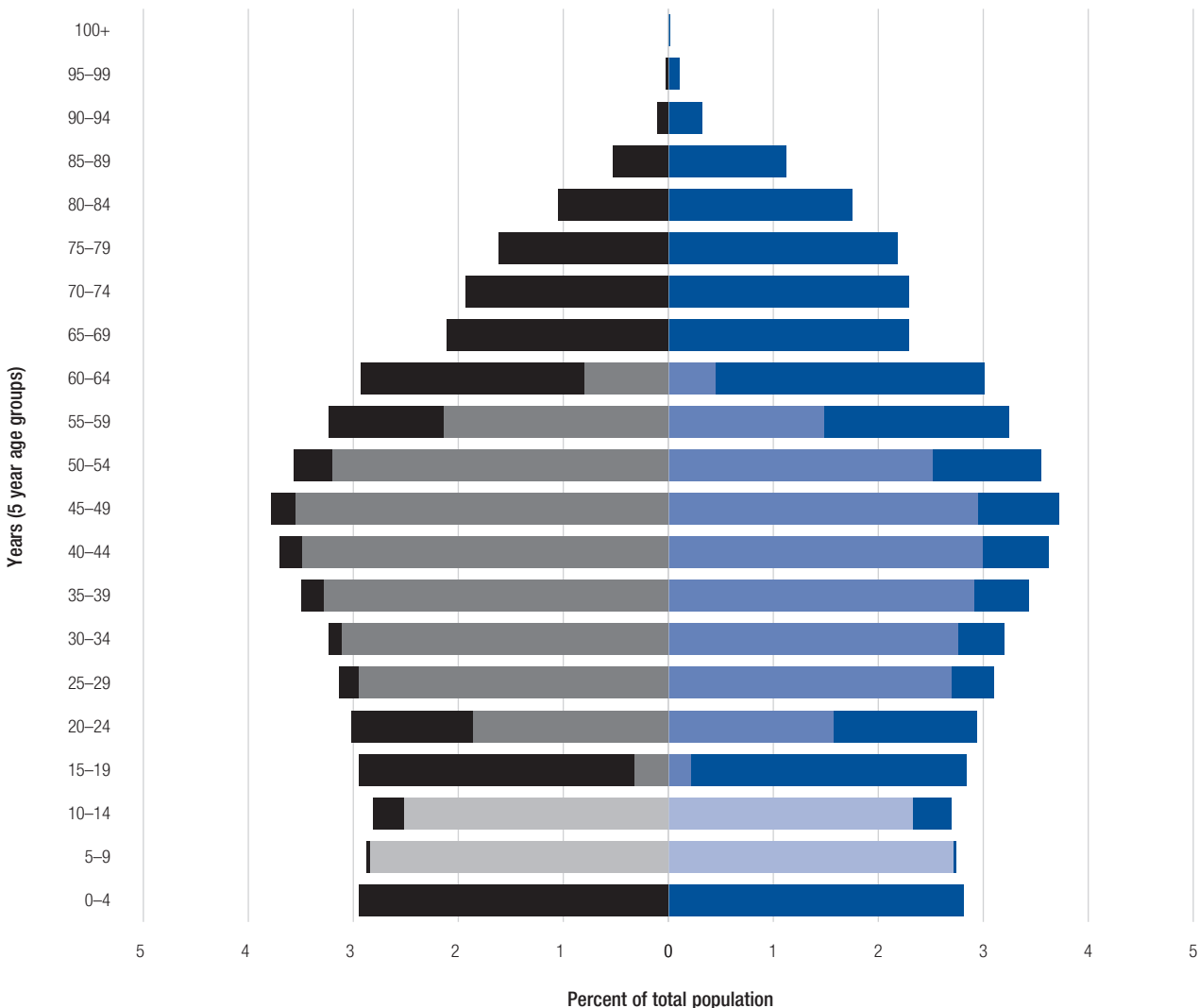
	Rank/122	Score
Human Capital Index 2013	11	0.985
Pillar 1: Education	6	1.191
Pillar 2: Health and wellness	11	0.780
Pillar 3: Workforce and employment	21	0.673
Pillar 4: Enabling environment	14	1.296

Key Indicators

Total population (1,000s)	10,941.3
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	32,649
GDP growth (annual %)	-0.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 26.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: 0.1%

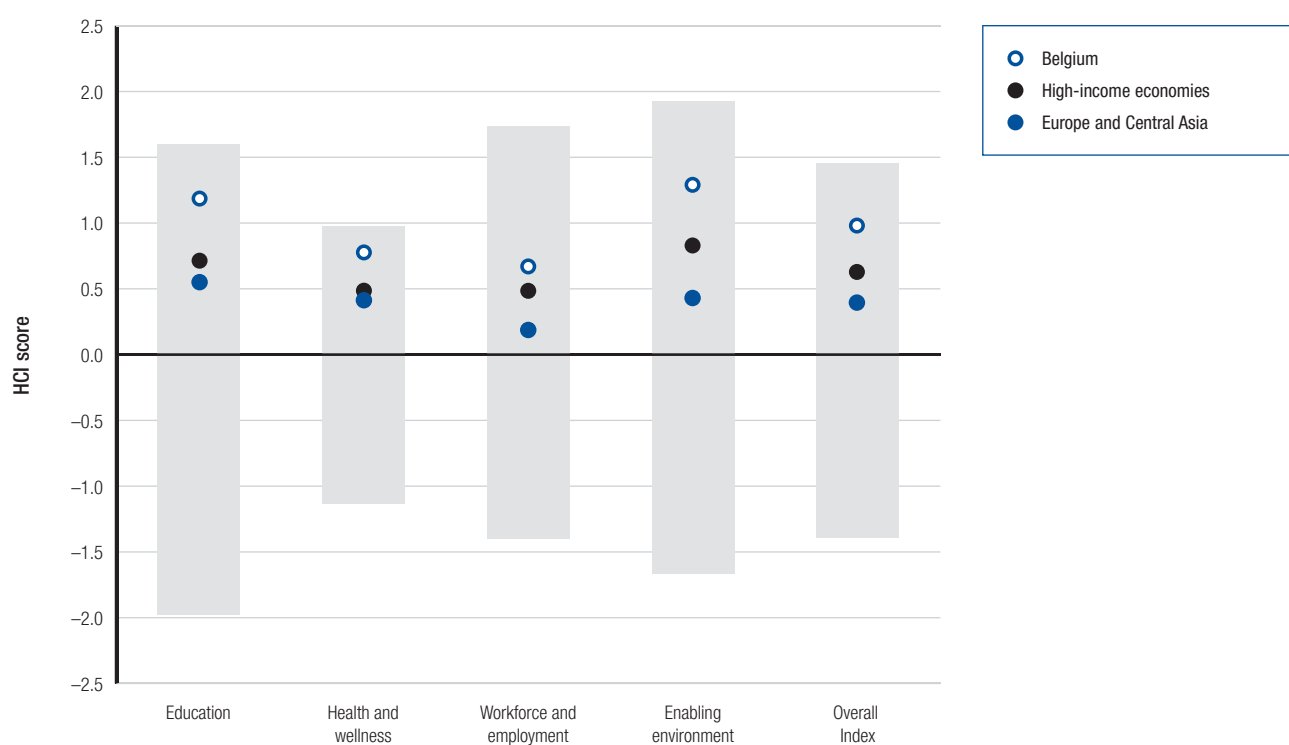


Belgium

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	16.0	30.0
Professionals	5.5	
Technicians and associate professionals	10.6	
Secondary requirements	26.0	47.9
Clerks	5.7	
Service workers and shop and market sales workers	7.8	
Skilled agricultural and fishery workers	6.2	
Craft and related trade workers	1.0	
Plant and machine operators and assemblers	5.4	
Primary requirements	3.9	13.0
Elementary occupations	3.9	
Various	6.6	
Legislators, senior officials and managers	0.4	
Unclassified	1.2	
Armed forces	5.0	

Spread of scores (by pillar and overall)



Belgium

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	25	-0.674	99	58	100
Secondary enrolment rate (%)	32	-0.693	88	16	100
Tertiary enrolment ratio (%)	19	-1.142	71	1	103
Education gender gap ²	60	-0.439	0.992	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	24	-1.086	5.68	1.64	6.64
Quality of the education system ¹	7	-1.702	5.32	1.99	5.98
Quality of primary schools ¹	2	-2.174	6.30	1.97	6.82
Quality of math & science education ¹	3	-2.104	6.05	1.88	6.29
Quality of management schools ¹	2	-1.979	5.95	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	29	-0.661	93	5	100
Secondary education attainment (% population age 25+)	28	-0.626	80	2	100
Tertiary education attainment (% population age 25+)	16	-1.014	30	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	24	-0.907	80	50	83
Survival gender gap ²	42	-0.674	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	15	-0.771	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	14	-1.202	11.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	56	-0.060	19.1	1.1	42.8
Business impact of non-communicable diseases ¹	39	-0.428	4.67	2.74	5.87
Business impact of communicable diseases ¹	20	-1.008	6.48	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	1	-2.167	6.75	1.78	6.75
Healthcare accessibility ¹	1	-1.712	6.75	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	72	-0.142	67.8	43.4	90.6
Labour force participation rate, age 65+ (%)	119	-1.169	2.0	1.6	91.2
Economic participation gender gap ²	32	-0.684	0.724	0.310	0.839
Unemployment rate (%)	64	-0.085	8.3	0.3	32.0
Youth unemployment rate (%)	72	-0.390	22.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	38	-0.400	3.85	1.48	6.08
Country capacity to retain talent ¹	24	-0.877	4.38	1.81	5.97
Ease of finding skilled employees ¹	38	-0.541	4.36	2.13	5.69
Pay related to productivity ¹	78	-0.395	3.68	2.37	5.25
Capacity for innovation ¹	10	-1.723	5.07	2.31	5.84
Index of Economic Complexity ³	20	-1.032	1.09	-1.96	2.37
Firm level technology absorption ¹	23	-1.089	5.59	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	15	-1.632	0.677	0.000	1.242
Median age of the working population	9	-1.415	41	28	42
<i>Training</i>					
Staff training ¹	18	-1.322	4.89	2.51	5.57
Training services ¹	5	-2.068	5.94	2.67	6.47

Belgium

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	45	0.280	117	17	191
Internet users (per 100 people)	19	1.219	78	1	95
Quality of domestic transport ¹	20	1.014	5.35	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	18	1.287	4.81	2.33	5.49
Business and university R&D collaboration ¹	6	1.950	5.53	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	31	0.911	33	1	180
Social safety net protection ¹	1	2.282	6.26	2.10	6.26
Intellectual property protection and property rights ¹	20	1.211	5.33	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	15	1.514	5.75	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	25.4	Freedom in the World ⁸	1
Aged dependency ratio (%)	26.0	Democracy Index (rank/165)	24
Fertility rate (births per woman)	1.8	Population living in urban area (%)	97.5
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	33.0
Population below age 20 (%)	22.8	Accessibility of digital content ¹	6.01
Population above age 60 (%)	23.3	Extent of virtual social networks use ¹	6.13
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.6	Economic activity (agriculture) — % of total activity	1.3
Technical/vocational enrolment as % of total enrolment in secondary school	40	Economic activity (industry) — % of total activity	23.2
Adult literacy (%)	—	Economic activity (services) — % of total activity	75.5
Boys not in primary school (%)	1	GDP per person employed (US\$)	55,092
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	4.19
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	5.5
Private enrolment in primary school (% of primary)	53.8	Labour force with tertiary education (%)	38.8
Private enrolment in secondary school (% of secondary)	68.7	Number of patent applications (per 1,000 people)	0.0697
PIRLS ⁶	506	Hiring and firing practices ¹	2.78
PISA math scores ⁶	515	Retirement age, male	65
PISA reading scores ⁶	506	Retirement age, female	65
PISA science scores ⁶	507	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	549	Total employed (1,000s)	4,489
TIMSS 4th grade science ⁶	508	Total unemployed (1,000s)	406
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	48.5
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	283.2
<i>Health</i>		Unemployment for 12 months or more (1,000s)	196.8
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	20
Public spending on health (% of GDP)	10.6	Global Talent Index (rank/60)	18
Business impact of heart disease ¹	4.60	Quality of Labour Force (rank/60)	20
Business impact of cancer ¹	4.42	Talent Environment (rank/60)	20
Business impact of mental illness ¹	4.58	IQ measure ⁹	99.2
Business impact of diabetes ¹	4.74		
Business impact of chronic respiratory disease ¹	5.03		
Business impact of HIV/AIDS ¹	6.12		
Business impact of tuberculosis ¹	6.49		
Business impact of malaria ¹	6.83		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Benin

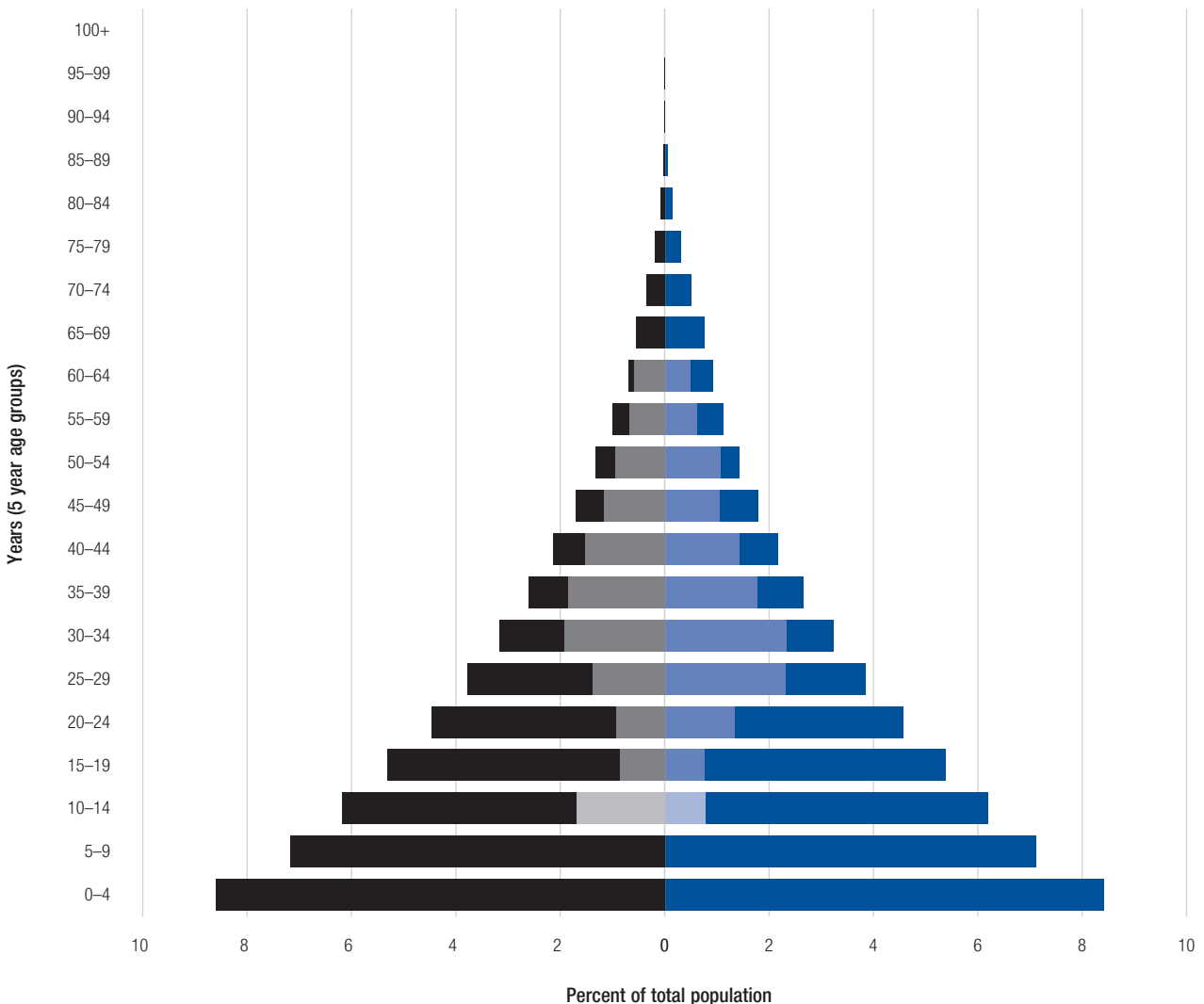
	Rank/122	Score
Human Capital Index 2013	113	-0.865
Pillar 1: Education	109	-1.044
Pillar 2: Health and wellness	106	-0.689
Pillar 3: Workforce and employment	98	-0.481
Pillar 4: Enabling environment	119	-1.244

Key Indicators

Total population (1,000s)	9,509.8
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	1,364
GDP growth (annual %)	5.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 80.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

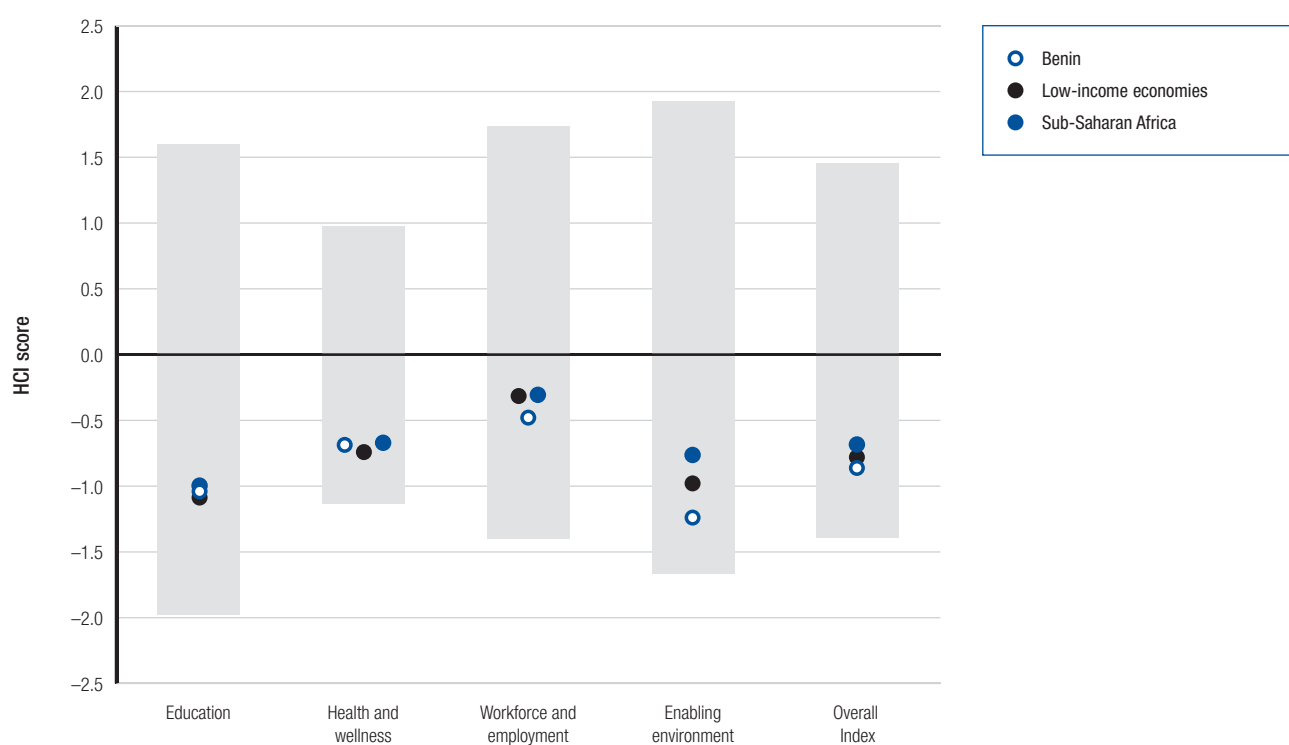


Benin

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	2.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	12.2
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	16.0
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Benin

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	86	-0.153	92	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	97	-1.138	11	1	103
Education gender gap ²	118	-4.157	0.645	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	118	-1.831	2.03	1.64	6.64
Quality of the education system ¹	84	-0.613	3.25	1.99	5.98
Quality of primary schools ¹	84	-0.578	3.31	1.97	6.82
Quality of math & science education ¹	58	0.159	4.19	1.88	6.29
Quality of management schools ¹	64	-0.043	4.26	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	114	-2.086	68	2	98
Life expectancy	113	-1.889	57	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	69	-1.280	26.6	1.2	36.5
Unhealthy life years (% of life expectancy)	44	-0.391	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	105	-1.291	43.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	24	1.270	6.5	1.1	42.8
Business impact of non-communicable diseases ¹	84	-0.442	4.28	2.74	5.87
Business impact of communicable diseases ¹	114	-1.790	3.70	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	7	1.300	14	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	114	-2.008	45.0	31.1	100.0
Healthcare quality ¹	68	-0.475	3.53	1.78	6.75
Healthcare accessibility ¹	81	-0.623	3.90	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	42	0.430	73.4	43.4	90.6
Labour force participation rate, age 65+ (%)	6	1.685	57.3	1.6	91.2
Economic participation gender gap ²	20	0.980	0.759	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	91	-0.838	2.57	1.48	6.08
Country capacity to retain talent ¹	109	-1.056	2.51	1.81	5.97
Ease of finding skilled employees ¹	64	-0.121	3.90	2.13	5.69
Pay related to productivity ¹	113	-1.483	3.02	2.37	5.25
Capacity for innovation ¹	100	-0.829	3.04	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	107	-1.175	3.98	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	88	-0.610	0.006	0.000	1.242
Median age of the working population	104	-1.192	30	28	42
<i>Training</i>					
Staff training ¹	115	-1.440	3.12	2.51	5.57
Training services ¹	86	-0.600	3.83	2.67	6.47

Benin

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	95	-0.639	85	17	191
Internet users (per 100 people)	114	-1.440	4	1	95
Quality of domestic transport ¹	117	-1.831	2.87	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	114	-1.423	2.88	2.33	5.49
Business and university R&D collaboration ¹	113	-1.233	2.68	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	119	-1.843	175	1	180
Social safety net protection ¹	102	-0.917	2.79	2.10	6.26
Intellectual property protection and property rights ¹	90	-0.779	3.29	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	107	-1.089	3.41	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	80.9	Freedom in the World ⁸	2
Aged dependency ratio (%)	5.4	Democracy Index (rank/165)	79
Fertility rate (births per woman)	5.3	Population living in urban area (%)	45.6
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	38.6
Population below age 20 (%)	54.1	Accessibility of digital content ¹	3.15
Population above age 60 (%)	4.5	Extent of virtual social networks use ¹	4.75
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.3	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	3	Economic activity (industry) — % of total activity	—
Adult literacy (%)	28.7	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	—	GDP per person employed (US\$)	—
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	3.69
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.885	Emigration rate of the tertiary educated (%)	8.7
Private enrolment in primary school (% of primary)	15.7	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	18.7	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.74
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,202
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	20
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	29.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	5.4	Global Innovation Index (rank/142)	127
Public spending on health (% of GDP)	4.6	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.93	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.39	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.62	IQ measure ⁹	67.7
Business impact of diabetes ¹	4.28		
Business impact of chronic respiratory disease ¹	4.19		
Business impact of HIV/AIDS ¹	3.85		
Business impact of tuberculosis ¹	3.88		
Business impact of malaria ¹	3.36		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Bhutan

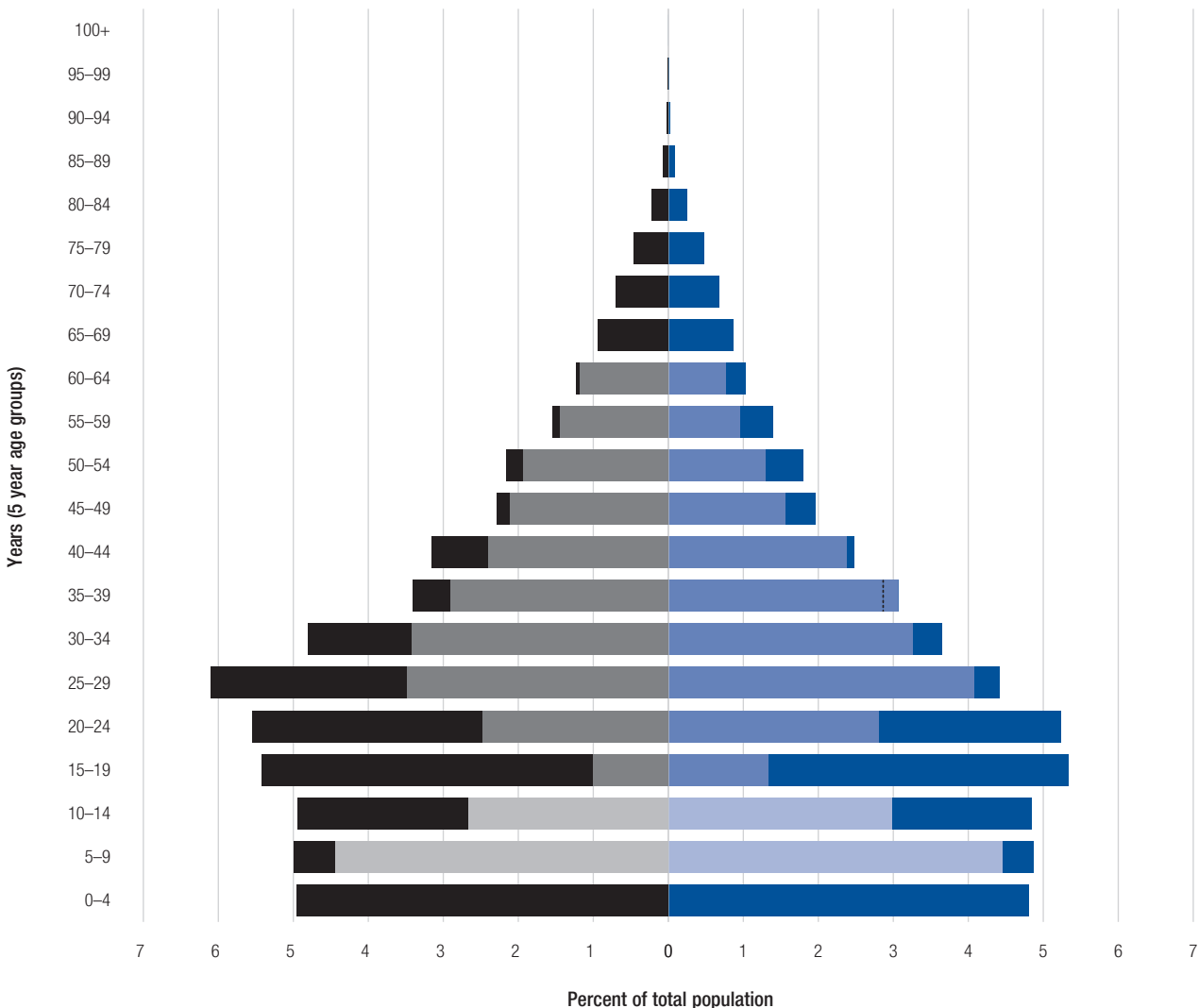
	Rank/122	Score
Human Capital Index 2013	88	-0.370
Pillar 1: Education	89	-0.498
Pillar 2: Health and wellness	83	-0.208
Pillar 3: Workforce and employment	74	-0.231
Pillar 4: Enabling environment	85	-0.545

Key Indicators

Total population (1,000s)	716.9
Median age of population	24
GDP per capita PPP (constant 2005, international \$)	5,774
GDP growth (annual %)	9.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.1%
		Female labour force participation, age 65+: 0.7%

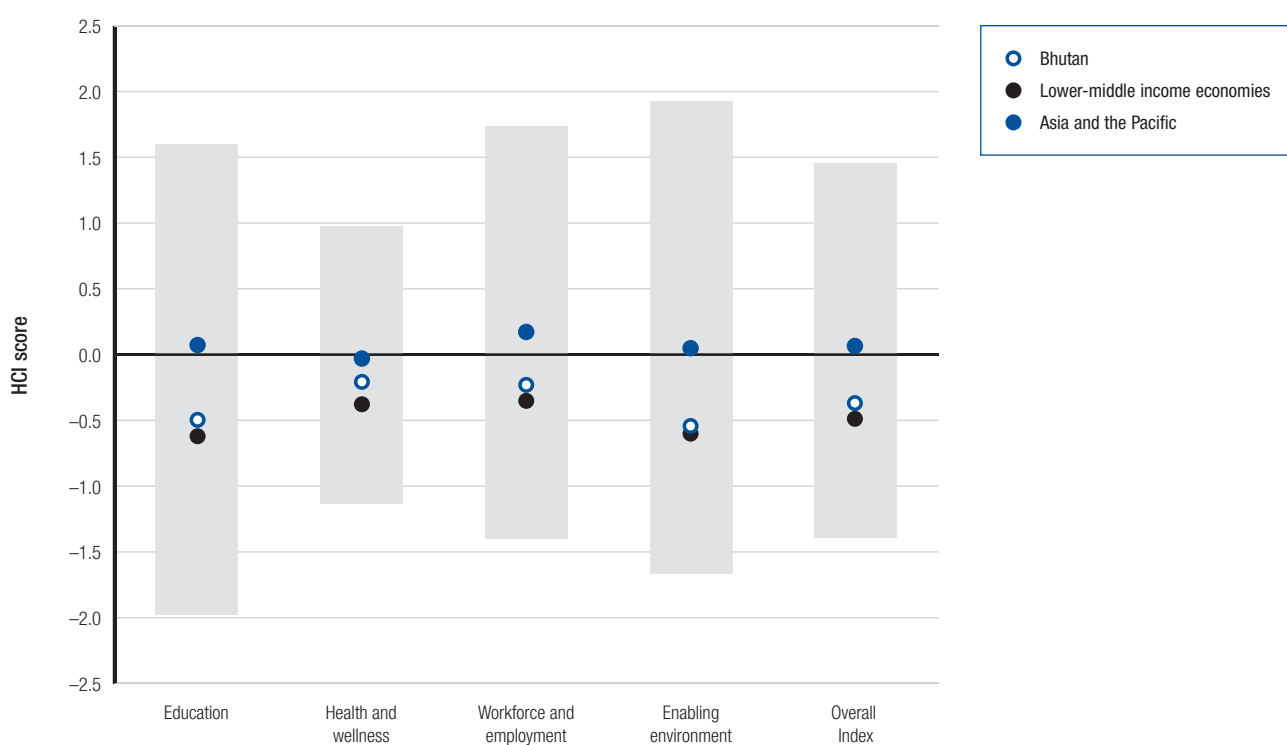


Bhutan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	8.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	21.4
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	13.4
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Bhutan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	92	-0.373	90	58	100
Secondary enrolment rate (%)	78	-0.632	58	16	100
Tertiary enrolment ratio (%)	102	-1.209	9	1	103
Education gender gap ²	—	—	—	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	77	-0.384	3.84	1.64	6.64
Quality of the education system ¹	34	-0.528	4.27	1.99	5.98
Quality of primary schools ¹	41	-0.499	4.48	1.97	6.82
Quality of math & science education ¹	62	-0.055	4.09	1.88	6.29
Quality of management schools ¹	96	-0.773	3.65	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	62	-1.198	48	5	100
Secondary education attainment (% population age 25+)	72	-1.079	34	2	100
Tertiary education attainment (% population age 25+)	70	-0.908	9	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	101	-0.919	42	2	98
Life expectancy	95	-0.674	67	50	83
Survival gender gap ²	—	—	—	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	55	-0.500	19.7	1.2	36.5
Unhealthy life years (% of life expectancy)	103	-0.545	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	83	-0.465	32.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	19	-1.376	5.5	1.1	42.8
Business impact of non-communicable diseases ¹	87	-0.564	4.23	2.74	5.87
Business impact of communicable diseases ¹	101	-1.142	4.34	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	—	—	—	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	92	-0.668	71.1	31.1	100.0
Healthcare quality ¹	30	-0.846	5.14	1.78	6.75
Healthcare accessibility ¹	30	-0.969	5.85	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	42	-0.430	73.4	43.4	90.6
Labour force participation rate, age 65+ (%)	26	-0.766	39.5	1.6	91.2
Economic participation gender gap ²	—	—	—	0.310	0.839
Unemployment rate (%)	6	-1.039	3.3	0.3	32.0
Youth unemployment rate (%)	31	-0.587	12.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	48	-0.208	3.65	1.48	6.08
Country capacity to retain talent ¹	32	-0.654	4.16	1.81	5.97
Ease of finding skilled employees ¹	114	-1.522	2.93	2.13	5.69
Pay related to productivity ¹	45	-0.379	4.15	2.37	5.25
Capacity for innovation ¹	67	-0.343	3.43	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	118	-1.562	3.70	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	81	-0.596	0.010	0.000	1.242
Median age of the working population	94	-1.038	30	28	42
<i>Training</i>					
Staff training ¹	101	-0.989	3.41	2.51	5.57
Training services ¹	110	-1.244	3.32	2.67	6.47

Bhutan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	108	-1.220	66	17	191
Internet users (per 100 people)	87	-0.816	21	1	95
Quality of domestic transport ¹	52	0.131	4.58	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	85	-0.593	3.47	2.33	5.49
Business and university R&D collaboration ¹	112	-1.230	2.68	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	108	-1.320	148	1	180
Social safety net protection ¹	69	-0.311	3.44	2.10	6.26
Intellectual property protection and property rights ¹	46	0.125	4.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	35	0.324	4.68	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.3	Freedom in the World ⁸	4
Aged dependency ratio (%)	6.9	Democracy Index (rank/165)	107
Fertility rate (births per woman)	2.5	Population living in urban area (%)	36.3
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	38.1
Population below age 20 (%)	40.4	Accessibility of digital content ¹	4.73
Population above age 60 (%)	6.7	Extent of virtual social networks use ¹	5.09
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.7	Economic activity (agriculture) — % of total activity	60.1
Technical/vocational enrolment as % of total enrolment in secondary school	2	Economic activity (industry) — % of total activity	9.2
Adult literacy (%)	52.8	Economic activity (services) — % of total activity	30.6
Boys not in primary school (%)	11	GDP per person employed (US\$)	—
Girls not in primary school (%)	8	Cooperation in labour-employer relations ¹	4.23
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	0.6
Private enrolment in primary school (% of primary)	2.9	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	10.2	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.93
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	321
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	11
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	5.2	Global Innovation Index (rank/142)	—
Public spending on health (% of GDP)	4.1	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.36	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.53	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.46	IQ measure ⁹	84.2
Business impact of diabetes ¹	3.59		
Business impact of chronic respiratory disease ¹	4.20		
Business impact of HIV/AIDS ¹	4.41		
Business impact of tuberculosis ¹	4.26		
Business impact of malaria ¹	4.36		

NOTES

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Bolivia

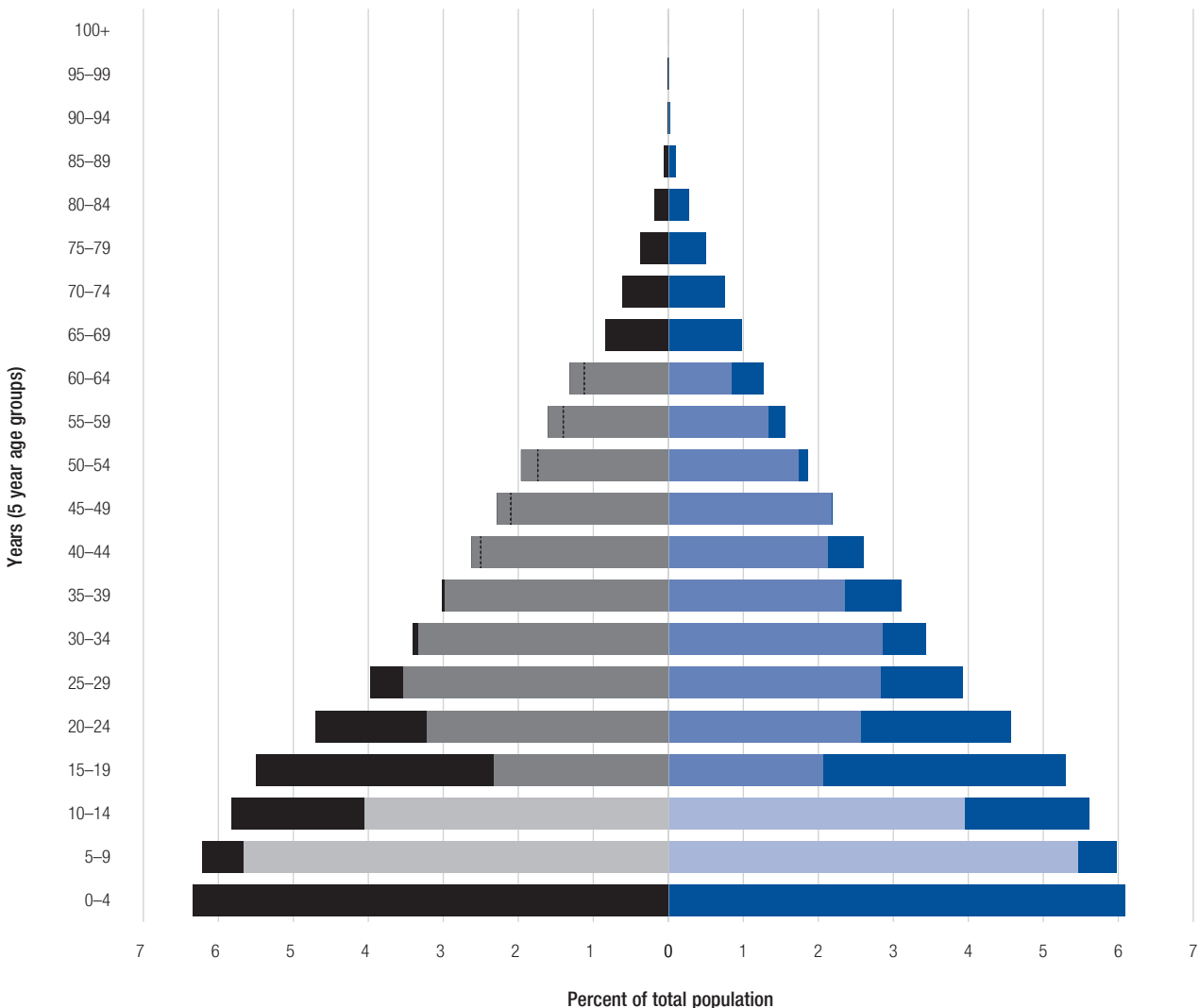
	Rank/122	Score
Human Capital Index 2013	99	-0.552
Pillar 1: Education	86	-0.409
Pillar 2: Health and wellness	113	-0.878
Pillar 3: Workforce and employment	69	-0.185
Pillar 4: Enabling environment	97	-0.736

Key Indicators

Total population (1,000s)	10,156.6
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	4,552
GDP growth (annual %)	5.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 60.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.8%
		Female labour force participation, age 65+: 1.3%

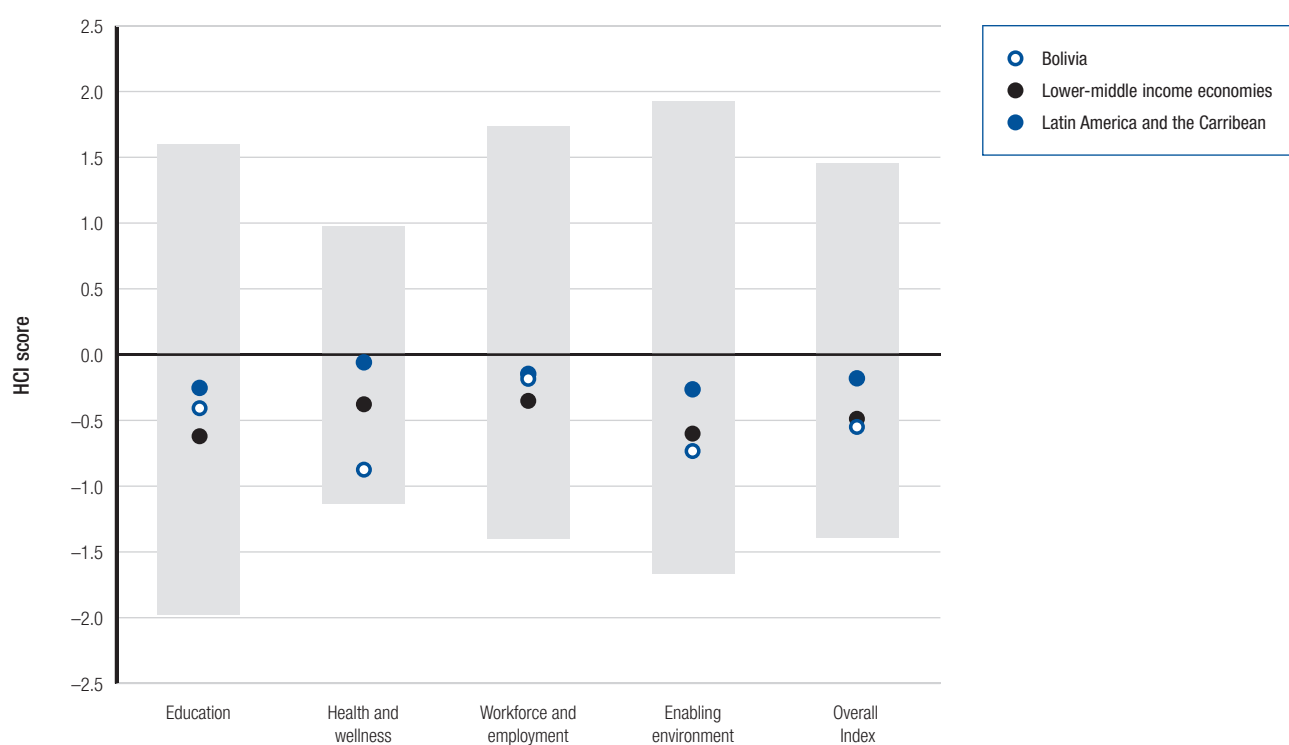


Bolivia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.0	22.7
Professionals	4.8	
Technicians and associate professionals	4.1	
Secondary requirements	53.7	24.1
Clerks	2.5	
Service workers and shop and market sales workers	10.7	
Skilled agricultural and fishery workers	24.4	
Craft and related trade workers	11.7	
Plant and machine operators and assemblers	4.4	
Primary requirements	7.8	4.7
Elementary occupations	7.8	
Various	1.4	
Legislators, senior officials and managers	1.3	
Unclassified	n/a	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Bolivia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	87	-0.239	91	58	100
Secondary enrolment rate (%)	68	-0.099	70	16	100
Tertiary enrolment ratio (%)	59	-0.073	39	1	103
Education gender gap ²	90	0.056	0.963	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	88	-0.632	3.53	1.64	6.64
Quality of the education system ¹	75	-0.412	3.43	1.99	5.98
Quality of primary schools ¹	85	-0.587	3.30	1.97	6.82
Quality of math & science education ¹	83	-0.447	3.61	1.88	6.29
Quality of management schools ¹	110	-1.179	3.31	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	60	-1.041	52	5	100
Secondary education attainment (% population age 25+)	61	-0.610	47	2	100
Tertiary education attainment (% population age 25+)	31	-0.350	23	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	99	-0.784	39	2	98
Life expectancy	95	-0.674	67	50	83
Survival gender gap ²	74	0.080	0.972	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	38	0.115	14.3	1.2	36.5
Unhealthy life years (% of life expectancy)	58	-0.199	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	68	-0.111	28.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	54	-0.038	18.9	1.1	42.8
Business impact of non-communicable diseases ¹	122	-3.868	2.74	2.74	5.87
Business impact of communicable diseases ¹	120	-2.083	3.41	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	103	-1.103	45	8	69
Depression (% of respondents) ⁷	103	-1.456	21	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	98	-0.878	67.0	31.1	100.0
Healthcare quality ¹	79	-0.621	3.35	1.78	6.75
Healthcare accessibility ¹	103	-1.075	3.35	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	39	0.482	73.9	43.4	90.6
Labour force participation rate, age 65+ (%)	14	1.401	51.8	1.6	91.2
Economic participation gender gap ²	71	-0.060	0.637	0.310	0.839
Unemployment rate (%)	8	1.035	3.3	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	66	-0.135	3.30	1.48	6.08
Country capacity to retain talent ¹	41	0.415	3.93	1.81	5.97
Ease of finding skilled employees ¹	58	-0.031	3.96	2.13	5.69
Pay related to productivity ¹	72	-0.193	3.80	2.37	5.25
Capacity for innovation ¹	60	-0.281	3.48	2.31	5.84
Index of Economic Complexity ³	94	-1.097	-0.94	-1.96	2.37
Firm level technology absorption ¹	109	-1.223	3.94	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	92	-0.613	0.005	0.000	1.242
Median age of the working population	88	-0.837	31	28	42
<i>Training</i>					
Staff training ¹	97	-0.739	3.57	2.51	5.57
Training services ¹	97	-0.892	3.60	2.67	6.47

Bolivia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	97	-0.713	83	17	191
Internet users (per 100 people)	81	-0.494	30	1	95
Quality of domestic transport ¹	107	-1.067	3.54	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	77	-0.484	3.55	2.33	5.49
Business and university R&D collaboration ¹	61	-0.260	3.55	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	112	-1.455	155	1	180
Social safety net protection ¹	72	-0.417	3.33	2.10	6.26
Intellectual property protection and property rights ¹	98	-0.877	3.19	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	100	-0.855	3.62	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	60.8	Freedom in the World ⁸	3
Aged dependency ratio (%)	7.9	Democracy Index (rank/165)	85
Fertility rate (births per woman)	3.5	Population living in urban area (%)	67.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	56.3
Population below age 20 (%)	46.9	Accessibility of digital content ¹	3.70
Population above age 60 (%)	7.1	Extent of virtual social networks use ¹	3.78
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.6	Economic activity (agriculture) — % of total activity	32.1
Technical/vocational enrolment as % of total enrolment in secondary school	5	Economic activity (industry) — % of total activity	20.0
Adult literacy (%)	91.2	Economic activity (services) — % of total activity	47.9
Boys not in primary school (%)	9	GDP per person employed (US\$)	8,244
Girls not in primary school (%)	9	Cooperation in labour-employer relations ¹	3.86
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.078	Emigration rate of the tertiary educated (%)	5.8
Private enrolment in primary school (% of primary)	8.3	Labour force with tertiary education (%)	15.2
Private enrolment in secondary school (% of secondary)	13.5	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.59
PISA math scores ⁶	—	Retirement age, male	65
PISA reading scores ⁶	—	Retirement age, female	65
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	2,069
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	5,011
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	172
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.3	Global Innovation Index (rank/142)	95
Public spending on health (% of GDP)	4.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	2.65	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	2.57	Talent Environment (rank/60)	—
Business impact of mental illness ¹	2.88	IQ measure ⁹	87.0
Business impact of diabetes ¹	2.82		
Business impact of chronic respiratory disease ¹	2.80		
Business impact of HIV/AIDS ¹	3.13		
Business impact of tuberculosis ¹	3.16		
Business impact of malaria ¹	3.93		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Botswana

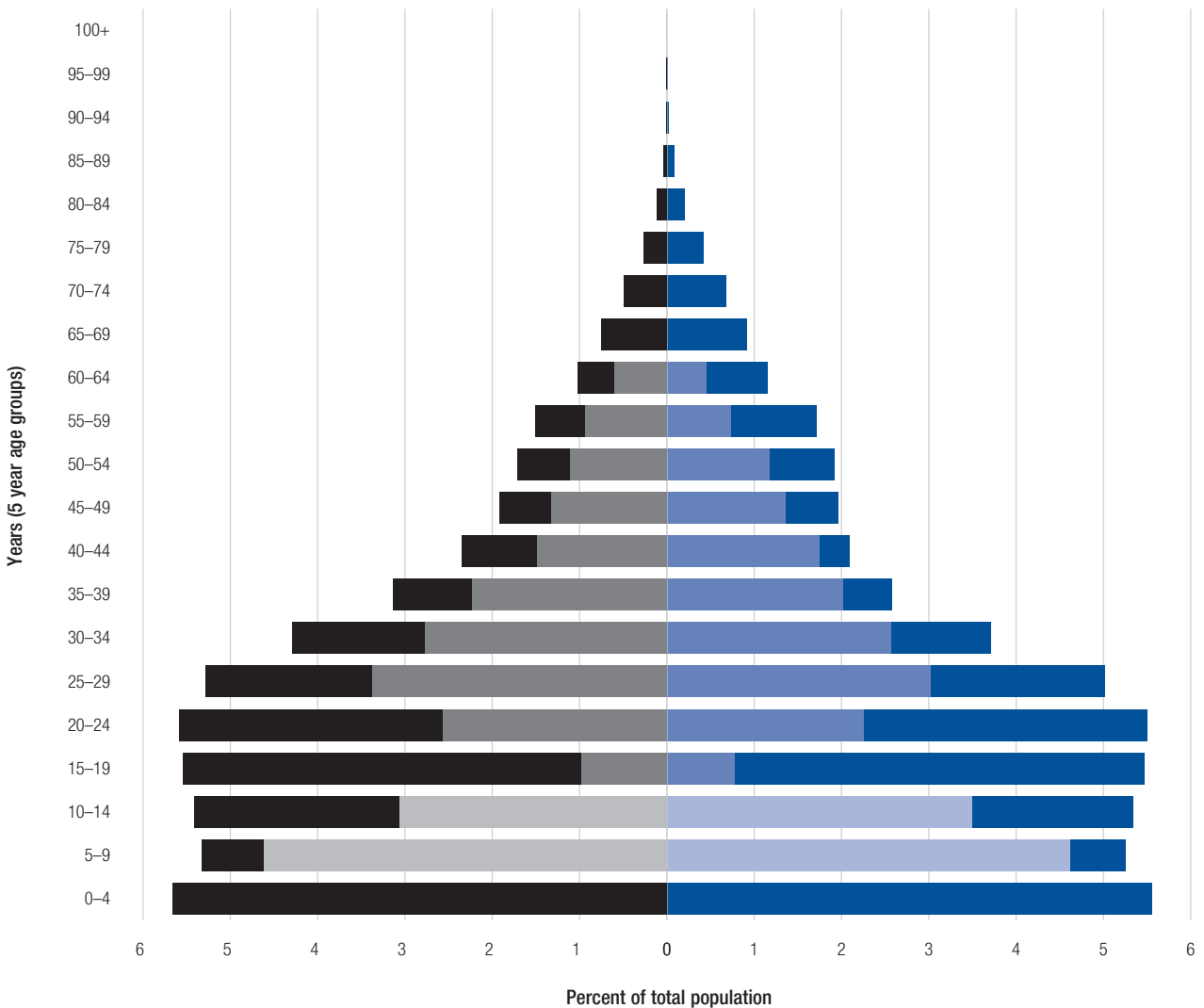
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	85	-0.386
Pillar 2: Health and wellness	86	-0.270
Pillar 3: Workforce and employment	93	-0.416
Pillar 4: Enabling environment	59	-0.090

Key Indicators	Value
Total population (1,000s)	1,969.3
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	14,639
GDP growth (annual %)	6.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 55.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.7%

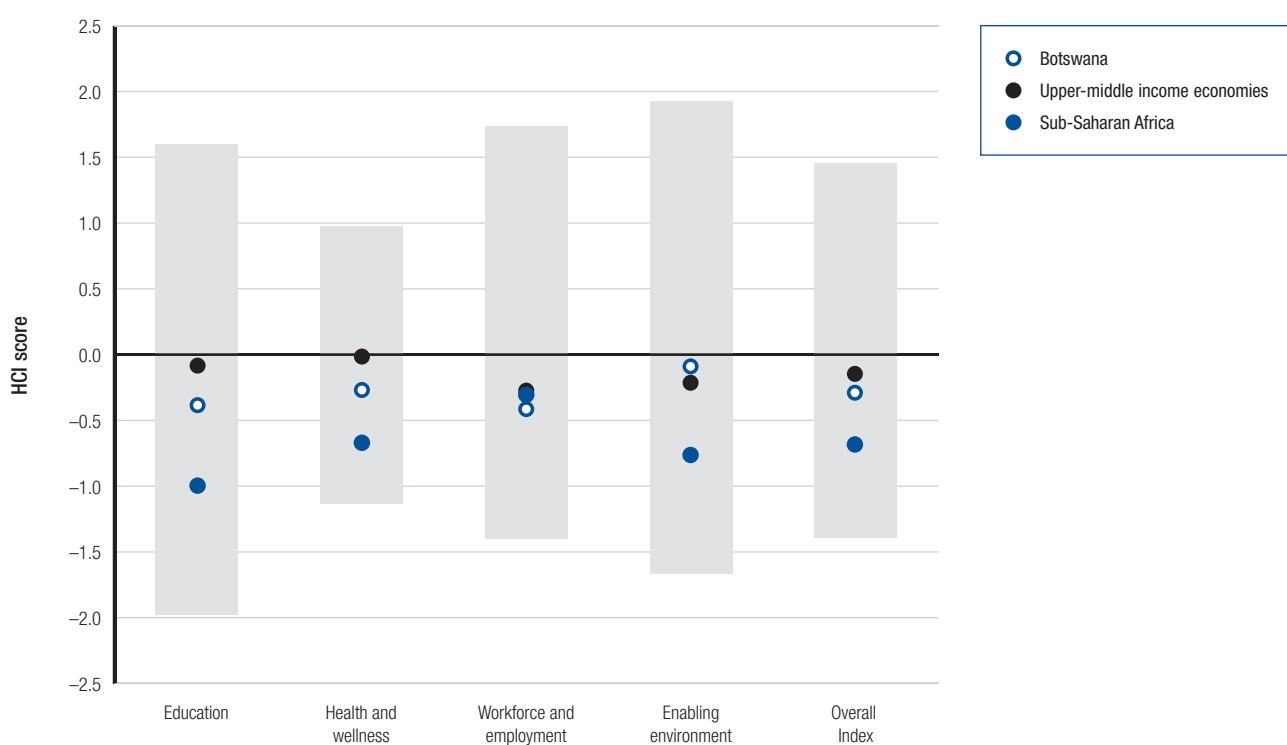


Botswana

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	4.8	n/a
Professionals	2.1	
Technicians and associate professionals	2.7	
Secondary requirements	26.6	n/a
Clerks	3.1	
Service workers and shop and market sales workers	7.0	
Skilled agricultural and fishery workers	10.5	
Craft and related trade workers	3.9	
Plant and machine operators and assemblers	2.1	
Primary requirements	7.9	n/a
Elementary occupations	7.9	
Various	2.3	
Legislators, senior officials and managers	2.3	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Botswana

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	98	-0.720	87	58	100
Secondary enrolment rate (%)	75	-0.488	61	16	100
Tertiary enrolment ratio (%)	107	-1.259	7	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	91	-0.712	3.43	1.64	6.64
Quality of the education system ¹	53	-0.054	3.75	1.99	5.98
Quality of primary schools ¹	56	-0.057	4.00	1.97	6.82
Quality of math & science education ¹	79	-0.269	3.78	1.88	6.29
Quality of management schools ¹	85	-0.581	3.81	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	79	-0.069	20	2	98
Life expectancy	99	-0.795	66	50	83
Survival gender gap ²	108	-1.414	0.955	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	52	-0.455	19.3	1.2	36.5
Unhealthy life years (% of life expectancy)	121	-1.851	26	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	95	-0.984	39.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	33	-0.531	13.5	1.1	42.8
Business impact of non-communicable diseases ¹	23	-0.898	4.88	2.74	5.87
Business impact of communicable diseases ¹	108	-1.507	3.98	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	28	-0.525	24	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	85	-0.191	80.4	31.1	100.0
Healthcare quality ¹	46	-0.161	4.31	1.78	6.75
Healthcare accessibility ¹	39	-0.611	5.41	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	18	-0.993	78.9	43.4	90.6
Labour force participation rate, age 65+ (%)	23	-0.802	40.2	1.6	91.2
Economic participation gender gap ²	40	-0.543	0.708	0.310	0.839
Unemployment rate (%)	99	-1.730	17.8	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	62	-0.099	3.34	1.48	6.08
Country capacity to retain talent ¹	50	-0.070	3.60	1.81	5.97
Ease of finding skilled employees ¹	115	-1.601	2.87	2.13	5.69
Pay related to productivity ¹	63	-0.009	3.92	2.37	5.25
Capacity for innovation ¹	89	-0.656	3.18	2.31	5.84
Index of Economic Complexity ³	86	-0.812	-0.66	-1.96	2.37
Firm level technology absorption ¹	86	-0.666	4.34	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	68	-0.553	0.023	0.000	1.242
Median age of the working population	110	-1.321	29	28	42
<i>Training</i>					
Staff training ¹	75	-0.333	3.83	2.51	5.57
Training services ¹	95	-0.864	3.62	2.67	6.47

Botswana

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	16	1.051	143	17	191
Internet users (per 100 people)	108	-1.315	7	1	95
Quality of domestic transport ¹	90	-0.624	3.93	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	76	-0.442	3.58	2.33	5.49
Business and university R&D collaboration ¹	89	-0.618	3.23	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	50	0.406	59	1	180
Social safety net protection ¹	60	-0.176	3.59	2.10	6.26
Intellectual property protection and property rights ¹	38	0.403	4.50	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	31	0.502	4.84	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	55.0	Freedom in the World ⁸	3
Aged dependency ratio (%)	5.6	Democracy Index (rank/165)	30
Fertility rate (births per woman)	2.9	Population living in urban area (%)	62.3
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	61.0
Population below age 20 (%)	45.5	Accessibility of digital content ¹	4.52
Population above age 60 (%)	5.3	Extent of virtual social networks use ¹	5.43
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.8	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	5	Economic activity (industry) — % of total activity	—
Adult literacy (%)	85.1	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	13	GDP per person employed (US\$)	—
Girls not in primary school (%)	12	Cooperation in labour-employer relations ¹	3.99
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	5.1
Private enrolment in primary school (% of primary)	5.8	Labour force with tertiary education (%)	0.0
Private enrolment in secondary school (% of secondary)	3.0	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.46
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	584
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	126
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.3	Global Innovation Index (rank/142)	91
Public spending on health (% of GDP)	5.1	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.86	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.63	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.26	IQ measure ⁹	77.2
Business impact of diabetes ¹	4.75		
Business impact of chronic respiratory disease ¹	4.91		
Business impact of HIV/AIDS ¹	3.03		
Business impact of tuberculosis ¹	3.73		
Business impact of malaria ¹	5.18		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
- Data from -1.960 (worst score) to 2.367 (best score)
- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Brazil

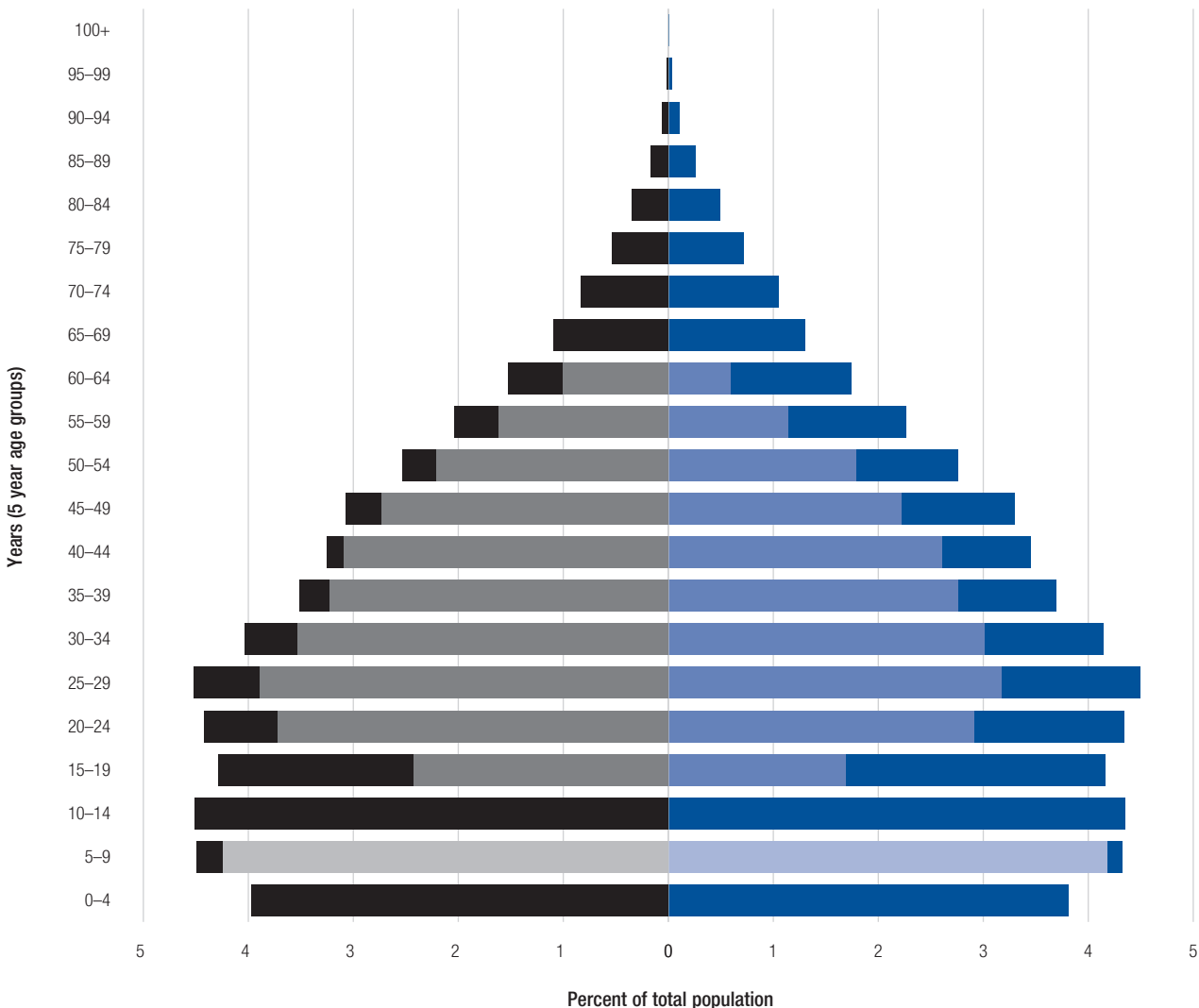
	Rank/122	Score
Human Capital Index 2013	57	-0.054
Pillar 1: Education	88	-0.497
Pillar 2: Health and wellness	49	0.150
Pillar 3: Workforce and employment	45	0.078
Pillar 4: Enabling environment	52	0.054

Key Indicators

Total population (1,000s)	195,210.2
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	10,264
GDP growth (annual %)	0.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 10.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 37.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.1%
		Female labour force participation, age 65+: 0.6%

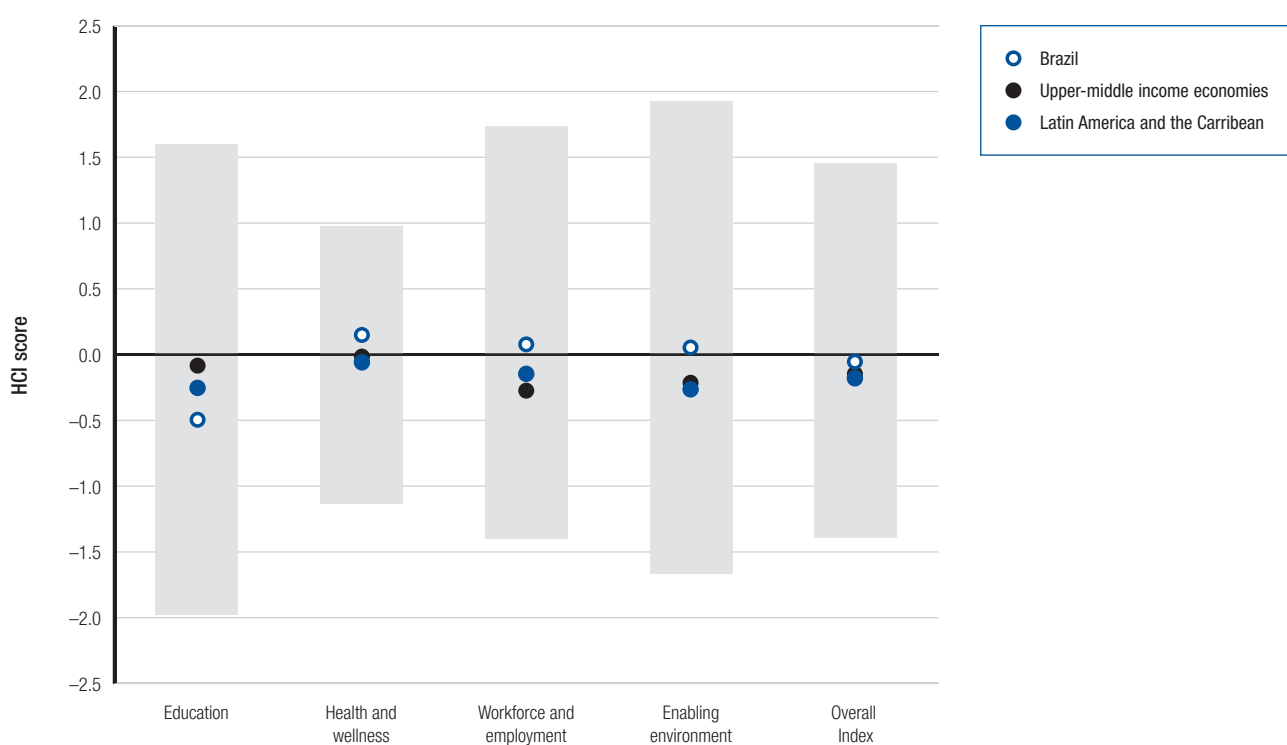


Brazil

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.0	11.3
Professionals	4.2	
Technicians and associate professionals	4.8	
Secondary requirements	38.9	39.2
Clerks	5.1	
Service workers and shop and market sales workers	9.3	
Skilled agricultural and fishery workers	11.1	
Craft and related trade workers	7.4	
Plant and machine operators and assemblers	5.8	
Primary requirements	11.1	n/a
Elementary occupations	11.1	
Various	3.5	
Legislators, senior officials and managers	3.1	
Unclassified	0.0	
Armed forces	0.4	

Spread of scores (by pillar and overall)



Brazil

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	69	-0.268	96	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	76	-0.567	26	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	86	-0.576	3.60	1.64	6.64
Quality of the education system ¹	105	-0.915	2.98	1.99	5.98
Quality of primary schools ¹	109	-1.314	2.51	1.97	6.82
Quality of math & science education ¹	112	-1.545	2.56	1.88	6.29
Quality of management schools ¹	43	-0.292	4.54	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	57	-0.472	50	2	100
Tertiary education attainment (% population age 25+)	64	-0.693	11	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	64	-0.338	14	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	7	-1.248	4.4	1.2	36.5
Unhealthy life years (% of life expectancy)	59	-0.186	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	71	-0.190	29.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	58	-0.102	19.5	1.1	42.8
Business impact of non-communicable diseases ¹	50	-0.255	4.60	2.74	5.87
Business impact of communicable diseases ¹	53	-0.382	5.86	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	59	-0.095	32	8	69
Depression (% of respondents) ⁷	18	-0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	71	-0.256	89.1	31.1	100.0
Healthcare quality ¹	102	-0.982	2.91	1.78	6.75
Healthcare accessibility ¹	93	-0.899	3.56	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	33	-0.574	74.8	43.4	90.6
Labour force participation rate, age 65+ (%)	50	-0.106	22.6	1.6	91.2
Economic participation gender gap ²	66	-0.053	0.650	0.310	0.839
Unemployment rate (%)	65	-0.078	8.3	0.3	32.0
Youth unemployment rate (%)	55	-0.083	17.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	44	-0.284	3.73	1.48	6.08
Country capacity to retain talent ¹	34	-0.593	4.11	1.81	5.97
Ease of finding skilled employees ¹	101	-1.062	3.25	2.13	5.69
Pay related to productivity ¹	83	-0.472	3.63	2.37	5.25
Capacity for innovation ¹	33	-0.396	4.02	2.31	5.84
Index of Economic Complexity ³	48	-0.127	0.23	-1.96	2.37
Firm level technology absorption ¹	48	-0.258	5.00	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	47	-0.416	0.064	0.000	1.242
Median age of the working population	59	-0.052	35	28	42
<i>Training</i>					
Staff training ¹	38	-0.404	4.30	2.51	5.57
Training services ¹	35	-0.507	4.71	2.67	6.47

Brazil

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	36	-0.505	124	17	191
Internet users (per 100 people)	56	-0.041	45	1	95
Quality of domestic transport ¹	97	-0.778	3.79	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	23	0.889	4.53	2.33	5.49
Business and university R&D collaboration ¹	44	0.218	3.98	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	96	-0.971	130	1	180
Social safety net protection ¹	38	0.450	4.27	2.10	6.26
Intellectual property protection and property rights ¹	53	-0.020	4.07	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	51	0.150	4.52	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	37.7	Freedom in the World ⁸	2
Aged dependency ratio (%)	10.2	Democracy Index (rank/165)	44
Fertility rate (births per woman)	1.9	Population living in urban area (%)	84.9
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	54.7
Population below age 20 (%)	33.9	Accessibility of digital content ¹	4.70
Population above age 60 (%)	10.2	Extent of virtual social networks use ¹	6.03
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.8	Economic activity (agriculture) — % of total activity	17.0
Technical/vocational enrolment as % of total enrolment in secondary school	6	Economic activity (industry) — % of total activity	22.1
Adult literacy (%)	90.4	Economic activity (services) — % of total activity	60.7
Boys not in primary school (%)	5	GDP per person employed (US\$)	13,690
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.14
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	2.0
Private enrolment in primary school (% of primary)	14.7	Labour force with tertiary education (%)	9.3
Private enrolment in secondary school (% of secondary)	14.3	Number of patent applications (per 1,000 people)	0.1162
PIRLS ⁶	—	Hiring and firing practices ¹	3.20
PISA math scores ⁶	386	Retirement age, male	60
PISA reading scores ⁶	412	Retirement age, female	60
PISA science scores ⁶	405	Number of informal sector workers (1,000s)	32,493
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	92,689
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	8,421
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	6,157.8
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.1	Global Innovation Index (rank/142)	64
Public spending on health (% of GDP)	8.9	Global Talent Index (rank/60)	42
Business impact of heart disease ¹	3.96	Quality of Labour Force (rank/60)	46
Business impact of cancer ¹	4.62	Talent Environment (rank/60)	38
Business impact of mental illness ¹	5.03	IQ measure ⁹	86.0
Business impact of diabetes ¹	4.49		
Business impact of chronic respiratory disease ¹	4.87		
Business impact of HIV/AIDS ¹	5.45		
Business impact of tuberculosis ¹	5.96		
Business impact of malaria ¹	6.15		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Bulgaria

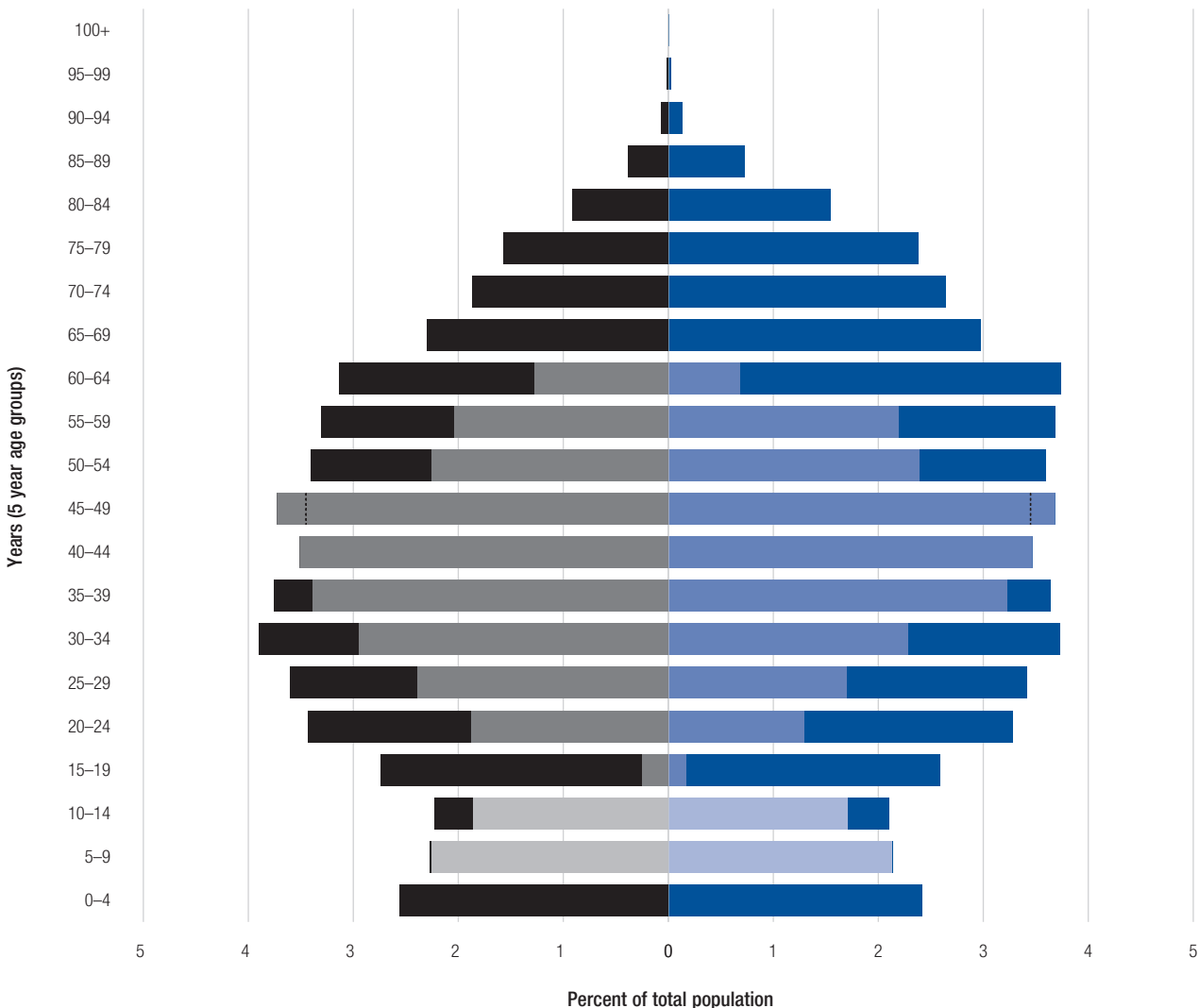
	Rank/122	Score
Human Capital Index 2013	56	-0.048
Pillar 1: Education	46	0.282
Pillar 2: Health and wellness	33	0.333
Pillar 3: Workforce and employment	100	-0.496
Pillar 4: Enabling environment	74	-0.311

Key Indicators

Total population (1,000s)	7,389.2
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	12,178
GDP growth (annual %)	0.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 26.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 19.5%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.2%

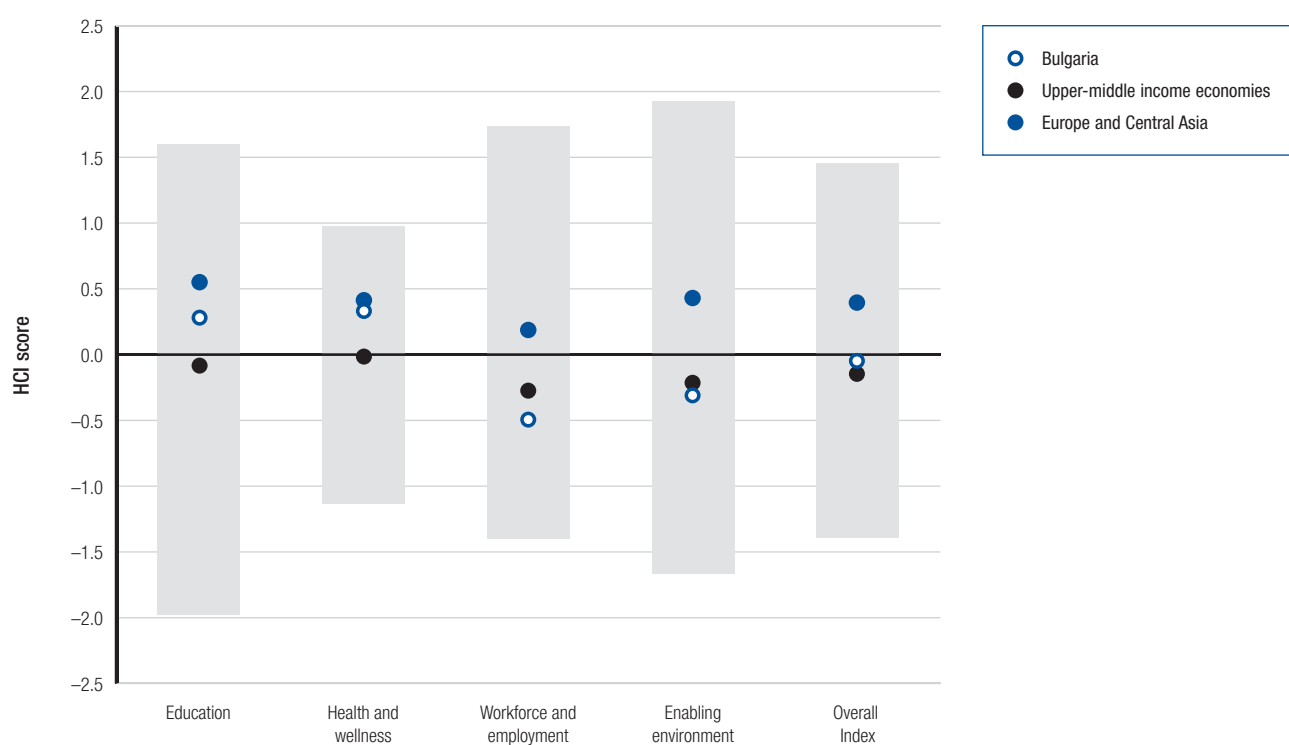


Bulgaria

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.8	20.7
Professionals	6.6	
Technicians and associate professionals	5.2	
Secondary requirements	31.3	72.5
Clerks	3.9	
Service workers and shop and market sales workers	8.7	
Skilled agricultural and fishery workers	2.5	
Craft and related trade workers	8.7	
Plant and machine operators and assemblers	7.6	
Primary requirements	7.5	n/a
Elementary occupations	7.5	
Various	5.0	
Legislators, senior officials and managers	3.5	
Unclassified	1.5	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Bulgaria

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	12	0.725	100	58	100
Secondary enrolment rate (%)	45	0.453	83	16	100
Tertiary enrolment ratio (%)	39	0.620	57	1	103
Education gender gap ²	57	0.448	0.992	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	47	0.319	4.72	1.64	6.64
Quality of the education system ¹	77	-0.423	3.42	1.99	5.98
Quality of primary schools ¹	51	0.186	4.14	1.97	6.82
Quality of math & science education ¹	52	0.253	4.28	1.88	6.29
Quality of management schools ¹	98	-0.785	3.64	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	16	1.137	93	2	100
Tertiary education attainment (% population age 25+)	36	0.168	21	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	52	0.473	11	2	98
Life expectancy	59	0.177	74	50	83
Survival gender gap ²	28	0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	12	1.060	6.0	1.2	36.5
Unhealthy life years (% of life expectancy)	22	0.636	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	29	0.966	14.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	70	-0.302	21.4	1.1	42.8
Business impact of non-communicable diseases ¹	58	0.131	4.54	2.74	5.87
Business impact of communicable diseases ¹	43	0.623	6.10	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	28	0.525	24	8	69
Depression (% of respondents) ⁷	18	0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	30	0.802	99.7	31.1	100.0
Healthcare quality ¹	113	-1.200	2.65	1.78	6.75
Healthcare accessibility ¹	85	-0.719	3.78	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	79	-0.224	67.0	43.4	90.6
Labour force participation rate, age 65+ (%)	117	-1.122	2.9	1.6	91.2
Economic participation gender gap ²	45	0.445	0.696	0.310	0.839
Unemployment rate (%)	80	-0.279	10.2	0.3	32.0
Youth unemployment rate (%)	76	-0.472	23.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	115	-1.507	1.89	1.48	6.08
Country capacity to retain talent ¹	118	-1.653	1.93	1.81	5.97
Ease of finding skilled employees ¹	108	-1.377	3.03	2.13	5.69
Pay related to productivity ¹	42	0.445	4.19	2.37	5.25
Capacity for innovation ¹	90	-0.660	3.18	2.31	5.84
Index of Economic Complexity ³	36	0.493	0.58	-1.96	2.37
Firm level technology absorption ¹	98	-0.922	4.16	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	40	-0.303	0.097	0.000	1.242
Median age of the working population	11	1.340	41	28	42
<i>Training</i>					
Staff training ¹	108	-1.261	3.24	2.51	5.57
Training services ¹	96	-0.877	3.61	2.67	6.47

Bulgaria

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	18	0.988	141	17	191
Internet users (per 100 people)	49	0.255	51	1	95
Quality of domestic transport ¹	72	-0.289	4.22	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	95	-0.788	3.33	2.33	5.49
Business and university R&D collaboration ¹	102	-0.832	3.04	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	54	0.271	66	1	180
Social safety net protection ¹	73	-0.510	3.23	2.10	6.26
Intellectual property protection and property rights ¹	91	-0.782	3.29	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	108	-1.113	3.38	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	19.5	<i>Society</i>	
Aged dependency ratio (%)	26.8	Freedom in the World ⁸	2
Fertility rate (births per woman)	1.4	Democracy Index (rank/165)	54
Sex ratio at birth (female/male)	0.94	Population living in urban area (%)	73.6
Population below age 20 (%)	18.5	Gini Index (income) ⁵	28.2
Population above age 60 (%)	25.5	Accessibility of digital content ¹	5.22
<i>Education</i>			
Public spending on education (% of GDP)	4.1	Extent of virtual social networks use ¹	5.56
Technical/vocational enrolment as % of total enrolment in secondary school	30	<i>Workforce</i>	
Adult literacy (%)	98.4	Economic activity (agriculture) — % of total activity	6.8
Boys not in primary school (%)	1	Economic activity (industry) — % of total activity	33.3
Girls not in primary school (%)	1	Economic activity (services) — % of total activity	59.9
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	19,198
Private enrolment in primary school (% of primary)	0.8	Cooperation in labour-employer relations ¹	4.06
Private enrolment in secondary school (% of secondary)	1.1	Emigration rate of the tertiary educated (%)	9.6
PIRLS ⁶	532	Labour force with tertiary education (%)	25.8
PISA math scores ⁶	428	Number of patent applications (per 1,000 people)	0.0383
PISA reading scores ⁶	429	Hiring and firing practices ¹	3.99
PISA science scores ⁶	439	Retirement age, male	62
TIMSS 4th grade math ⁶	—	Retirement age, female	60
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	3,053
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	348
<i>Health</i>			
Prevalence of visual impairment (%)	1.1	Unemployment for 12 months or more as a % of total unemployment	46.5
Public spending on health (% of GDP)	7.3	Total youth not in education or employment (1,000s)	203.6
Business impact of heart disease ¹	4.13	Unemployment for 12 months or more (1,000s)	161.7
Business impact of cancer ¹	4.49	Global Innovation Index (rank/142)	41
Business impact of mental illness ¹	4.90	Global Talent Index (rank/60)	49
Business impact of diabetes ¹	4.53	Quality of Labour Force (rank/60)	43
Business impact of chronic respiratory disease ¹	4.65	Talent Environment (rank/60)	39
Business impact of HIV/AIDS ¹	5.91	IQ measure ⁹	93.3
Business impact of tuberculosis ¹	5.83		
Business impact of malaria ¹	6.55		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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4 Rank number on a list of 185 countries

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Burkina Faso

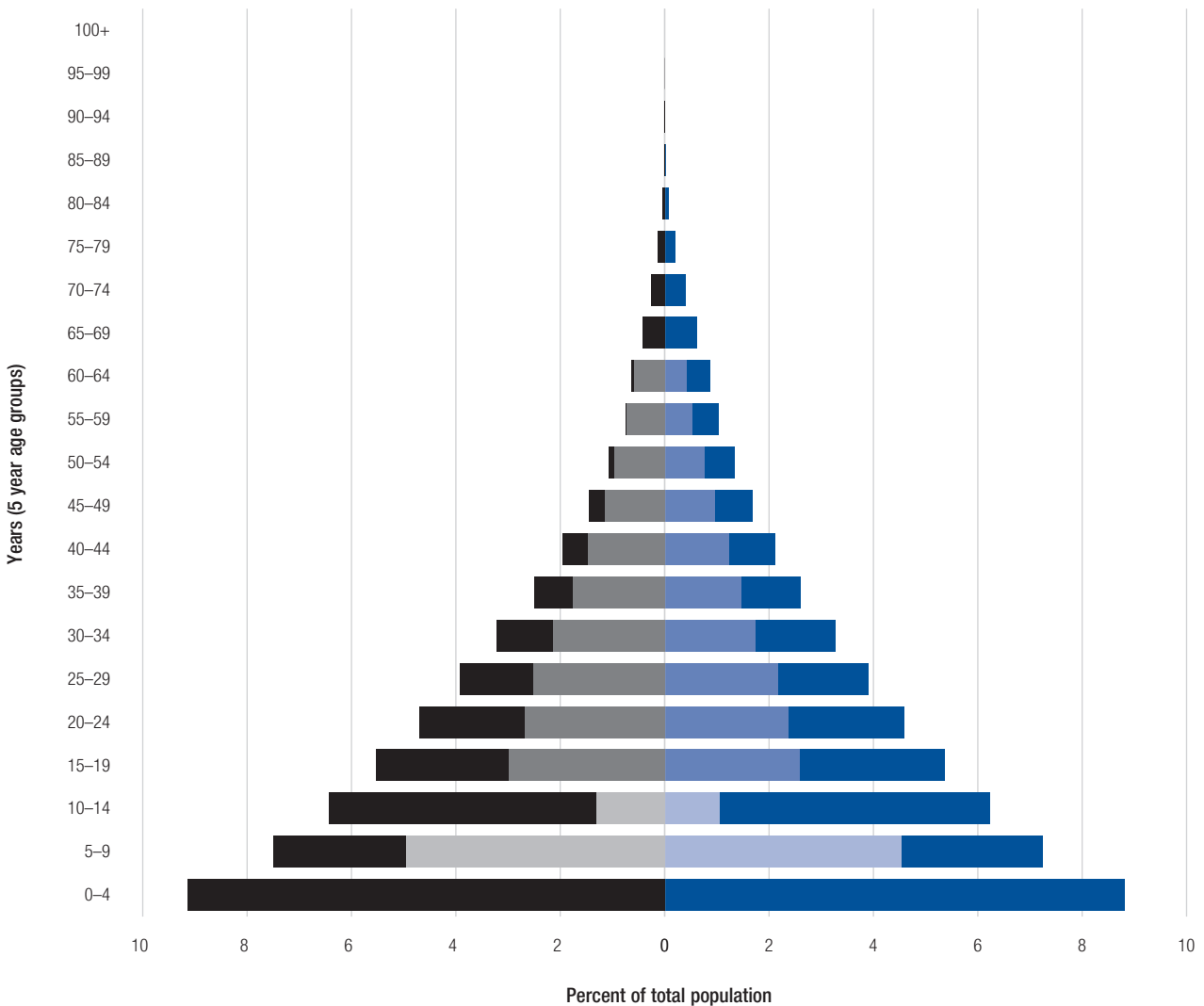
	Rank/122	Score
Human Capital Index 2013	119	-1.077
Pillar 1: Education	121	-1.817
Pillar 2: Health and wellness	116	-0.943
Pillar 3: Workforce and employment	87	-0.374
Pillar 4: Enabling environment	117	-1.173

Key Indicators

Total population (1,000s)	15,540.3
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	1,304
GDP growth (annual %)	10.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 4.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 89.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 0.6%

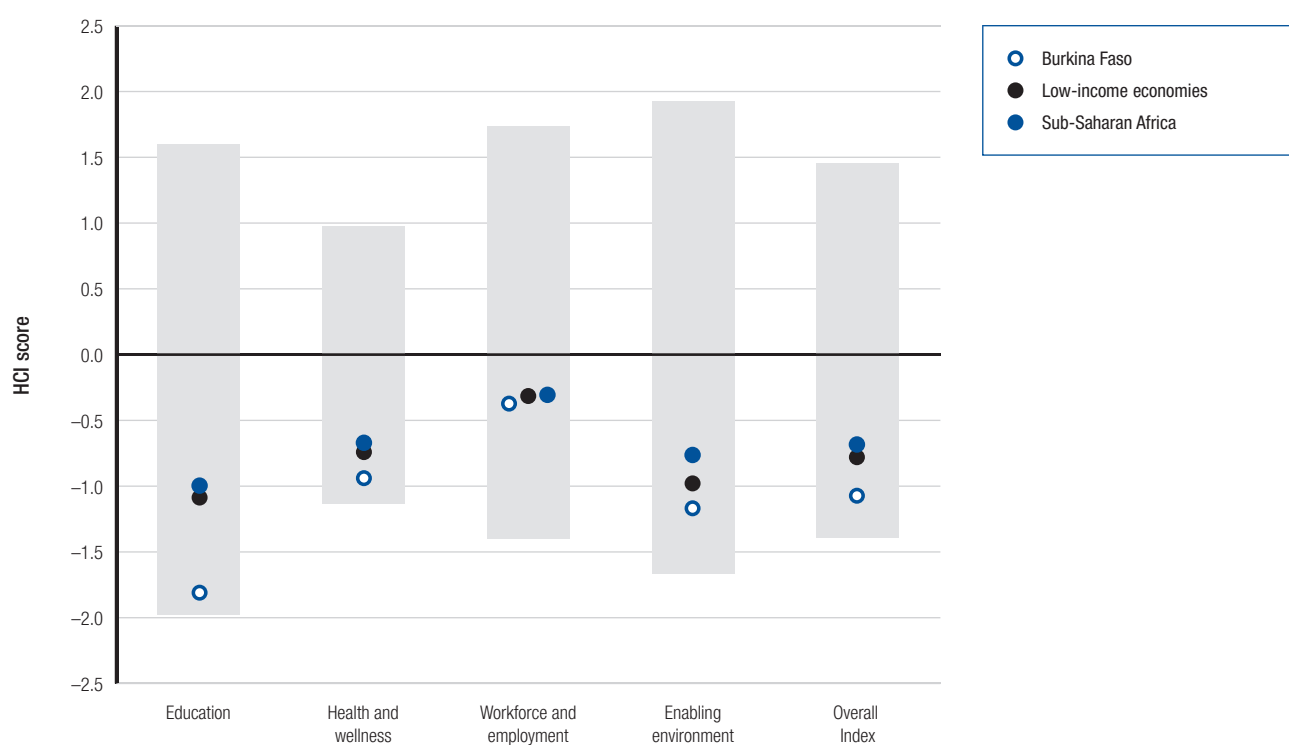


Burkina Faso

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	0.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	1.8
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Burkina Faso

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	113	-3.418	64	58	100
Secondary enrolment rate (%)	98	-2.332	19	16	100
Tertiary enrolment ratio (%)	114	-1.395	4	1	103
Education gender gap ²	111	-2.280	0.786	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	122	-2.142	1.64	1.64	6.64
Quality of the education system ¹	108	-1.206	2.72	1.99	5.98
Quality of primary schools ¹	102	-0.955	2.90	1.97	6.82
Quality of math & science education ¹	82	-0.343	3.71	1.88	6.29
Quality of management schools ¹	96	-0.773	3.65	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	72	-2.959	5	5	100
Secondary education attainment (% population age 25+)	84	-2.296	2	2	100
Tertiary education attainment (% population age 25+)	86	-1.705	0	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	121	-2.714	82	2	98
Life expectancy	114	-2.011	56	50	83
Survival gender gap ²	89	-0.224	0.968	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	61	-0.899	23.2	1.2	36.5
Unhealthy life years (% of life expectancy)	117	-1.428	23	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	121	-2.156	54.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	7	1.703	2.4	1.1	42.8
Business impact of non-communicable diseases ¹	75	-0.317	4.34	2.74	5.87
Business impact of communicable diseases ¹	106	-1.467	4.02	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	33	0.370	26	8	69
Depression (% of respondents) ⁷	56	0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	111	-1.804	49.0	31.1	100.0
Healthcare quality ¹	99	-0.957	2.94	1.78	6.75
Healthcare accessibility ¹	118	-1.434	2.91	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	5	1.647	85.3	43.4	90.6
Labour force participation rate, age 65+ (%)	17	1.261	49.1	1.6	91.2
Economic participation gender gap ²	28	0.798	0.738	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	4	1.522	3.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	103	-1.163	2.24	1.48	6.08
Country capacity to retain talent ¹	102	-0.931	2.63	1.81	5.97
Ease of finding skilled employees ¹	46	0.252	4.16	2.13	5.69
Pay related to productivity ¹	112	-1.392	3.07	2.37	5.25
Capacity for innovation ¹	105	-0.905	2.98	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	120	-1.575	3.69	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	98	-0.618	0.003	0.000	1.242
Median age of the working population	117	-1.401	29	28	42
<i>Training</i>					
Staff training ¹	121	-1.805	2.89	2.51	5.57
Training services ¹	99	-0.923	3.58	2.67	6.47

Burkina Faso

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	117	-1.817	45	17	191
Internet users (per 100 people)	117	-1.458	3	1	95
Quality of domestic transport ¹	118	-1.854	2.85	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	116	-1.454	2.85	2.33	5.49
Business and university R&D collaboration ¹	87	-0.600	3.24	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	111	-1.417	153	1	180
Social safety net protection ¹	80	-0.588	3.14	2.10	6.26
Intellectual property protection and property rights ¹	80	-0.540	3.54	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	96	-0.827	3.64	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	89.3	Freedom in the World ⁸	5
Aged dependency ratio (%)	4.8	Democracy Index (rank/165)	127
Fertility rate (births per woman)	6.1	Population living in urban area (%)	27.4
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	39.8
Population below age 20 (%)	56.9	Accessibility of digital content ¹	2.62
Population above age 60 (%)	3.9	Extent of virtual social networks use ¹	4.21
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.4	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	—
Adult literacy (%)	28.7	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	34	GDP per person employed (US\$)	2,625
Girls not in primary school (%)	37	Cooperation in labour-employer relations ¹	3.96
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	1.378	Emigration rate of the tertiary educated (%)	2.6
Private enrolment in primary school (% of primary)	15.6	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	41.1	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.86
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	
Prevalence of visual impairment (%)	6.7	Global Innovation Index (rank/142)	116
Public spending on health (% of GDP)	6.5	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.04	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.45	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.66	IQ measure ⁹	71.0
Business impact of diabetes ¹	4.37		
Business impact of chronic respiratory disease ¹	4.18		
Business impact of HIV/AIDS ¹	4.46		
Business impact of tuberculosis ¹	4.48		
Business impact of malaria ¹	3.12		

NOTES

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9 Reported in relation to UK score (100)

Cambodia

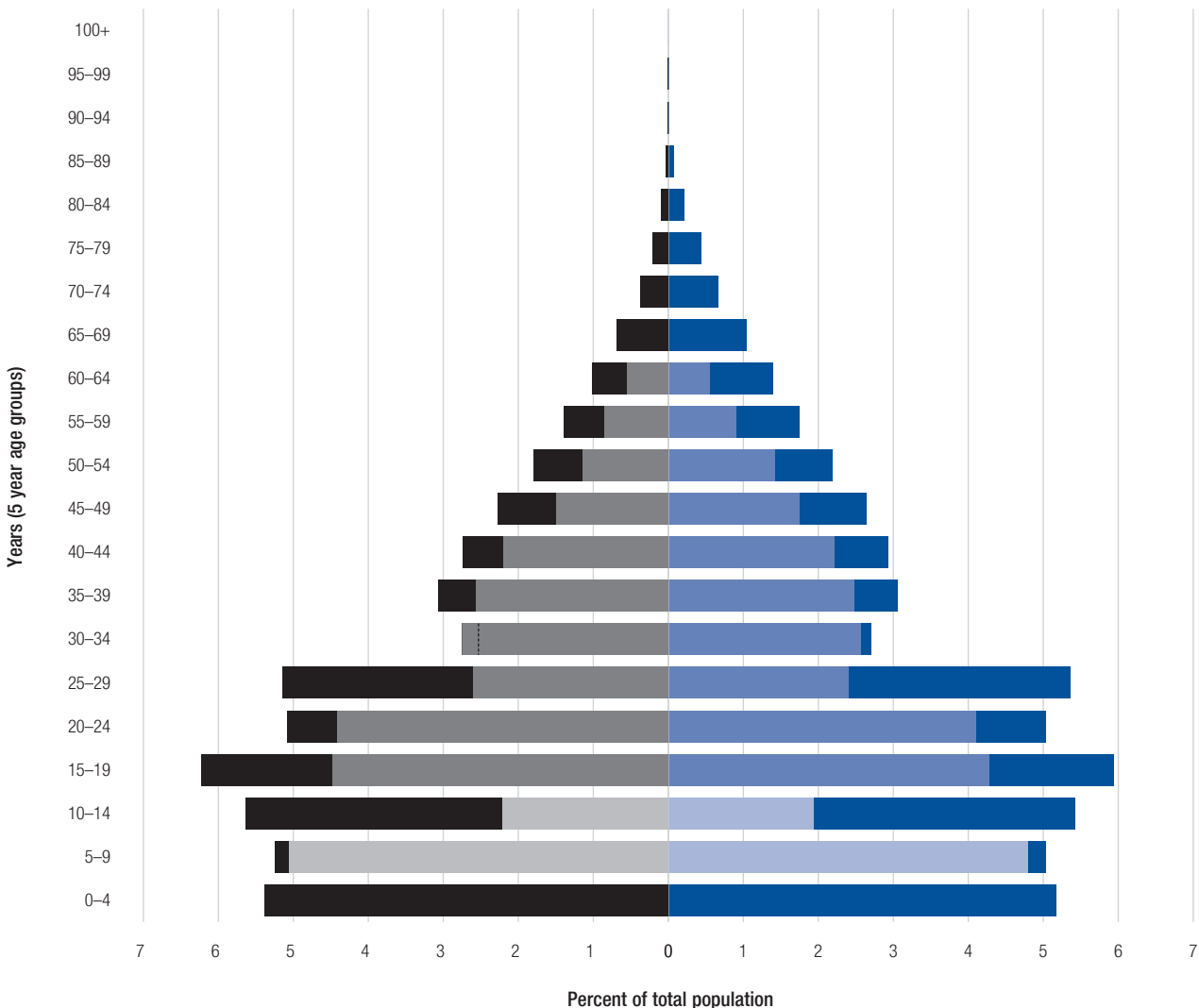
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	99	-0.839
Pillar 2: Health and wellness	102	-0.596
Pillar 3: Workforce and employment	42	0.104
Pillar 4: Enabling environment	93	-0.688

Key Indicators	Value
Total population (1,000s)	14,364.9
Median age of population	23
GDP per capita PPP (constant 2005, international \$)	2,150
GDP growth (annual %)	7.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 50.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.7%

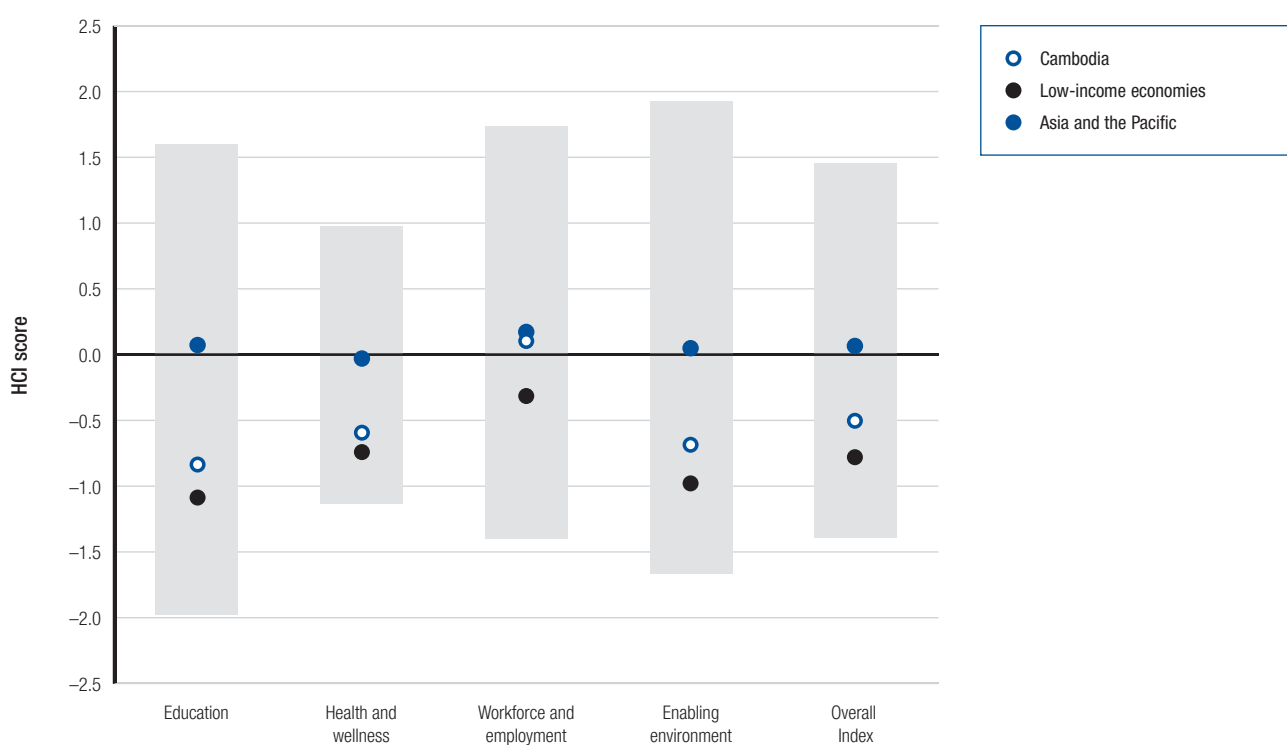


Cambodia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	13.4
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	20.1
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Cambodia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	35	-0.576	98	58	100
Secondary enrolment rate (%)	89	-1.511	38	16	100
Tertiary enrolment ratio (%)	88	-0.991	14	1	103
Education gender gap ²	104	-1.154	0.871	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	78	-0.440	3.77	1.64	6.64
Quality of the education system ¹	64	-0.222	3.60	1.99	5.98
Quality of primary schools ¹	90	-0.661	3.22	1.97	6.82
Quality of math & science education ¹	86	-0.583	3.48	1.88	6.29
Quality of management schools ¹	95	-0.749	3.67	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	67	-1.701	36	5	100
Secondary education attainment (% population age 25+)	79	-1.790	15	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	97	-0.649	36	2	98
Life expectancy	101	-0.917	65	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	66	-1.201	25.9	1.2	36.5
Unhealthy life years (% of life expectancy)	107	-0.637	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	115	-1.566	46.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	6	1.713	2.3	1.1	42.8
Business impact of non-communicable diseases ¹	99	-0.807	4.12	2.74	5.87
Business impact of communicable diseases ¹	96	-0.958	4.52	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	109	-1.749	50.0	31.1	100.0
Healthcare quality ¹	89	-0.832	3.09	1.78	6.75
Healthcare accessibility ¹	99	-0.971	3.48	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	7	1.565	84.5	43.4	90.6
Labour force participation rate, age 65+ (%)	12	1.494	53.6	1.6	91.2
Economic participation gender gap ²	70	-0.028	0.640	0.310	0.839
Unemployment rate (%)	45	-0.307	7.1	0.3	32.0
Youth unemployment rate (%)	3	1.563	3.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	42	-0.346	3.80	1.48	6.08
Country capacity to retain talent ¹	40	-0.427	3.94	1.81	5.97
Ease of finding skilled employees ¹	94	-0.860	3.39	2.13	5.69
Pay related to productivity ¹	27	0.780	4.40	2.37	5.25
Capacity for innovation ¹	61	-0.283	3.48	2.31	5.84
Index of Economic Complexity ³	90	-0.891	-0.74	-1.96	2.37
Firm level technology absorption ¹	72	-0.317	4.59	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	108	-0.622	0.002	0.000	1.242
Median age of the working population	106	-1.262	29	28	42
<i>Training</i>					
Staff training ¹	57	-0.015	4.04	2.51	5.57
Training services ¹	82	-0.545	3.87	2.67	6.47

Cambodia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	85	-0.321	96	17	191
Internet users (per 100 people)	116	-1.455	3	1	95
Quality of domestic transport ¹	108	-1.069	3.54	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	40	0.349	4.14	2.33	5.49
Business and university R&D collaboration ¹	92	-0.698	3.16	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	99	-1.029	133	1	180
Social safety net protection ¹	79	-0.587	3.14	2.10	6.26
Intellectual property protection and property rights ¹	87	-0.669	3.41	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	91	-0.713	3.74	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	50.4	Freedom in the World ⁸	6
Aged dependency ratio (%)	8.0	Democracy Index (rank/165)	100
Fertility rate (births per woman)	3.1	Population living in urban area (%)	20.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	36.0
Population below age 20 (%)	43.6	Accessibility of digital content ¹	4.81
Population above age 60 (%)	7.2	Extent of virtual social networks use ¹	5.06
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.6	Economic activity (agriculture) — % of total activity	55.8
Technical/vocational enrolment as % of total enrolment in secondary school	2	Economic activity (industry) — % of total activity	16.9
Adult literacy (%)	73.9	Economic activity (services) — % of total activity	27.3
Boys not in primary school (%)	4	GDP per person employed (US\$)	5,200
Girls not in primary school (%)	5	Cooperation in labour-employer relations ¹	4.34
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.392	Emigration rate of the tertiary educated (%)	21.5
Private enrolment in primary school (% of primary)	1.5	Labour force with tertiary education (%)	2.5
Private enrolment in secondary school (% of secondary)	2.0	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	4.72
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	6,561
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	503
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	7.3	Global Innovation Index (rank/142)	110
Public spending on health (% of GDP)	5.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.02	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.10	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.24	IQ measure ⁹	92.0
Business impact of diabetes ¹	4.07		
Business impact of chronic respiratory disease ¹	4.16		
Business impact of HIV/AIDS ¹	4.56		
Business impact of tuberculosis ¹	4.44		
Business impact of malaria ¹	4.57		

NOTES

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6 International test scores

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9 Reported in relation to UK score (100)

Cameroon

Rank/122 Score

Human Capital Index 2013

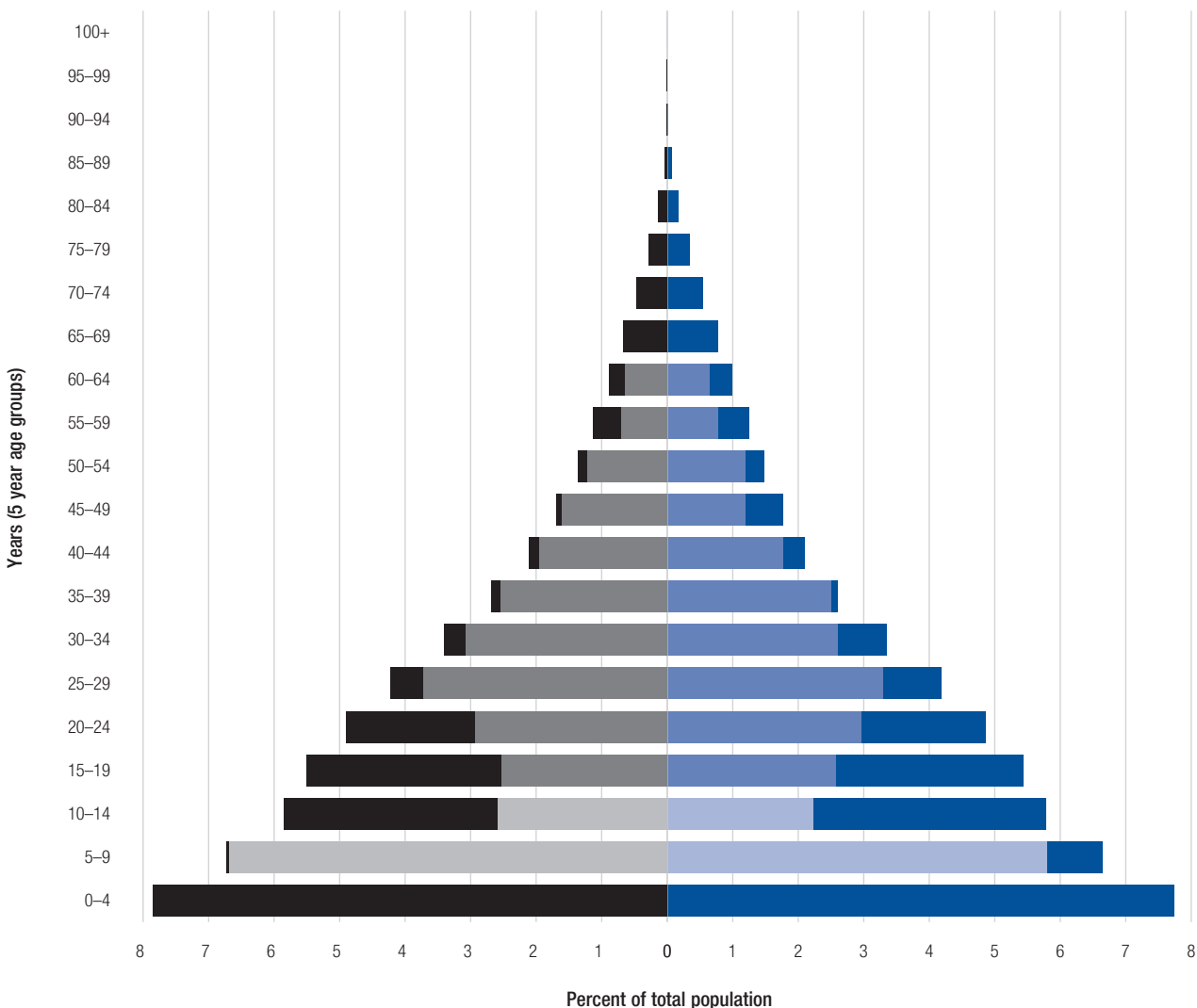
Pillar 1: Education	96	-0.687
Pillar 2: Health and wellness	111	-0.850
Pillar 3: Workforce and employment	79	-0.295
Pillar 4: Enabling environment	113	-1.082

Key Indicators

Total population (1,000s)	20,624.3
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	2,018
GDP growth (annual %)	4.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.1%
■ Labour force participation	■ Labour force participation	Youth dependency: 81.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 1.0%

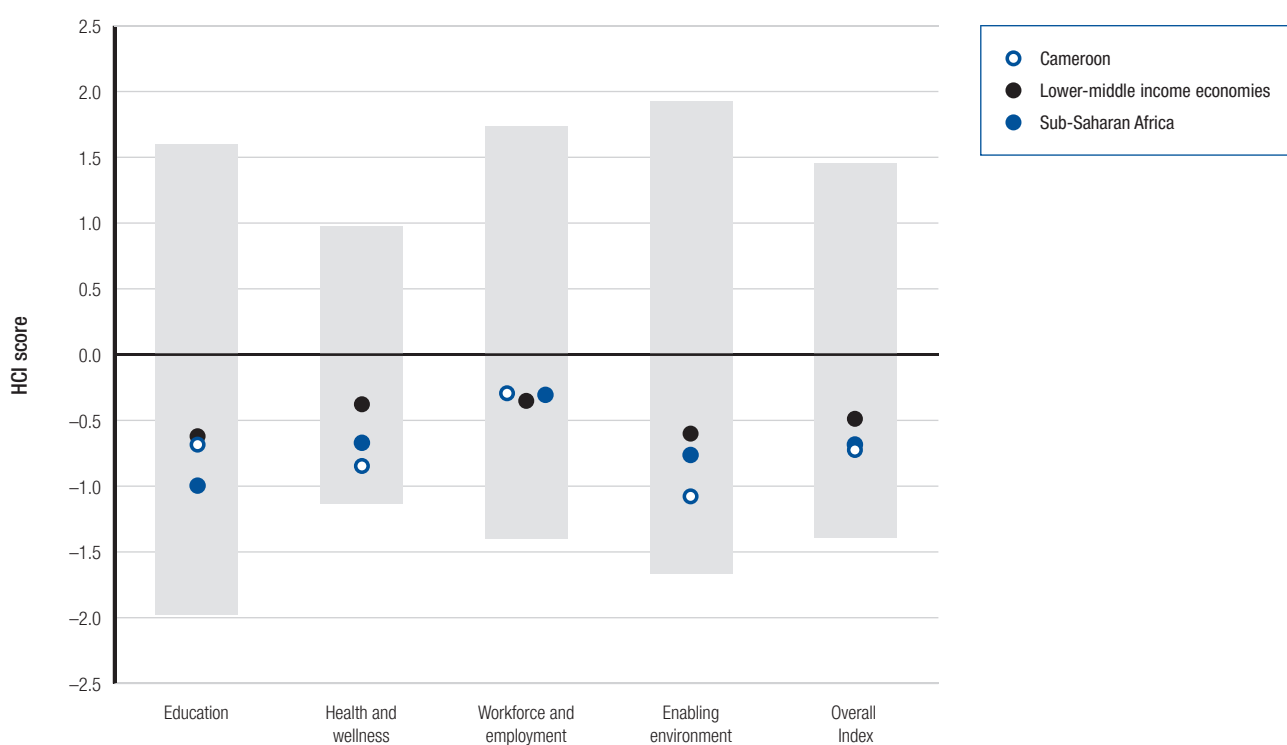


Cameroon

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Cameroon

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	80	-0.019	94	58	100
Secondary enrolment rate (%)	86	-1.344	41	16	100
Tertiary enrolment ratio (%)	92	-1.069	12	1	103
Education gender gap ²	112	-2.344	0.782	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	116	-1.607	2.31	1.64	6.64
Quality of the education system ¹	50	-0.114	3.90	1.99	5.98
Quality of primary schools ¹	73	-0.302	3.61	1.97	6.82
Quality of math & science education ¹	63	-0.034	4.07	1.88	6.29
Quality of management schools ¹	42	-0.316	4.56	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	118	-2.580	79	2	98
Life expectancy	118	-2.375	53	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	59	-0.745	21.9	1.2	36.5
Unhealthy life years (% of life expectancy)	81	-0.077	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	110	-1.385	44.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	32	-0.785	11.1	1.1	42.8
Business impact of non-communicable diseases ¹	82	-0.420	4.29	2.74	5.87
Business impact of communicable diseases ¹	111	-1.615	3.87	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	26	-0.602	23	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	104	-1.177	61.2	31.1	100.0
Healthcare quality ¹	93	-0.888	3.03	1.78	6.75
Healthcare accessibility ¹	105	-1.132	3.28	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	51	-0.236	71.5	43.4	90.6
Labour force participation rate, age 65+ (%)	9	1.576	55.2	1.6	91.2
Economic participation gender gap ²	47	-0.338	0.683	0.310	0.839
Unemployment rate (%)	12	-0.947	3.8	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	83	-0.652	2.77	1.48	6.08
Country capacity to retain talent ¹	89	-0.673	2.88	1.81	5.97
Ease of finding skilled employees ¹	53	-0.139	4.08	2.13	5.69
Pay related to productivity ¹	105	-1.016	3.30	2.37	5.25
Capacity for innovation ¹	92	-0.705	3.14	2.31	5.84
Index of Economic Complexity ³	108	-1.641	-1.45	-1.96	2.37
Firm level technology absorption ¹	81	-0.589	4.40	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	82	-0.603	0.008	0.000	1.242
Median age of the working population	118	-1.402	29	28	42
<i>Training</i>					
Staff training ¹	68	-0.184	3.93	2.51	5.57
Training services ¹	69	-0.201	4.15	2.67	6.47

Cameroon

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	114	-1.609	52	17	191
Internet users (per 100 people)	109	-1.387	5	1	95
Quality of domestic transport ¹	109	-1.084	3.52	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	81	-0.533	3.51	2.33	5.49
Business and university R&D collaboration ¹	100	-0.823	3.04	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	114	-1.572	161	1	180
Social safety net protection ¹	121	-1.480	2.18	2.10	6.26
Intellectual property protection and property rights ¹	83	-0.574	3.50	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	87	-0.675	3.78	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	81.4	Freedom in the World ⁸	6
Aged dependency ratio (%)	6.1	Democracy Index (rank/165)	131
Fertility rate (births per woman)	5.2	Population living in urban area (%)	52.7
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	38.9
Population below age 20 (%)	54.4	Accessibility of digital content ¹	3.70
Population above age 60 (%)	4.9	Extent of virtual social networks use ¹	4.83
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.2	Economic activity (agriculture) — % of total activity	53.3
Technical/vocational enrolment as % of total enrolment in secondary school	20	Economic activity (industry) — % of total activity	12.6
Adult literacy (%)	71.3	Economic activity (services) — % of total activity	34.1
Boys not in primary school (%)	—	GDP per person employed (US\$)	2,964
Girls not in primary school (%)	13	Cooperation in labour-employer relations ¹	3.73
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.365	Emigration rate of the tertiary educated (%)	17.3
Private enrolment in primary school (% of primary)	20.9	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	25.4	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	4.65
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	8,852
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	347
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	54.8
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	409.1
<i>Health</i>		Unemployment for 12 months or more (1,000s)	190.5
Prevalence of visual impairment (%)	3.9	Global Innovation Index (rank/142)	125
Public spending on health (% of GDP)	5.2	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.61	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.54	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.80	IQ measure ⁹	68.2
Business impact of diabetes ¹	4.16		
Business impact of chronic respiratory disease ¹	4.35		
Business impact of HIV/AIDS ¹	4.05		
Business impact of tuberculosis ¹	4.12		
Business impact of malaria ¹	3.45		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Canada

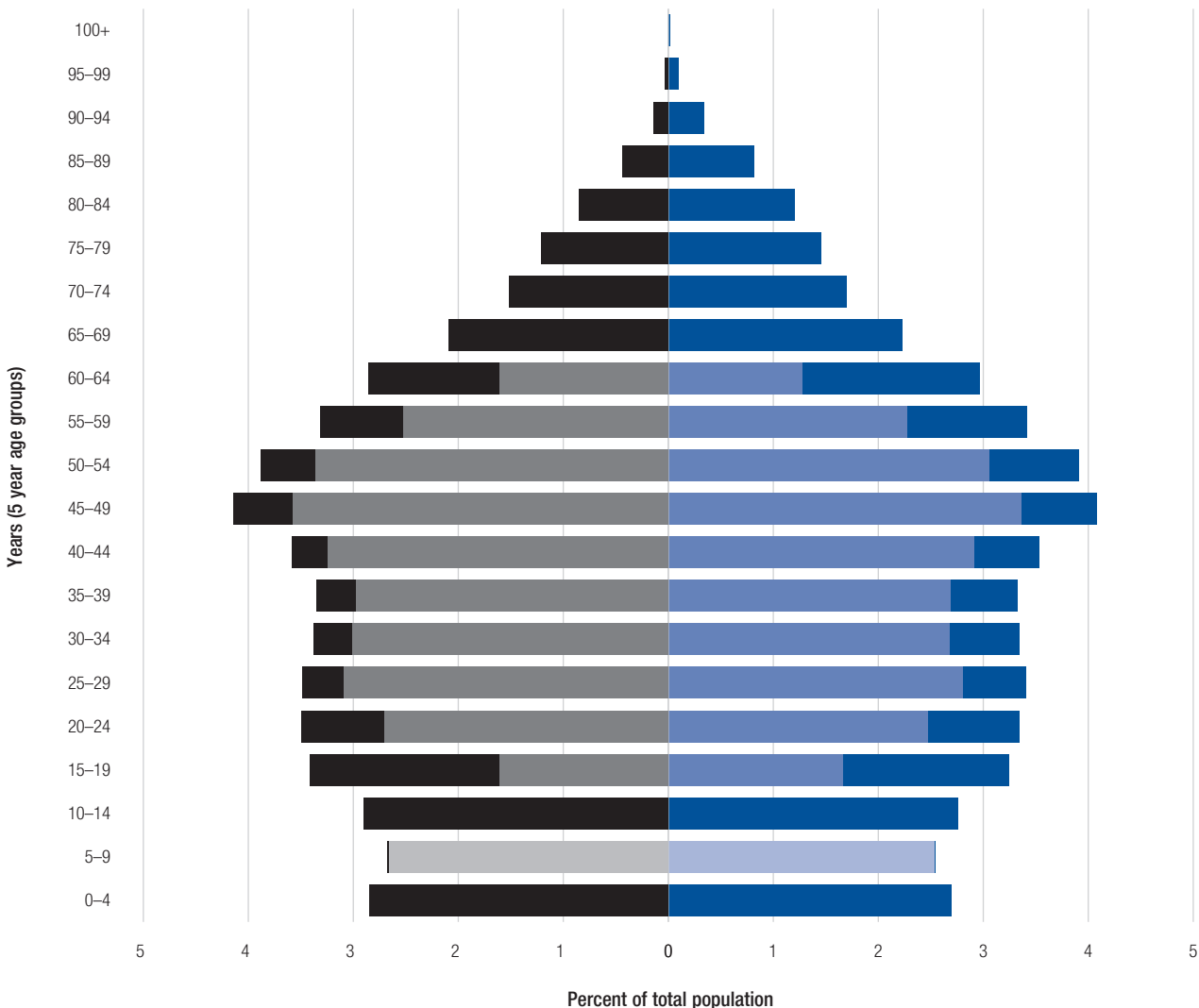
	Rank/122	Score
Human Capital Index 2013	10	0.987
Pillar 1: Education	2	1.355
Pillar 2: Health and wellness	20	0.548
Pillar 3: Workforce and employment	15	0.875
Pillar 4: Enabling environment	17	1.168

Key Indicators

Total population (1,000s)	34,126.2
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	35,936
GDP growth (annual %)	1.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 20.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 23.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 0.5%

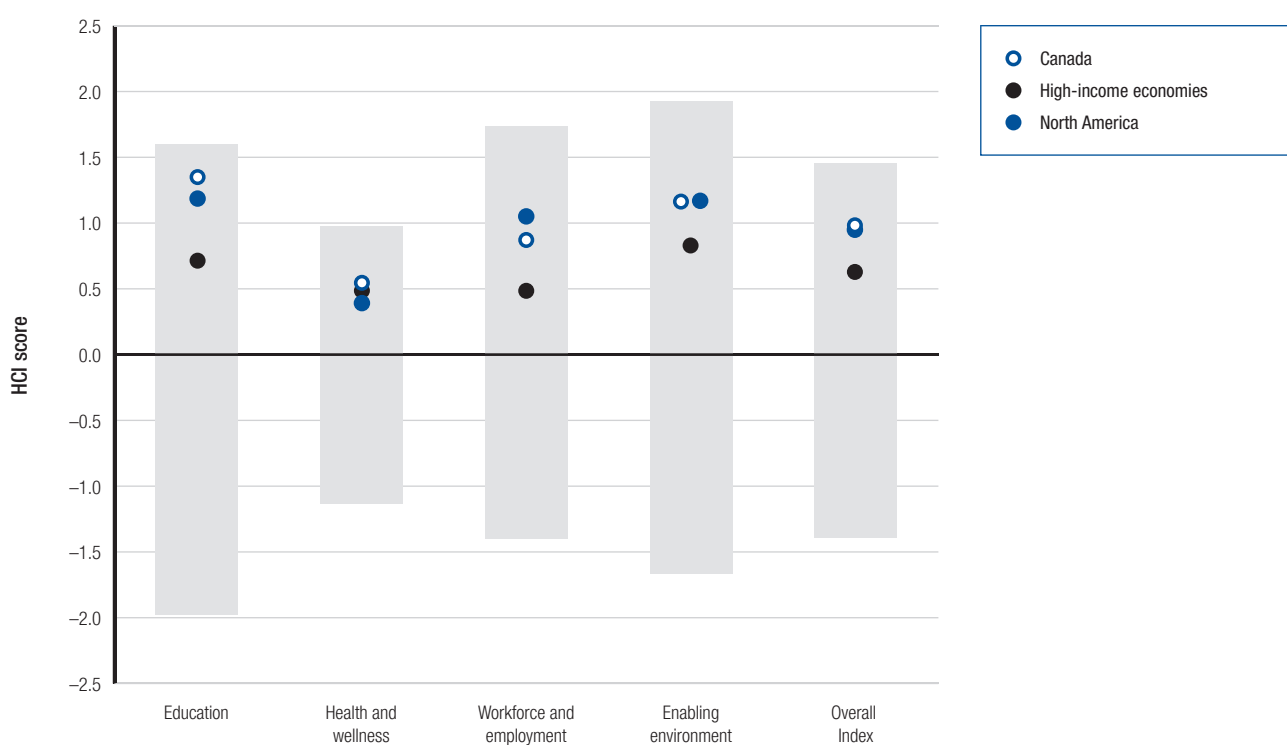


Canada

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	20.4	43.9
Professionals	10.8	
Technicians and associate professionals	9.6	
Secondary requirements	31.3	n/a
Clerks	8.4	
Service workers and shop and market sales workers	9.2	
Skilled agricultural and fishery workers	1.3	
Craft and related trade workers	6.7	
Plant and machine operators and assemblers	5.7	
Primary requirements	5.3	n/a
Elementary occupations	5.3	
Various	6.9	
Legislators, senior officials and managers	5.7	
Unclassified	1.2	
Armed forces	0.0	

Spread of scores (by pillar and overall)



Canada

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	1	0.783	100	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	63	0.428	0.991	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	10	1.445	6.13	1.64	6.64
Quality of the education system ¹	10	1.624	5.25	1.99	5.98
Quality of primary schools ¹	13	1.438	5.50	1.97	6.82
Quality of math & science education ¹	13	1.173	5.16	1.88	6.29
Quality of management schools ¹	7	1.668	5.69	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	1	2.278	44	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	0.742	5	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	44	0.615	0.978	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	23	0.608	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	23	1.053	13.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	87	-0.608	24.3	1.1	42.8
Business impact of non-communicable diseases ¹	71	-0.194	4.39	2.74	5.87
Business impact of communicable diseases ¹	21	0.992	6.46	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	103	-1.103	45	8	69
Depression (% of respondents) ⁷	47	0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	27	0.810	99.9	31.1	100.0
Healthcare quality ¹	18	1.322	5.72	1.78	6.75
Healthcare accessibility ¹	14	1.442	6.42	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	24	0.880	77.8	43.4	90.6
Labour force participation rate, age 65+ (%)	81	-0.689	11.3	1.6	91.2
Economic participation gender gap ²	10	1.223	0.788	0.310	0.839
Unemployment rate (%)	61	-0.141	8.0	0.3	32.0
Youth unemployment rate (%)	44	0.391	14.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	7	1.633	5.12	1.48	6.08
Country capacity to retain talent ¹	17	1.143	4.64	1.81	5.97
Ease of finding skilled employees ¹	31	0.729	4.49	2.13	5.69
Pay related to productivity ¹	23	0.913	4.48	2.37	5.25
Capacity for innovation ¹	25	0.722	4.28	2.31	5.84
Index of Economic Complexity ³	37	-0.480	0.57	-1.96	2.37
Firm level technology absorption ¹	31	0.887	5.45	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	9	2.248	0.862	0.000	1.242
Median age of the working population	15	1.312	41	28	42
<i>Training</i>					
Staff training ¹	29	0.633	4.45	2.51	5.57
Training services ¹	15	1.356	5.38	2.67	6.47

Canada

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	100	-0.804	80	17	191
Internet users (per 100 people)	12	1.398	83	1	95
Quality of domestic transport ¹	18	1.073	5.40	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	16	1.326	4.84	2.33	5.49
Business and university R&D collaboration ¹	17	1.284	4.93	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	15	1.221	17	1	180
Social safety net protection ¹	13	1.562	5.48	2.10	6.26
Intellectual property protection and property rights ¹	9	1.675	5.80	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	6	1.778	5.99	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	23.7	<i>Society</i>	
Aged dependency ratio (%)	20.4	Freedom in the World ⁸	1
Fertility rate (births per woman)	1.6	Democracy Index (rank/165)	8
Sex ratio at birth (female/male)	0.94	Population living in urban area (%)	80.8
Population below age 20 (%)	23.0	Gini Index (income) ⁵	32.6
Population above age 60 (%)	19.9	Accessibility of digital content ¹	6.11
<i>Education</i>			
Public spending on education (% of GDP)	5.5	Extent of virtual social networks use ¹	6.34
Technical/vocational enrolment as % of total enrolment in secondary school	—	<i>Workforce</i>	
Adult literacy (%)	—	Economic activity (agriculture) — % of total activity	2.4
Boys not in primary school (%)	—	Economic activity (industry) — % of total activity	21.5
Girls not in primary school (%)	—	Economic activity (services) — % of total activity	76.5
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	49,540
Private enrolment in primary school (% of primary)	6.0	Cooperation in labour-employer relations ¹	4.93
Private enrolment in secondary school (% of secondary)	7.1	Emigration rate of the tertiary educated (%)	4.7
PIRLS ⁶	548	Labour force with tertiary education (%)	46.5
PISA math scores ⁶	527	Number of patent applications (per 1,000 people)	1.0289
PISA reading scores ⁶	524	Hiring and firing practices ¹	4.67
PISA science scores ⁶	529	Retirement age, male	65
TIMSS 4th grade math ⁶	—	Retirement age, female	65
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	17,041
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	1,484
<i>Health</i>			
Prevalence of visual impairment (%)	0.8	Unemployment for 12 months or more as a % of total unemployment	6.7
Public spending on health (% of GDP)	11.2	Total youth not in education or employment (1,000s)	628.3
Business impact of heart disease ¹	4.25	Unemployment for 12 months or more (1,000s)	99.3
Business impact of cancer ¹	4.16	Global Innovation Index (rank/142)	11
Business impact of mental illness ¹	4.48	Global Talent Index (rank/60)	14
Business impact of diabetes ¹	4.34	Quality of Labour Force (rank/60)	12
Business impact of chronic respiratory disease ¹	4.74	Talent Environment (rank/60)	19
Business impact of HIV/AIDS ¹	6.14	IQ measure ⁹	100.4
Business impact of tuberculosis ¹	6.53		
Business impact of malaria ¹	6.72		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Chile

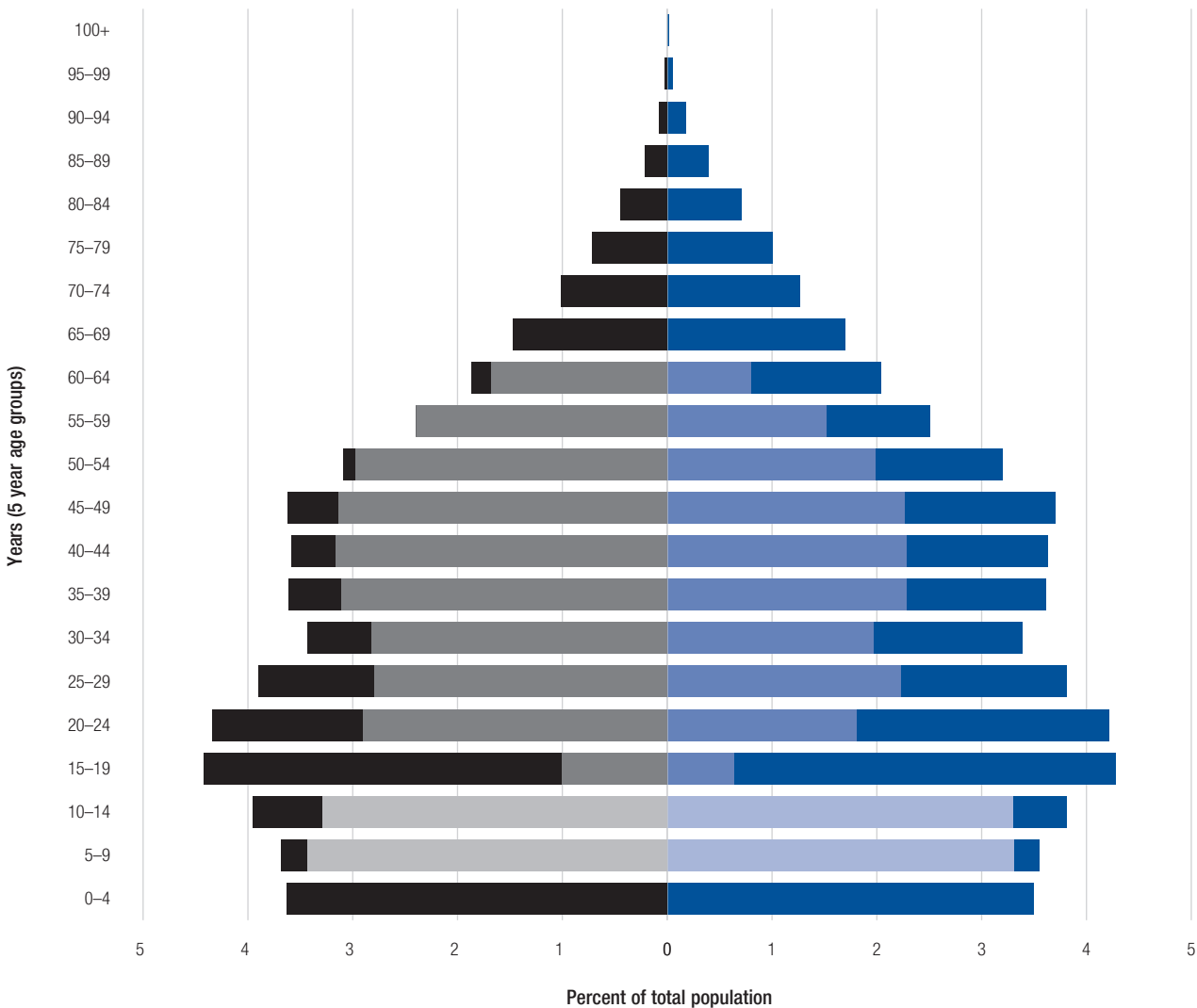
	Rank/122	Score
Human Capital Index 2013	36	0.305
Pillar 1: Education	49	0.250
Pillar 2: Health and wellness	38	0.306
Pillar 3: Workforce and employment	37	0.194
Pillar 4: Enabling environment	35	0.471

Key Indicators

Total population (1,000s)	17,150.8
Median age of population	32
GDP per capita PPP (constant 2005, international \$)	15,848
GDP growth (annual %)	5.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 13.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 32.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.7%
		Female labour force participation, age 65+: 0.7%

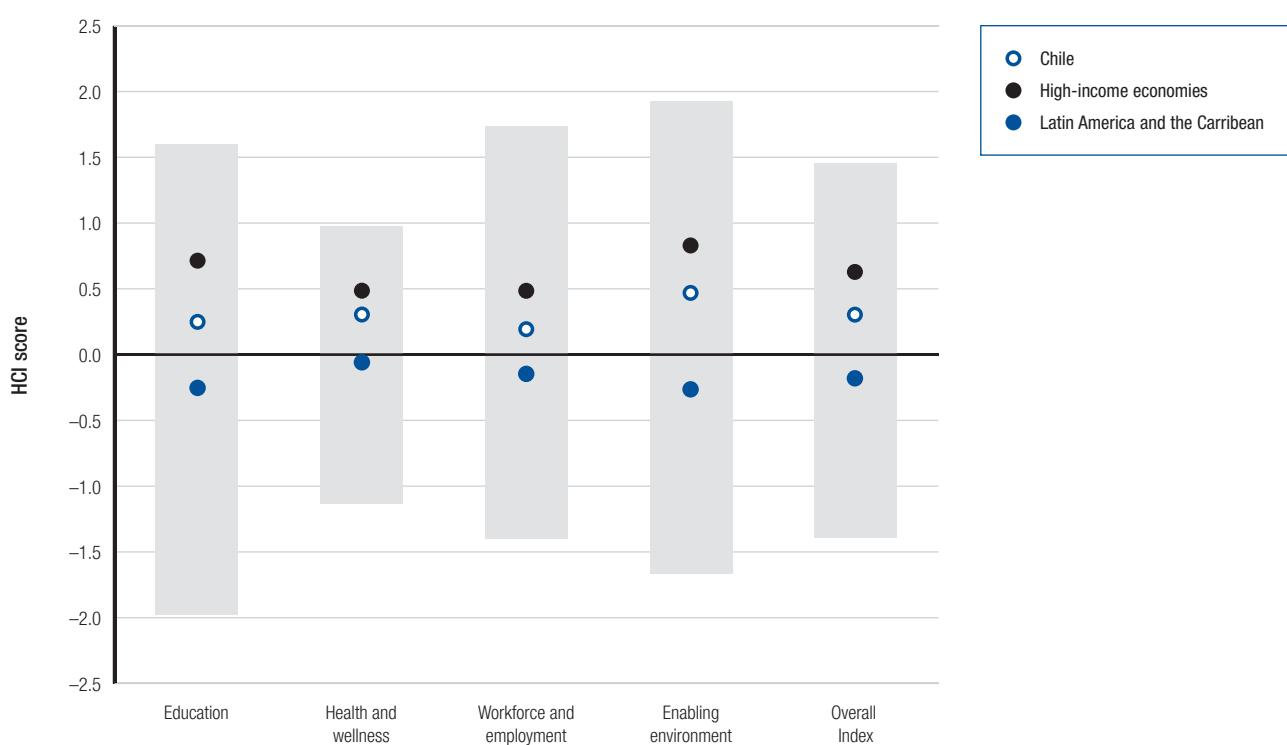


Chile

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	18.0
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	56.8
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	9.6
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Chile

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	81	-0.001	93	58	100
Secondary enrolment rate (%)	40	-0.551	85	16	100
Tertiary enrolment ratio (%)	18	-1.146	71	1	103
Education gender gap ²	27	-0.530	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	44	-0.422	4.85	1.64	6.64
Quality of the education system ¹	62	-0.200	3.62	1.99	5.98
Quality of primary schools ¹	91	-0.689	3.19	1.97	6.82
Quality of math & science education ¹	90	-0.698	3.37	1.88	6.29
Quality of management schools ¹	15	1.261	5.35	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	37	-0.317	84	5	100
Secondary education attainment (% population age 25+)	33	-0.442	75	2	100
Tertiary education attainment (% population age 25+)	42	-0.078	18	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	42	-0.608	8	2	98
Life expectancy	30	-0.785	79	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	1	1.612	1.2	1.2	36.5
Unhealthy life years (% of life expectancy)	34	-0.539	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	43	-0.612	18.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	107	-1.115	29.1	1.1	42.8
Business impact of non-communicable diseases ¹	55	-0.171	4.56	2.74	5.87
Business impact of communicable diseases ¹	40	-0.637	6.11	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	59	-0.095	32	8	69
Depression (% of respondents) ⁷	85	-0.500	15	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	40	-0.751	98.7	31.1	100.0
Healthcare quality ¹	51	-0.055	4.18	1.78	6.75
Healthcare accessibility ¹	75	-0.530	4.02	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	84	-0.357	65.7	43.4	90.6
Labour force participation rate, age 65+ (%)	55	-0.250	19.8	1.6	91.2
Economic participation gender gap ²	96	-0.816	0.547	0.310	0.839
Unemployment rate (%)	44	-0.309	7.1	0.3	32.0
Youth unemployment rate (%)	58	-0.001	18.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	19	1.031	4.50	1.48	6.08
Country capacity to retain talent ¹	11	1.557	5.04	1.81	5.97
Ease of finding skilled employees ¹	48	-0.223	4.14	2.13	5.69
Pay related to productivity ¹	28	-0.773	4.39	2.37	5.25
Capacity for innovation ¹	56	-0.195	3.55	2.31	5.84
Index of Economic Complexity ³	74	-0.483	-0.35	-1.96	2.37
Firm level technology absorption ¹	42	-0.393	5.10	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	37	-0.261	0.110	0.000	1.242
Median age of the working population	49	-0.444	37	28	42
<i>Training</i>					
Staff training ¹	40	-0.374	4.29	2.51	5.57
Training services ¹	39	-0.356	4.59	2.67	6.47

Chile

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	28	0.665	130	17	191
Internet users (per 100 people)	45	0.359	54	1	95
Quality of domestic transport ¹	26	0.809	5.17	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	45	0.259	4.08	2.33	5.49
Business and university R&D collaboration ¹	37	0.549	4.27	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	35	0.833	37	1	180
Social safety net protection ¹	47	0.091	3.88	2.10	6.26
Intellectual property protection and property rights ¹	40	0.372	4.47	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	38	0.301	4.66	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	32.2	Freedom in the World ⁸	1
Aged dependency ratio (%)	13.4	Democracy Index (rank/165)	36
Fertility rate (births per woman)	1.9	Population living in urban area (%)	89.3
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	52.1
Population below age 20 (%)	30.8	Accessibility of digital content ¹	5.47
Population above age 60 (%)	13.1	Extent of virtual social networks use ¹	6.14
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.1	Economic activity (agriculture) — % of total activity	10.6
Technical/vocational enrolment as % of total enrolment in secondary school	24	Economic activity (industry) — % of total activity	23.0
Adult literacy (%)	98.6	Economic activity (services) — % of total activity	66.4
Boys not in primary school (%)	7	GDP per person employed (US\$)	33,860
Girls not in primary school (%)	7	Cooperation in labour-employer relations ¹	4.64
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	6.0
Private enrolment in primary school (% of primary)	59.1	Labour force with tertiary education (%)	25.9
Private enrolment in secondary school (% of secondary)	59.0	Number of patent applications (per 1,000 people)	0.1628
PIRLS ⁶	—	Hiring and firing practices ¹	3.97
PISA math scores ⁶	421	Retirement age, male	65
PISA reading scores ⁶	449	Retirement age, female	60
PISA science scores ⁶	447	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	462	Total employed (1,000s)	7,354
TIMSS 4th grade science ⁶	480	Total unemployed (1,000s)	564
TIMSS 8th grade math ⁶	416	Unemployment for 12 months or more as a % of total unemployment	23.8
TIMSS 8th grade science ⁶	461	Total youth not in education or employment (1,000s)	342.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	134.3
Prevalence of visual impairment (%)	3.0	Global Innovation Index (rank/142)	46
Public spending on health (% of GDP)	7.5	Global Talent Index (rank/60)	31
Business impact of heart disease ¹	4.43	Quality of Labour Force (rank/60)	30
Business impact of cancer ¹	4.37	Talent Environment (rank/60)	27
Business impact of mental illness ¹	4.88	IQ measure ⁹	89.5
Business impact of diabetes ¹	4.52		
Business impact of chronic respiratory disease ¹	4.60		
Business impact of HIV/AIDS ¹	5.78		
Business impact of tuberculosis ¹	6.18		
Business impact of malaria ¹	6.37		

NOTES

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- Rank number on a list of 185 countries
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- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

China

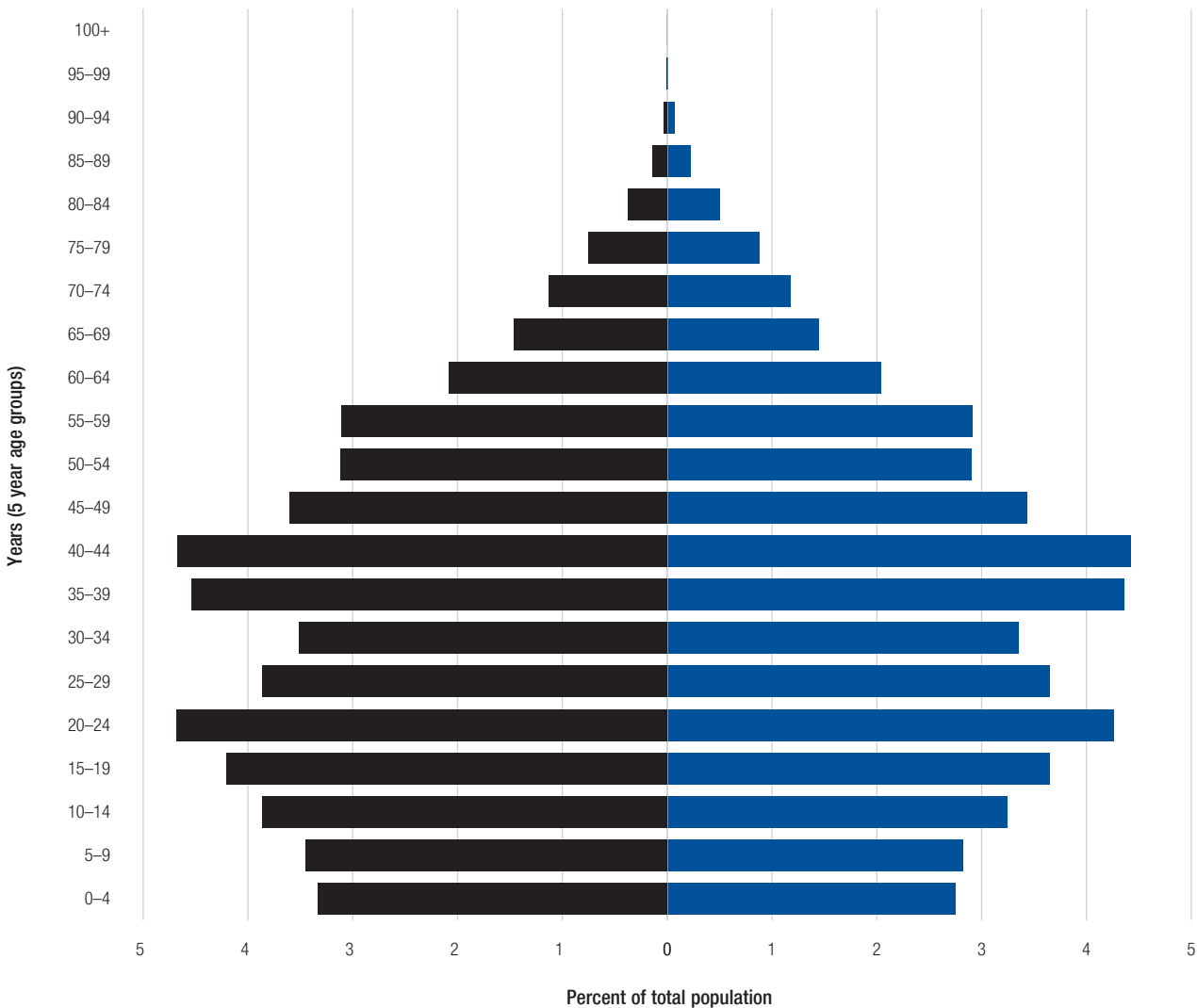
	Rank/122	Score
Human Capital Index 2013	43	0.186
Pillar 1: Education	58	0.069
Pillar 2: Health and wellness	65	0.010
Pillar 3: Workforce and employment	26	0.516
Pillar 4: Enabling environment	47	0.147

Key Indicators

Total population (1,000s)	1,359,821.0
Median age of population	35
GDP per capita PPP (constant 2005, international \$)	7,958
GDP growth (annual %)	7.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 11.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 24.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

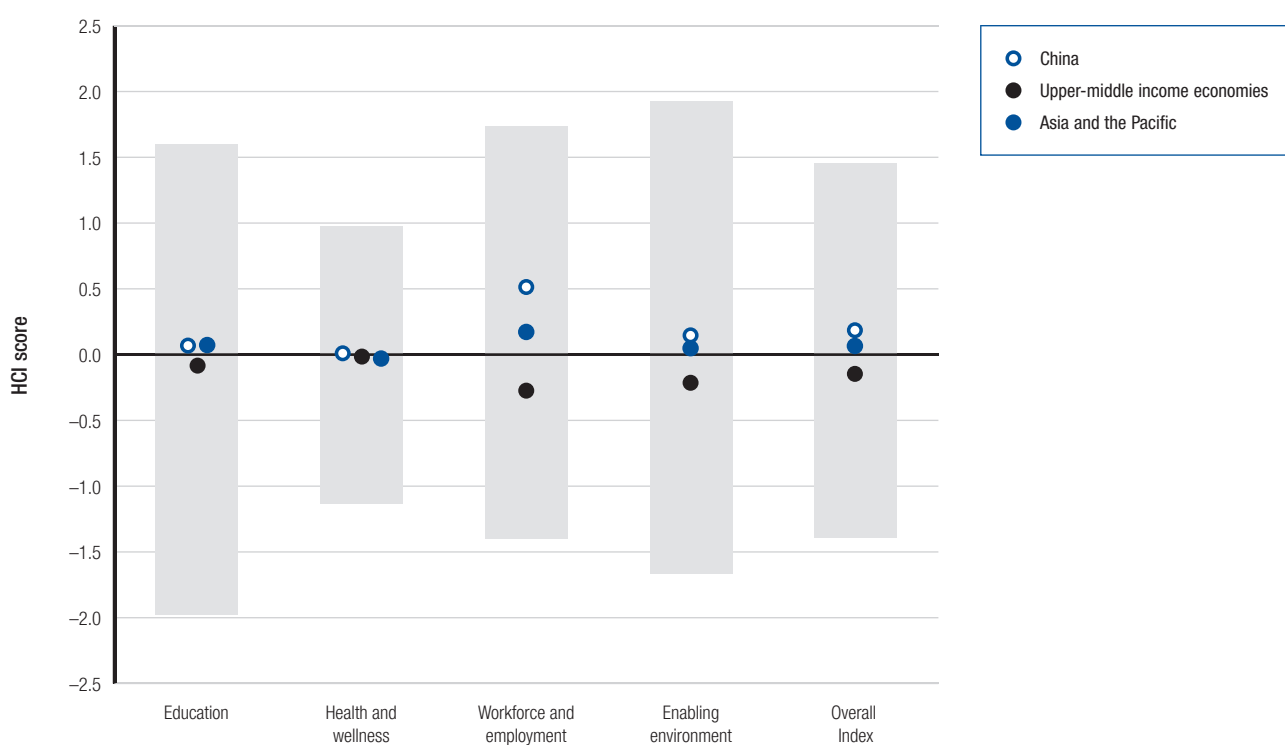


China

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	3.6
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	56.5
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	28.1
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



China

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	74	-0.523	27	1	103
Education gender gap ²	78	-0.309	0.982	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	31	-0.798	5.32	1.64	6.64
Quality of the education system ¹	43	-0.248	4.02	1.99	5.98
Quality of primary schools ¹	47	-0.296	4.26	1.97	6.82
Quality of math & science education ¹	43	-0.400	4.42	1.88	6.29
Quality of management schools ¹	72	-0.222	4.11	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	26	-0.691	93	5	100
Secondary education attainment (% population age 25+)	41	-0.087	65	2	100
Tertiary education attainment (% population age 25+)	77	-1.394	4	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	115	-3.218	0.934	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	10	-1.077	5.9	1.2	36.5
Unhealthy life years (% of life expectancy)	54	-0.245	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	49	-0.494	20.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	20	-1.365	5.6	1.1	42.8
Business impact of non-communicable diseases ¹	46	-0.310	4.62	2.74	5.87
Business impact of communicable diseases ¹	84	-0.311	5.17	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	88	-0.297	78.3	31.1	100.0
Healthcare quality ¹	61	-0.168	3.90	1.78	6.75
Healthcare accessibility ¹	64	-0.201	4.42	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	14	1.146	80.4	43.4	90.6
Labour force participation rate, age 65+ (%)	56	-0.271	19.4	1.6	91.2
Economic participation gender gap ²	52	-0.269	0.675	0.310	0.839
Unemployment rate (%)	16	-0.886	4.1	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	21	-0.918	4.39	1.48	6.08
Country capacity to retain talent ¹	28	-0.770	4.28	1.81	5.97
Ease of finding skilled employees ¹	22	-1.001	4.68	2.13	5.69
Pay related to productivity ¹	15	-1.208	4.66	2.37	5.25
Capacity for innovation ¹	27	-0.610	4.19	2.31	5.84
Index of Economic Complexity ³	26	-0.822	0.89	-1.96	2.37
Firm level technology absorption ¹	63	-0.176	4.69	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	52	-0.443	0.055	0.000	1.242
Median age of the working population	45	-0.608	37	28	42
<i>Training</i>					
Staff training ¹	42	-0.328	4.26	2.51	5.57
Training services ¹	57	-0.064	4.36	2.67	6.47

China

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	104	-0.996	73	17	191
Internet users (per 100 people)	67	-0.198	38	1	95
Quality of domestic transport ¹	43	0.365	4.79	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	22	1.011	4.61	2.33	5.49
Business and university R&D collaboration ¹	31	0.706	4.41	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	73	-0.214	91	1	180
Social safety net protection ¹	35	0.509	4.33	2.10	6.26
Intellectual property protection and property rights ¹	44	0.189	4.28	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	59	-0.044	4.35	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	24.7	Freedom in the World ⁸	7
Aged dependency ratio (%)	11.4	Democracy Index (rank/165)	142
Fertility rate (births per woman)	1.6	Population living in urban area (%)	51.8
Sex ratio at birth (female/male)	0.89	Gini Index (income) ⁵	42.1
Population below age 20 (%)	26.1	Accessibility of digital content ¹	5.17
Population above age 60 (%)	12.4	Extent of virtual social networks use ¹	4.73
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	1.9	Economic activity (agriculture) — % of total activity	36.7
Technical/vocational enrolment as % of total enrolment in secondary school	21	Economic activity (industry) — % of total activity	28.7
Adult literacy (%)	95.1	Economic activity (services) — % of total activity	34.6
Boys not in primary school (%)	—	GDP per person employed (US\$)	14,196
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.40
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	3.8
Private enrolment in primary school (% of primary)	5.4	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	10.7	Number of patent applications (per 1,000 people)	0.3871
PIRLS ⁶	—	Hiring and firing practices ¹	4.42
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	50-55
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	761,050
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	9,080
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.7	Global Innovation Index (rank/142)	35
Public spending on health (% of GDP)	5.2	Global Talent Index (rank/60)	33
Business impact of heart disease ¹	4.52	Quality of Labour Force (rank/60)	44
Business impact of cancer ¹	4.58	Talent Environment (rank/60)	29
Business impact of mental illness ¹	4.75	IQ measure ⁹	105.9
Business impact of diabetes ¹	4.69		
Business impact of chronic respiratory disease ¹	4.55		
Business impact of HIV/AIDS ¹	5.14		
Business impact of tuberculosis ¹	5.06		
Business impact of malaria ¹	5.30		

NOTES

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Colombia

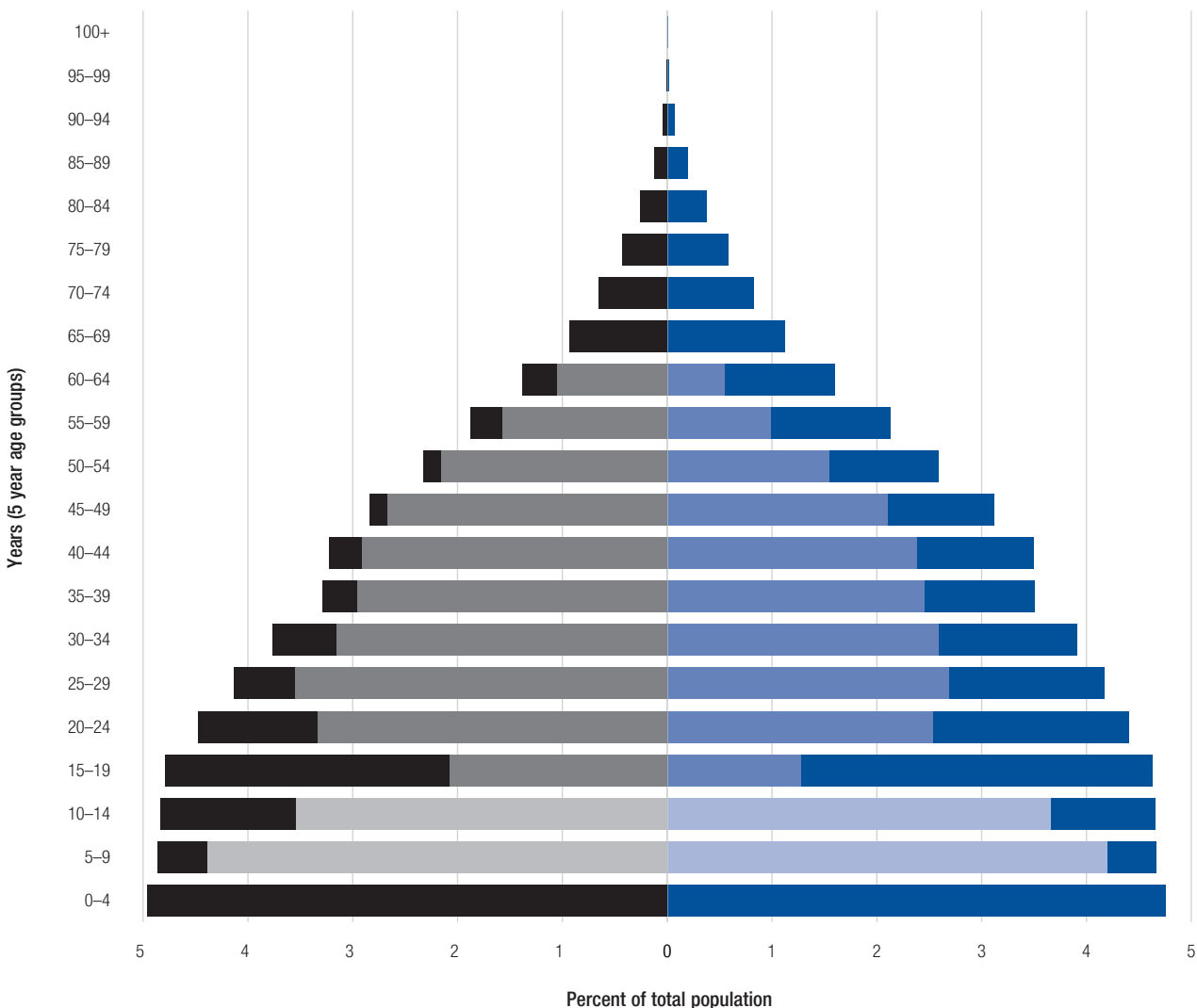
Rank/122 Score

Human Capital Index 2013	71	-0.202
Pillar 1: Education	72	-0.169
Pillar 2: Health and wellness	79	-0.116
Pillar 3: Workforce and employment	73	-0.229
Pillar 4: Enabling environment	72	-0.296

Key Indicators	
Total population (1,000s)	46,444.8
Median age of population	27
GDP per capita PPP (constant 2005, international \$)	9,124
GDP growth (annual %)	4.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 43.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.6%

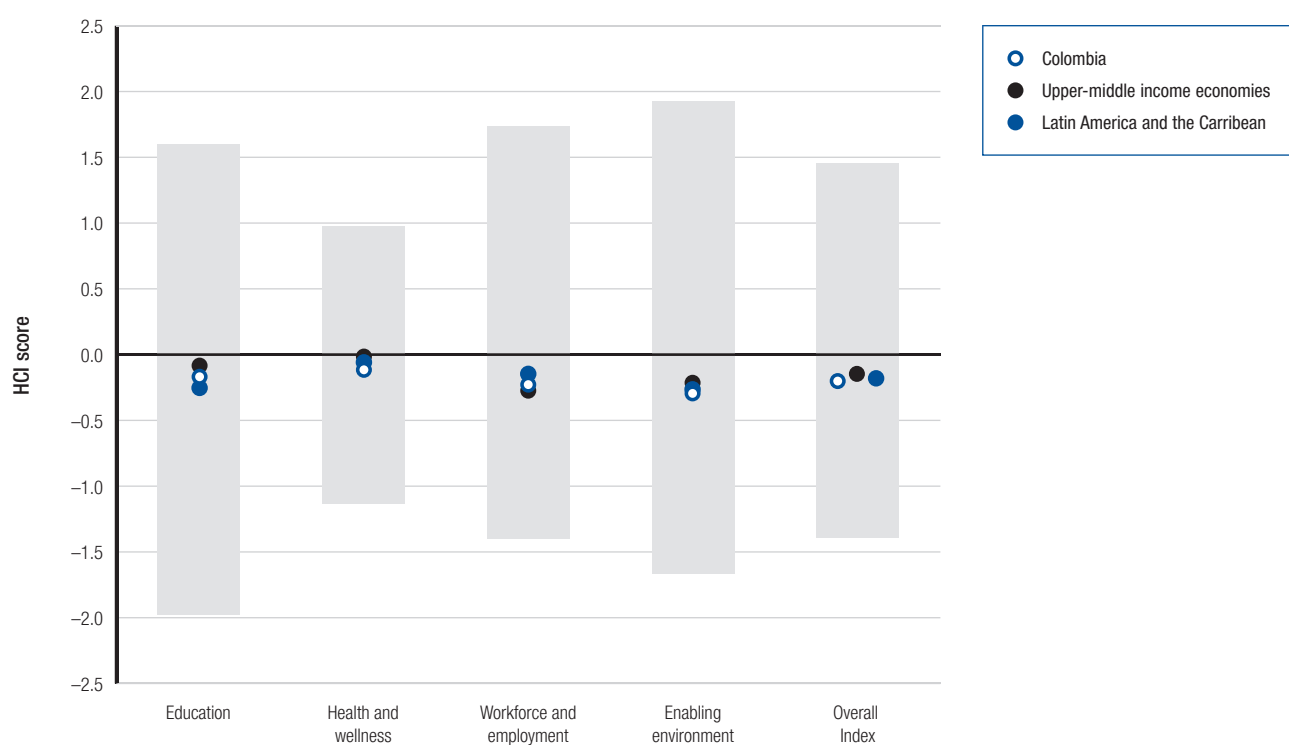


Colombia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	19.7
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	36.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Colombia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	93	-0.383	90	58	100
Secondary enrolment rate (%)	60	-0.160	76	16	100
Tertiary enrolment ratio (%)	53	-0.089	43	1	103
Education gender gap ²	46	-0.475	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	72	-0.321	3.92	1.64	6.64
Quality of the education system ¹	72	-0.356	3.48	1.99	5.98
Quality of primary schools ¹	88	-0.633	3.25	1.97	6.82
Quality of math & science education ¹	90	-0.698	3.37	1.88	6.29
Quality of management schools ¹	62	-0.019	4.28	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	48	-0.253	56	2	100
Tertiary education attainment (% population age 25+)	39	-0.080	20	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	68	-0.293	15	2	98
Life expectancy	35	-0.664	78	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	17	-0.969	6.8	1.2	36.5
Unhealthy life years (% of life expectancy)	84	-0.125	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	70	-0.166	28.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	51	-0.046	18.1	1.1	42.8
Business impact of non-communicable diseases ¹	102	-0.830	4.11	2.74	5.87
Business impact of communicable diseases ¹	89	-0.483	5.00	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	90	-0.638	39	8	69
Depression (% of respondents) ⁷	85	-0.500	15	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	76	-0.069	85.5	31.1	100.0
Healthcare quality ¹	88	-0.799	3.13	1.78	6.75
Healthcare accessibility ¹	91	-0.832	3.65	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	58	-0.103	70.2	43.4	90.6
Labour force participation rate, age 65+ (%)	36	-0.343	31.3	1.6	91.2
Economic participation gender gap ²	76	-0.194	0.621	0.310	0.839
Unemployment rate (%)	86	-0.584	11.8	0.3	32.0
Youth unemployment rate (%)	74	-0.452	23.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	74	-0.318	3.11	1.48	6.08
Country capacity to retain talent ¹	55	-0.031	3.50	1.81	5.97
Ease of finding skilled employees ¹	45	-0.298	4.19	2.13	5.69
Pay related to productivity ¹	86	-0.542	3.59	2.37	5.25
Capacity for innovation ¹	72	-0.405	3.38	2.31	5.84
Index of Economic Complexity ³	50	-0.074	0.18	-1.96	2.37
Firm level technology absorption ¹	83	-0.638	4.36	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	78	-0.584	0.013	0.000	1.242
Median age of the working population	64	-0.179	34	28	42
<i>Training</i>					
Staff training ¹	79	-0.478	3.74	2.51	5.57
Training services ¹	63	-0.071	4.25	2.67	6.47

Colombia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	80	-0.254	98	17	191
Internet users (per 100 people)	63	-0.123	40	1	95
Quality of domestic transport ¹	103	-0.880	3.70	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	64	-0.149	3.79	2.33	5.49
Business and university R&D collaboration ¹	48	0.076	3.85	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	42	0.678	45	1	180
Social safety net protection ¹	86	-0.691	3.03	2.10	6.26
Intellectual property protection and property rights ¹	81	-0.547	3.53	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	94	-0.771	3.69	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	43.8	Freedom in the World ⁸	3
Aged dependency ratio (%)	8.6	Democracy Index (rank/165)	57
Fertility rate (births per woman)	2.5	Population living in urban area (%)	75.6
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	55.9
Population below age 20 (%)	38.2	Accessibility of digital content ¹	4.72
Population above age 60 (%)	8.6	Extent of virtual social networks use ¹	5.55
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.5	Economic activity (agriculture) — % of total activity	17.9
Technical/vocational enrolment as % of total enrolment in secondary school	6	Economic activity (industry) — % of total activity	20.0
Adult literacy (%)	93.6	Economic activity (services) — % of total activity	62.0
Boys not in primary school (%)	10	GDP per person employed (US\$)	18,163
Girls not in primary school (%)	10	Cooperation in labour-employer relations ¹	4.46
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.095	Emigration rate of the tertiary educated (%)	10.4
Private enrolment in primary school (% of primary)	18.5	Labour force with tertiary education (%)	25.3
Private enrolment in secondary school (% of secondary)	20.4	Number of patent applications (per 1,000 people)	0.0421
PIRLS ⁶	448	Hiring and firing practices ¹	3.76
PISA math scores ⁶	381	Retirement age, male	—
PISA reading scores ⁶	413	Retirement age, female	—
PISA science scores ⁶	402	Number of informal sector workers (1,000s)	9,307
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	19,215
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,562
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	14.7
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	1,920.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	377.3
Prevalence of visual impairment (%)	4.0	Global Innovation Index (rank/142)	60
Public spending on health (% of GDP)	6.1	Global Talent Index (rank/60)	40
Business impact of heart disease ¹	3.92	Quality of Labour Force (rank/60)	42
Business impact of cancer ¹	3.97	Talent Environment (rank/60)	44
Business impact of mental illness ¹	4.40	IQ measure ⁹	83.5
Business impact of diabetes ¹	4.22		
Business impact of chronic respiratory disease ¹	4.04		
Business impact of HIV/AIDS ¹	4.78		
Business impact of tuberculosis ¹	5.04		
Business impact of malaria ¹	5.18		

NOTES

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4 Rank number on a list of 185 countries

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Costa Rica

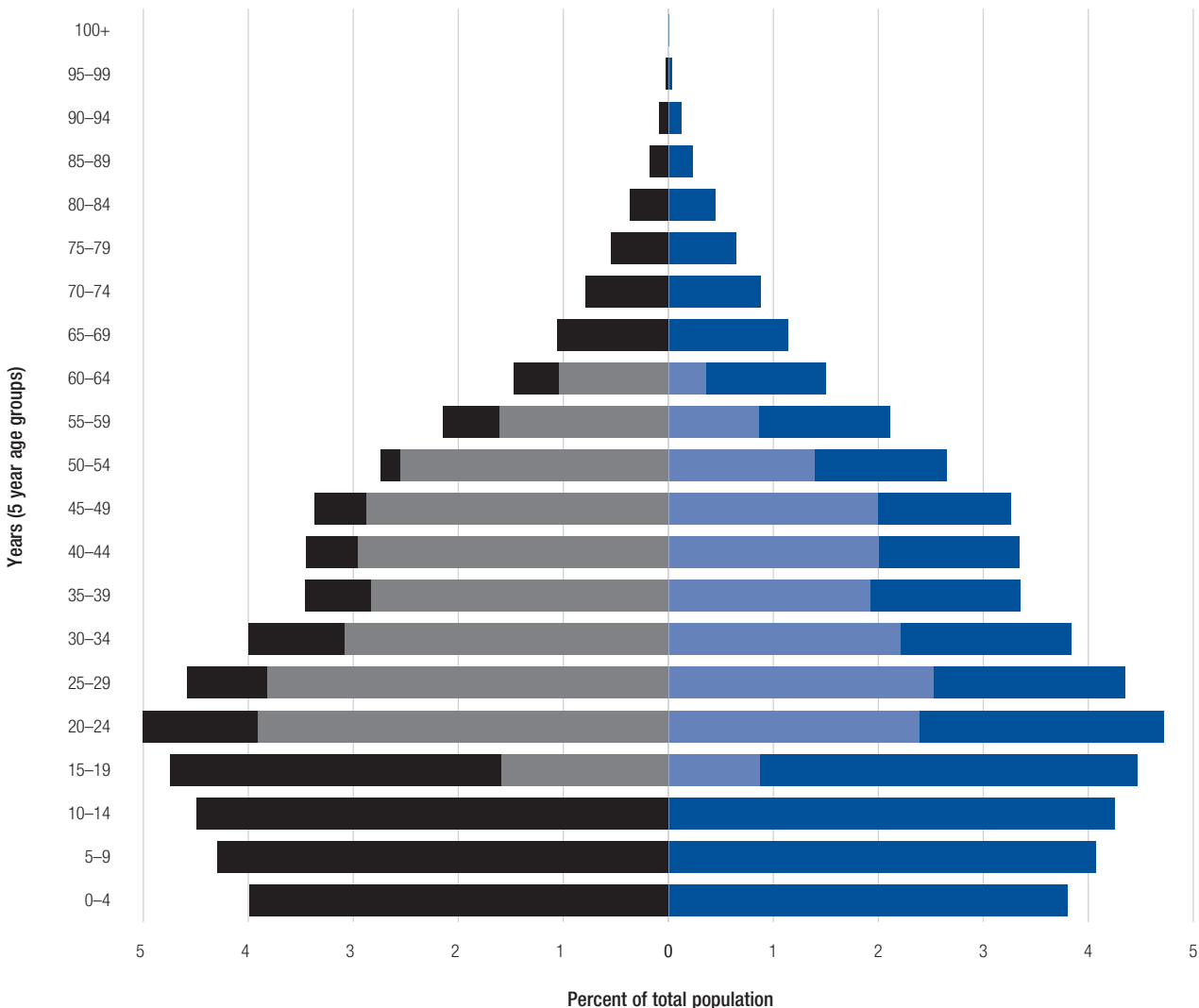
	Rank/122	Score
Human Capital Index 2013	35	0.320
Pillar 1: Education	39	0.382
Pillar 2: Health and wellness	30	0.445
Pillar 3: Workforce and employment	28	0.378
Pillar 4: Enabling environment	50	0.077

Key Indicators

Total population (1,000s)	4,669.7
Median age of population	28
GDP per capita PPP (constant 2005, international \$)	11,156
GDP growth (annual %)	5.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 9.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 36.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.2%

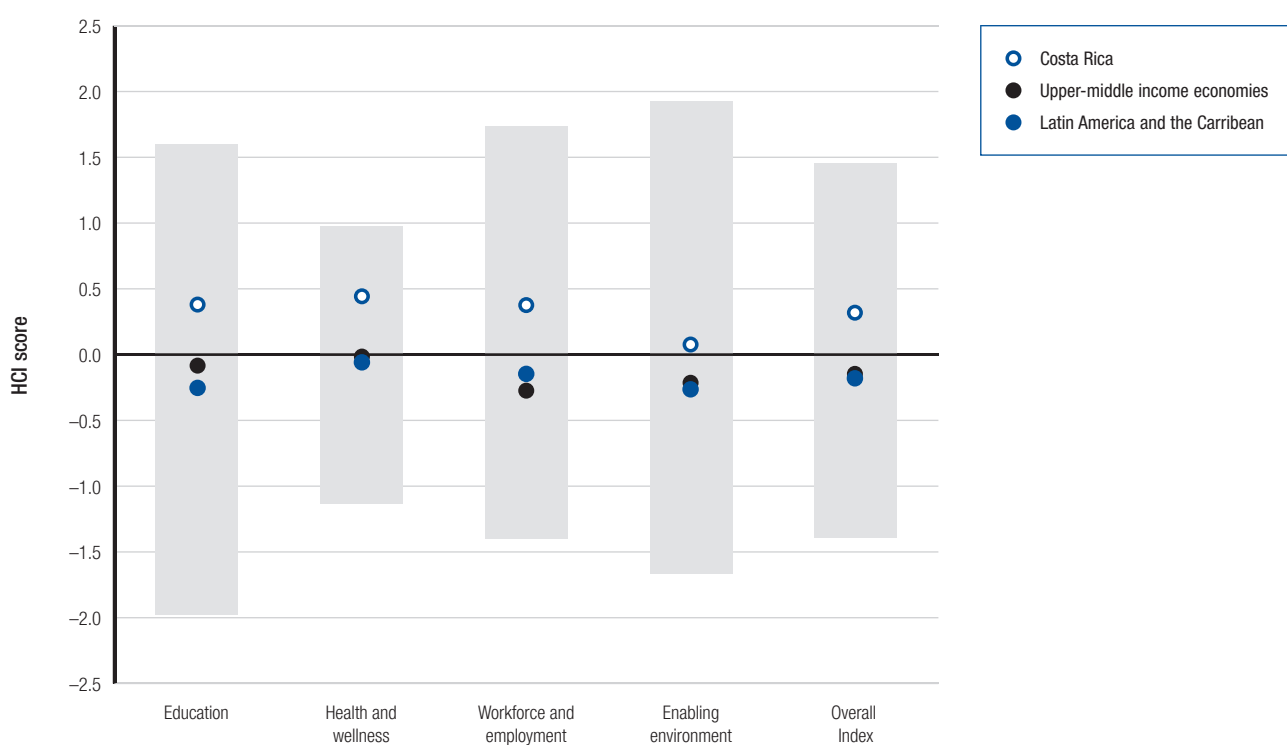


Costa Rica

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.8	18.8
Professionals	6.1	
Technicians and associate professionals	7.7	
Secondary requirements	28.0	23.5
Clerks	4.9	
Service workers and shop and market sales workers	9.1	
Skilled agricultural and fishery workers	2.3	
Craft and related trade workers	6.6	
Plant and machine operators and assemblers	5.1	
Primary requirements	14.5	34.5
Elementary occupations	14.5	
Various	2.1	
Legislators, senior officials and managers	1.9	
Unclassified	0.2	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Costa Rica

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	52	-0.092	43	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	52	-0.207	4.58	1.64	6.64
Quality of the education system ¹	20	1.199	4.87	1.99	5.98
Quality of primary schools ¹	27	-0.821	4.83	1.97	6.82
Quality of math & science education ¹	40	-0.473	4.49	1.88	6.29
Quality of management schools ¹	15	1.261	5.35	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	44	-0.005	77	5	100
Secondary education attainment (% population age 25+)	63	-0.780	42	2	100
Tertiary education attainment (% population age 25+)	41	-0.007	19	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	30	-0.785	79	50	83
Survival gender gap ²	56	-0.323	0.975	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	5	1.367	3.3	1.2	36.5
Unhealthy life years (% of life expectancy)	47	-0.328	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	56	-0.258	23.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	90	-0.640	24.6	1.1	42.8
Business impact of non-communicable diseases ¹	40	-0.420	4.67	2.74	5.87
Business impact of communicable diseases ¹	39	-0.683	6.16	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	96	-0.870	42	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	54	-0.570	95.2	31.1	100.0
Healthcare quality ¹	27	1.036	5.37	1.78	6.75
Healthcare accessibility ¹	25	1.107	6.02	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	76	-0.203	67.2	43.4	90.6
Labour force participation rate, age 65+ (%)	69	-0.498	15.0	1.6	91.2
Economic participation gender gap ²	86	-0.380	0.599	0.310	0.839
Unemployment rate (%)	49	-0.277	7.3	0.3	32.0
Youth unemployment rate (%)	25	-0.782	11.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	31	-0.526	3.98	1.48	6.08
Country capacity to retain talent ¹	14	1.328	4.82	1.81	5.97
Ease of finding skilled employees ¹	7	1.589	5.09	2.13	5.69
Pay related to productivity ¹	47	-0.366	4.15	2.37	5.25
Capacity for innovation ¹	34	-0.387	4.01	2.31	5.84
Index of Economic Complexity ³	45	-0.155	0.26	-1.96	2.37
Firm level technology absorption ¹	40	-0.529	5.19	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	70	-0.557	0.021	0.000	1.242
Median age of the working population	63	-0.168	34	28	42
<i>Training</i>					
Staff training ¹	21	1.017	4.70	2.51	5.57
Training services ¹	22	0.900	5.02	2.67	6.47

Costa Rica

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	89	-0.437	92	17	191
Internet users (per 100 people)	61	-0.062	42	1	95
Quality of domestic transport ¹	68	-0.226	4.27	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	43	0.320	4.12	2.33	5.49
Business and university R&D collaboration ¹	32	0.702	4.41	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	82	-0.583	110	1	180
Social safety net protection ¹	44	0.119	3.91	2.10	6.26
Intellectual property protection and property rights ¹	47	0.118	4.21	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	29	0.744	5.06	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	36.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	9.5	Democracy Index (rank/165)	22
Fertility rate (births per woman)	1.9	Population living in urban area (%)	65.1
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	50.7
Population below age 20 (%)	34.1	Accessibility of digital content ¹	5.46
Population above age 60 (%)	9.5	Extent of virtual social networks use ¹	6.04
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.3	Economic activity (agriculture) — % of total activity	14.1
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	19.8
Adult literacy (%)	96.3	Economic activity (services) — % of total activity	65.8
Boys not in primary school (%)	—	GDP per person employed (US\$)	18,518
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	5.34
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.1
Private enrolment in primary school (% of primary)	8.5	Labour force with tertiary education (%)	18.1
Private enrolment in secondary school (% of secondary)	9.6	Number of patent applications (per 1,000 people)	0.1379
PIRLS ⁶	—	Hiring and firing practices ¹	4.23
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	754
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,902
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	150
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	11.4
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	176.1
<i>Health</i>		Unemployment for 12 months or more (1,000s)	17.0
Prevalence of visual impairment (%)	2.5	Global Innovation Index (rank/142)	39
Public spending on health (% of GDP)	10.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.47	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.37	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.30	IQ measure ⁹	89.4
Business impact of diabetes ¹	4.50		
Business impact of chronic respiratory disease ¹	4.72		
Business impact of HIV/AIDS ¹	5.75		
Business impact of tuberculosis ¹	6.32		
Business impact of malaria ¹	6.40		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Côte d'Ivoire

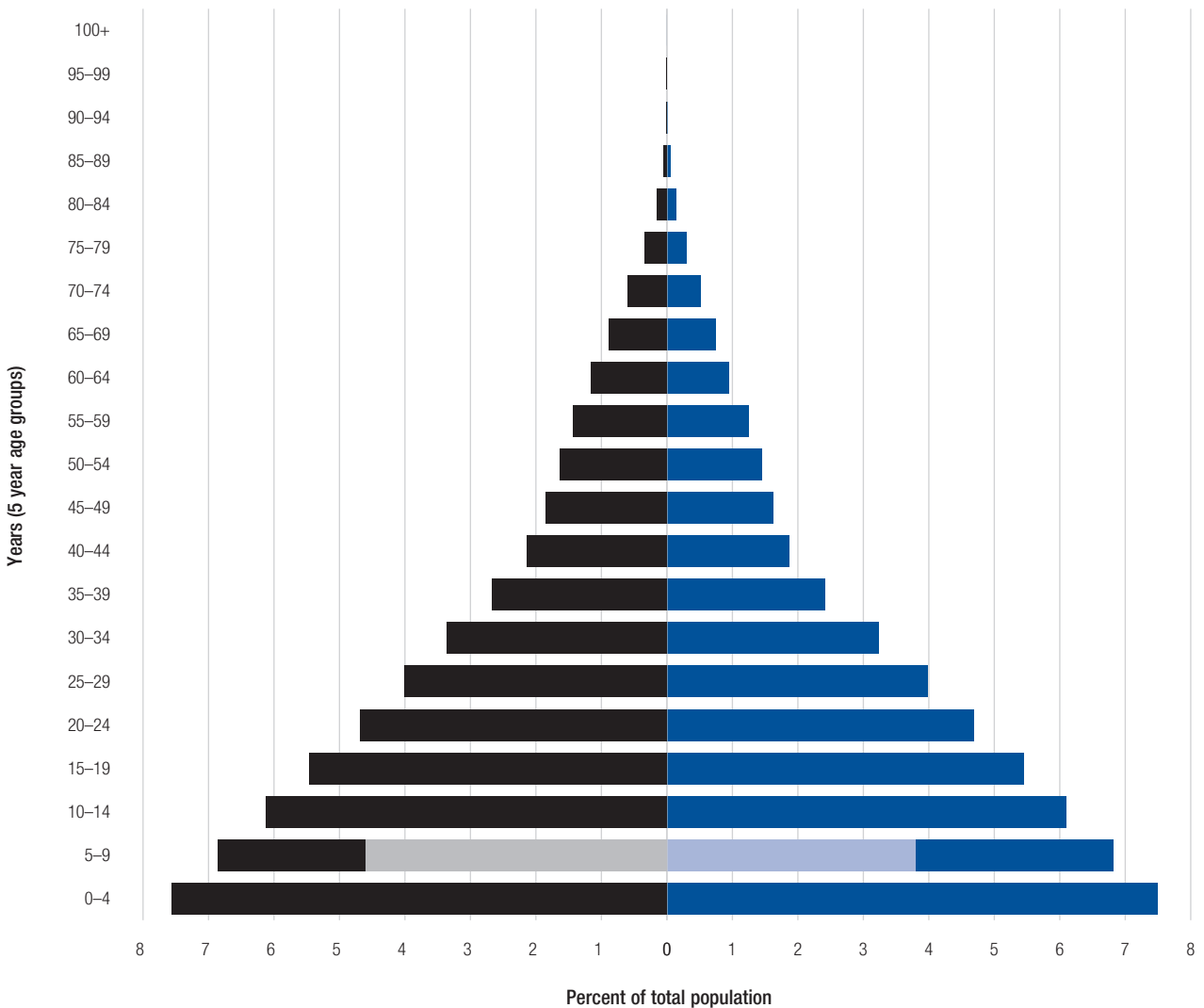
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	114	-1.302
Pillar 2: Health and wellness	95	-0.418
Pillar 3: Workforce and employment	72	-0.208
Pillar 4: Enabling environment	114	-1.107

Key Indicators	Value
Total population (1,000s)	18,976.6
Median age of population	19
GDP per capita PPP (constant 2005, international \$)	1,757
GDP growth (annual %)	9.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 75.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

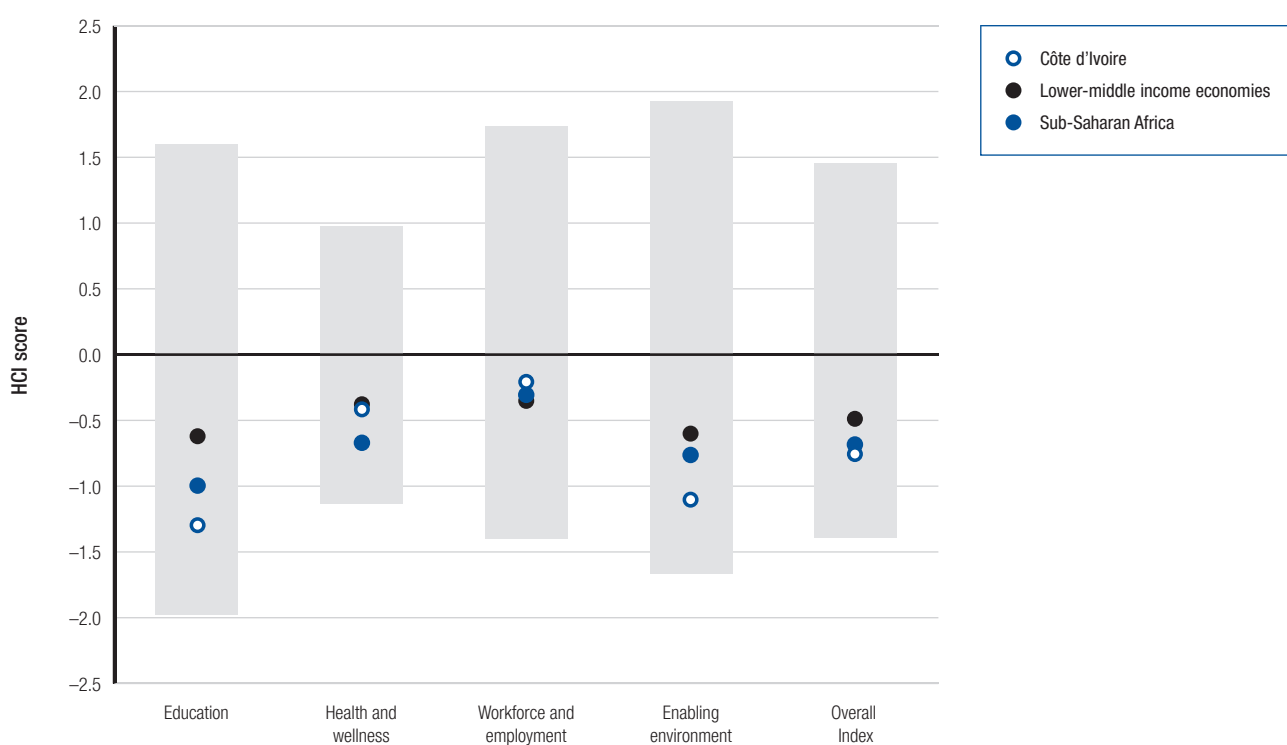


Côte d'Ivoire

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Côte d'Ivoire

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	114	-3.771	61	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	104	-1.227	8	1	103
Education gender gap ²	115	-3.299	0.709	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	115	-1.591	2.33	1.64	6.64
Quality of the education system ¹	69	-0.334	3.50	1.99	5.98
Quality of primary schools ¹	81	-0.504	3.39	1.97	6.82
Quality of math & science education ¹	54	0.243	4.27	1.88	6.29
Quality of management schools ¹	54	0.065	4.35	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	120	-2.670	81	2	98
Life expectancy	114	-2.011	56	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	68	-1.275	26.5	1.2	36.5
Unhealthy life years (% of life expectancy)	89	-0.239	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	109	-1.370	44.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	25	1.249	6.7	1.1	42.8
Business impact of non-communicable diseases ¹	12	1.155	5.00	2.74	5.87
Business impact of communicable diseases ¹	94	-0.894	4.59	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	2	1.610	10	8	69
Depression (% of respondents) ⁷	4	1.412	3	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	107	-1.653	51.9	31.1	100.0
Healthcare quality ¹	74	-0.573	3.41	1.78	6.75
Healthcare accessibility ¹	113	-1.342	3.02	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	75	-0.173	67.5	43.4	90.6
Labour force participation rate, age 65+ (%)	7	1.648	56.6	1.6	91.2
Economic participation gender gap ²	97	-0.821	0.547	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	56	0.042	3.48	1.48	6.08
Country capacity to retain talent ¹	75	-0.401	3.14	1.81	5.97
Ease of finding skilled employees ¹	36	0.621	4.42	2.13	5.69
Pay related to productivity ¹	84	-0.476	3.63	2.37	5.25
Capacity for innovation ¹	109	-1.047	2.87	2.31	5.84
Index of Economic Complexity ³	91	-1.076	-0.92	-1.96	2.37
Firm level technology absorption ¹	60	-0.133	4.72	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	101	-0.619	0.003	0.000	1.242
Median age of the working population	95	-1.063	30	28	42
<i>Training</i>					
Staff training ¹	34	0.455	4.34	2.51	5.57
Training services ¹	53	0.128	4.41	2.67	6.47

Côte d'Ivoire

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	94	-0.618	86	17	191
Internet users (per 100 people)	118	-1.487	2	1	95
Quality of domestic transport ¹	110	-1.187	3.44	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	113	-1.348	2.93	2.33	5.49
Business and university R&D collaboration ¹	108	-1.089	2.81	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	120	-1.882	177	1	180
Social safety net protection ¹	90	-0.735	2.98	2.10	6.26
Intellectual property protection and property rights ¹	103	-0.999	3.07	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	83	-0.615	3.83	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	75.9	<i>Society</i>	
Aged dependency ratio (%)	5.6	Freedom in the World ⁸	5
Fertility rate (births per woman)	4.9	Democracy Index (rank/165)	136
Sex ratio at birth (female/male)	0.97	Population living in urban area (%)	52.0
Population below age 20 (%)	52.5	Gini Index (income) ⁵	41.5
Population above age 60 (%)	5.1	Accessibility of digital content ¹	3.66
<i>Education</i>			
Public spending on education (% of GDP)	4.6	Extent of virtual social networks use ¹	5.56
Technical/vocational enrolment as % of total enrolment in secondary school	—	<i>Workforce</i>	
Adult literacy (%)	56.9	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	33	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	44	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.912	GDP per person employed (US\$)	2,950
Private enrolment in primary school (% of primary)	14.2	Cooperation in labour-employer relations ¹	4.78
Private enrolment in secondary school (% of secondary)	36.2	Emigration rate of the tertiary educated (%)	6.2
PIRLS ⁶	—	Labour force with tertiary education (%)	—
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	—
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.55
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	—
<i>Health</i>			
Prevalence of visual impairment (%)	5.6	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	6.8	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	4.79	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	5.09	Global Innovation Index (rank/142)	136
Business impact of mental illness ¹	5.23	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	5.00	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.90	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	4.87	IQ measure ⁹	68.6
Business impact of tuberculosis ¹	4.86		
Business impact of malaria ¹	4.03		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Croatia

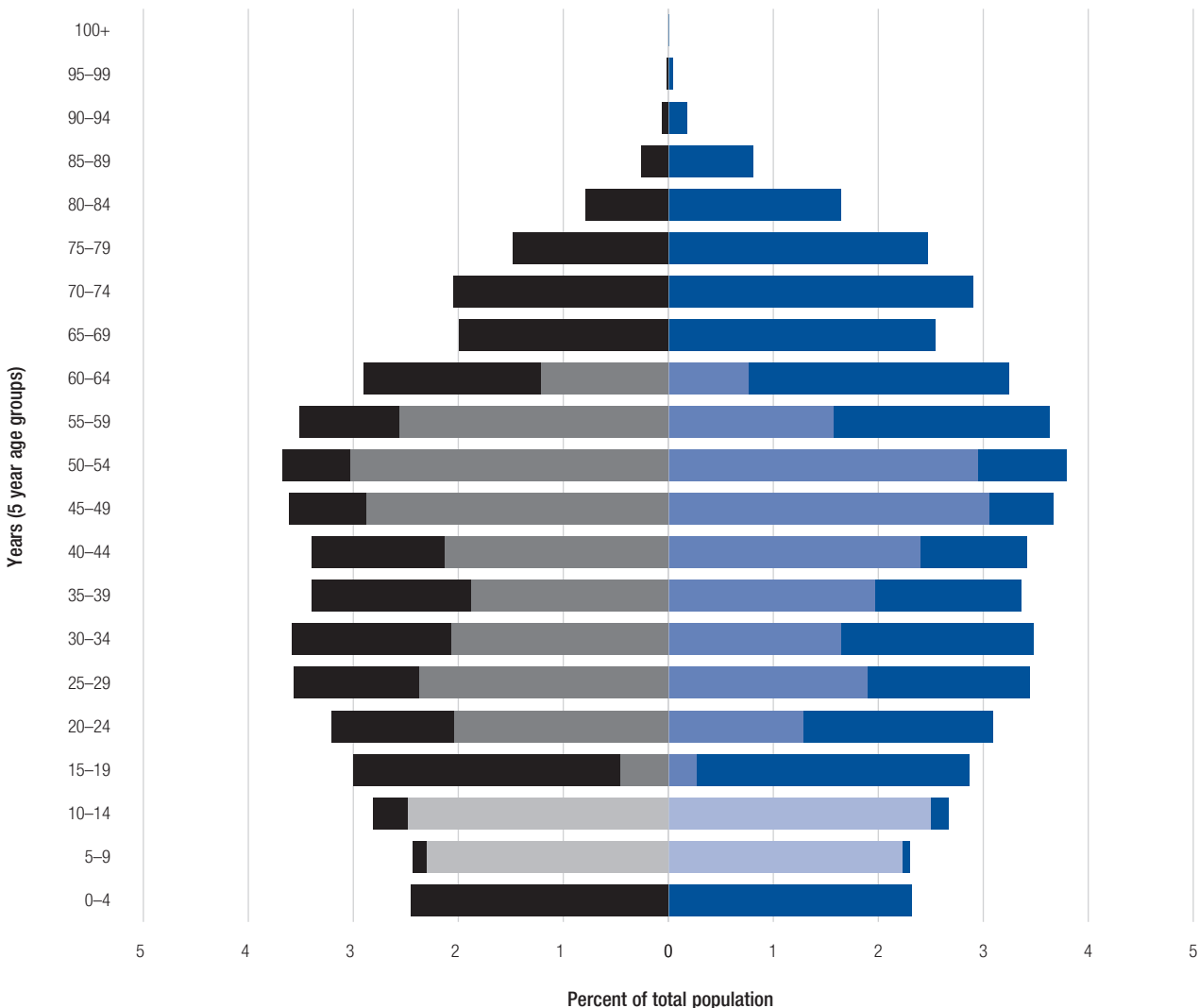
	Rank/122	Score
Human Capital Index 2013	46	0.099
Pillar 1: Education	38	0.394
Pillar 2: Health and wellness	24	0.526
Pillar 3: Workforce and employment	88	-0.378
Pillar 4: Enabling environment	60	-0.146

Key Indicators

Total population (1,000s)	4,338.0
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	16,148
GDP growth (annual %)	-2.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 26.1%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.6%

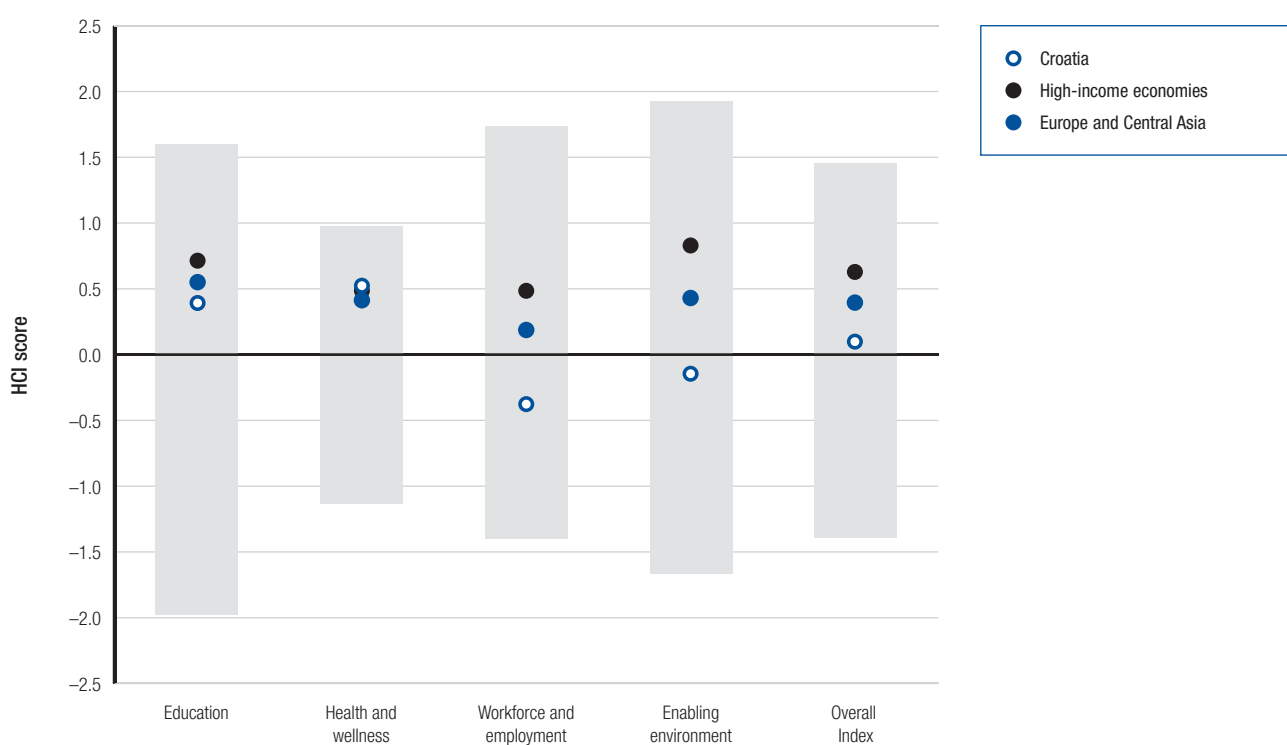


Croatia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.3	13.9
Professionals	4.4	
Technicians and associate professionals	6.9	
Secondary requirements	29.4	64.1
Clerks	5.6	
Service workers and shop and market sales workers	7.2	
Skilled agricultural and fishery workers	5.3	
Craft and related trade workers	6.4	
Plant and machine operators and assemblers	5.0	
Primary requirements	3.9	13.1
Elementary occupations	3.9	
Various	2.7	
Legislators, senior officials and managers	2.4	
Unclassified	n/a	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Croatia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	63	-0.294	96	58	100
Secondary enrolment rate (%)	20	-0.817	91	16	100
Tertiary enrolment ratio (%)	42	-0.516	54	1	103
Education gender gap ²	41	-0.482	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	48	-0.279	4.67	1.64	6.64
Quality of the education system ¹	82	-0.490	3.36	1.99	5.98
Quality of primary schools ¹	32	-0.701	4.70	1.97	6.82
Quality of math & science education ¹	18	1.058	5.05	1.88	6.29
Quality of management schools ¹	68	-0.115	4.20	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	38	-0.542	77	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	36	-0.490	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	21	1.076	12.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	68	-0.292	21.3	1.1	42.8
Business impact of non-communicable diseases ¹	10	1.217	5.03	2.74	5.87
Business impact of communicable diseases ¹	7	1.226	6.70	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	42	-0.727	98.3	31.1	100.0
Healthcare quality ¹	48	-0.124	4.26	1.78	6.75
Healthcare accessibility ¹	43	-0.494	5.27	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	91	-0.479	64.5	43.4	90.6
Labour force participation rate, age 65+ (%)	105	-1.009	5.1	1.6	91.2
Economic participation gender gap ²	55	-0.216	0.669	0.310	0.839
Unemployment rate (%)	85	-0.583	11.8	0.3	32.0
Youth unemployment rate (%)	95	-1.326	31.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	114	-1.502	1.89	1.48	6.08
Country capacity to retain talent ¹	112	-1.302	2.27	1.81	5.97
Ease of finding skilled employees ¹	70	-0.237	3.82	2.13	5.69
Pay related to productivity ¹	71	-0.190	3.81	2.37	5.25
Capacity for innovation ¹	96	-0.731	3.12	2.31	5.84
Index of Economic Complexity ³	23	-0.926	0.99	-1.96	2.37
Firm level technology absorption ¹	67	-0.227	4.65	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	30	-0.253	0.264	0.000	1.242
Median age of the working population	6	1.441	41	28	42
<i>Training</i>					
Staff training ¹	103	-1.128	3.32	2.51	5.57
Training services ¹	68	-0.167	4.17	2.67	6.47

Croatia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	47	-0.273	116	17	191
Internet users (per 100 people)	30	-0.959	71	1	95
Quality of domestic transport ¹	31	-0.626	5.01	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	100	-0.922	3.23	2.33	5.49
Business and university R&D collaboration ¹	66	-0.362	3.46	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	66	-0.078	84	1	180
Social safety net protection ¹	74	-0.513	3.23	2.10	6.26
Intellectual property protection and property rights ¹	74	-0.421	3.66	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	102	-0.878	3.60	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	26.1	Democracy Index (rank/165)	50
Fertility rate (births per woman)	1.4	Population living in urban area (%)	58.1
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	33.7
Population below age 20 (%)	21.0	Accessibility of digital content ¹	5.56
Population above age 60 (%)	23.8	Extent of virtual social networks use ¹	5.62
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.3	Economic activity (agriculture) — % of total activity	15.4
Technical/vocational enrolment as % of total enrolment in secondary school	37	Economic activity (industry) — % of total activity	27.5
Adult literacy (%)	98.9	Economic activity (services) — % of total activity	56.7
Boys not in primary school (%)	5	GDP per person employed (US\$)	25,129
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	3.49
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	24.6
Private enrolment in primary school (% of primary)	0.3	Labour force with tertiary education (%)	20.7
Private enrolment in secondary school (% of secondary)	1.5	Number of patent applications (per 1,000 people)	0.0579
PIRLS ⁶	553	Hiring and firing practices ¹	3.00
PISA math scores ⁶	460	Retirement age, male	65
PISA reading scores ⁶	476	Retirement age, female	61
PISA science scores ⁶	486	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	490	Total employed (1,000s)	1,541
TIMSS 4th grade science ⁶	516	Total unemployed (1,000s)	206
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	57.8
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	119.0
Prevalence of visual impairment (%)	2.1	Global Innovation Index (rank/142)	37
Public spending on health (% of GDP)	7.8	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.55	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.76	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.54	IQ measure ⁹	97.5
Business impact of diabetes ¹	5.02		
Business impact of chronic respiratory disease ¹	5.26		
Business impact of HIV/AIDS ¹	6.63		
Business impact of tuberculosis ¹	6.63		
Business impact of malaria ¹	6.83		

NOTES

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- Rank number on a list of 185 countries
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- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Cyprus

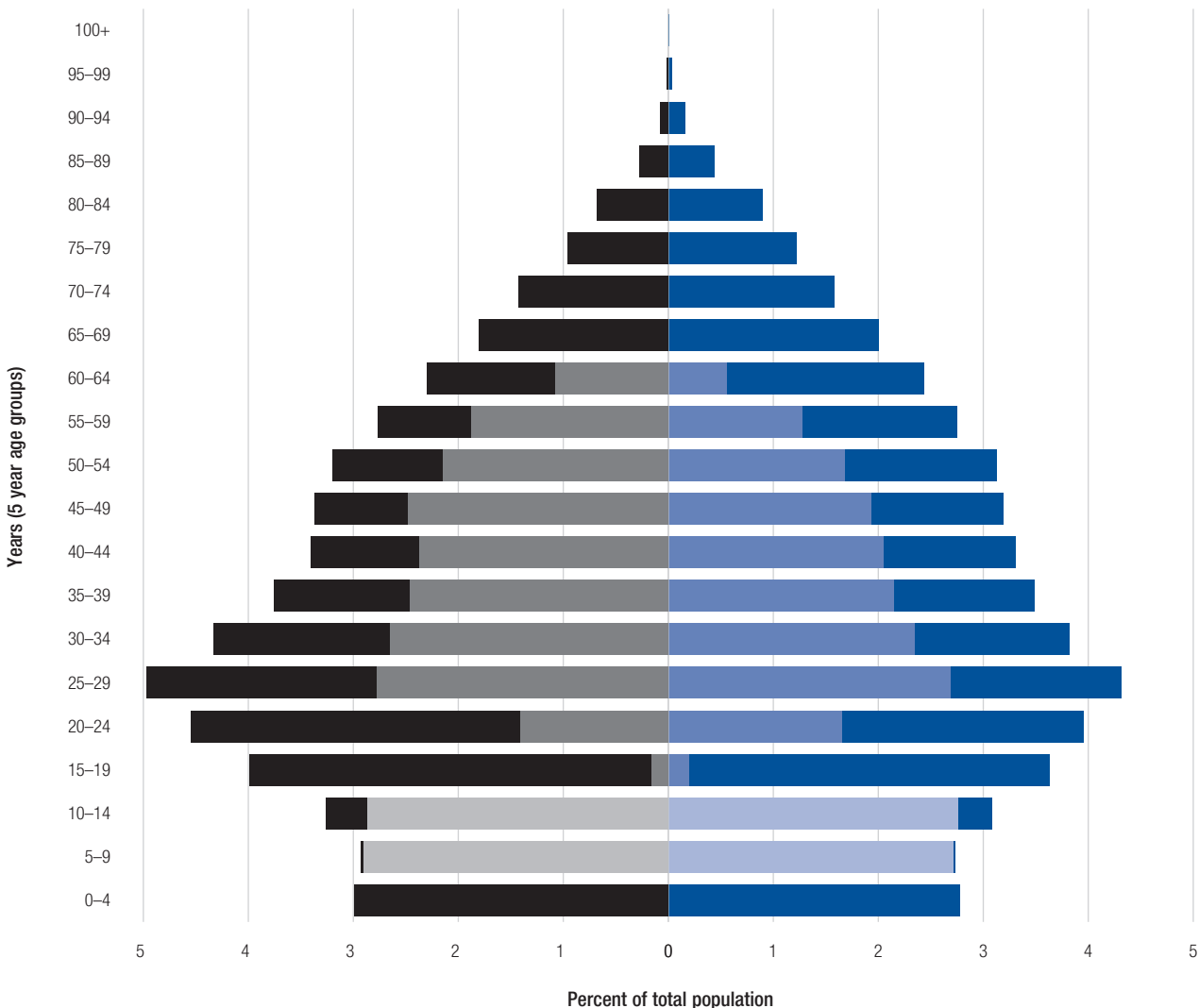
	Rank/122	Score
Human Capital Index 2013	31	0.452
Pillar 1: Education	16	0.938
Pillar 2: Health and wellness	32	0.352
Pillar 3: Workforce and employment	33	0.252
Pillar 4: Enabling environment	41	0.268

Key Indicators

Total population (1,000s)	1,103.7
Median age of population	34
GDP per capita PPP (constant 2005, international \$)	23,475
GDP growth (annual %)	-2.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 16.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.3%

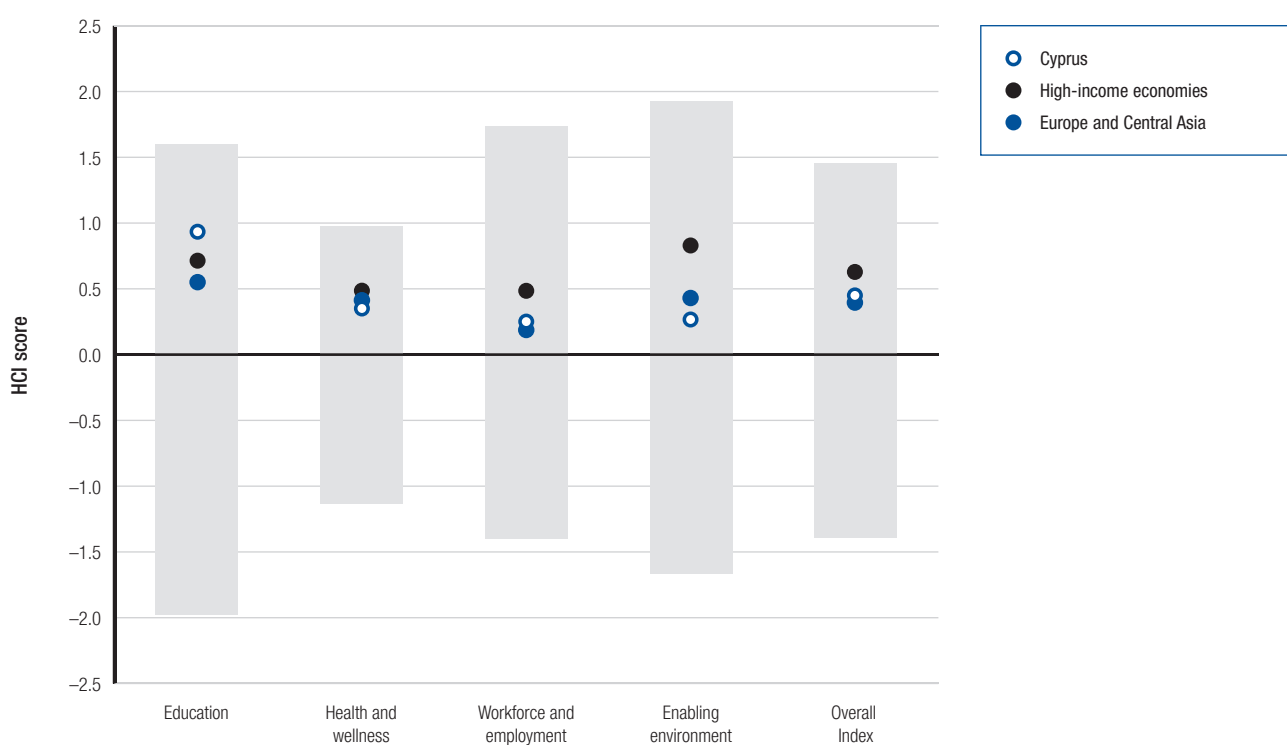


Cyprus

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.7	30.9
Professionals	6.3	
Technicians and associate professionals	5.4	
Secondary requirements	22.8	43.3
Clerks	5.8	
Service workers and shop and market sales workers	7.4	
Skilled agricultural and fishery workers	1.3	
Craft and related trade workers	6.1	
Plant and machine operators and assemblers	2.3	
Primary requirements	6.6	17.3
Elementary occupations	6.6	
Various	2.6	
Legislators, senior officials and managers	1.8	
Unclassified	0.3	
Armed forces	0.5	

Spread of scores (by pillar and overall)



Cyprus

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	20	0.699	99	58	100
Secondary enrolment rate (%)	29	0.721	89	16	100
Tertiary enrolment ratio (%)	46	0.295	48	1	103
Education gender gap ²	83	0.257	0.978	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	28	1.030	5.61	1.64	6.64
Quality of the education system ¹	9	1.680	5.30	1.99	5.98
Quality of primary schools ¹	12	1.521	5.59	1.97	6.82
Quality of math & science education ¹	7	1.592	5.56	1.88	6.29
Quality of management schools ¹	17	1.201	5.30	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	28	0.680	93	5	100
Secondary education attainment (% population age 25+)	32	0.483	76	2	100
Tertiary education attainment (% population age 25+)	14	1.095	31	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	0.832	3	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	82	-0.084	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	64	0.175	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	12	1.234	10.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	80	-0.513	23.4	1.1	42.8
Business impact of non-communicable diseases ¹	21	0.965	4.91	2.74	5.87
Business impact of communicable diseases ¹	41	0.627	6.10	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	115	-2.111	58	8	69
Depression (% of respondents) ⁷	47	0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	34	0.791	5.07	1.78	6.75
Healthcare accessibility ¹	41	0.518	5.30	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	47	0.369	72.8	43.4	90.6
Labour force participation rate, age 65+ (%)	76	-0.617	12.7	1.6	91.2
Economic participation gender gap ²	77	-0.243	0.615	0.310	0.839
Unemployment rate (%)	36	0.485	6.2	0.3	32.0
Youth unemployment rate (%)	51	0.206	16.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	61	-0.049	3.39	1.48	6.08
Country capacity to retain talent ¹	30	0.678	4.19	1.81	5.97
Ease of finding skilled employees ¹	2	1.943	5.33	2.13	5.69
Pay related to productivity ¹	65	-0.042	3.90	2.37	5.25
Capacity for innovation ¹	82	-0.529	3.28	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	35	0.596	5.24	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	33	-0.031	0.179	0.000	1.242
Median age of the working population	51	0.323	36	28	42
<i>Training</i>					
Staff training ¹	58	-0.016	4.04	2.51	5.57
Training services ¹	26	0.714	4.87	2.67	6.47

Cyprus

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	82	-0.276	98	17	191
Internet users (per 100 people)	40	0.494	58	1	95
Quality of domestic transport ¹	55	0.072	4.53	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	47	0.238	4.06	2.33	5.49
Business and university R&D collaboration ¹	49	0.009	3.79	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	34	0.853	36	1	180
Social safety net protection ¹	37	0.459	4.28	2.10	6.26
Intellectual property protection and property rights ¹	36	0.461	4.56	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	54	0.098	4.48	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	25.1	Freedom in the World ⁸	1
Aged dependency ratio (%)	16.4	Democracy Index (rank/165)	41
Fertility rate (births per woman)	1.5	Population living in urban area (%)	70.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	—
Population below age 20 (%)	25.4	Accessibility of digital content ¹	5.63
Population above age 60 (%)	16.3	Extent of virtual social networks use ¹	5.99
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.3	Economic activity (agriculture) — % of total activity	3.9
Technical/vocational enrolment as % of total enrolment in secondary school	7	Economic activity (industry) — % of total activity	21.4
Adult literacy (%)	98.7	Economic activity (services) — % of total activity	74.7
Boys not in primary school (%)	1	GDP per person employed (US\$)	27,360
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	4.67
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	34.2
Private enrolment in primary school (% of primary)	7.6	Labour force with tertiary education (%)	39.5
Private enrolment in secondary school (% of secondary)	17.5	Number of patent applications (per 1,000 people)	0.0072
PIRLS ⁶	—	Hiring and firing practices ¹	4.05
PISA math scores ⁶	—	Retirement age, male	65
PISA reading scores ⁶	—	Retirement age, female	61
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	385
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	25
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	20.5
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	59.5
<i>Health</i>		Unemployment for 12 months or more (1,000s)	5.2
Prevalence of visual impairment (%)	1.0	Global Innovation Index (rank/142)	27
Public spending on health (% of GDP)	7.4	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.52	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.46	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.33	IQ measure ⁹	91.5
Business impact of diabetes ¹	4.98		
Business impact of chronic respiratory disease ¹	5.28		
Business impact of HIV/AIDS ¹	5.90		
Business impact of tuberculosis ¹	6.02		
Business impact of malaria ¹	6.38		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Czech Republic

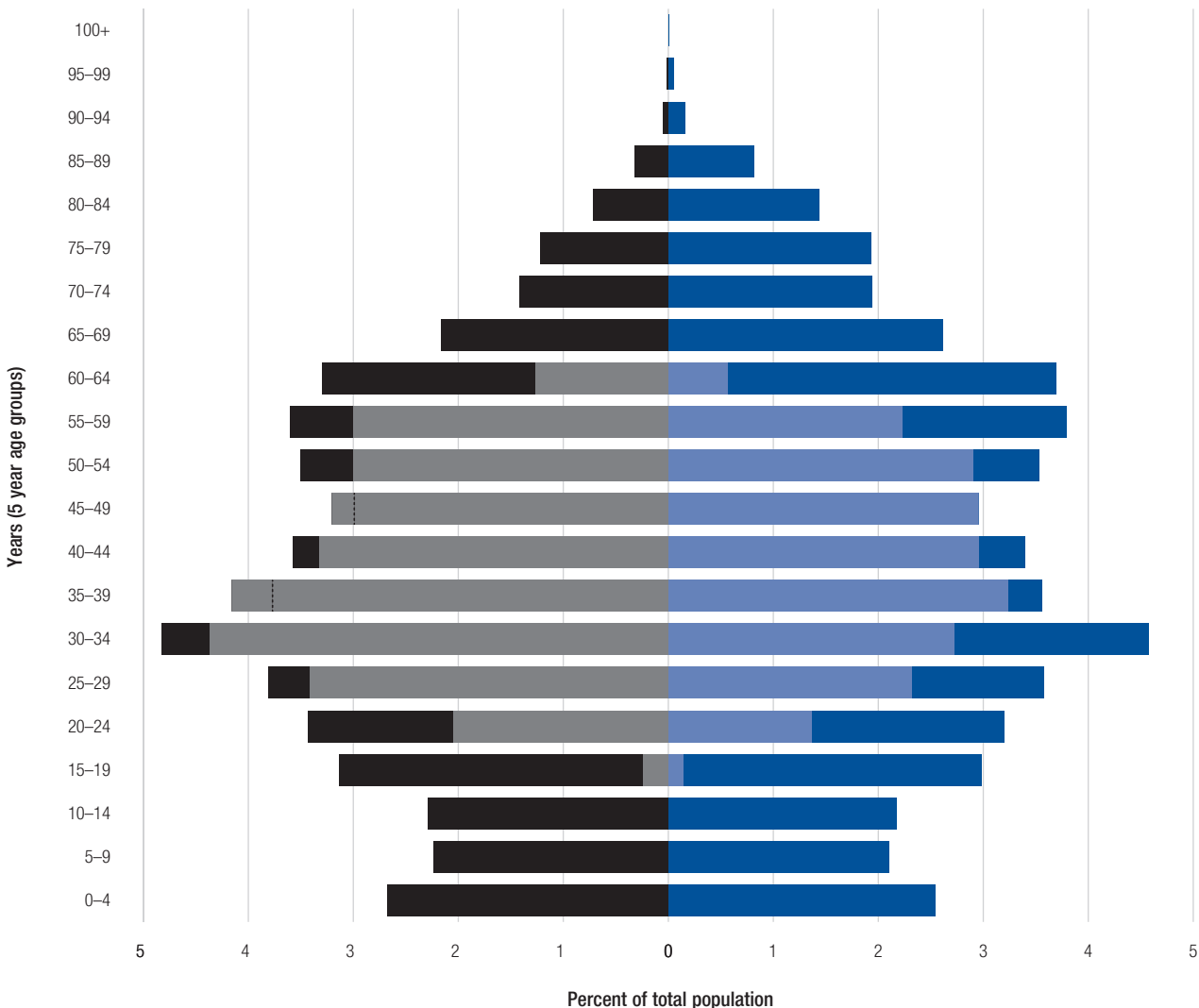
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	36	0.452
Pillar 2: Health and wellness	36	0.310
Pillar 3: Workforce and employment	36	0.210
Pillar 4: Enabling environment	31	0.576

Key Indicators	Value
Total population (1,000s)	10,553.7
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	23,763
GDP growth (annual %)	-1.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 21.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 20.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.3%

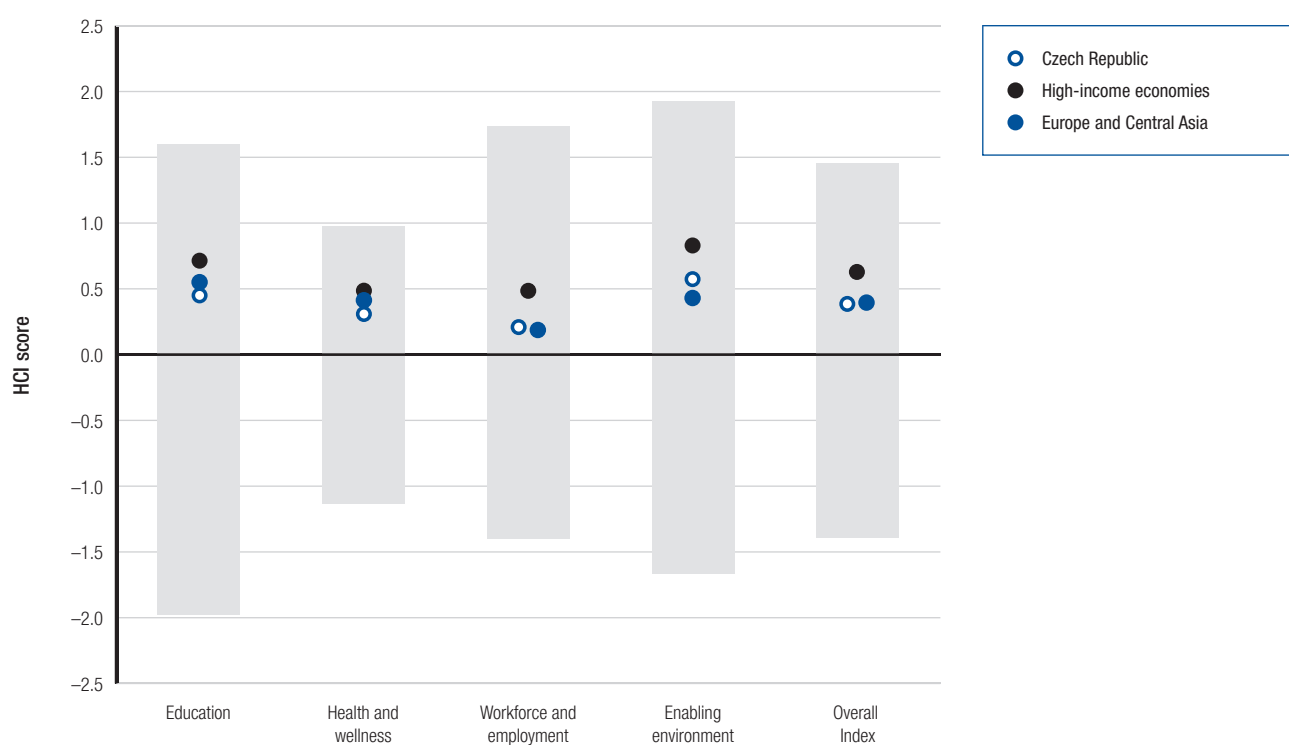


Czech Republic

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	19.0	16.5
Professionals	6.2	
Technicians and associate professionals	12.7	
Secondary requirements	30.0	81.6
Clerks	4.0	
Service workers and shop and market sales workers	6.7	
Skilled agricultural and fishery workers	0.8	
Craft and related trade workers	10.7	
Plant and machine operators and assemblers	7.7	
Primary requirements	4.3	n/a
Elementary occupations	4.3	
Various	4.6	
Legislators, senior officials and managers	3.7	
Unclassified	0.7	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Czech Republic

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	26	-0.923	65	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	22	1.174	5.79	1.64	6.64
Quality of the education system ¹	55	-0.121	3.69	1.99	5.98
Quality of primary schools ¹	43	-0.361	4.33	1.97	6.82
Quality of math & science education ¹	73	-0.081	3.96	1.88	6.29
Quality of management schools ¹	79	-0.414	3.95	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	5	0.958	100	5	100
Secondary education attainment (% population age 25+)	1	1.385	100	2	100
Tertiary education attainment (% population age 25+)	48	-0.214	17	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	35	-0.664	78	50	83
Survival gender gap ²	41	-0.682	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	19	-0.728	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	27	-0.998	13.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	106	-1.073	28.7	1.1	42.8
Business impact of non-communicable diseases ¹	120	-2.103	3.54	2.74	5.87
Business impact of communicable diseases ¹	70	-0.092	5.57	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	59	-0.095	32	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	26	-0.810	99.9	31.1	100.0
Healthcare quality ¹	31	-0.807	5.09	1.78	6.75
Healthcare accessibility ¹	21	1.235	6.17	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	61	-0.052	69.7	43.4	90.6
Labour force participation rate, age 65+ (%)	109	-1.030	4.7	1.6	91.2
Economic participation gender gap ²	82	-0.347	0.603	0.310	0.839
Unemployment rate (%)	48	-0.279	7.3	0.3	32.0
Youth unemployment rate (%)	56	-0.031	18.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	70	-0.231	3.20	1.48	6.08
Country capacity to retain talent ¹	92	-0.720	2.83	1.81	5.97
Ease of finding skilled employees ¹	95	-0.890	3.37	2.13	5.69
Pay related to productivity ¹	16	1.148	4.62	2.37	5.25
Capacity for innovation ¹	24	-0.772	4.32	2.31	5.84
Index of Economic Complexity ³	8	1.619	1.65	-1.96	2.37
Firm level technology absorption ¹	51	-0.188	4.95	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	28	-0.633	0.378	0.000	1.242
Median age of the working population	30	1.000	39	28	42
<i>Training</i>					
Staff training ¹	59	-0.017	4.03	2.51	5.57
Training services ¹	23	0.878	5.00	2.67	6.47

Czech Republic

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	37	0.481	123	17	191
Internet users (per 100 people)	25	1.040	73	1	95
Quality of domestic transport ¹	11	1.582	5.85	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	41	0.346	4.14	2.33	5.49
Business and university R&D collaboration ¹	33	0.696	4.41	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	53	0.290	65	1	180
Social safety net protection ¹	31	0.614	4.45	2.10	6.26
Intellectual property protection and property rights ¹	65	-0.231	3.85	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	33	0.364	4.72	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	20.2	<i>Society</i>	
Aged dependency ratio (%)	21.8	Freedom in the World ⁸	1
Fertility rate (births per woman)	1.4	Democracy Index (rank/165)	17
Sex ratio at birth (female/male)	0.94	Population living in urban area (%)	73.4
Population below age 20 (%)	20.0	Gini Index (income) ⁵	25.8
Population above age 60 (%)	22.4	Accessibility of digital content ¹	6.15
<i>Education</i>			
Public spending on education (% of GDP)	4.2	Extent of virtual social networks use ¹	5.98
Technical/vocational enrolment as % of total enrolment in secondary school	40	<i>Workforce</i>	
Adult literacy (%)	—	Economic activity (agriculture) — % of total activity	3.0
Boys not in primary school (%)	—	Economic activity (industry) — % of total activity	38.4
Girls not in primary school (%)	—	Economic activity (services) — % of total activity	58.6
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	26,704
Private enrolment in primary school (% of primary)	1.6	Cooperation in labour-employer relations ¹	4.23
Private enrolment in secondary school (% of secondary)	8.4	Emigration rate of the tertiary educated (%)	8.5
PIRLS ⁶	545	Labour force with tertiary education (%)	19.0
PISA math scores ⁶	493	Number of patent applications (per 1,000 people)	0.0834
PISA reading scores ⁶	478	Hiring and firing practices ¹	3.27
PISA science scores ⁶	500	Retirement age, male	63
TIMSS 4th grade math ⁶	511	Retirement age, female	59
TIMSS 4th grade science ⁶	536	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	4,885
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	384
<i>Health</i>			
Prevalence of visual impairment (%)	1.4	Unemployment for 12 months or more as a % of total unemployment	40.8
Public spending on health (% of GDP)	7.4	Total youth not in education or employment (1,000s)	117.3
Business impact of heart disease ¹	3.28	Unemployment for 12 months or more (1,000s)	156.5
Business impact of cancer ¹	2.90	Global Innovation Index (rank/142)	28
Business impact of mental illness ¹	4.02	Global Talent Index (rank/60)	25
Business impact of diabetes ¹	3.56	Quality of Labour Force (rank/60)	25
Business impact of chronic respiratory disease ¹	3.92	Talent Environment (rank/60)	24
Business impact of HIV/AIDS ¹	5.25	IQ measure ⁹	98.8
Business impact of tuberculosis ¹	5.39		
Business impact of malaria ¹	6.07		

NOTES

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4 Rank number on a list of 185 countries

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Denmark

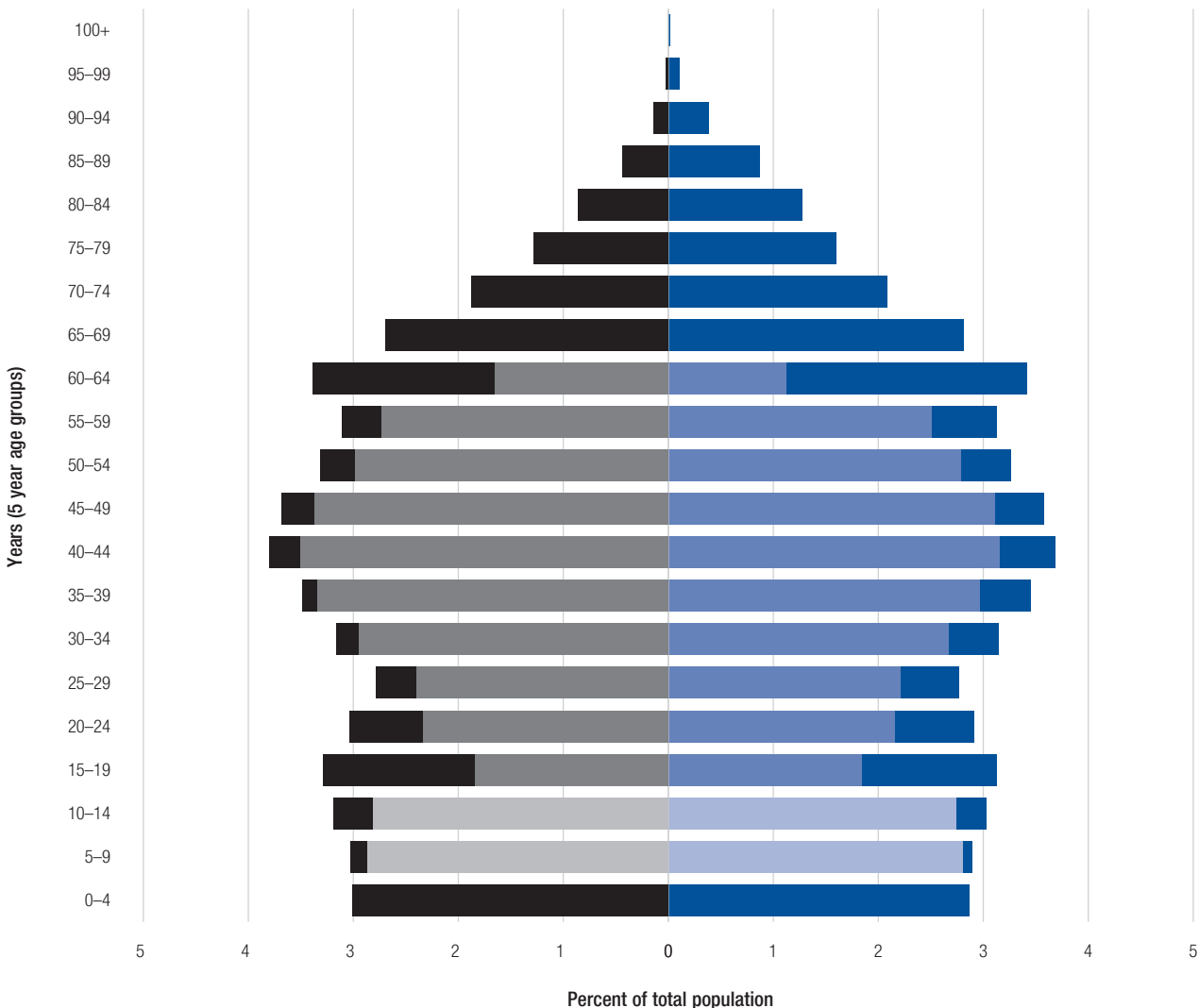
	Rank/122	Score
Human Capital Index 2013	9	1.024
Pillar 1: Education	18	0.891
Pillar 2: Health and wellness	3	0.943
Pillar 3: Workforce and employment	12	0.932
Pillar 4: Enabling environment	11	1.330

Key Indicators

Total population (1,000s)	5,551.0
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	32,333
GDP growth (annual %)	-0.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 25.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 27.5%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.3%

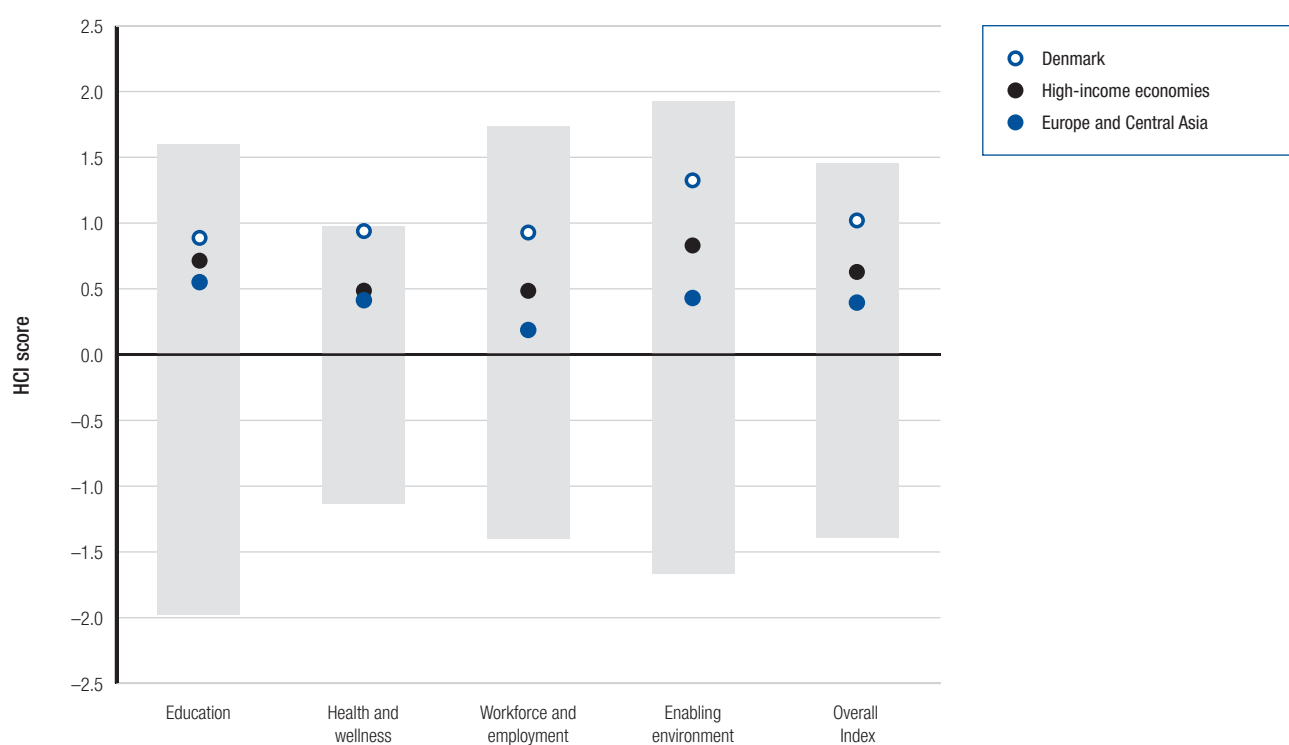


Denmark

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	21.3	30.7
Professionals	8.7	
Technicians and associate professionals	12.6	
Secondary requirements	28.5	65.7
Clerks	6.3	
Service workers and shop and market sales workers	9.5	
Skilled agricultural and fishery workers	1.4	
Craft and related trade workers	7.1	
Plant and machine operators and assemblers	4.2	
Primary requirements	7.4	n/a
Elementary occupations	7.4	
Various	5.3	
Legislators, senior officials and managers	4.3	
Unclassified	0.6	
Armed forces	0.4	

Spread of scores (by pillar and overall)



Denmark

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	65	-0.289	96	58	100
Secondary enrolment rate (%)	25	-0.752	90	16	100
Tertiary enrolment ratio (%)	15	-1.259	74	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	20	-1.213	5.84	1.64	6.64
Quality of the education system ¹	21	-1.187	4.86	1.99	5.98
Quality of primary schools ¹	36	-0.674	4.67	1.97	6.82
Quality of math & science education ¹	37	-0.525	4.54	1.88	6.29
Quality of management schools ¹	24	-1.022	5.15	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	6	-1.256	96	2	100
Tertiary education attainment (% population age 25+)	15	-1.078	31	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	30	-0.785	79	50	83
Survival gender gap ²	57	-0.252	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	2	-0.960	9	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	16	-1.163	11.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	38	-0.247	16.2	1.1	42.8
Business impact of non-communicable diseases ¹	17	-1.108	4.98	2.74	5.87
Business impact of communicable diseases ¹	3	-1.319	6.79	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	21	-0.757	21	8	69
Depression (% of respondents) ⁷	4	-1.412	3	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	20	-1.249	5.63	1.78	6.75
Healthcare accessibility ¹	18	-1.356	6.32	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	17	-1.034	79.3	43.4	90.6
Labour force participation rate, age 65+ (%)	99	-0.947	6.3	1.6	91.2
Economic participation gender gap ²	14	-1.093	0.772	0.310	0.839
Unemployment rate (%)	55	-0.243	7.5	0.3	32.0
Youth unemployment rate (%)	37	-0.494	13.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	43	-0.324	3.77	1.48	6.08
Country capacity to retain talent ¹	39	-0.438	3.95	1.81	5.97
Ease of finding skilled employees ¹	20	-1.137	4.77	2.13	5.69
Pay related to productivity ¹	46	-0.368	4.15	2.37	5.25
Capacity for innovation ¹	13	-1.621	4.99	2.31	5.84
Index of Economic Complexity ³	16	-1.227	1.28	-1.96	2.37
Firm level technology absorption ¹	18	-1.274	5.72	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	3	-2.578	0.960	0.000	1.242
Median age of the working population	7	-1.429	41	28	42
<i>Training</i>					
Staff training ¹	14	-1.413	4.95	2.51	5.57
Training services ¹	19	-1.193	5.25	2.67	6.47

Denmark

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	29	0.629	128	17	191
Internet users (per 100 people)	6	1.648	90	1	95
Quality of domestic transport ¹	14	1.392	5.68	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	31	0.574	4.30	2.33	5.49
Business and university R&D collaboration ¹	20	1.151	4.81	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	4	1.454	5	1	180
Social safety net protection ¹	6	2.133	6.10	2.10	6.26
Intellectual property protection and property rights ¹	22	1.110	5.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	5	1.876	6.08	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	27.5	Freedom in the World ⁸	1
Aged dependency ratio (%)	25.5	Democracy Index (rank/165)	4
Fertility rate (births per woman)	1.9	Population living in urban area (%)	87.1
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	24.7
Population below age 20 (%)	24.3	Accessibility of digital content ¹	5.95
Population above age 60 (%)	23.3	Extent of virtual social networks use ¹	5.93
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	8.7	Economic activity (agriculture) — % of total activity	2.4
Technical/vocational enrolment as % of total enrolment in secondary school	26	Economic activity (industry) — % of total activity	19.9
Adult literacy (%)	—	Economic activity (services) — % of total activity	77.6
Boys not in primary school (%)	5	GDP per person employed (US\$)	47,490
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	5.84
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.8
Private enrolment in primary school (% of primary)	13.7	Labour force with tertiary education (%)	30.8
Private enrolment in secondary school (% of secondary)	13.8	Number of patent applications (per 1,000 people)	0.3190
PIRLS ⁶	554	Hiring and firing practices ¹	5.05
PISA math scores ⁶	503	Retirement age, male	65
PISA reading scores ⁶	495	Retirement age, female	65
PISA science scores ⁶	499	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	537	Total employed (1,000s)	2,706
TIMSS 4th grade science ⁶	528	Total unemployed (1,000s)	218
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	20.2
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	44.1
Prevalence of visual impairment (%)	0.8	Global Innovation Index (rank/142)	9
Public spending on health (% of GDP)	11.2	Global Talent Index (rank/60)	2
Business impact of heart disease ¹	4.76	Quality of Labour Force (rank/60)	1
Business impact of cancer ¹	4.53	Talent Environment (rank/60)	2
Business impact of mental illness ¹	4.87	IQ measure ⁹	97.4
Business impact of diabetes ¹	5.25		
Business impact of chronic respiratory disease ¹	5.48		
Business impact of HIV/AIDS ¹	6.70		
Business impact of tuberculosis ¹	6.84		
Business impact of malaria ¹	6.82		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Dominican Republic

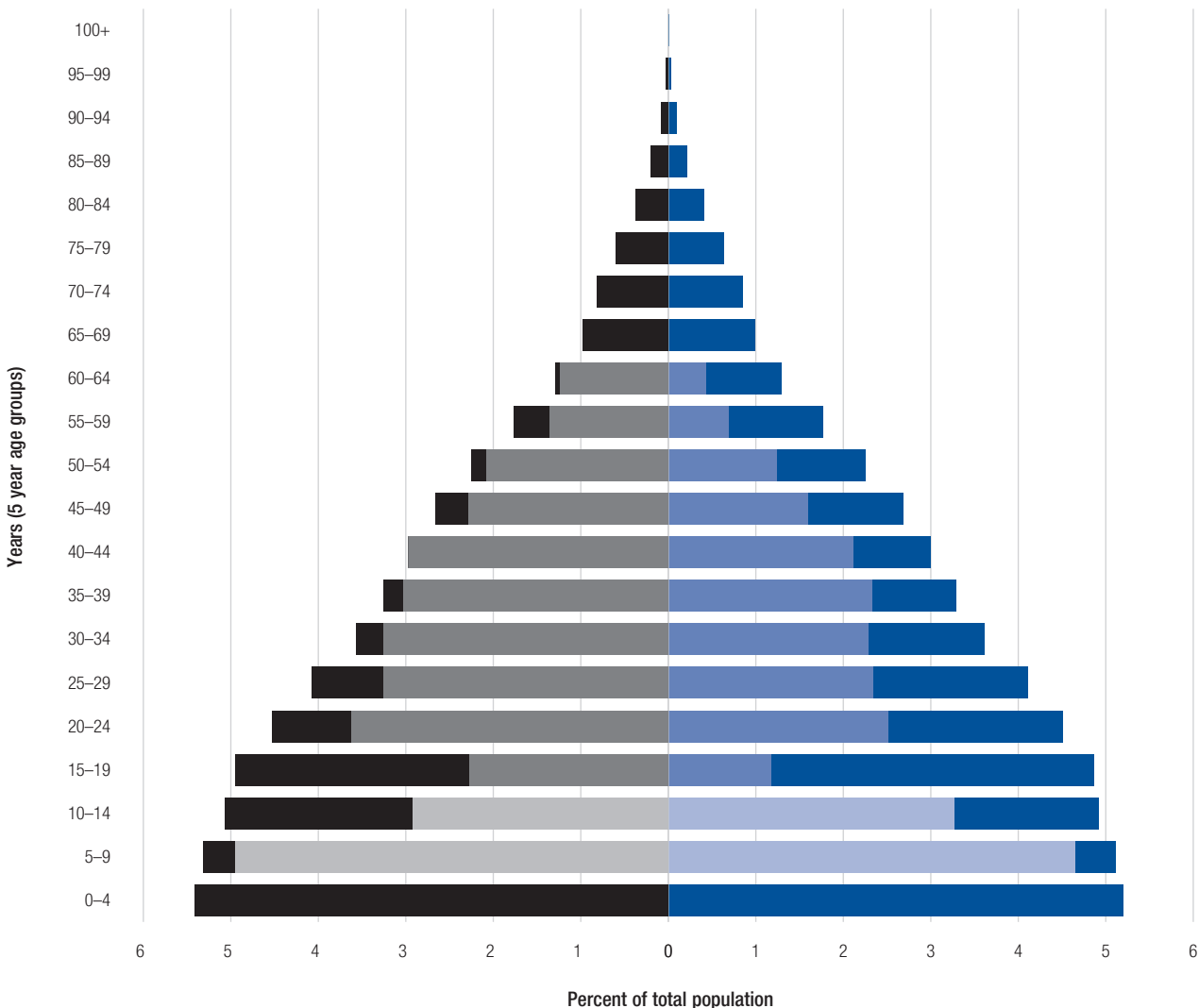
Rank/122 Score

Human Capital Index 2013	95	-0.499
Pillar 1: Education	97	-0.732
Pillar 2: Health and wellness	85	-0.223
Pillar 3: Workforce and employment	91	-0.401
Pillar 4: Enabling environment	91	-0.641

Key Indicators	
Total population (1,000s)	10,016.8
Median age of population	25
GDP per capita PPP (constant 2005, international \$)	8,794
GDP growth (annual %)	3.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 9.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 49.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.3%

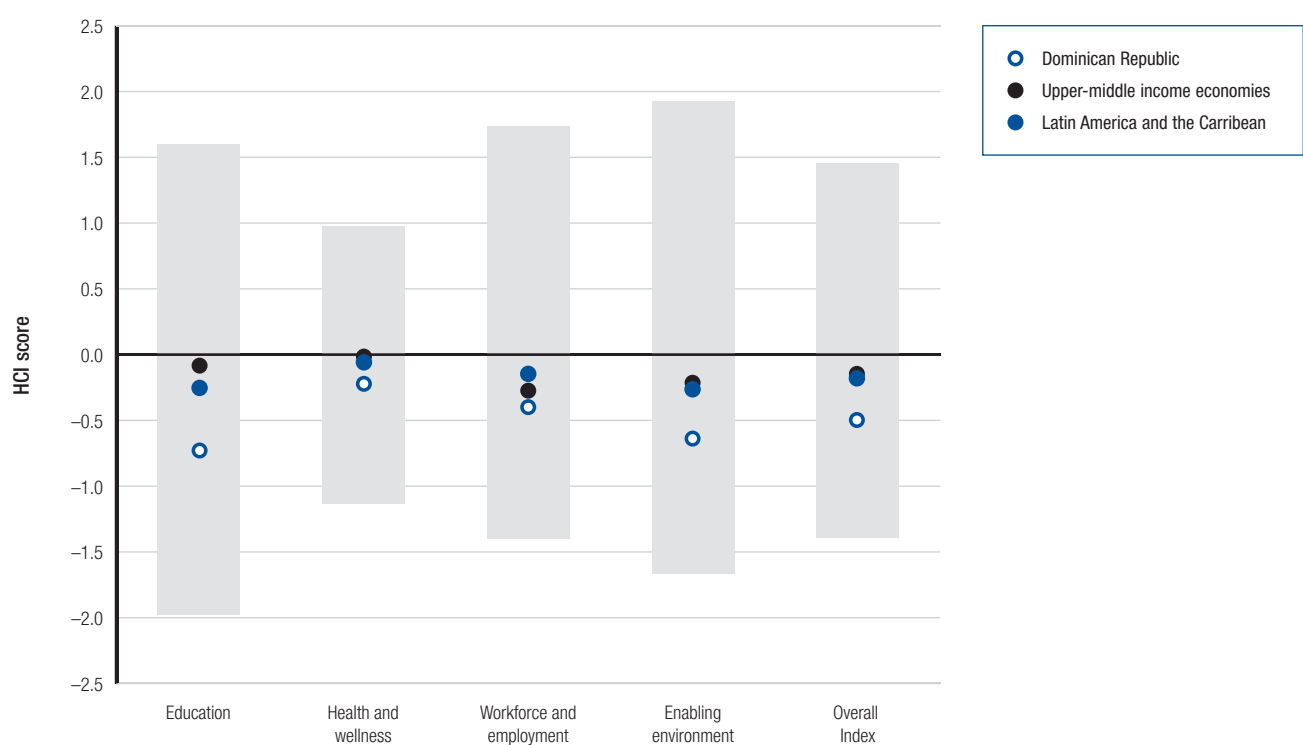


Dominican Republic

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	10.3
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	43.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	10.2
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Dominican Republic

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	84	-0.143	92	58	100
Secondary enrolment rate (%)	73	-0.445	62	16	100
Tertiary enrolment ratio (%)	65	-0.249	34	1	103
Education gender gap ²	87	-0.136	0.969	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	87	-0.600	3.57	1.64	6.64
Quality of the education system ¹	118	-1.408	2.54	1.99	5.98
Quality of primary schools ¹	120	-1.747	2.04	1.97	6.82
Quality of math & science education ¹	121	-1.973	2.15	1.88	6.29
Quality of management schools ¹	91	-0.701	3.71	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	55	-0.521	64	5	100
Secondary education attainment (% population age 25+)	53	-0.346	54	2	100
Tertiary education attainment (% population age 25+)	66	-0.784	10	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	82	-0.024	21	2	98
Life expectancy	72	-0.056	73	50	83
Survival gender gap ²	79	-0.004	0.971	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	13	-1.037	6.2	1.2	36.5
Unhealthy life years (% of life expectancy)	65	-0.155	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	51	-0.384	21.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	73	-0.355	21.9	1.1	42.8
Business impact of non-communicable diseases ¹	73	-0.305	4.34	2.74	5.87
Business impact of communicable diseases ¹	88	-0.477	5.00	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	96	-0.870	42	8	69
Depression (% of respondents) ⁷	97	-0.978	18	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	83	-0.119	81.8	31.1	100.0
Healthcare quality ¹	76	-0.602	3.38	1.78	6.75
Healthcare accessibility ¹	104	-1.081	3.34	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	68	-0.019	69.0	43.4	90.6
Labour force participation rate, age 65+ (%)	52	-0.121	22.3	1.6	91.2
Economic participation gender gap ²	81	-0.326	0.605	0.310	0.839
Unemployment rate (%)	95	-1.062	14.3	0.3	32.0
Youth unemployment rate (%)	92	-1.202	30.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	67	-0.149	3.29	1.48	6.08
Country capacity to retain talent ¹	62	-0.113	3.42	1.81	5.97
Ease of finding skilled employees ¹	89	-0.632	3.55	2.13	5.69
Pay related to productivity ¹	91	-0.677	3.51	2.37	5.25
Capacity for innovation ¹	85	-0.611	3.22	2.31	5.84
Index of Economic Complexity ³	60	-0.212	-0.09	-1.96	2.37
Firm level technology absorption ¹	52	-0.118	4.90	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	121	-0.627	0.001	0.000	1.242
Median age of the working population	77	-0.426	33	28	42
<i>Training</i>					
Staff training ¹	66	-0.133	3.96	2.51	5.57
Training services ¹	71	-0.229	4.12	2.67	6.47

Dominican Republic

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	91	-0.584	87	17	191
Internet users (per 100 people)	72	-0.298	36	1	95
Quality of domestic transport ¹	76	-0.342	4.17	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	74	-0.392	3.61	2.33	5.49
Business and university R&D collaboration ¹	80	-0.524	3.31	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	86	-0.699	116	1	180
Social safety net protection ¹	113	-1.173	2.51	2.10	6.26
Intellectual property protection and property rights ¹	88	-0.683	3.39	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	106	-1.078	3.42	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	49.6	<i>Society</i>	
Aged dependency ratio (%)	9.6	Freedom in the World ⁸	2
Fertility rate (births per woman)	2.7	Democracy Index (rank/165)	60
Sex ratio at birth (female/male)	0.96	Population living in urban area (%)	70.2
Population below age 20 (%)	41.0	Gini Index (income) ⁵	47.2
Population above age 60 (%)	8.6	Accessibility of digital content ¹	5.29
<i>Education</i>			
Public spending on education (% of GDP)	2.2	Extent of virtual social networks use ¹	5.90
Technical/vocational enrolment as % of total enrolment in secondary school	4	<i>Workforce</i>	
Adult literacy (%)	90.1	Economic activity (agriculture) — % of total activity	12.0
Boys not in primary school (%)	7	Economic activity (industry) — % of total activity	14.9
Girls not in primary school (%)	9	Economic activity (services) — % of total activity	52.4
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.119	GDP per person employed (US\$)	14,291
Private enrolment in primary school (% of primary)	23.3	Cooperation in labour-employer relations ¹	4.55
Private enrolment in secondary school (% of secondary)	20.8	Emigration rate of the tertiary educated (%)	22.4
PIRLS ⁶	—	Labour force with tertiary education (%)	18.5
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.0338
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.00
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	1,484
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	3,754
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	625
<i>Health</i>			
Prevalence of visual impairment (%)	3.2	Unemployment for 12 months or more as a % of total unemployment	22.5
Public spending on health (% of GDP)	5.4	Total youth not in education or employment (1,000s)	177.1
Business impact of heart disease ¹	4.04	Unemployment for 12 months or more (1,000s)	140.9
Business impact of cancer ¹	4.10	Global Innovation Index (rank/142)	79
Business impact of mental illness ¹	5.02	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	4.20	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.36	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	4.65	IQ measure ⁹	80.8
Business impact of tuberculosis ¹	5.07		
Business impact of malaria ¹	5.28		

NOTES

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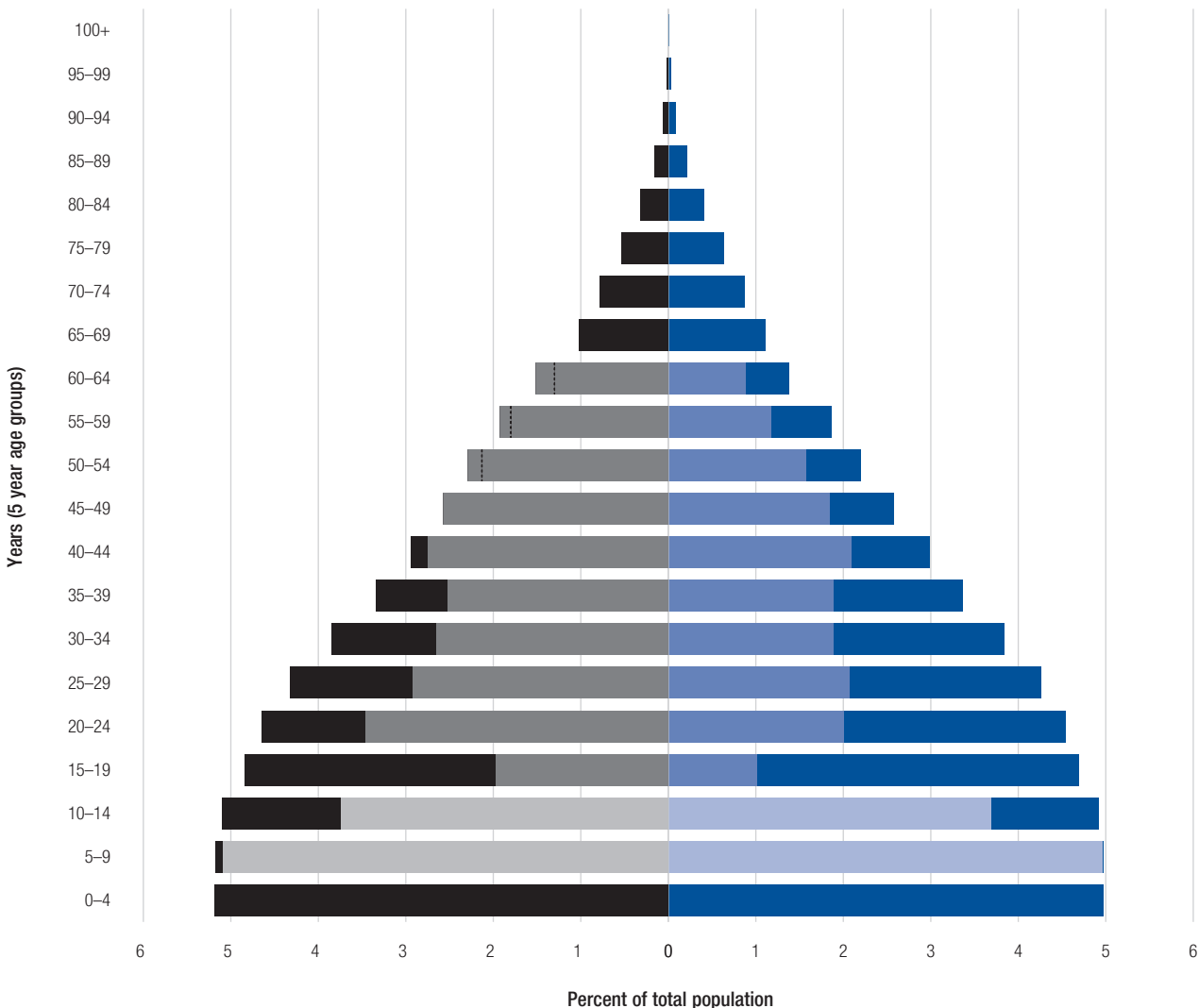
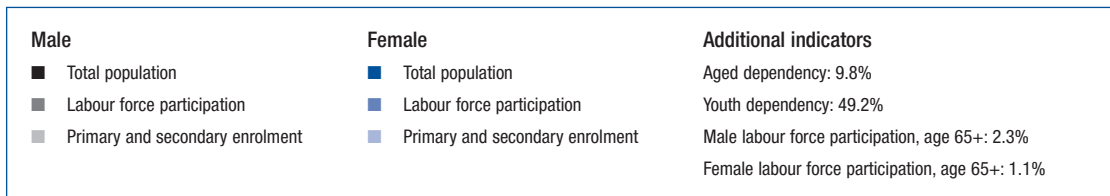
Ecuador

	Rank/122	Score
Human Capital Index 2013	61	-0.099
Pillar 1: Education	69	-0.090
Pillar 2: Health and wellness	76	-0.094
Pillar 3: Workforce and employment	47	0.034
Pillar 4: Enabling environment	68	-0.244

Key Indicators

Total population (1,000s)	15,001.1
Median age of population	25
GDP per capita PPP (constant 2005, international \$)	8,393
GDP growth (annual %)	5.0

Education and workforce distribution

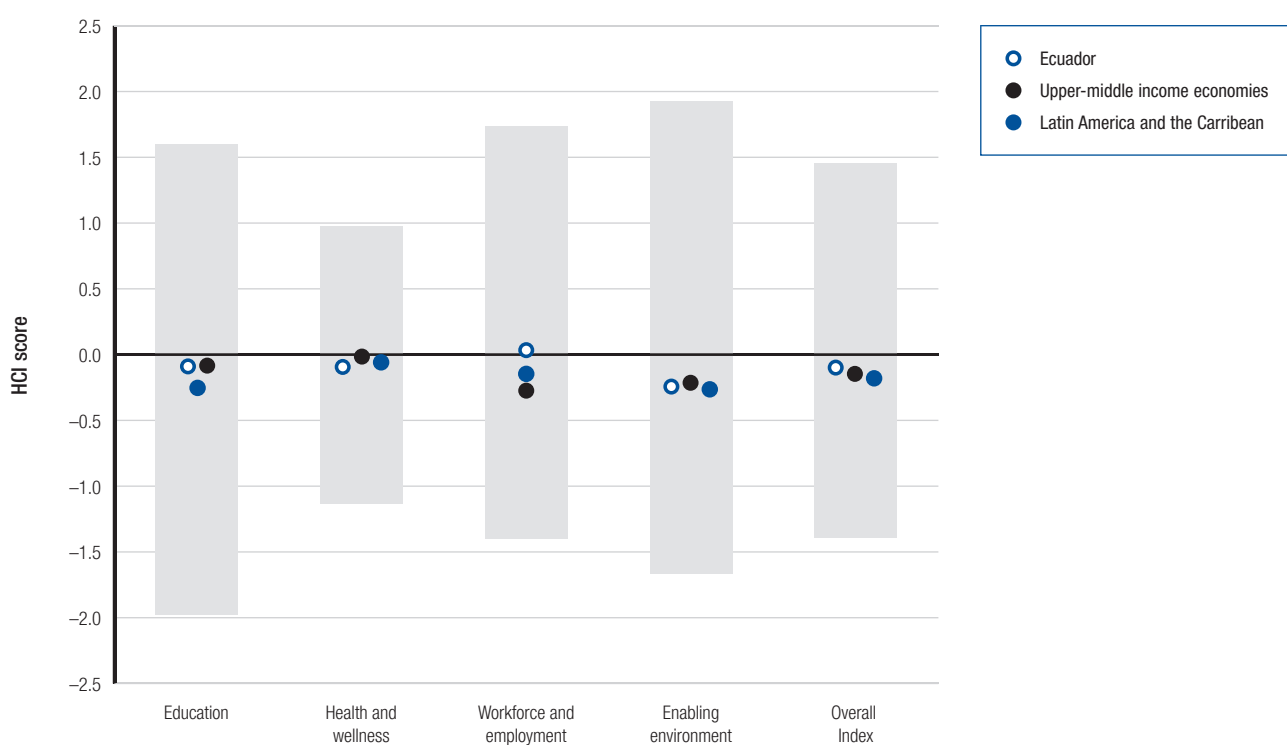


Ecuador

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.1	11.6
Professionals	3.4	
Technicians and associate professionals	2.8	
Secondary requirements	23.5	27.4
Clerks	2.9	
Service workers and shop and market sales workers	10.3	
Skilled agricultural and fishery workers	1.3	
Craft and related trade workers	6.1	
Plant and machine operators and assemblers	2.8	
Primary requirements	10.0	32.1
Elementary occupations	10.0	
Various	2.6	
Legislators, senior officials and managers	1.2	
Unclassified	1.2	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Ecuador

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	33	-0.619	99	58	100
Secondary enrolment rate (%)	62	-0.086	74	16	100
Tertiary enrolment ratio (%)	57	-0.027	40	1	103
Education gender gap ²	49	-0.472	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	70	-0.241	4.02	1.64	6.64
Quality of the education system ¹	51	-0.047	3.84	1.99	5.98
Quality of primary schools ¹	62	-0.118	3.81	1.97	6.82
Quality of math & science education ¹	74	-0.092	3.95	1.88	6.29
Quality of management schools ¹	66	-0.091	4.22	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	50	-0.199	72	5	100
Secondary education attainment (% population age 25+)	68	-0.875	40	2	100
Tertiary education attainment (% population age 25+)	63	-0.667	12	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	79	-0.069	20	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	50	-0.417	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	44	-0.039	15.7	1.2	36.5
Unhealthy life years (% of life expectancy)	87	-0.193	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	74	-0.229	29.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	75	-0.366	22.0	1.1	42.8
Business impact of non-communicable diseases ¹	66	-0.012	4.48	2.74	5.87
Business impact of communicable diseases ¹	90	-0.485	4.99	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	101	-1.025	44	8	69
Depression (% of respondents) ⁷	75	-0.182	13	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	62	-0.425	92.4	31.1	100.0
Healthcare quality ¹	49	-0.118	4.25	1.78	6.75
Healthcare accessibility ¹	66	-0.233	4.38	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	54	-0.175	70.9	43.4	90.6
Labour force participation rate, age 65+ (%)	27	-0.730	38.8	1.6	91.2
Economic participation gender gap ²	84	-0.372	0.600	0.310	0.839
Unemployment rate (%)	26	-0.714	5.0	0.3	32.0
Youth unemployment rate (%)	39	-0.463	14.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	29	-0.638	4.10	1.48	6.08
Country capacity to retain talent ¹	37	-0.525	4.04	1.81	5.97
Ease of finding skilled employees ¹	35	-0.623	4.42	2.13	5.69
Pay related to productivity ¹	70	-0.183	3.81	2.37	5.25
Capacity for innovation ¹	48	-0.021	3.69	2.31	5.84
Index of Economic Complexity ³	87	-0.813	-0.67	-1.96	2.37
Firm level technology absorption ¹	76	-0.455	4.49	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	90	-0.613	0.005	0.000	1.242
Median age of the working population	76	-0.416	33	28	42
<i>Training</i>					
Staff training ¹	54	-0.034	4.07	2.51	5.57
Training services ¹	79	-0.490	3.92	2.67	6.47

Ecuador

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	69	-0.074	105	17	191
Internet users (per 100 people)	79	-0.444	31	1	95
Quality of domestic transport ¹	63	-0.018	4.45	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	62	-0.056	3.85	2.33	5.49
Business and university R&D collaboration ¹	45	0.180	3.94	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	104	-1.145	139	1	180
Social safety net protection ¹	45	0.113	3.90	2.10	6.26
Intellectual property protection and property rights ¹	73	-0.412	3.67	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	69	-0.337	4.08	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	49.2	Freedom in the World ⁸	3
Aged dependency ratio (%)	9.8	Democracy Index (rank/165)	87
Fertility rate (births per woman)	2.7	Population living in urban area (%)	68.0
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	49.3
Population below age 20 (%)	40.5	Accessibility of digital content ¹	4.58
Population above age 60 (%)	8.8	Extent of virtual social networks use ¹	5.12
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.2	Economic activity (agriculture) — % of total activity	28.2
Technical/vocational enrolment as % of total enrolment in secondary school	22	Economic activity (industry) — % of total activity	18.6
Adult literacy (%)	91.6	Economic activity (services) — % of total activity	53.1
Boys not in primary school (%)	—	GDP per person employed (US\$)	13,757
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.30
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	9.5
Private enrolment in primary school (% of primary)	25.8	Labour force with tertiary education (%)	26.5
Private enrolment in secondary school (% of secondary)	30.1	Number of patent applications (per 1,000 people)	0.0463
PIRLS ⁶	—	Hiring and firing practices ¹	3.61
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	2,691
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	6,209
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	326
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	37.2
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	427.3
<i>Health</i>		Unemployment for 12 months or more (1,000s)	121.2
Prevalence of visual impairment (%)	3.8	Global Innovation Index (rank/142)	83
Public spending on health (% of GDP)	7.3	Global Talent Index (rank/60)	50
Business impact of heart disease ¹	4.41	Quality of Labour Force (rank/60)	51
Business impact of cancer ¹	4.22	Talent Environment (rank/60)	59
Business impact of mental illness ¹	4.65	IQ measure ⁹	86.3
Business impact of diabetes ¹	4.31		
Business impact of chronic respiratory disease ¹	4.79		
Business impact of HIV/AIDS ¹	4.77		
Business impact of tuberculosis ¹	5.05		
Business impact of malaria ¹	5.16		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

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2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Egypt

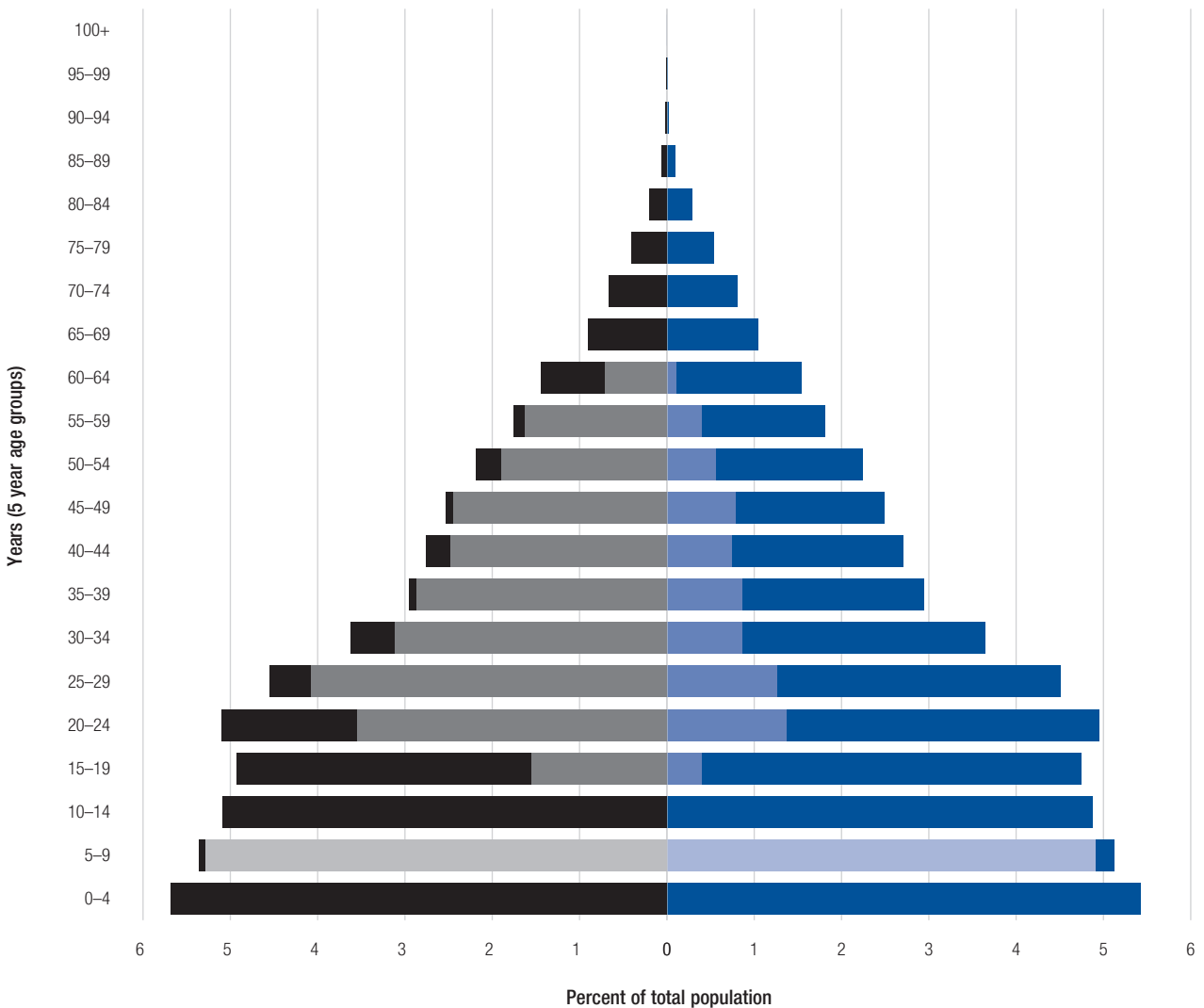
	Rank/122	Score
Human Capital Index 2013	111	-0.790
Pillar 1: Education	113	-1.206
Pillar 2: Health and wellness	97	-0.521
Pillar 3: Workforce and employment	116	-0.878
Pillar 4: Enabling environment	86	-0.555

Key Indicators

Total population (1,000s)	78,075.7
Median age of population	24
GDP per capita PPP (constant 2005, international \$)	5,795
GDP growth (annual %)	2.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 50.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.5%
		Female labour force participation, age 65+: 0.1%

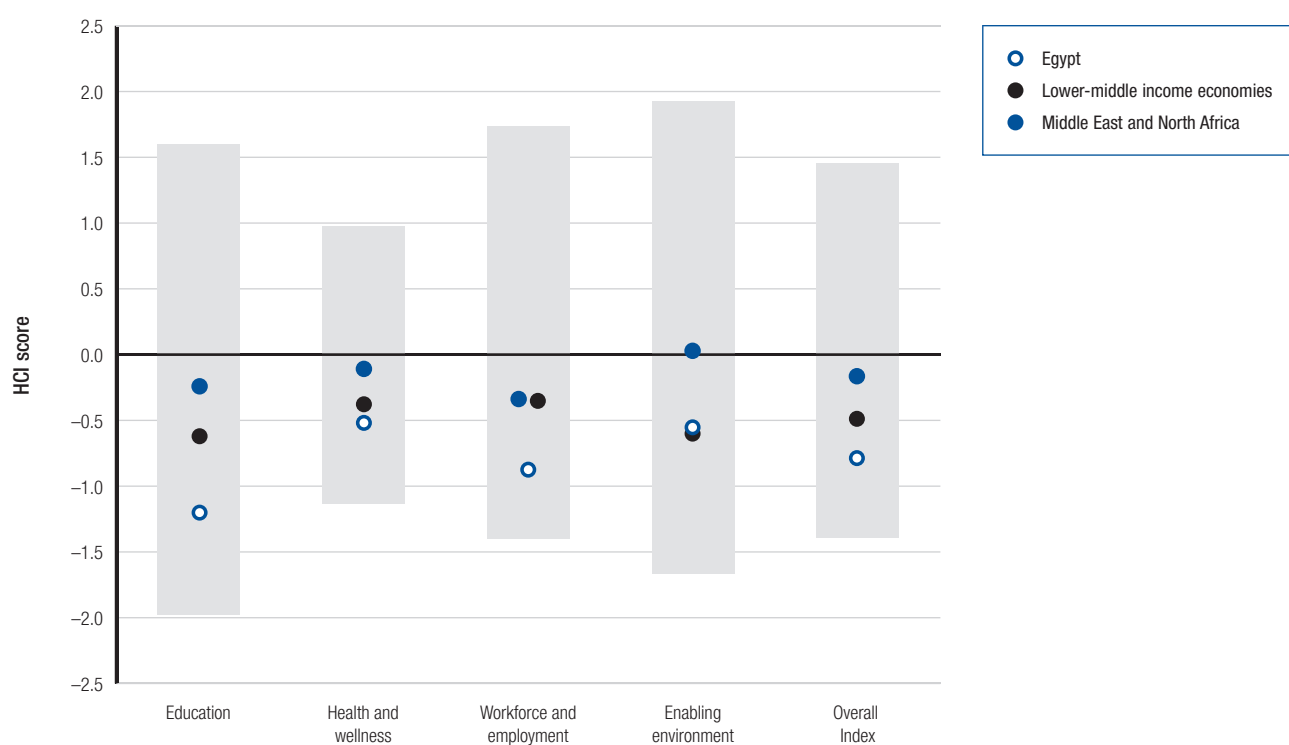


Egypt

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.0	n/a
Professionals	5.3	
Technicians and associate professionals	3.7	
Secondary requirements	26.9	n/a
Clerks	1.3	
Service workers and shop and market sales workers	3.9	
Skilled agricultural and fishery workers	12.6	
Craft and related trade workers	6.2	
Plant and machine operators and assemblers	2.9	
Primary requirements	1.4	n/a
Elementary occupations	1.4	
Various	3.4	
Legislators, senior officials and managers	3.3	
Unclassified	0.0	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Egypt

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	42	-0.522	98	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	73	-0.487	28	1	103
Education gender gap ²	99	-0.448	0.925	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	109	-1.295	2.70	1.64	6.64
Quality of the education system ¹	120	-1.765	2.22	1.99	5.98
Quality of primary schools ¹	122	-1.812	1.97	1.97	6.82
Quality of math & science education ¹	120	-1.963	2.16	1.88	6.29
Quality of management schools ¹	122	-2.399	2.29	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	73	-0.159	18	2	98
Life expectancy	72	-0.056	73	50	83
Survival gender gap ²	46	-0.504	0.977	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	52	-0.455	19.3	1.2	36.5
Unhealthy life years (% of life expectancy)	102	-0.528	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	85	-0.528	33.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	120	-1.695	34.6	1.1	42.8
Business impact of non-communicable diseases ¹	110	-1.211	3.94	2.74	5.87
Business impact of communicable diseases ¹	57	-0.346	5.82	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	106	-1.258	47	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	47	-0.669	97.2	31.1	100.0
Healthcare quality ¹	120	-1.495	2.29	1.78	6.75
Healthcare accessibility ¹	120	-1.512	2.81	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	112	-1.778	51.8	43.4	90.6
Labour force participation rate, age 65+ (%)	85	-0.725	10.6	1.6	91.2
Economic participation gender gap ²	108	-1.612	0.454	0.310	0.839
Unemployment rate (%)	72	-0.050	9.0	0.3	32.0
Youth unemployment rate (%)	80	-0.637	24.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	105	-1.224	2.18	1.48	6.08
Country capacity to retain talent ¹	111	-1.276	2.30	1.81	5.97
Ease of finding skilled employees ¹	66	-0.179	3.86	2.13	5.69
Pay related to productivity ¹	110	-1.300	3.13	2.37	5.25
Capacity for innovation ¹	97	-0.750	3.11	2.31	5.84
Index of Economic Complexity ³	58	-0.163	-0.05	-1.96	2.37
Firm level technology absorption ¹	95	-0.856	4.20	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	65	-0.534	0.028	0.000	1.242
Median age of the working population	81	-0.646	32	28	42
<i>Training</i>					
Staff training ¹	117	-1.503	3.08	2.51	5.57
Training services ¹	92	-0.810	3.67	2.67	6.47

Egypt

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	75	-0.176	101	17	191
Internet users (per 100 people)	66	-0.184	39	1	95
Quality of domestic transport ¹	89	-0.603	3.94	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	44	0.278	4.09	2.33	5.49
Business and university R&D collaboration ¹	115	-1.264	2.65	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	81	-0.563	109	1	180
Social safety net protection ¹	98	-0.859	2.85	2.10	6.26
Intellectual property protection and property rights ¹	84	-0.603	3.47	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	105	-1.018	3.47	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	50.0	Freedom in the World ⁸	5
Aged dependency ratio (%)	8.7	Democracy Index (rank/165)	109
Fertility rate (births per woman)	3.0	Population living in urban area (%)	43.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	30.8
Population below age 20 (%)	41.1	Accessibility of digital content ¹	4.73
Population above age 60 (%)	8.5	Extent of virtual social networks use ¹	5.91
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.8	Economic activity (agriculture) — % of total activity	28.2
Technical/vocational enrolment as % of total enrolment in secondary school	18	Economic activity (industry) — % of total activity	25.3
Adult literacy (%)	73.9	Economic activity (services) — % of total activity	46.3
Boys not in primary school (%)	1	GDP per person employed (US\$)	12,980
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	3.85
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.275	Emigration rate of the tertiary educated (%)	4.7
Private enrolment in primary school (% of primary)	7.8	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	5.5	Number of patent applications (per 1,000 people)	0.0283
PIRLS ⁶	—	Hiring and firing practices ¹	3.28
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	8,247
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	23,829
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,351
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	84.0
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,974.7
Prevalence of visual impairment (%)	10.5	Global Innovation Index (rank/142)	108
Public spending on health (% of GDP)	4.9	Global Talent Index (rank/60)	51
Business impact of heart disease ¹	3.73	Quality of Labour Force (rank/60)	53
Business impact of cancer ¹	3.84	Talent Environment (rank/60)	42
Business impact of mental illness ¹	4.51	IQ measure ⁹	82.7
Business impact of diabetes ¹	3.65		
Business impact of chronic respiratory disease ¹	3.96		
Business impact of HIV/AIDS ¹	5.97		
Business impact of tuberculosis ¹	5.58		
Business impact of malaria ¹	5.92		

NOTES

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

El Salvador

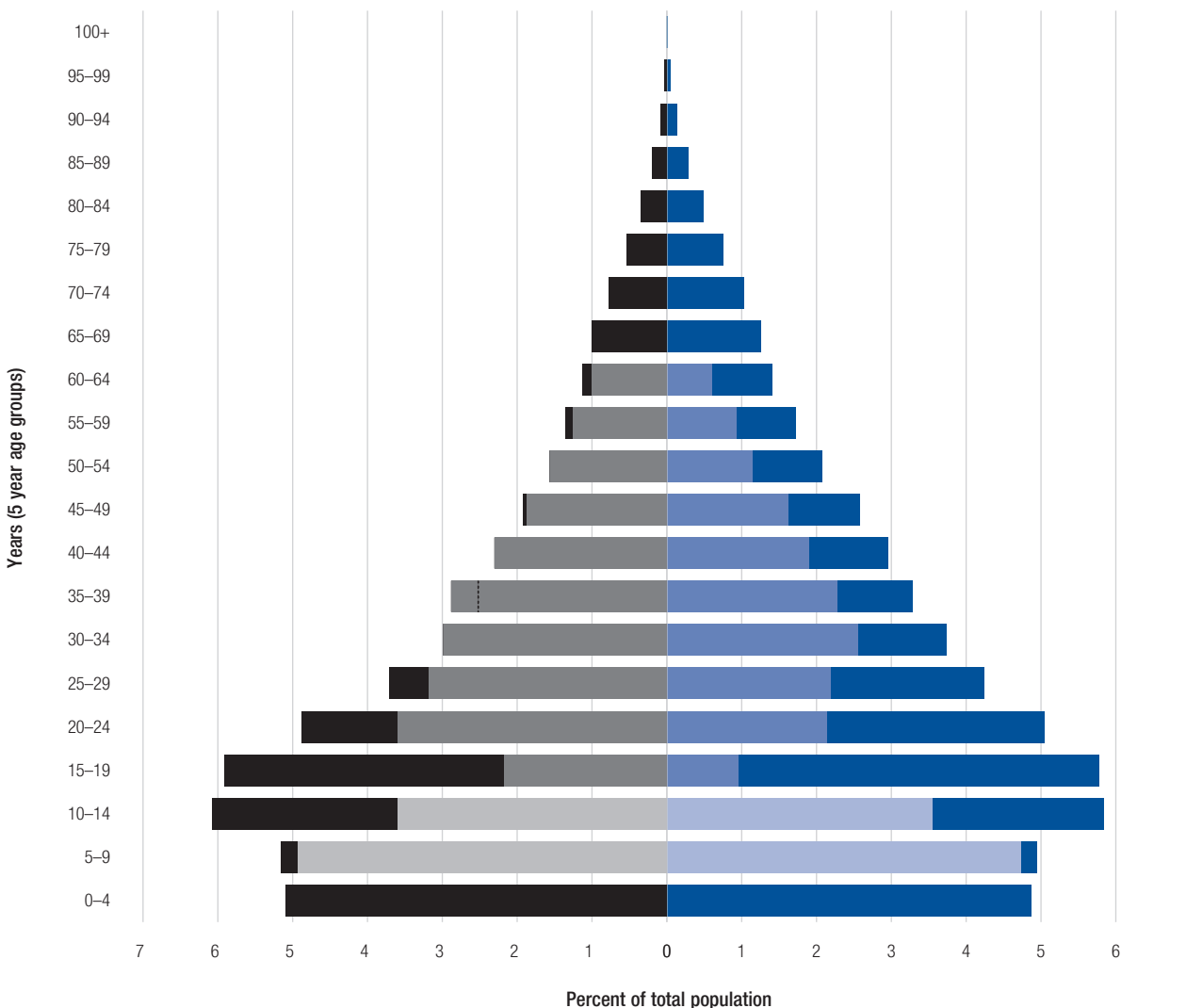
Rank/122 Score

Human Capital Index 2013	90	-0.405
Pillar 1: Education	95	-0.612
Pillar 2: Health and wellness	92	-0.409
Pillar 3: Workforce and employment	68	-0.175
Pillar 4: Enabling environment	82	-0.425

Key Indicators	
Total population (1,000s)	6,218.2
Median age of population	23
GDP per capita PPP (constant 2005, international \$)	6,093
GDP growth (annual %)	1.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 11.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 52.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.6%
		Female labour force participation, age 65+: 0.8%

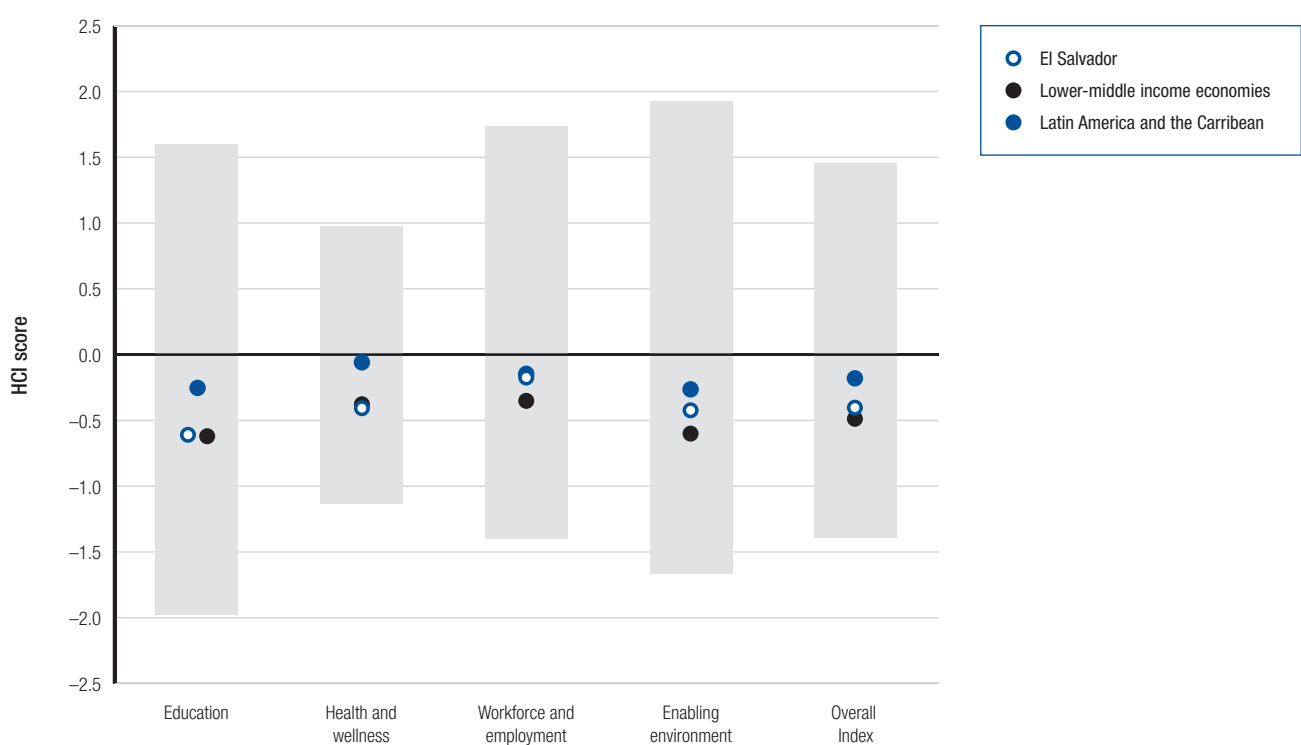


El Salvador

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.3	6.8
Professionals	1.9	
Technicians and associate professionals	4.4	
Secondary requirements	32.0	34.9
Clerks	3.0	
Service workers and shop and market sales workers	10.9	
Skilled agricultural and fishery workers	4.2	
Craft and related trade workers	9.8	
Plant and machine operators and assemblers	4.2	
Primary requirements	17.9	15.2
Elementary occupations	17.9	
Various	1.0	
Legislators, senior officials and managers	0.9	
Unclassified	n/a	
Armed forces	0.1	

Spread of scores (by pillar and overall)



El Salvador

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	64	-0.289	96	58	100
Secondary enrolment rate (%)	77	-0.534	60	16	100
Tertiary enrolment ratio (%)	78	-0.607	25	1	103
Education gender gap ²	70	-0.402	0.989	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	84	-0.520	3.67	1.64	6.64
Quality of the education system ¹	94	-0.748	3.13	1.99	5.98
Quality of primary schools ¹	106	-1.075	2.77	1.97	6.82
Quality of math & science education ¹	108	-1.294	2.80	1.88	6.29
Quality of management schools ¹	81	-0.533	3.85	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	57	-0.819	57	5	100
Secondary education attainment (% population age 25+)	67	-0.805	42	2	100
Tertiary education attainment (% population age 25+)	73	-1.103	7	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	77	-0.066	72	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	34	-0.479	11.1	1.2	36.5
Unhealthy life years (% of life expectancy)	82	-0.107	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	61	-0.062	25.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	102	-0.883	26.9	1.1	42.8
Business impact of non-communicable diseases ¹	118	-1.503	3.81	2.74	5.87
Business impact of communicable diseases ¹	81	-0.237	5.24	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	111	-1.413	49	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	86	-0.220	79.8	31.1	100.0
Healthcare quality ¹	118	-1.261	2.57	1.78	6.75
Healthcare accessibility ¹	114	-1.366	2.99	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	89	-0.439	64.9	43.4	90.6
Labour force participation rate, age 65+ (%)	32	-0.389	32.2	1.6	91.2
Economic participation gender gap ²	98	-0.856	0.543	0.310	0.839
Unemployment rate (%)	43	-0.323	7.0	0.3	32.0
Youth unemployment rate (%)	27	-0.741	11.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	40	-0.363	3.81	1.48	6.08
Country capacity to retain talent ¹	59	-0.068	3.47	1.81	5.97
Ease of finding skilled employees ¹	47	-0.227	4.14	2.13	5.69
Pay related to productivity ¹	97	-0.774	3.45	2.37	5.25
Capacity for innovation ¹	51	-0.043	3.67	2.31	5.84
Index of Economic Complexity ³	56	-0.114	0.00	-1.96	2.37
Firm level technology absorption ¹	87	-0.743	4.29	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	118	-0.626	0.001	0.000	1.242
Median age of the working population	92	-0.945	31	28	42
<i>Training</i>					
Staff training ¹	71	-0.203	3.91	2.51	5.57
Training services ¹	61	-0.033	4.28	2.67	6.47

El Salvador

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	23	0.778	134	17	191
Internet users (per 100 people)	93	-0.934	18	1	95
Quality of domestic transport ¹	40	0.390	4.81	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	46	0.248	4.07	2.33	5.49
Business and university R&D collaboration ¹	85	-0.593	3.25	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	84	-0.641	113	1	180
Social safety net protection ¹	94	-0.821	2.89	2.10	6.26
Intellectual property protection and property rights ¹	97	-0.856	3.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	116	-1.396	3.13	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	52.6	Freedom in the World ⁸	2
Aged dependency ratio (%)	11.3	Democracy Index (rank/165)	61
Fertility rate (births per woman)	2.3	Population living in urban area (%)	65.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	48.3
Population below age 20 (%)	43.8	Accessibility of digital content ¹	4.82
Population above age 60 (%)	9.4	Extent of virtual social networks use ¹	5.03
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.4	Economic activity (agriculture) — % of total activity	20.8
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	21.4
Adult literacy (%)	84.5	Economic activity (services) — % of total activity	57.8
Boys not in primary school (%)	4	GDP per person employed (US\$)	—
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	4.22
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	31.7
Private enrolment in primary school (% of primary)	10.1	Labour force with tertiary education (%)	24.8
Private enrolment in secondary school (% of secondary)	16.3	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.62
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	1,242
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,398
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	182
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	319.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.1	Global Innovation Index (rank/142)	88
Public spending on health (% of GDP)	6.8	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.80	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.01	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.26	IQ measure ⁹	78.9
Business impact of diabetes ¹	3.69		
Business impact of chronic respiratory disease ¹	3.26		
Business impact of HIV/AIDS ¹	5.00		
Business impact of tuberculosis ¹	4.56		
Business impact of malaria ¹	6.17		

NOTES

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- 9 Reported in relation to UK score (100)

Estonia

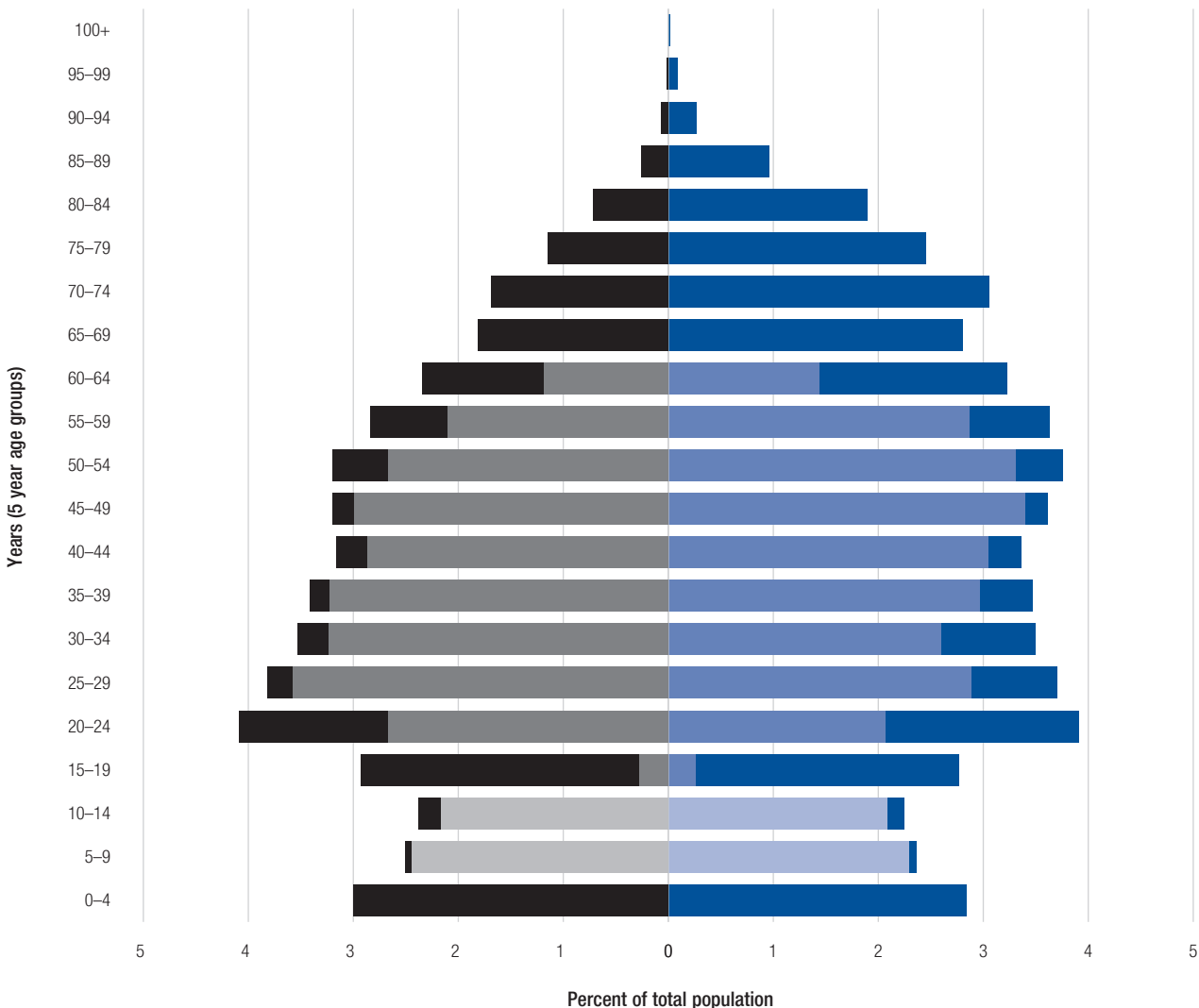
	Rank/122	Score
Human Capital Index 2013	27	0.571
Pillar 1: Education	20	0.862
Pillar 2: Health and wellness	22	0.536
Pillar 3: Workforce and employment	39	0.142
Pillar 4: Enabling environment	26	0.745

Key Indicators

Total population (1,000s)	1,298.5
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	18,722
GDP growth (annual %)	3.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 26.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.8%

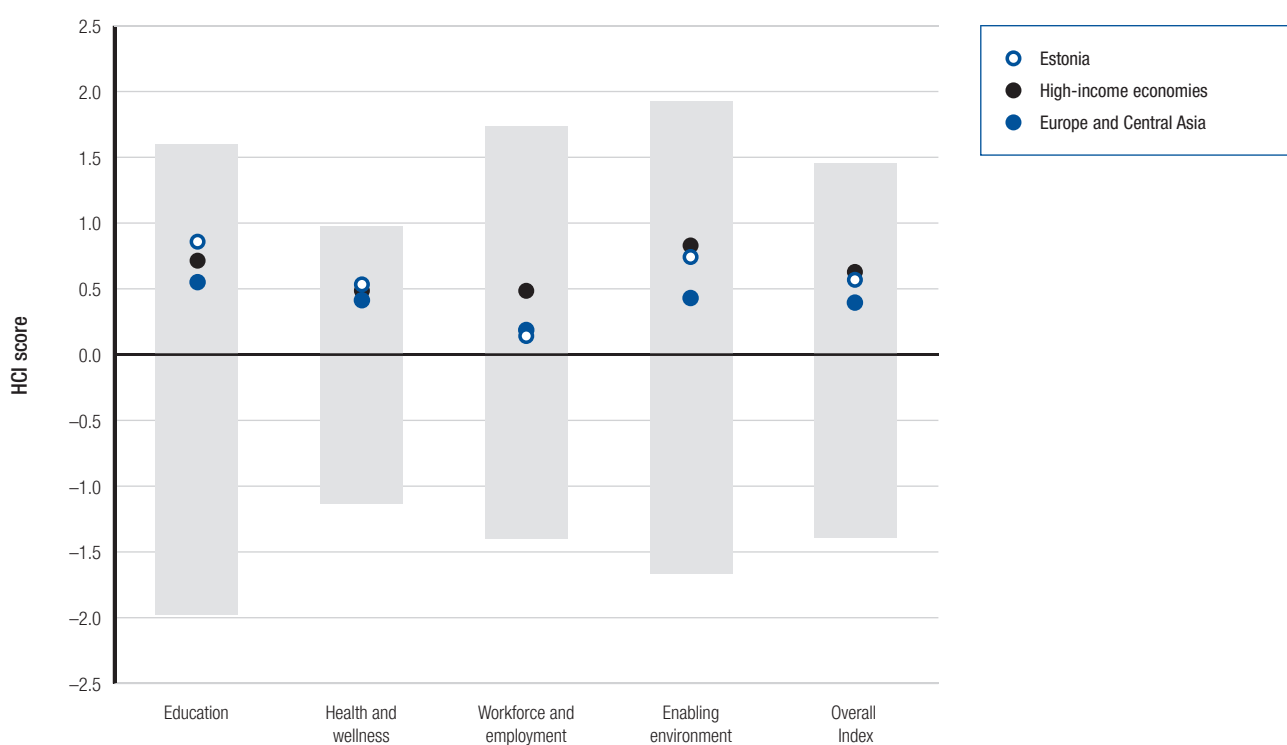


Estonia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	16.3	35.5
Professionals	8.4	
Technicians and associate professionals	8.0	
Secondary requirements	32.2	n/a
Clerks	3.4	
Service workers and shop and market sales workers	8.0	
Skilled agricultural and fishery workers	1.2	
Craft and related trade workers	10.7	
Plant and machine operators and assemblers	8.9	
Primary requirements	6.4	n/a
Elementary occupations	6.4	
Various	8.0	
Legislators, senior officials and managers	7.4	
Unclassified	0.7	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Estonia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	51	-0.468	97	58	100
Secondary enrolment rate (%)	17	-0.860	92	16	100
Tertiary enrolment ratio (%)	27	-0.901	64	1	103
Education gender gap ²	52	-0.463	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	3	1.757	6.52	1.64	6.64
Quality of the education system ¹	39	-0.382	4.14	1.99	5.98
Quality of primary schools ¹	15	1.162	5.20	1.97	6.82
Quality of math & science education ¹	20	-0.891	4.89	1.88	6.29
Quality of management schools ¹	46	-0.220	4.48	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	6	1.518	36	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	54	-0.245	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	33	-0.911	15.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	54	-0.038	18.9	1.1	42.8
Business impact of non-communicable diseases ¹	16	1.123	4.98	2.74	5.87
Business impact of communicable diseases ¹	30	-0.812	6.28	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	28	-0.525	24	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	37	-0.783	99.4	31.1	100.0
Healthcare quality ¹	43	-0.416	4.62	1.78	6.75
Healthcare accessibility ¹	52	-0.092	4.78	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	38	-0.492	74.0	43.4	90.6
Labour force participation rate, age 65+ (%)	77	-0.627	12.5	1.6	91.2
Economic participation gender gap ²	36	-0.642	0.719	0.310	0.839
Unemployment rate (%)	98	-1.558	16.9	0.3	32.0
Youth unemployment rate (%)	97	-1.480	33.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	77	-0.418	3.01	1.48	6.08
Country capacity to retain talent ¹	82	-0.551	3.00	1.81	5.97
Ease of finding skilled employees ¹	96	-0.915	3.35	2.13	5.69
Pay related to productivity ¹	6	1.635	4.92	2.37	5.25
Capacity for innovation ¹	26	-0.713	4.27	2.31	5.84
Index of Economic Complexity ³	29	-0.713	0.79	-1.96	2.37
Firm level technology absorption ¹	33	-0.792	5.38	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	27	-0.661	0.386	0.000	1.242
Median age of the working population	23	1.125	40	28	42
<i>Training</i>					
Staff training ¹	32	-0.523	4.38	2.51	5.57
Training services ¹	33	-0.527	4.72	2.67	6.47

Estonia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	20	0.938	139	17	191
Internet users (per 100 people)	23	1.166	77	1	95
Quality of domestic transport ¹	29	0.699	5.08	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	69	-0.297	3.68	2.33	5.49
Business and university R&D collaboration ¹	34	0.675	4.39	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	19	1.143	21	1	180
Social safety net protection ¹	40	0.302	4.11	2.10	6.26
Intellectual property protection and property rights ¹	29	0.863	4.97	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	22	1.218	5.49	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.9	Freedom in the World ⁸	1
Aged dependency ratio (%)	26.0	Democracy Index (rank/165)	34
Fertility rate (births per woman)	1.6	Population living in urban area (%)	69.6
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	36.0
Population below age 20 (%)	21.1	Accessibility of digital content ¹	6.41
Population above age 60 (%)	23.4	Extent of virtual social networks use ¹	6.41
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.7	Economic activity (agriculture) — % of total activity	4.4
Technical/vocational enrolment as % of total enrolment in secondary school	20	Economic activity (industry) — % of total activity	31.9
Adult literacy (%)	99.8	Economic activity (services) — % of total activity	62.9
Boys not in primary school (%)	2	GDP per person employed (US\$)	45,481
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.94
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	9.9
Private enrolment in primary school (% of primary)	4.1	Labour force with tertiary education (%)	36.1
Private enrolment in secondary school (% of secondary)	3.3	Number of patent applications (per 1,000 people)	0.0593
PIRLS ⁶	—	Hiring and firing practices ¹	4.64
PISA math scores ⁶	512	Retirement age, male	64
PISA reading scores ⁶	501	Retirement age, female	63
PISA science scores ⁶	528	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	571
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	116
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	45.4
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	28.3
<i>Health</i>		Unemployment for 12 months or more (1,000s)	52.6
Prevalence of visual impairment (%)	1.5	Global Innovation Index (rank/142)	25
Public spending on health (% of GDP)	6.0	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.49	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.69	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.65	IQ measure ⁹	99.8
Business impact of diabetes ¹	5.29		
Business impact of chronic respiratory disease ¹	4.80		
Business impact of HIV/AIDS ¹	5.94		
Business impact of tuberculosis ¹	6.17		
Business impact of malaria ¹	6.74		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

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7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Ethiopia

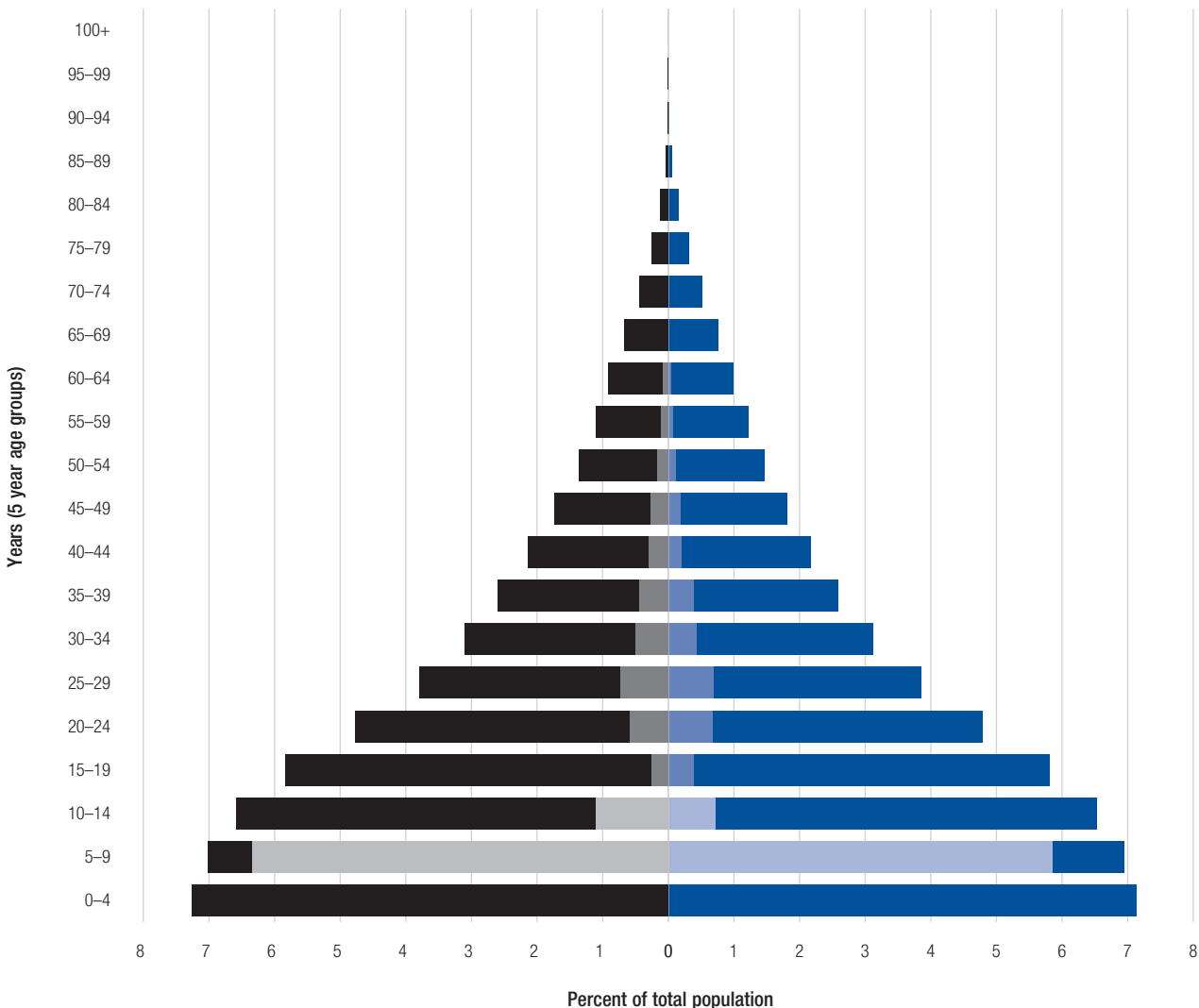
	Rank/122	Score
Human Capital Index 2013	116	-0.961
Pillar 1: Education	115	-1.380
Pillar 2: Health and wellness	108	-0.749
Pillar 3: Workforce and employment	111	-0.660
Pillar 4: Enabling environment	111	-1.056

Key Indicators

Total population (1,000s)	87,095.3
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	981
GDP growth (annual %)	8.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 85.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.1%
		Female labour force participation, age 65+: 0.1%

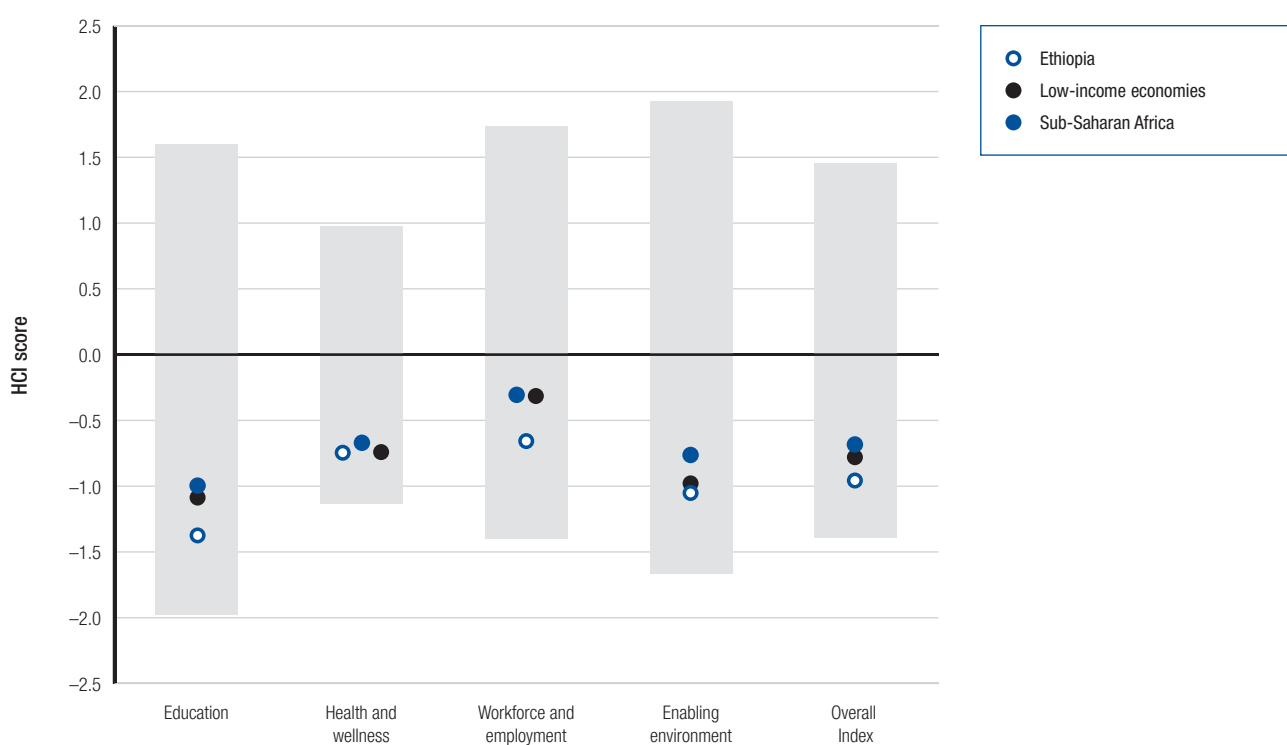


Ethiopia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	1.0	0.5
Professionals	0.3	
Technicians and associate professionals	0.6	
Secondary requirements	35.9	n/a
Clerks	0.4	
Service workers and shop and market sales workers	4.3	
Skilled agricultural and fishery workers	26.3	
Craft and related trade workers	4.5	
Plant and machine operators and assemblers	0.4	
Primary requirements	27.8	17.8
Elementary occupations	27.8	
Various	3.7	
Legislators, senior officials and managers	0.2	
Unclassified	3.4	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Ethiopia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	97	-0.704	87	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	106	-1.251	8	1	103
Education gender gap ²	114	-2.913	0.739	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	108	-1.247	2.76	1.64	6.64
Quality of the education system ¹	93	-0.736	3.14	1.99	5.98
Quality of primary schools ¹	92	-0.790	3.08	1.97	6.82
Quality of math & science education ¹	90	-0.698	3.37	1.88	6.29
Quality of management schools ¹	102	-0.916	3.53	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	69	-2.147	25	5	100
Secondary education attainment (% population age 25+)	83	-2.107	7	2	100
Tertiary education attainment (% population age 25+)	85	-1.675	0	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	107	-1.368	52	2	98
Life expectancy	107	-1.525	60	50	83
Survival gender gap ²	62	0.234	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	71	-1.349	27.2	1.2	36.5
Unhealthy life years (% of life expectancy)	97	-0.338	17	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	114	-1.543	46.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	2	1.829	1.2	1.1	42.8
Business impact of non-communicable diseases ¹	30	0.648	4.77	2.74	5.87
Business impact of communicable diseases ¹	107	-1.478	4.01	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	—	—	—	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	118	-2.521	35.0	31.1	100.0
Healthcare quality ¹	83	-0.673	3.29	1.78	6.75
Healthcare accessibility ¹	94	-0.901	3.56	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	4	1.698	85.8	43.4	90.6
Labour force participation rate, age 65+ (%)	9	1.576	55.2	1.6	91.2
Economic participation gender gap ²	75	-0.184	0.622	0.310	0.839
Unemployment rate (%)	102	-1.940	18.9	0.3	32.0
Youth unemployment rate (%)	81	-0.647	24.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	95	-0.868	2.54	1.48	6.08
Country capacity to retain talent ¹	96	-0.793	2.76	1.81	5.97
Ease of finding skilled employees ¹	54	0.096	4.05	2.13	5.69
Pay related to productivity ¹	106	-1.049	3.28	2.37	5.25
Capacity for innovation ¹	119	-1.402	2.59	2.31	5.84
Index of Economic Complexity ³	95	-1.098	-0.94	-1.96	2.37
Firm level technology absorption ¹	114	-1.374	3.83	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	104	-0.621	0.002	0.000	1.242
Median age of the working population	113	-1.347	29	28	42
<i>Training</i>					
Staff training ¹	105	-1.161	3.30	2.51	5.57
Training services ¹	115	-1.445	3.16	2.67	6.47

Ethiopia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	122	-2.658	17	17	191
Internet users (per 100 people)	122	-1.526	1	1	95
Quality of domestic transport ¹	93	-0.702	3.86	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	108	-1.162	3.06	2.33	5.49
Business and university R&D collaboration ¹	65	-0.328	3.49	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	93	-0.912	127	1	180
Social safety net protection ¹	103	-1.000	2.70	2.10	6.26
Intellectual property protection and property rights ¹	78	-0.487	3.59	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	92	-0.732	3.73	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	85.0	Freedom in the World ⁸	6
Aged dependency ratio (%)	6.3	Democracy Index (rank/165)	123
Fertility rate (births per woman)	5.3	Population living in urban area (%)	17.3
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	33.6
Population below age 20 (%)	55.7	Accessibility of digital content ¹	3.08
Population above age 60 (%)	5.1	Extent of virtual social networks use ¹	3.94
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.7	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	8	Economic activity (industry) — % of total activity	—
Adult literacy (%)	39.0	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	10	GDP per person employed (US\$)	2,087
Girls not in primary school (%)	16	Cooperation in labour-employer relations ¹	3.79
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	1.109	Emigration rate of the tertiary educated (%)	9.8
Private enrolment in primary school (% of primary)	9.6	Labour force with tertiary education (%)	1.3
Private enrolment in secondary school (% of secondary)	11.3	Number of patent applications (per 1,000 people)	0.0004
PIRLS ⁶	—	Hiring and firing practices ¹	3.60
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	4,798
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	1,117
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	37.9
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	423.4
Prevalence of visual impairment (%)	7.1	Global Innovation Index (rank/142)	129
Public spending on health (% of GDP)	4.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.80	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.82	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.12	IQ measure ⁹	68.5
Business impact of diabetes ¹	4.72		
Business impact of chronic respiratory disease ¹	4.40		
Business impact of HIV/AIDS ¹	3.87		
Business impact of tuberculosis ¹	3.78		
Business impact of malaria ¹	4.38		

NOTES

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Finland

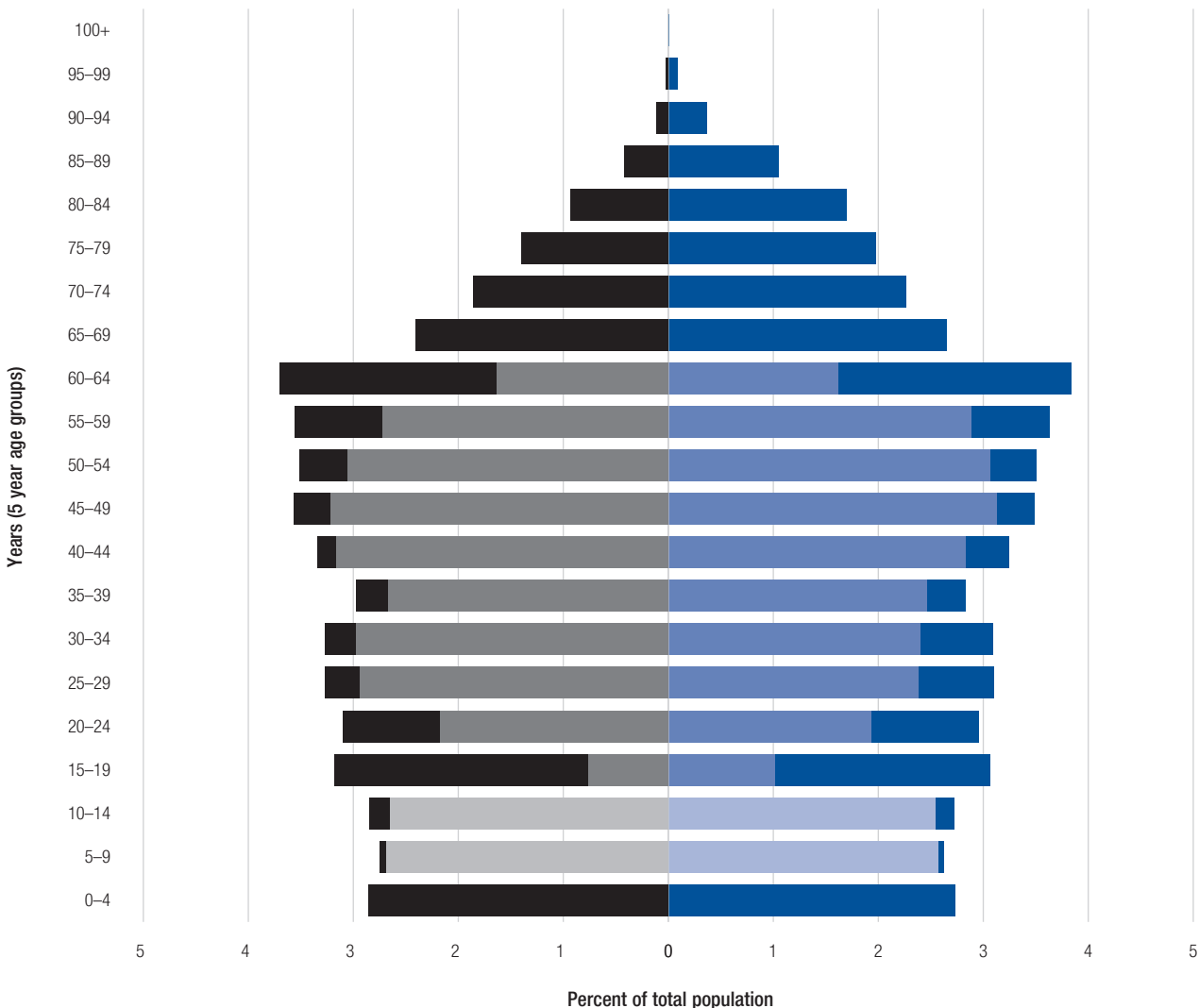
	Rank/122	Score
Human Capital Index 2013	2	1.406
Pillar 1: Education	1	1.601
Pillar 2: Health and wellness	9	0.844
Pillar 3: Workforce and employment	3	1.250
Pillar 4: Enabling environment	1	1.926

Key Indicators

Total population (1,000s)	5,367.7
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	31,810
GDP growth (annual %)	-0.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 25.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 24.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.5%
		Female labour force participation, age 65+: 0.2%

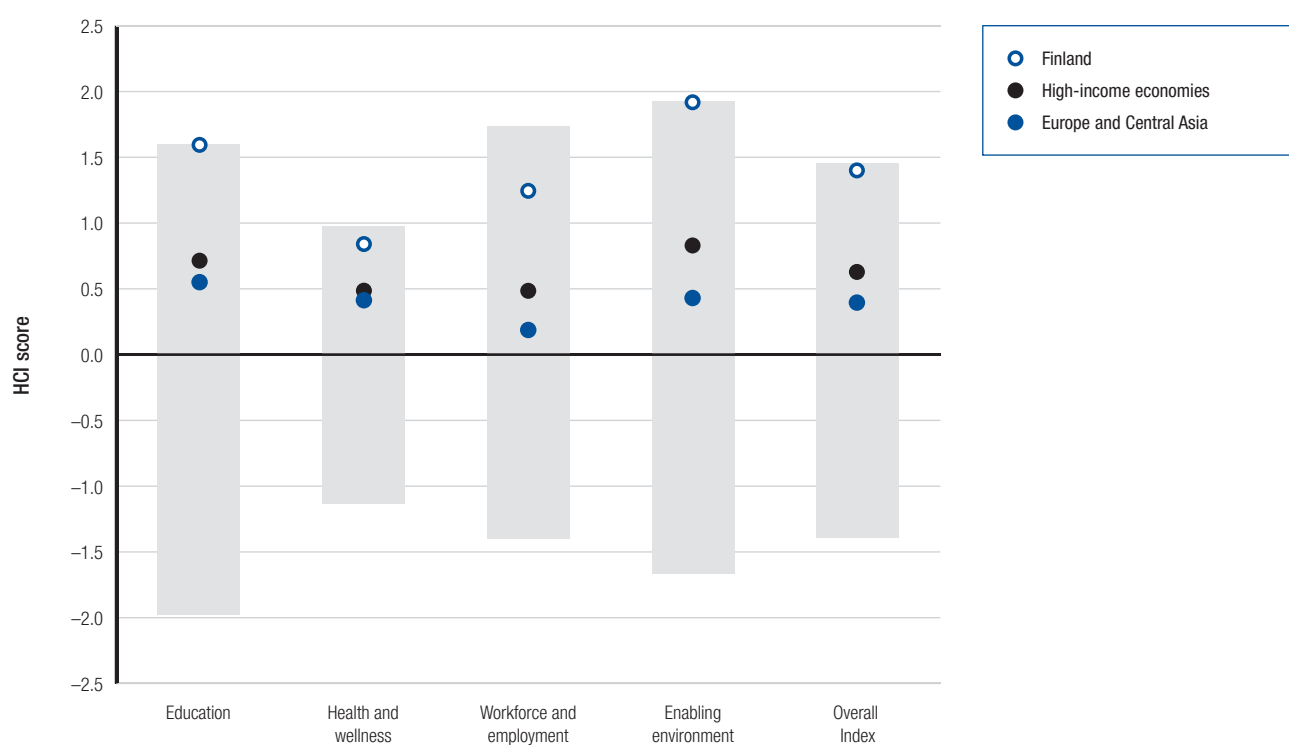


Finland

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	19.9	31.6
Professionals	10.5	
Technicians and associate professionals	9.4	
Secondary requirements	28.3	68.4
Clerks	4.0	
Service workers and shop and market sales workers	9.4	
Skilled agricultural and fishery workers	2.5	
Craft and related trade workers	7.4	
Plant and machine operators and assemblers	5.0	
Primary requirements	5.1	n/a
Elementary occupations	5.1	
Various	7.5	
Legislators, senior officials and managers	5.7	
Unclassified	1.0	
Armed forces	0.7	

Spread of scores (by pillar and overall)



Finland

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	40	-0.544	98	58	100
Secondary enrolment rate (%)	14	-0.920	93	16	100
Tertiary enrolment ratio (%)	2	-2.075	95	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	2	-1.797	6.57	1.64	6.64
Quality of the education system ¹	2	-2.384	5.93	1.99	5.98
Quality of primary schools ¹	1	-2.653	6.82	1.97	6.82
Quality of math & science education ¹	2	-2.323	6.26	1.88	6.29
Quality of management schools ¹	10	-1.608	5.64	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	.5	100
Secondary education attainment (% population age 25+)	—	—	—	.2	100
Tertiary education attainment (% population age 25+)	13	-1.161	32	.0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	.2	98
Life expectancy	14	-1.028	81	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	28	-0.586	11	.8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	19	-1.131	12.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	61	-0.144	19.9	1.1	42.8
Business impact of non-communicable diseases ¹	18	-1.036	4.95	2.74	5.87
Business impact of communicable diseases ¹	1	-1.430	6.90	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	.8	69
Depression (% of respondents) ⁷	47	-0.297	10	.2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	11	-1.536	5.98	1.78	6.75
Healthcare accessibility ¹	3	-1.645	6.67	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	34	-0.553	74.6	43.4	90.6
Labour force participation rate, age 65+ (%)	106	-1.019	4.9	1.6	91.2
Economic participation gender gap ²	12	-1.198	0.785	0.310	0.839
Unemployment rate (%)	66	-0.066	8.4	0.3	32.0
Youth unemployment rate (%)	62	-0.174	20.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	54	-0.072	3.51	1.48	6.08
Country capacity to retain talent ¹	2	-2.377	5.83	1.81	5.97
Ease of finding skilled employees ¹	1	-2.464	5.69	2.13	5.69
Pay related to productivity ¹	51	-0.248	4.07	2.37	5.25
Capacity for innovation ¹	2	-2.459	5.66	2.31	5.84
Index of Economic Complexity ³	6	-1.715	1.74	-1.96	2.37
Firm level technology absorption ¹	7	-1.704	6.03	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	4	-2.465	0.927	0.000	1.242
Median age of the working population	2	-1.603	42	28	42
<i>Training</i>					
Staff training ¹	2	-2.298	5.52	2.51	5.57
Training services ¹	6	-1.978	5.87	2.67	6.47

Finland

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	7	1.733	166	17	191
Internet users (per 100 people)	7	1.625	89	1	95
Quality of domestic transport ¹	2	2.138	6.33	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	10	1.671	5.08	2.33	5.49
Business and university R&D collaboration ¹	2	2.270	5.82	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	10	1.337	11	1	180
Social safety net protection ¹	3	2.206	6.18	2.10	6.26
Intellectual property protection and property rights ¹	1	2.172	6.31	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	1	2.185	6.36	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	24.9	Freedom in the World ⁸	1
Aged dependency ratio (%)	25.8	Democracy Index (rank/165)	9
Fertility rate (births per woman)	1.8	Population living in urban area (%)	83.8
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	26.9
Population below age 20 (%)	22.8	Accessibility of digital content ¹	6.49
Population above age 60 (%)	24.8	Extent of virtual social networks use ¹	6.43
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.8	Economic activity (agriculture) — % of total activity	4.2
Technical/vocational enrolment as % of total enrolment in secondary school	32	Economic activity (industry) — % of total activity	22.9
Adult literacy (%)	—	Economic activity (services) — % of total activity	72.4
Boys not in primary school (%)	2	GDP per person employed (US\$)	52,159
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	5.15
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.2
Private enrolment in primary school (% of primary)	1.6	Labour force with tertiary education (%)	38.1
Private enrolment in secondary school (% of secondary)	9.4	Number of patent applications (per 1,000 people)	0.3305
PIRLS ⁶	568	Hiring and firing practices ¹	3.70
PISA math scores ⁶	541	Retirement age, male	65
PISA reading scores ⁶	536	Retirement age, female	65
PISA science scores ⁶	554	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	545	Total employed (1,000s)	2,448
TIMSS 4th grade science ⁶	570	Total unemployed (1,000s)	224
TIMSS 8th grade math ⁶	514	Unemployment for 12 months or more as a % of total unemployment	23.8
TIMSS 8th grade science ⁶	552	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	53.4
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	6
Public spending on health (% of GDP)	8.9	Global Talent Index (rank/60)	3
Business impact of heart disease ¹	4.85	Quality of Labour Force (rank/60)	3
Business impact of cancer ¹	4.78	Talent Environment (rank/60)	7
Business impact of mental illness ¹	4.77	IQ measure ⁹	100.8
Business impact of diabetes ¹	4.65		
Business impact of chronic respiratory disease ¹	5.68		
Business impact of HIV/AIDS ¹	6.81		
Business impact of tuberculosis ¹	6.88		
Business impact of malaria ¹	7.00		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

France

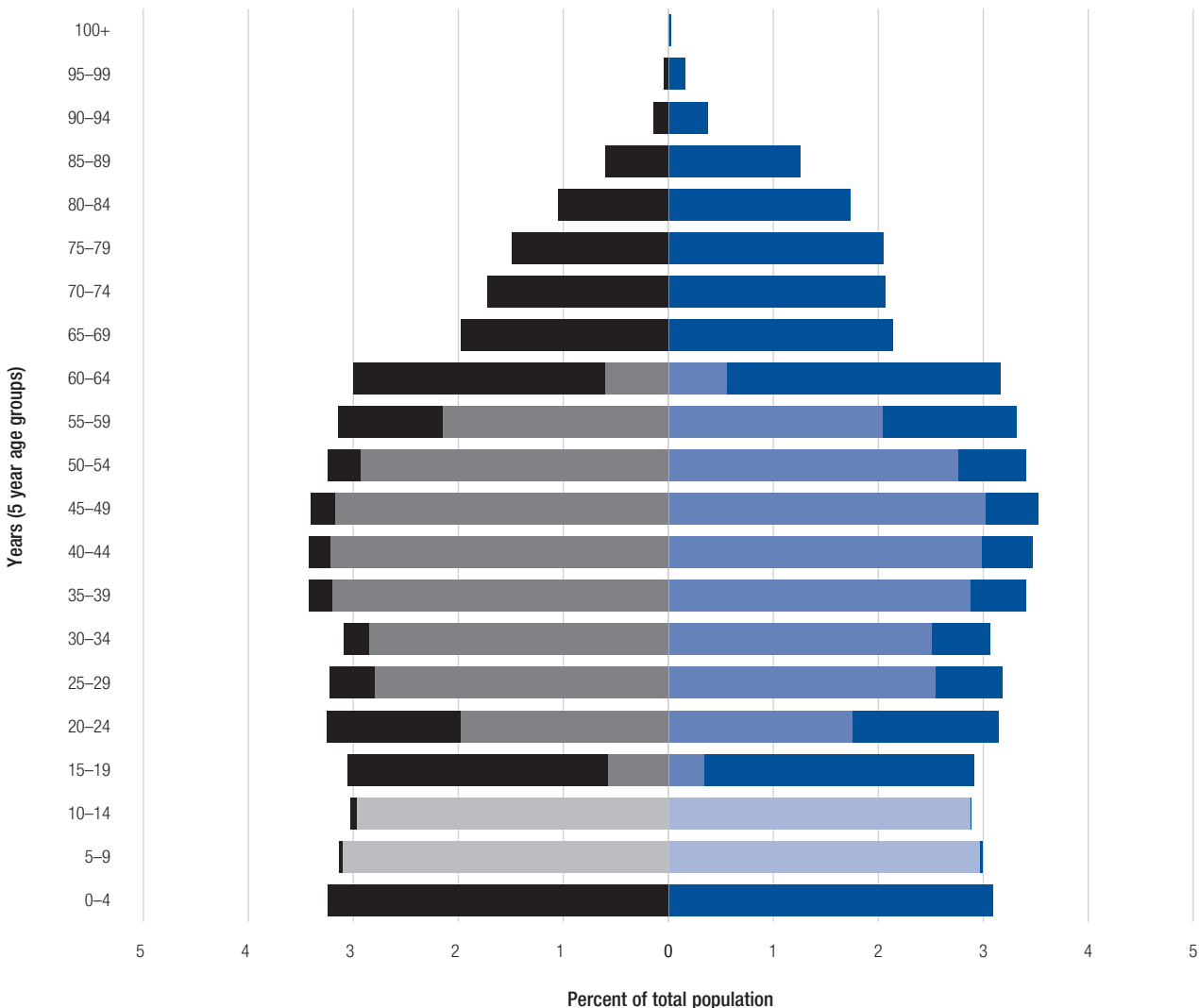
	Rank/122	Score
Human Capital Index 2013	21	0.746
Pillar 1: Education	22	0.776
Pillar 2: Health and wellness	14	0.744
Pillar 3: Workforce and employment	25	0.520
Pillar 4: Enabling environment	24	0.943

Key Indicators

Total population (1,000s)	63,230.9
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	29,819
GDP growth (annual %)	0.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 25.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 28.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: 0.1%

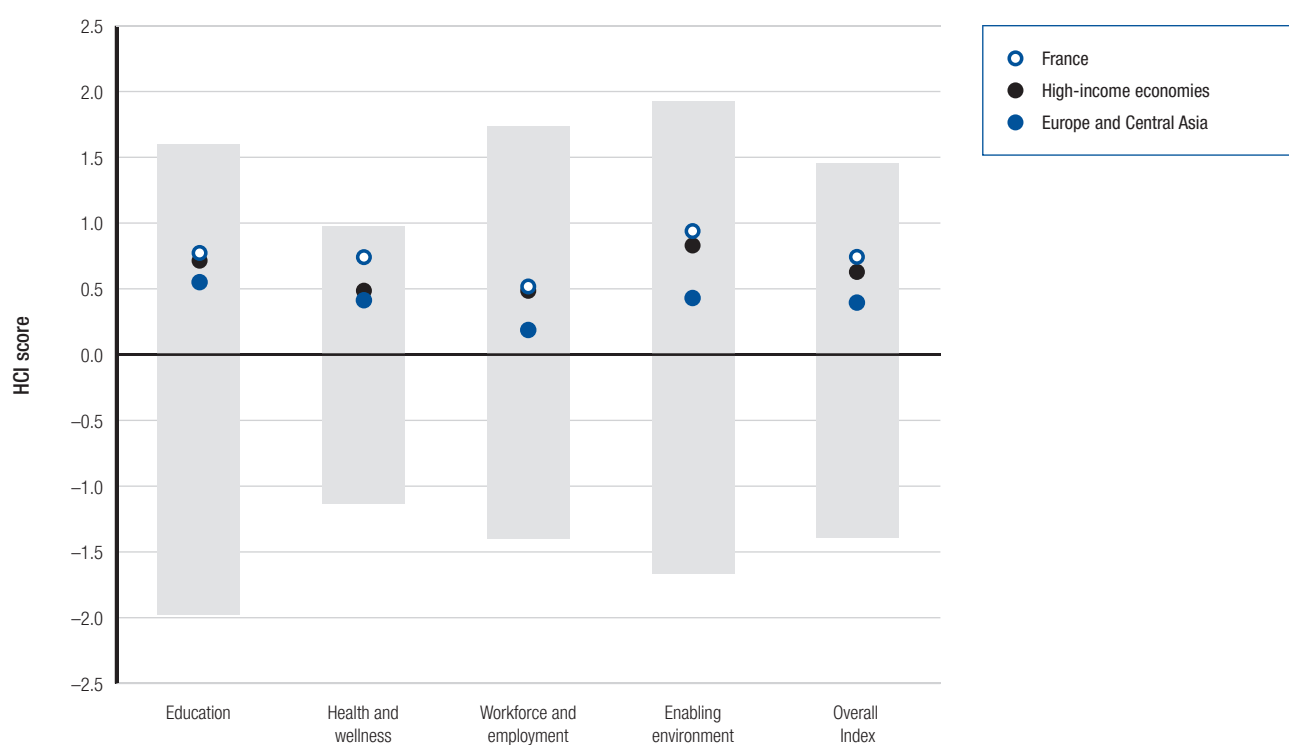


France

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	16.2	24.4
Professionals	6.7	
Technicians and associate professionals	9.5	
Secondary requirements	24.3	54.7
Clerks	6.0	
Service workers and shop and market sales workers	6.3	
Skilled agricultural and fishery workers	1.6	
Craft and related trade workers	5.9	
Plant and machine operators and assemblers	4.4	
Primary requirements	4.9	19.2
Elementary occupations	4.9	
Various	8.9	
Legislators, senior officials and managers	4.3	
Unclassified	4.1	
Armed forces	0.6	

Spread of scores (by pillar and overall)



France

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	21	-0.682	99	58	100
Secondary enrolment rate (%)	3	1.162	99	16	100
Tertiary enrolment ratio (%)	35	-0.650	58	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	58	-0.071	4.41	1.64	6.64
Quality of the education system ¹	35	-0.460	4.21	1.99	5.98
Quality of primary schools ¹	30	-0.720	4.72	1.97	6.82
Quality of math & science education ¹	12	1.205	5.19	1.88	6.29
Quality of management schools ¹	5	1.799	5.80	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	13	-0.899	98	5	100
Secondary education attainment (% population age 25+)	29	-0.609	79	2	100
Tertiary education attainment (% population age 25+)	28	-0.507	24	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	23	-0.608	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	24	-1.045	13.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	37	-0.310	15.6	1.1	42.8
Business impact of non-communicable diseases ¹	78	-0.338	4.33	2.74	5.87
Business impact of communicable diseases ¹	33	-0.774	6.25	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	85	-0.483	37	8	69
Depression (% of respondents) ⁷	12	1.093	5	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	5	1.753	6.24	1.78	6.75
Healthcare accessibility ¹	17	1.359	6.32	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	56	-0.144	70.6	43.4	90.6
Labour force participation rate, age 65+ (%)	121	-1.190	1.6	1.6	91.2
Economic participation gender gap ²	56	-0.213	0.669	0.310	0.839
Unemployment rate (%)	75	-0.126	9.4	0.3	32.0
Youth unemployment rate (%)	73	-0.400	22.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	36	-0.423	3.88	1.48	6.08
Country capacity to retain talent ¹	52	-0.042	3.57	1.81	5.97
Ease of finding skilled employees ¹	13	1.321	4.90	2.13	5.69
Pay related to productivity ¹	68	-0.149	3.83	2.37	5.25
Capacity for innovation ¹	16	1.438	4.85	2.31	5.84
Index of Economic Complexity ³	11	1.453	1.49	-1.96	2.37
Firm level technology absorption ¹	29	-0.903	5.46	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	20	1.069	0.508	0.000	1.242
Median age of the working population	14	1.326	41	28	42
<i>Training</i>					
Staff training ¹	36	-0.447	4.33	2.51	5.57
Training services ¹	13	1.405	5.42	2.67	6.47

France

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	86	-0.361	95	17	191
Internet users (per 100 people)	16	1.276	80	1	95
Quality of domestic transport ¹	10	1.587	5.85	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	28	0.723	4.41	2.33	5.49
Business and university R&D collaboration ¹	30	0.754	4.46	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	32	0.891	34	1	180
Social safety net protection ¹	11	1.827	5.77	2.10	6.26
Intellectual property protection and property rights ¹	15	1.551	5.67	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	43	0.235	4.60	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	28.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	25.9	Democracy Index (rank/165)	28
Fertility rate (births per woman)	2.0	Population living in urban area (%)	86.3
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	32.7
Population below age 20 (%)	24.4	Accessibility of digital content ¹	5.62
Population above age 60 (%)	23.0	Extent of virtual social networks use ¹	5.87
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.9	Economic activity (agriculture) — % of total activity	2.9
Technical/vocational enrolment as % of total enrolment in secondary school	20	Economic activity (industry) — % of total activity	22.1
Adult literacy (%)	—	Economic activity (services) — % of total activity	74.6
Boys not in primary school (%)	1	GDP per person employed (US\$)	52,861
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	3.44
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	3.5
Private enrolment in primary school (% of primary)	14.8	Labour force with tertiary education (%)	32.4
Private enrolment in secondary school (% of secondary)	26.2	Number of patent applications (per 1,000 people)	0.2650
PIRLS ⁶	520	Hiring and firing practices ¹	2.55
PISA math scores ⁶	497	Retirement age, male	65-67
PISA reading scores ⁶	496	Retirement age, female	65-67
PISA science scores ⁶	498	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	25,692
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,653
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	39.3
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	908.8
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,042.8
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	20
Public spending on health (% of GDP)	11.6	Global Talent Index (rank/60)	19
Business impact of heart disease ¹	3.78	Quality of Labour Force (rank/60)	13
Business impact of cancer ¹	3.62	Talent Environment (rank/60)	11
Business impact of mental illness ¹	4.98	IQ measure ⁹	98.0
Business impact of diabetes ¹	4.63		
Business impact of chronic respiratory disease ¹	4.63		
Business impact of HIV/AIDS ¹	5.83		
Business impact of tuberculosis ¹	6.35		
Business impact of malaria ¹	6.56		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Georgia

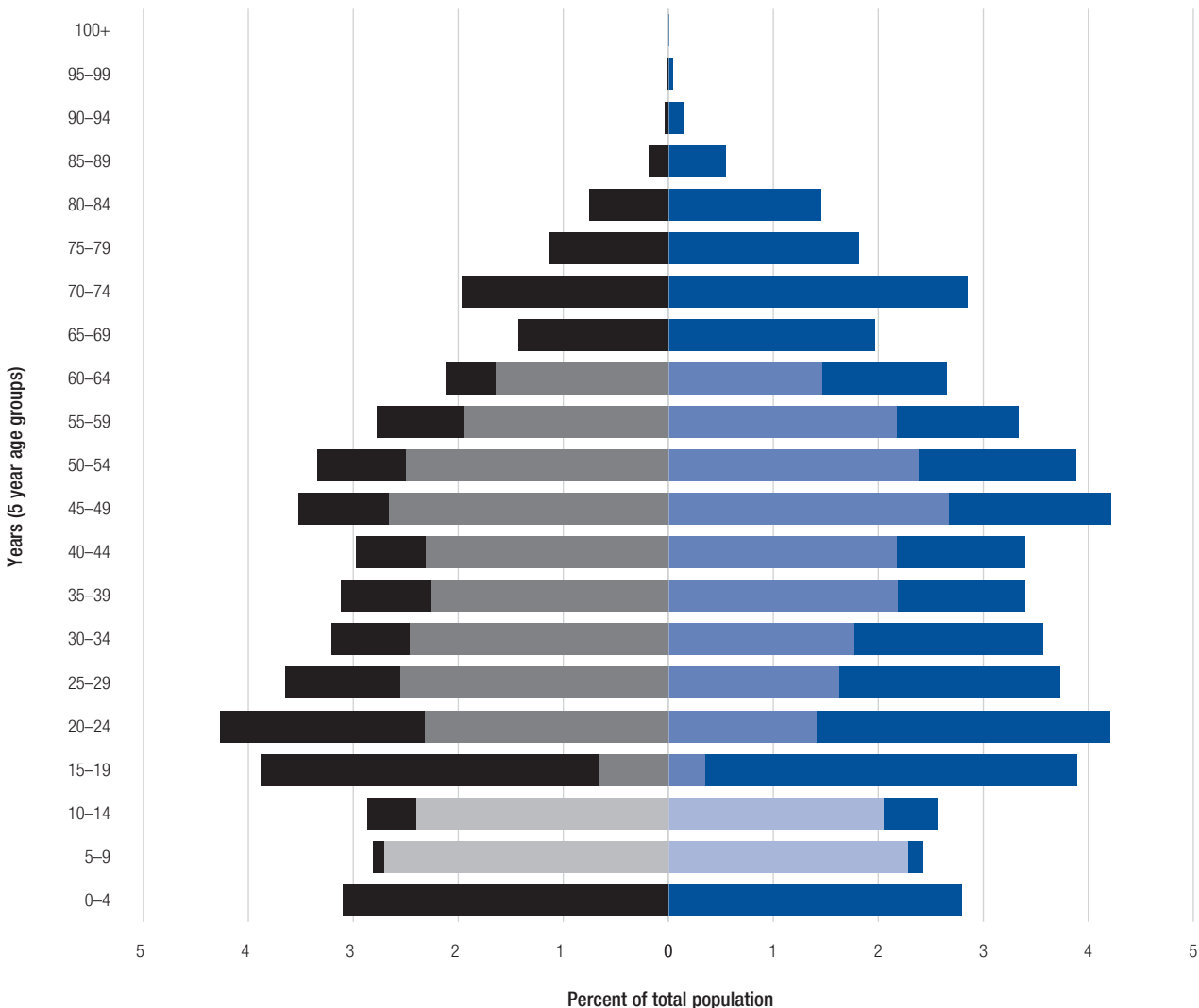
	Rank/122	Score
Human Capital Index 2013	77	-0.258
Pillar 1: Education	74	-0.191
Pillar 2: Health and wellness	66	-0.005
Pillar 3: Workforce and employment	102	-0.514
Pillar 4: Enabling environment	76	-0.321

Key Indicators

Total population (1,000s)	4,388.7
Median age of population	37
GDP per capita PPP (constant 2005, international \$)	5,086
GDP growth (annual %)	6.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 20.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 2.5%
		Female labour force participation, age 65+: 2.6%

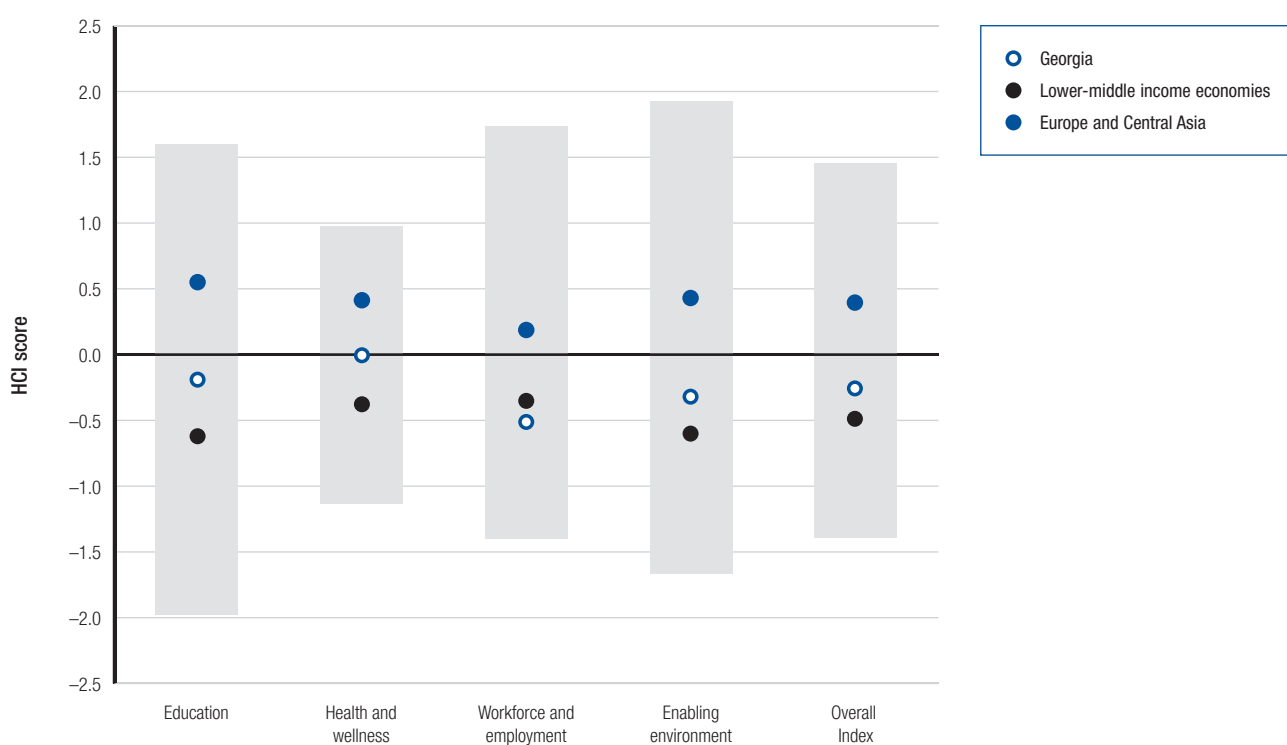


Georgia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	25.8
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	42.7
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	7.2
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Georgia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	34	-0.599	98	58	100
Secondary enrolment rate (%)	54	-0.311	79	16	100
Tertiary enrolment ratio (%)	68	-0.401	30	1	103
Education gender gap ²	82	-0.270	0.979	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	56	-0.119	4.47	1.64	6.64
Quality of the education system ¹	90	-0.725	3.15	1.99	5.98
Quality of primary schools ¹	78	-0.477	3.42	1.97	6.82
Quality of math & science education ¹	89	-0.688	3.38	1.88	6.29
Quality of management schools ¹	94	-0.725	3.69	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	73	-0.159	18	2	98
Life expectancy	77	-0.066	72	50	83
Survival gender gap ²	112	-1.874	0.950	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	16	-1.009	6.5	1.2	36.5
Unhealthy life years (% of life expectancy)	28	-0.586	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	43	-0.612	18.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	67	-0.281	21.2	1.1	42.8
Business impact of non-communicable diseases ¹	64	-0.044	4.50	2.74	5.87
Business impact of communicable diseases ¹	68	-0.138	5.61	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	15	-0.990	18	8	69
Depression (% of respondents) ⁷	85	-0.500	15	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	51	-0.586	95.5	31.1	100.0
Healthcare quality ¹	87	-0.737	3.21	1.78	6.75
Healthcare accessibility ¹	87	-0.731	3.77	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	74	-0.152	67.7	43.4	90.6
Labour force participation rate, age 65+ (%)	20	1.096	45.9	1.6	91.2
Economic participation gender gap ²	51	-0.280	0.677	0.310	0.839
Unemployment rate (%)	97	-1.444	16.3	0.3	32.0
Youth unemployment rate (%)	99	-1.737	35.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	84	-0.661	2.76	1.48	6.08
Country capacity to retain talent ¹	78	-0.465	3.08	1.81	5.97
Ease of finding skilled employees ¹	109	-1.377	3.03	2.13	5.69
Pay related to productivity ¹	54	-0.235	4.07	2.37	5.25
Capacity for innovation ¹	104	-0.891	3.00	2.31	5.84
Index of Economic Complexity ³	66	-0.431	-0.30	-1.96	2.37
Firm level technology absorption ¹	102	-1.002	4.10	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	64	-0.530	0.029	0.000	1.242
Median age of the working population	40	-0.779	38	28	42
<i>Training</i>					
Staff training ¹	92	-0.664	3.62	2.51	5.57
Training services ¹	114	-1.259	3.31	2.67	6.47

Georgia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	74	-0.140	102	17	191
Internet users (per 100 people)	69	-0.260	37	1	95
Quality of domestic transport ¹	47	0.195	4.64	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	101	-0.932	3.23	2.33	5.49
Business and university R&D collaboration ¹	114	-1.245	2.67	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	8	1.376	9	1	180
Social safety net protection ¹	111	-1.138	2.55	2.10	6.26
Intellectual property protection and property rights ¹	105	-1.008	3.06	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	41	0.263	4.63	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	25.3	Freedom in the World ⁸	3
Aged dependency ratio (%)	20.8	Democracy Index (rank/165)	93
Fertility rate (births per woman)	1.8	Population living in urban area (%)	53.0
Sex ratio at birth (female/male)	0.91	Gini Index (income) ⁵	42.1
Population below age 20 (%)	25.0	Accessibility of digital content ¹	5.11
Population above age 60 (%)	19.0	Extent of virtual social networks use ¹	5.78
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.7	Economic activity (agriculture) — % of total activity	53.4
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	10.4
Adult literacy (%)	99.7	Economic activity (services) — % of total activity	36.2
Boys not in primary school (%)	4	GDP per person employed (US\$)	18,039
Girls not in primary school (%)	6	Cooperation in labour-employer relations ¹	4.18
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.014	Emigration rate of the tertiary educated (%)	2.8
Private enrolment in primary school (% of primary)	9.5	Labour force with tertiary education (%)	29.9
Private enrolment in secondary school (% of secondary)	6.4	Number of patent applications (per 1,000 people)	0.0907
PIRLS ⁶	488	Hiring and firing practices ¹	4.79
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	450	Total employed (1,000s)	1,628
TIMSS 4th grade science ⁶	455	Total unemployed (1,000s)	317
TIMSS 8th grade math ⁶	431	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	420	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.2	Global Innovation Index (rank/142)	73
Public spending on health (% of GDP)	9.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.20	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.15	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.94	IQ measure ⁹	86.5
Business impact of diabetes ¹	4.57		
Business impact of chronic respiratory disease ¹	4.64		
Business impact of HIV/AIDS ¹	5.53		
Business impact of tuberculosis ¹	5.37		
Business impact of malaria ¹	5.95		

NOTES

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- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Germany

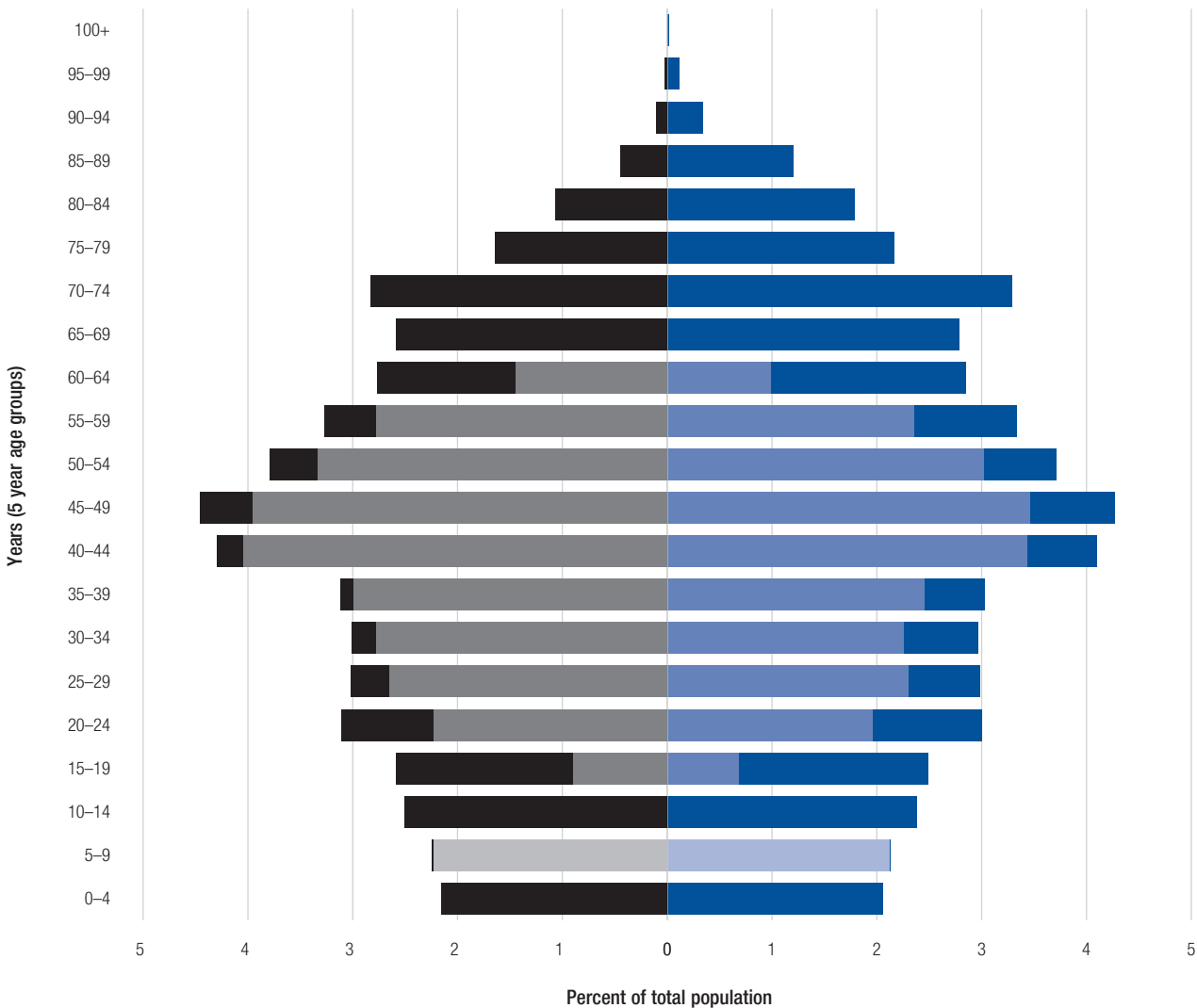
	Rank/122	Score
Human Capital Index 2013	6	1.109
Pillar 1: Education	19	0.888
Pillar 2: Health and wellness	8	0.877
Pillar 3: Workforce and employment	9	1.149
Pillar 4: Enabling environment	3	1.522

Key Indicators

Total population (1,000s)	83,017.4
Median age of population	44
GDP per capita PPP (constant 2005, international \$)	34,766
GDP growth (annual %)	0.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 31.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 20.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

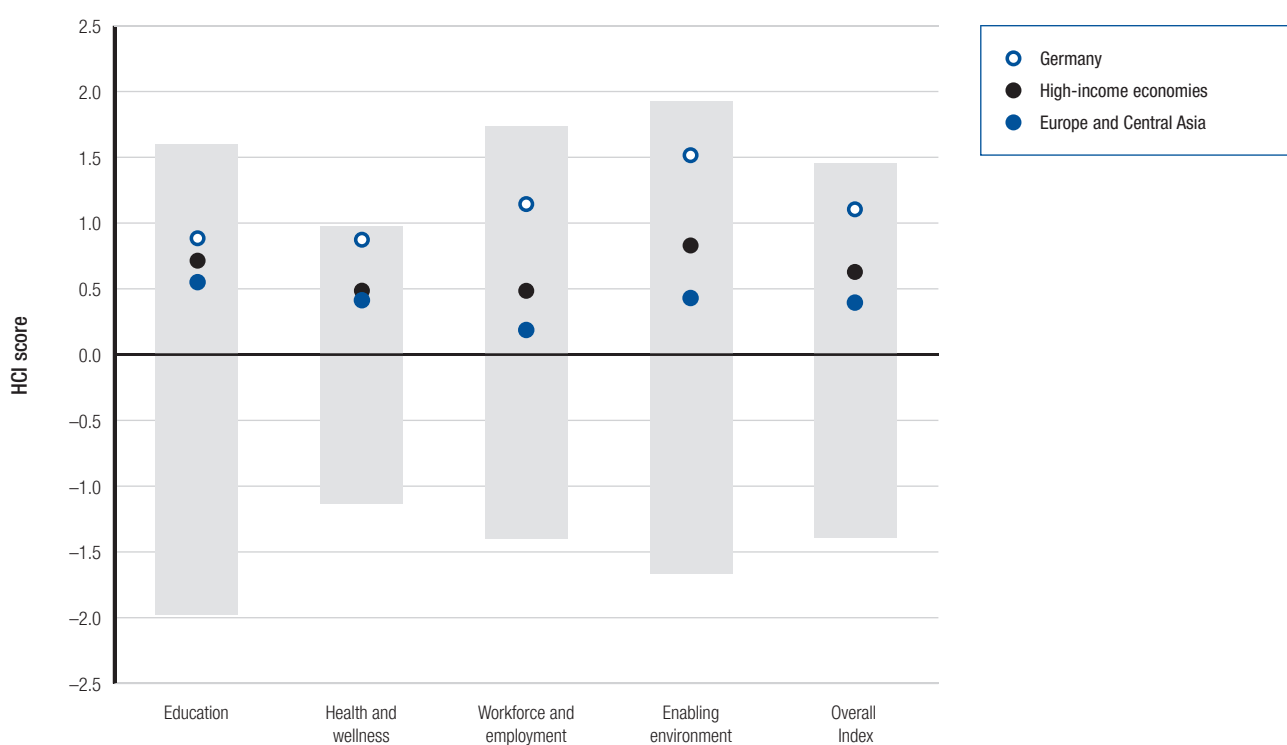


Germany

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	18.7	24.2
Professionals	7.8	
Technicians and associate professionals	11.0	
Secondary requirements	25.7	66.2
Clerks	6.3	
Service workers and shop and market sales workers	6.6	
Skilled agricultural and fishery workers	1.0	
Craft and related trade workers	8.0	
Plant and machine operators and assemblers	3.8	
Primary requirements	4.6	3.5
Elementary occupations	4.6	
Various	9.2	
Legislators, senior officials and managers	3.8	
Unclassified	5.0	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Germany

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	6	0.755	100	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	76	-0.347	0.985	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	38	-0.566	5.03	1.64	6.64
Quality of the education system ¹	14	1.501	5.14	1.99	5.98
Quality of primary schools ¹	21	-0.987	5.01	1.97	6.82
Quality of math & science education ¹	18	1.058	5.05	1.88	6.29
Quality of management schools ¹	26	-0.962	5.10	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	4	0.958	100	5	100
Secondary education attainment (% population age 25+)	7	1.256	96	2	100
Tertiary education attainment (% population age 25+)	29	-0.489	24	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	44	-0.615	0.978	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	1	1.612	1.2	1.2	36.5
Unhealthy life years (% of life expectancy)	10	-0.791	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	9	1.265	10.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	68	-0.292	21.3	1.1	42.8
Business impact of non-communicable diseases ¹	60	-0.082	4.52	2.74	5.87
Business impact of communicable diseases ¹	15	1.052	6.52	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	38	-0.292	27	8	69
Depression (% of respondents) ⁷	12	1.093	5	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	7	1.709	6.19	1.78	6.75
Healthcare accessibility ¹	16	1.388	6.36	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	28	-0.778	76.8	43.4	90.6
Labour force participation rate, age 65+ (%)	111	-1.066	4.0	1.6	91.2
Economic participation gender gap ²	27	-0.817	0.740	0.310	0.839
Unemployment rate (%)	42	-0.325	7.0	0.3	32.0
Youth unemployment rate (%)	20	0.916	9.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	16	1.213	4.69	1.48	6.08
Country capacity to retain talent ¹	8	1.606	5.09	1.81	5.97
Ease of finding skilled employees ¹	34	-0.676	4.45	2.13	5.69
Pay related to productivity ¹	36	-0.553	4.26	2.37	5.25
Capacity for innovation ¹	3	2.407	5.62	2.31	5.84
Index of Economic Complexity ³	2	1.998	2.01	-1.96	2.37
Firm level technology absorption ¹	15	1.344	5.77	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	19	1.195	0.546	0.000	1.242
Median age of the working population	1	1.667	42	28	42
<i>Training</i>					
Staff training ¹	10	1.674	5.12	2.51	5.57
Training services ¹	2	2.276	6.10	2.67	6.47

Germany

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	24	0.742	132	17	191
Internet users (per 100 people)	12	1.398	83	1	95
Quality of domestic transport ¹	7	1.768	6.01	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	3	2.088	5.38	2.33	5.49
Business and university R&D collaboration ¹	9	1.795	5.39	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	18	1.163	20	1	180
Social safety net protection ¹	10	1.866	5.81	2.10	6.26
Intellectual property protection and property rights ¹	12	1.573	5.70	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	20	1.303	5.56	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	20.4	Freedom in the World ⁸	1
Aged dependency ratio (%)	31.6	Democracy Index (rank/165)	14
Fertility rate (births per woman)	1.4	Population living in urban area (%)	74.1
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	28.3
Population below age 20 (%)	18.6	Accessibility of digital content ¹	6.08
Population above age 60 (%)	26.1	Extent of virtual social networks use ¹	5.87
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.1	Economic activity (agriculture) — % of total activity	1.6
Technical/vocational enrolment as % of total enrolment in secondary school	20	Economic activity (industry) — % of total activity	28.3
Adult literacy (%)	—	Economic activity (services) — % of total activity	70.1
Boys not in primary school (%)	—	GDP per person employed (US\$)	43,276
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	5.20
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	5.8
Private enrolment in primary school (% of primary)	4.1	Labour force with tertiary education (%)	27.5
Private enrolment in secondary school (% of secondary)	8.5	Number of patent applications (per 1,000 people)	0.7160
PIRLS ⁶	541	Hiring and firing practices ¹	3.30
PISA math scores ⁶	513	Retirement age, male	65
PISA reading scores ⁶	497	Retirement age, female	65
PISA science scores ⁶	520	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	528	Total employed (1,000s)	38,939
TIMSS 4th grade science ⁶	528	Total unemployed (1,000s)	2,948
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	51.9
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	416.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,529.6
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	15
Public spending on health (% of GDP)	11.1	Global Talent Index (rank/60)	13
Business impact of heart disease ¹	4.29	Quality of Labour Force (rank/60)	9
Business impact of cancer ¹	4.37	Talent Environment (rank/60)	12
Business impact of mental illness ¹	4.07	IQ measure ⁹	98.6
Business impact of diabetes ¹	4.75		
Business impact of chronic respiratory disease ¹	5.10		
Business impact of HIV/AIDS ¹	6.23		
Business impact of tuberculosis ¹	6.58		
Business impact of malaria ¹	6.76		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Ghana

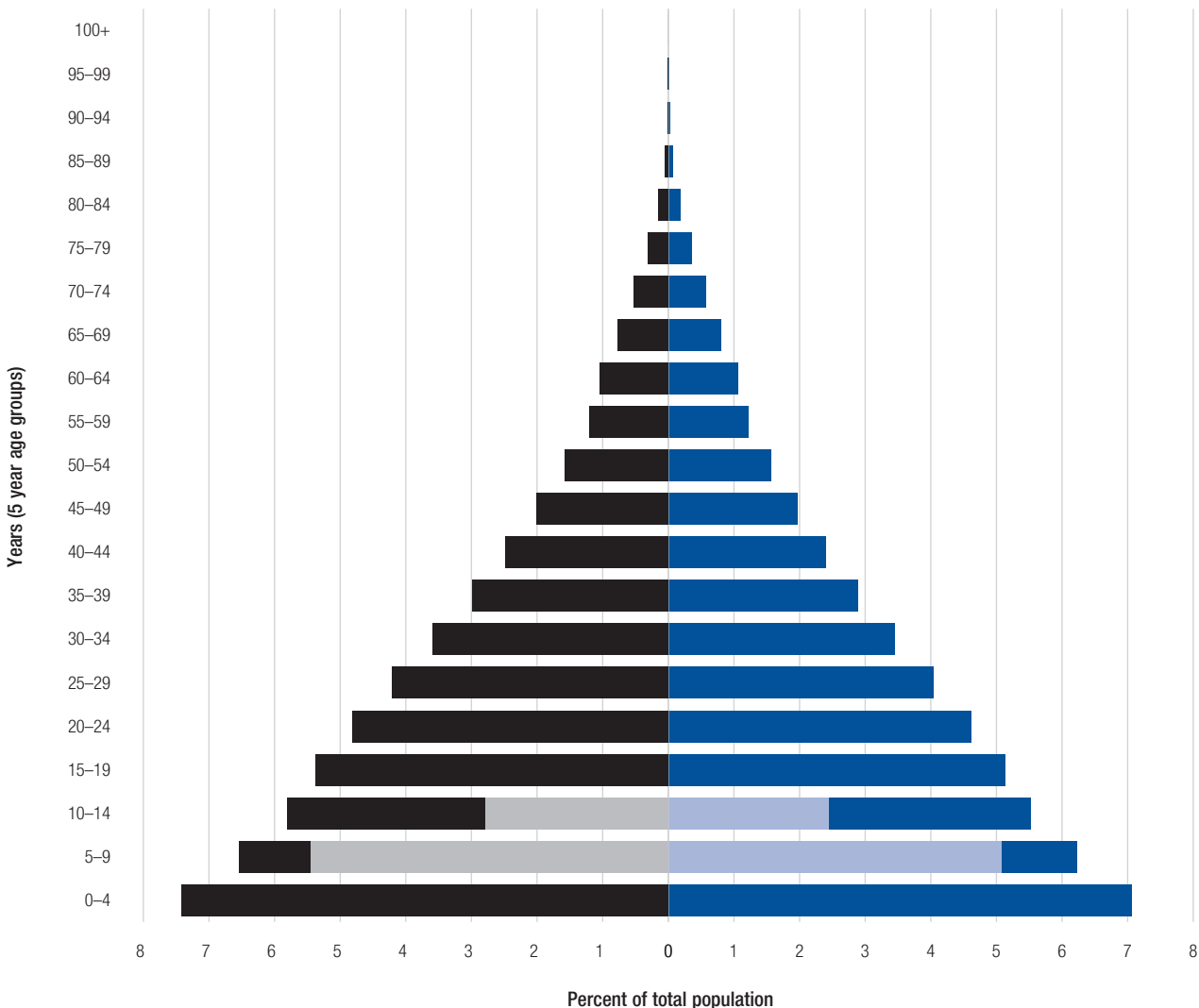
	Rank/122	Score
Human Capital Index 2013	87	-0.363
Pillar 1: Education	91	-0.505
Pillar 2: Health and wellness	99	-0.533
Pillar 3: Workforce and employment	60	-0.099
Pillar 4: Enabling environment	75	-0.317

Key Indicators

Total population (1,000s)	24,262.9
Median age of population	20
GDP per capita PPP (constant 2005, international \$)	1,765
GDP growth (annual %)	7.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 67.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

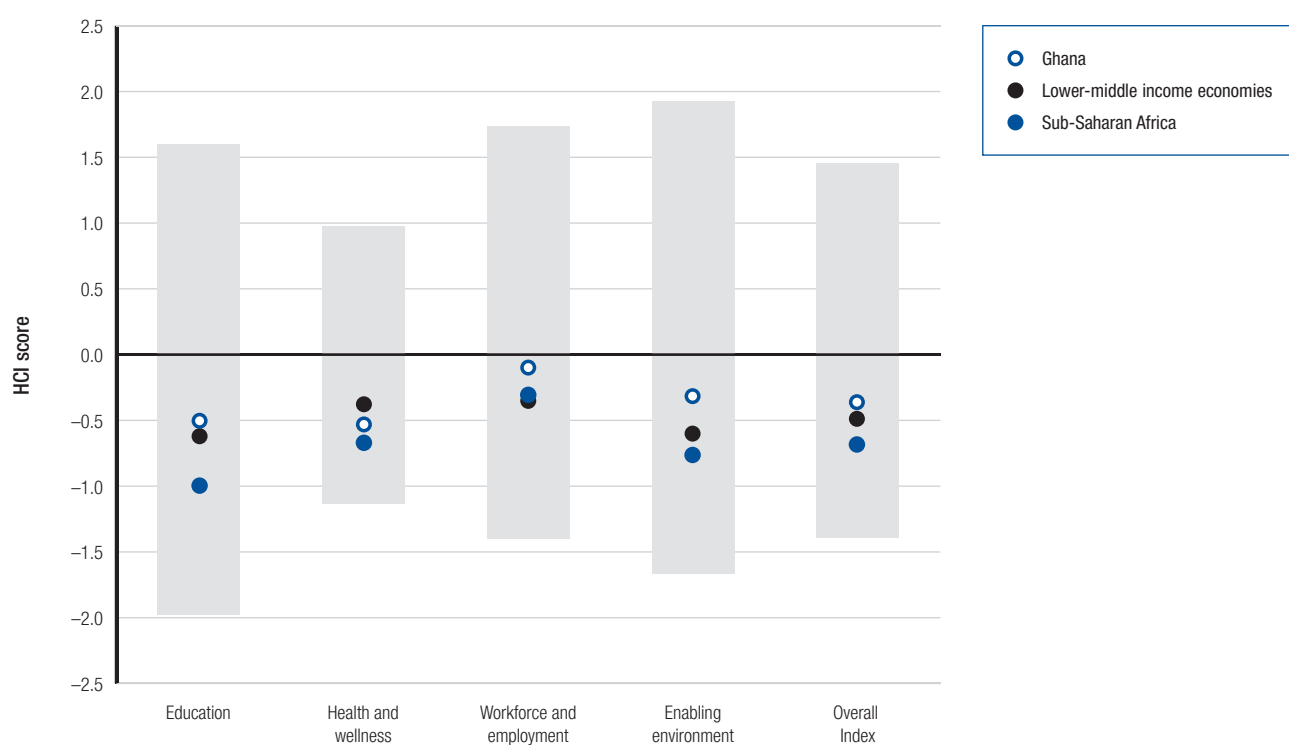


Ghana

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	4.6	n/a
Professionals	n/a	
Technicians and associate professionals	4.6	
Secondary requirements	55.3	n/a
Clerks	2.6	
Service workers and shop and market sales workers	12.6	
Skilled agricultural and fishery workers	30.4	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	9.6	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	1.2	
Legislators, senior officials and managers	0.2	
Unclassified	1.0	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Ghana

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	104	-1.273	83	58	100
Secondary enrolment rate (%)	83	-1.134	46	16	100
Tertiary enrolment ratio (%)	93	-1.075	12	1	103
Education gender gap ²	102	-0.702	0.906	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	99	-0.960	3.12	1.64	6.64
Quality of the education system ¹	38	-0.416	4.17	1.99	5.98
Quality of primary schools ¹	72	-0.293	3.62	1.97	6.82
Quality of math & science education ¹	56	-0.212	4.24	1.88	6.29
Quality of management schools ¹	44	-0.268	4.52	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	107	-1.368	52	2	98
Life expectancy	104	-1.038	64	50	83
Survival gender gap ²	93	-0.315	0.967	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	50	-0.381	18.7	1.2	36.5
Unhealthy life years (% of life expectancy)	116	-1.205	22	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	106	-1.299	43.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	28	1.112	8.0	1.1	42.8
Business impact of non-communicable diseases ¹	49	-0.267	4.60	2.74	5.87
Business impact of communicable diseases ¹	105	-1.443	4.04	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	110	-1.770	49.6	31.1	100.0
Healthcare quality ¹	57	-0.038	4.06	1.78	6.75
Healthcare accessibility ¹	60	-0.106	4.53	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	57	-0.124	70.4	43.4	90.6
Labour force participation rate, age 65+ (%)	13	1.427	52.3	1.6	91.2
Economic participation gender gap ²	23	-0.940	0.754	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	32	-0.488	3.94	1.48	6.08
Country capacity to retain talent ¹	47	-0.157	3.68	1.81	5.97
Ease of finding skilled employees ¹	83	-0.381	3.72	2.13	5.69
Pay related to productivity ¹	62	-0.016	3.93	2.37	5.25
Capacity for innovation ¹	50	-0.037	3.67	2.31	5.84
Index of Economic Complexity ³	92	-1.080	-0.92	-1.96	2.37
Firm level technology absorption ¹	79	-0.538	4.43	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	94	-0.614	0.004	0.000	1.242
Median age of the working population	96	-1.084	30	28	42
<i>Training</i>					
Staff training ¹	69	-0.185	3.93	2.51	5.57
Training services ¹	88	-0.614	3.82	2.67	6.47

Ghana

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	96	-0.656	85	17	191
Internet users (per 100 people)	98	-1.062	14	1	95
Quality of domestic transport ¹	53	0.119	4.57	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	72	-0.345	3.65	2.33	5.49
Business and university R&D collaboration ¹	68	-0.391	3.43	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	52	0.310	64	1	180
Social safety net protection ¹	67	-0.244	3.52	2.10	6.26
Intellectual property protection and property rights ¹	54	-0.027	4.06	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	80	-0.560	3.88	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	67.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	6.2	Democracy Index (rank/165)	78
Fertility rate (births per woman)	4.2	Population living in urban area (%)	52.5
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	42.8
Population below age 20 (%)	49.7	Accessibility of digital content ¹	4.17
Population above age 60 (%)	5.4	Extent of virtual social networks use ¹	5.24
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	8.2	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	—
Adult literacy (%)	71.5	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	17	GDP per person employed (US\$)	4,448
Girls not in primary school (%)	18	Cooperation in labour-employer relations ¹	4.31
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.369	Emigration rate of the tertiary educated (%)	44.7
Private enrolment in primary school (% of primary)	22.1	Labour force with tertiary education (%)	31.0
Private enrolment in secondary school (% of secondary)	16.0	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	4.54
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	331	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	306	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.2	Global Innovation Index (rank/142)	94
Public spending on health (% of GDP)	4.8	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.44	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.65	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.24	IQ measure ⁹	70.5
Business impact of diabetes ¹	4.31		
Business impact of chronic respiratory disease ¹	4.36		
Business impact of HIV/AIDS ¹	4.41		
Business impact of tuberculosis ¹	4.46		
Business impact of malaria ¹	3.26		

NOTES

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Greece

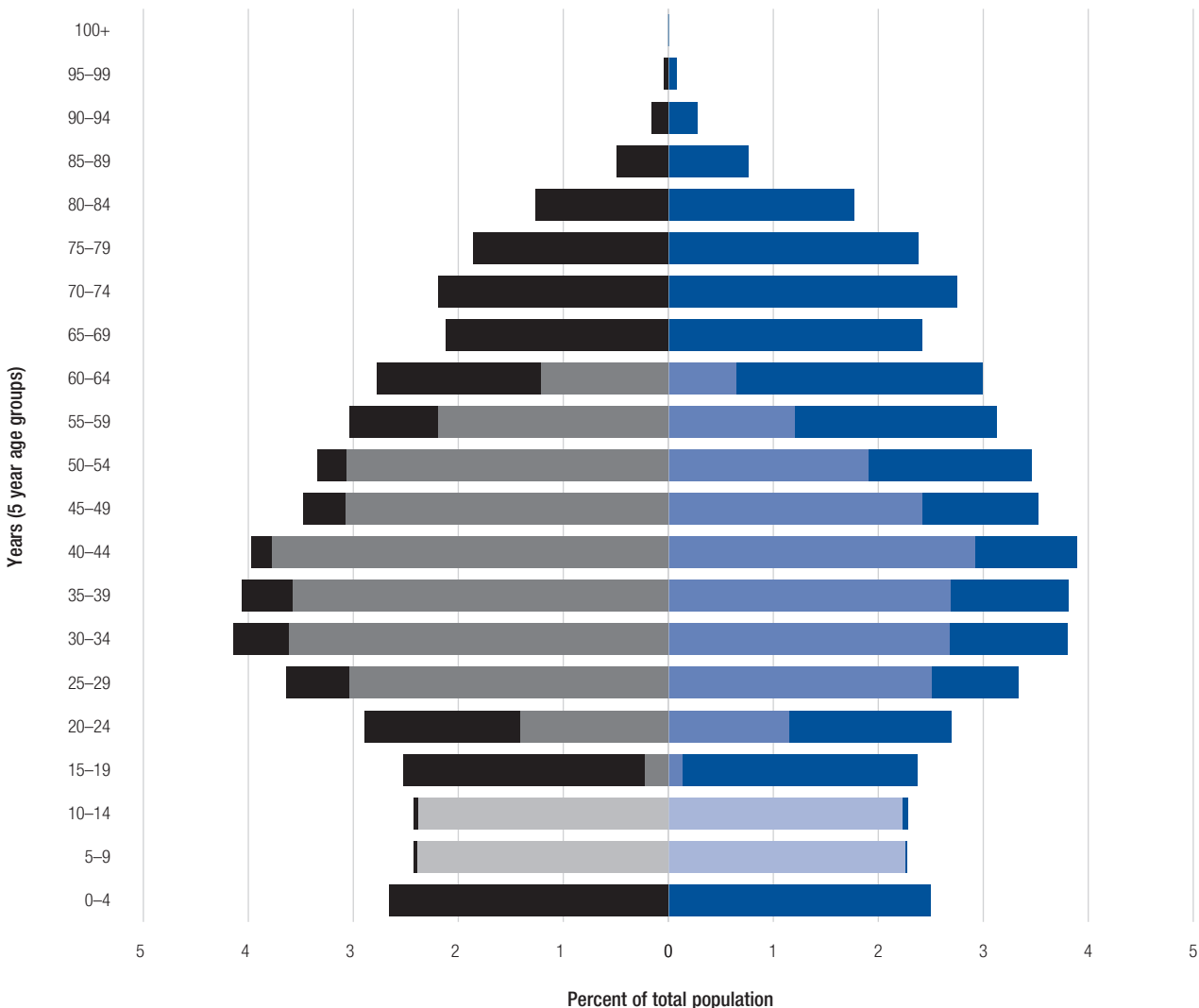
	Rank/122	Score
Human Capital Index 2013	55	-0.011
Pillar 1: Education	47	0.280
Pillar 2: Health and wellness	34	0.331
Pillar 3: Workforce and employment	86	-0.365
Pillar 4: Enabling environment	71	-0.291

Key Indicators

Total population (1,000s)	11,110.0
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	20,922
GDP growth (annual %)	-6.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 28.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.5%
		Female labour force participation, age 65+: 0.2%

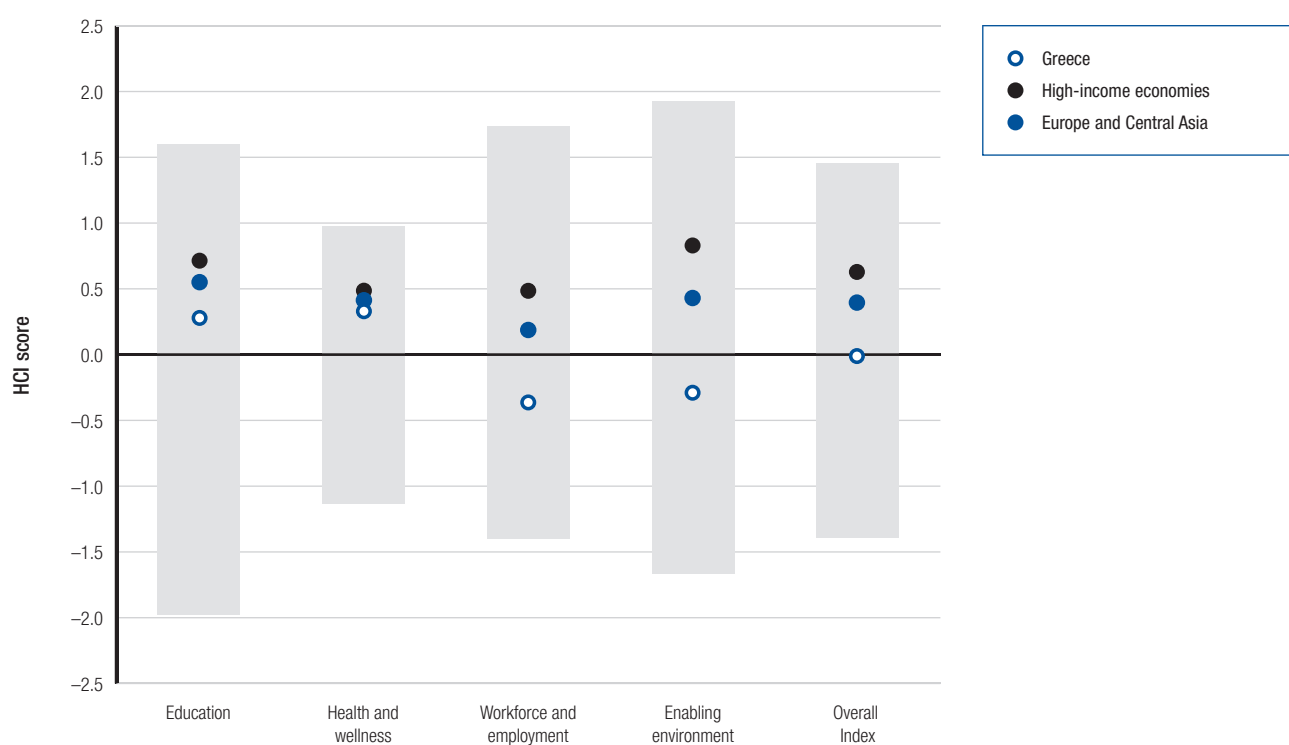


Greece

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.4	20.0
Professionals	7.1	
Technicians and associate professionals	4.2	
Secondary requirements	29.7	36.3
Clerks	5.9	
Service workers and shop and market sales workers	7.5	
Skilled agricultural and fishery workers	5.3	
Craft and related trade workers	7.3	
Plant and machine operators and assemblers	3.7	
Primary requirements	3.6	30.2
Elementary occupations	3.6	
Various	6.0	
Legislators, senior officials and managers	5.1	
Unclassified	0.8	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Greece

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	26	-0.670	99	58	100
Secondary enrolment rate (%)	6	1.122	98	16	100
Tertiary enrolment ratio (%)	4	1.856	89	1	103
Education gender gap ²	50	-0.469	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	74	-0.329	3.91	1.64	6.64
Quality of the education system ¹	97	-0.781	3.10	1.99	5.98
Quality of primary schools ¹	65	-0.164	3.76	1.97	6.82
Quality of math & science education ¹	52	-0.253	4.28	1.88	6.29
Quality of management schools ¹	81	-0.533	3.85	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	27	-0.690	93	5	100
Secondary education attainment (% population age 25+)	43	-0.005	63	2	100
Tertiary education attainment (% population age 25+)	37	-0.106	20	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	59	-0.236	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	28	-0.586	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	11	1.257	10.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	48	-0.109	17.5	1.1	42.8
Business impact of non-communicable diseases ¹	14	1.131	4.99	2.74	5.87
Business impact of communicable diseases ¹	27	-0.892	6.36	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	118	-2.963	69	8	69
Depression (% of respondents) ⁷	18	-0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	35	-0.783	99.4	31.1	100.0
Healthcare quality ¹	65	-0.326	3.71	1.78	6.75
Healthcare accessibility ¹	55	-0.003	4.67	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	69	-0.060	68.6	43.4	90.6
Labour force participation rate, age 65+ (%)	111	-1.066	4.0	1.6	91.2
Economic participation gender gap ²	72	-0.090	0.633	0.310	0.839
Unemployment rate (%)	87	-0.590	11.8	0.3	32.0
Youth unemployment rate (%)	96	-1.470	32.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	102	-1.141	2.26	1.48	6.08
Country capacity to retain talent ¹	74	-0.396	3.15	1.81	5.97
Ease of finding skilled employees ¹	27	0.849	4.57	2.13	5.69
Pay related to productivity ¹	108	-1.216	3.18	2.37	5.25
Capacity for innovation ¹	103	-0.880	3.00	2.31	5.84
Index of Economic Complexity ³	49	-0.090	0.19	-1.96	2.37
Firm level technology absorption ¹	77	-0.465	4.48	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	24	0.810	0.431	0.000	1.242
Median age of the working population	16	1.271	40	28	42
<i>Training</i>					
Staff training ¹	100	-0.889	3.47	2.51	5.57
Training services ¹	85	-0.595	3.83	2.67	6.47

Greece

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	64	-0.018	106	17	191
Internet users (per 100 people)	46	0.327	53	1	95
Quality of domestic transport ¹	48	0.163	4.61	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	111	-1.277	2.98	2.33	5.49
Business and university R&D collaboration ¹	104	-0.858	3.01	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	62	0.038	78	1	180
Social safety net protection ¹	55	-0.097	3.68	2.10	6.26
Intellectual property protection and property rights ¹	68	-0.288	3.80	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	81	-0.609	3.84	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.8	Freedom in the World ⁸	2
Aged dependency ratio (%)	28.6	Democracy Index (rank/165)	33
Fertility rate (births per woman)	1.5	Population living in urban area (%)	61.7
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	34.3
Population below age 20 (%)	19.5	Accessibility of digital content ¹	5.13
Population above age 60 (%)	24.9	Extent of virtual social networks use ¹	5.40
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.1	Economic activity (agriculture) — % of total activity	12.4
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	17.8
Adult literacy (%)	97.3	Economic activity (services) — % of total activity	69.7
Boys not in primary school (%)	1	GDP per person employed (US\$)	33,366
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	3.73
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	12.2
Private enrolment in primary school (% of primary)	7.2	Labour force with tertiary education (%)	28.3
Private enrolment in secondary school (% of secondary)	4.8	Number of patent applications (per 1,000 people)	0.0670
PIRLS ⁶	—	Hiring and firing practices ¹	3.54
PISA math scores ⁶	466	Retirement age, male	65
PISA reading scores ⁶	483	Retirement age, female	62
PISA science scores ⁶	470	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	4,427
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	594
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	47.7
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	161.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	283.6
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	55
Public spending on health (% of GDP)	10.8	Global Talent Index (rank/60)	23
Business impact of heart disease ¹	4.65	Quality of Labour Force (rank/60)	33
Business impact of cancer ¹	4.61	Talent Environment (rank/60)	37
Business impact of mental illness ¹	5.19	IQ measure ⁹	93.1
Business impact of diabetes ¹	5.12		
Business impact of chronic respiratory disease ¹	5.37		
Business impact of HIV/AIDS ¹	6.11		
Business impact of tuberculosis ¹	6.45		
Business impact of malaria ¹	6.52		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
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- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Guatemala

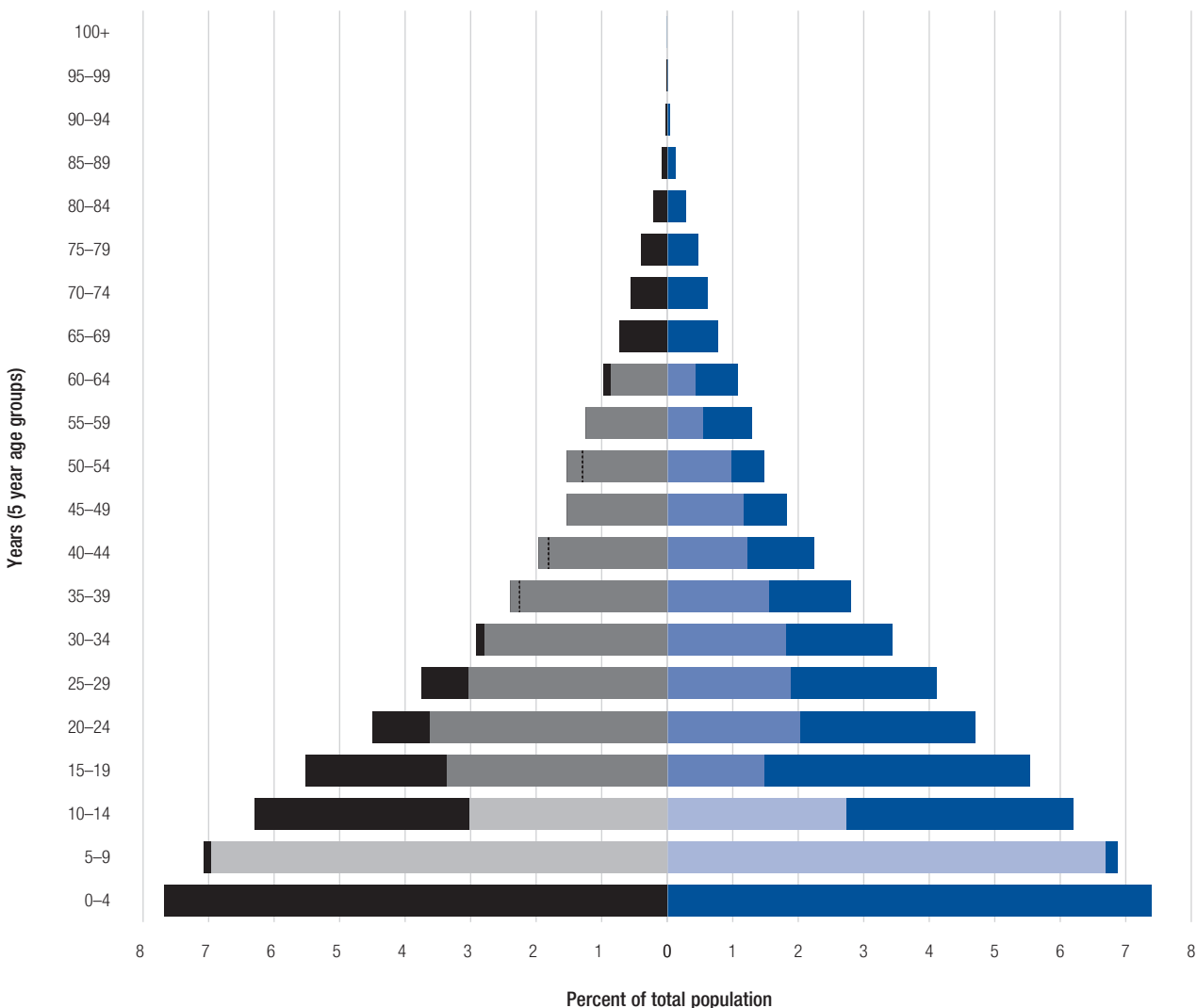
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	105	-0.968
Pillar 2: Health and wellness	81	-0.196
Pillar 3: Workforce and employment	46	0.035
Pillar 4: Enabling environment	65	-0.234

Key Indicators	Value
Total population (1,000s)	14,341.6
Median age of population	19
GDP per capita PPP (constant 2005, international \$)	4,396
GDP growth (annual %)	3.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 76.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.5%
		Female labour force participation, age 65+: 0.6%

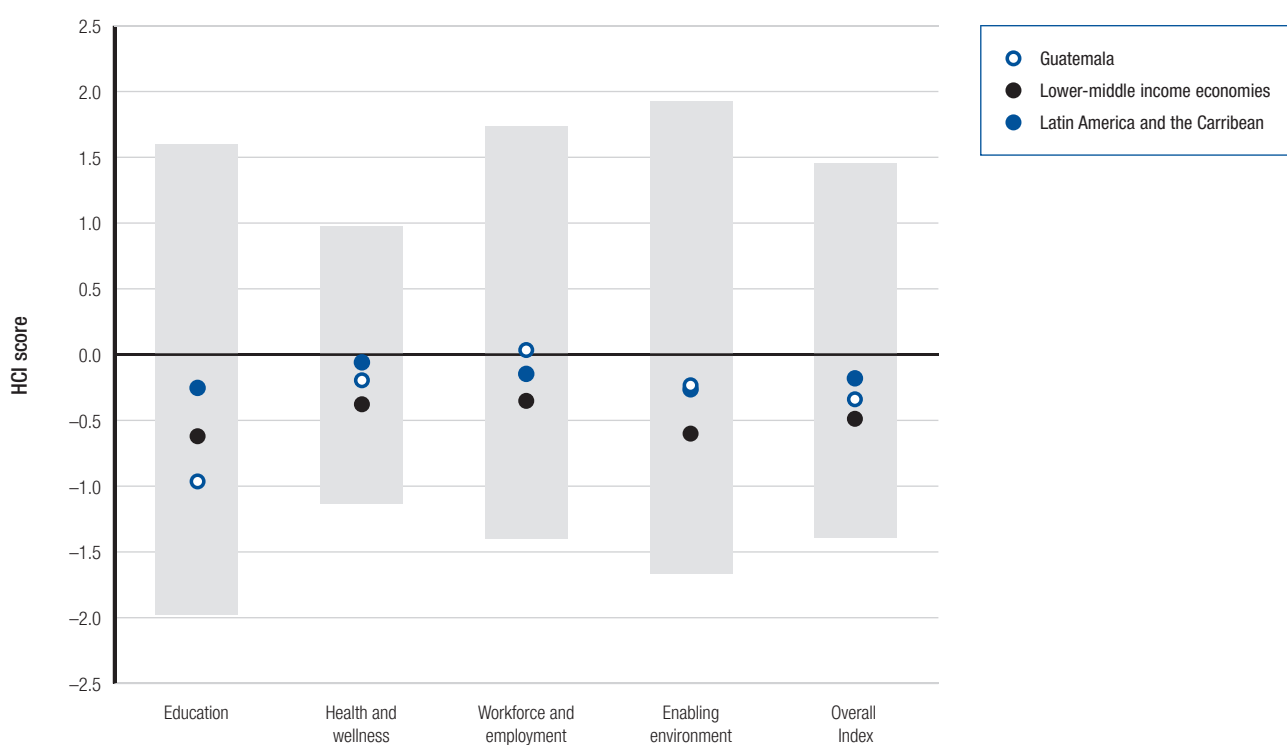


Guatemala

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	3.4
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	11.3
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	15.0
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Guatemala

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	39	-0.549	98	58	100
Secondary enrolment rate (%)	84	-1.140	46	16	100
Tertiary enrolment ratio (%)	86	-0.864	18	1	103
Education gender gap ²	93	-0.100	0.951	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	96	-0.848	3.26	1.64	6.64
Quality of the education system ¹	113	-1.307	2.63	1.99	5.98
Quality of primary schools ¹	115	-1.554	2.25	1.97	6.82
Quality of math & science education ¹	115	-1.733	2.38	1.88	6.29
Quality of management schools ¹	35	0.543	4.75	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	68	-1.941	30	5	100
Secondary education attainment (% population age 25+)	80	-1.817	15	2	100
Tertiary education attainment (% population age 25+)	78	-1.410	3	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	85	-0.111	24	2	98
Life expectancy	88	-0.430	69	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	65	-1.053	24.6	1.2	36.5
Unhealthy life years (% of life expectancy)	51	-0.264	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	97	-1.055	40.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	65	-0.228	20.7	1.1	42.8
Business impact of non-communicable diseases ¹	27	0.799	4.84	2.74	5.87
Business impact of communicable diseases ¹	52	-0.432	5.91	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	74	-0.143	86.9	31.1	100.0
Healthcare quality ¹	73	-0.566	3.42	1.78	6.75
Healthcare accessibility ¹	111	-1.260	3.12	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	64	-0.021	69.4	43.4	90.6
Labour force participation rate, age 65+ (%)	21	-0.978	43.6	1.6	91.2
Economic participation gender gap ²	100	-0.999	0.526	0.310	0.839
Unemployment rate (%)	9	1.001	3.5	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	75	-0.376	3.05	1.48	6.08
Country capacity to retain talent ¹	42	-0.405	3.92	1.81	5.97
Ease of finding skilled employees ¹	68	-0.230	3.83	2.13	5.69
Pay related to productivity ¹	44	-0.382	4.16	2.37	5.25
Capacity for innovation ¹	47	-0.021	3.72	2.31	5.84
Index of Economic Complexity ³	61	-0.253	-0.13	-1.96	2.37
Firm level technology absorption ¹	38	-0.563	5.22	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	114	-0.623	0.002	0.000	1.242
Median age of the working population	108	-1.269	29	28	42
<i>Training</i>					
Staff training ¹	25	-0.785	4.55	2.51	5.57
Training services ¹	55	-0.117	4.40	2.67	6.47

Guatemala

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	19	0.979	140	17	191
Internet users (per 100 people)	103	-1.147	12	1	95
Quality of domestic transport ¹	82	-0.447	4.08	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	42	0.323	4.12	2.33	5.49
Business and university R&D collaboration ¹	52	-0.033	3.75	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	74	-0.253	93	1	180
Social safety net protection ¹	104	-1.022	2.67	2.10	6.26
Intellectual property protection and property rights ¹	89	-0.712	3.36	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	47	0.209	4.58	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	76.8	Freedom in the World ⁸	3
Aged dependency ratio (%)	8.2	Democracy Index (rank/165)	81
Fertility rate (births per woman)	4.2	Population living in urban area (%)	50.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	55.9
Population below age 20 (%)	52.6	Accessibility of digital content ¹	5.07
Population above age 60 (%)	6.4	Extent of virtual social networks use ¹	5.57
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.8	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	28	Economic activity (industry) — % of total activity	—
Adult literacy (%)	75.9	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	1	GDP per person employed (US\$)	13,761
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	5.12
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.547	Emigration rate of the tertiary educated (%)	23.9
Private enrolment in primary school (% of primary)	10.2	Labour force with tertiary education (%)	6.9
Private enrolment in secondary school (% of secondary)	62.5	Number of patent applications (per 1,000 people)	0.0231
PIRLS ⁶	—	Hiring and firing practices ¹	4.24
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	5,566
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	203
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	17.2
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	34.9
Prevalence of visual impairment (%)	5.2	Global Innovation Index (rank/142)	87
Public spending on health (% of GDP)	6.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.73	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.66	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.70	IQ measure ⁹	78.5
Business impact of diabetes ¹	4.49		
Business impact of chronic respiratory disease ¹	4.62		
Business impact of HIV/AIDS ¹	5.79		
Business impact of tuberculosis ¹	6.04		
Business impact of malaria ¹	5.89		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Guinea

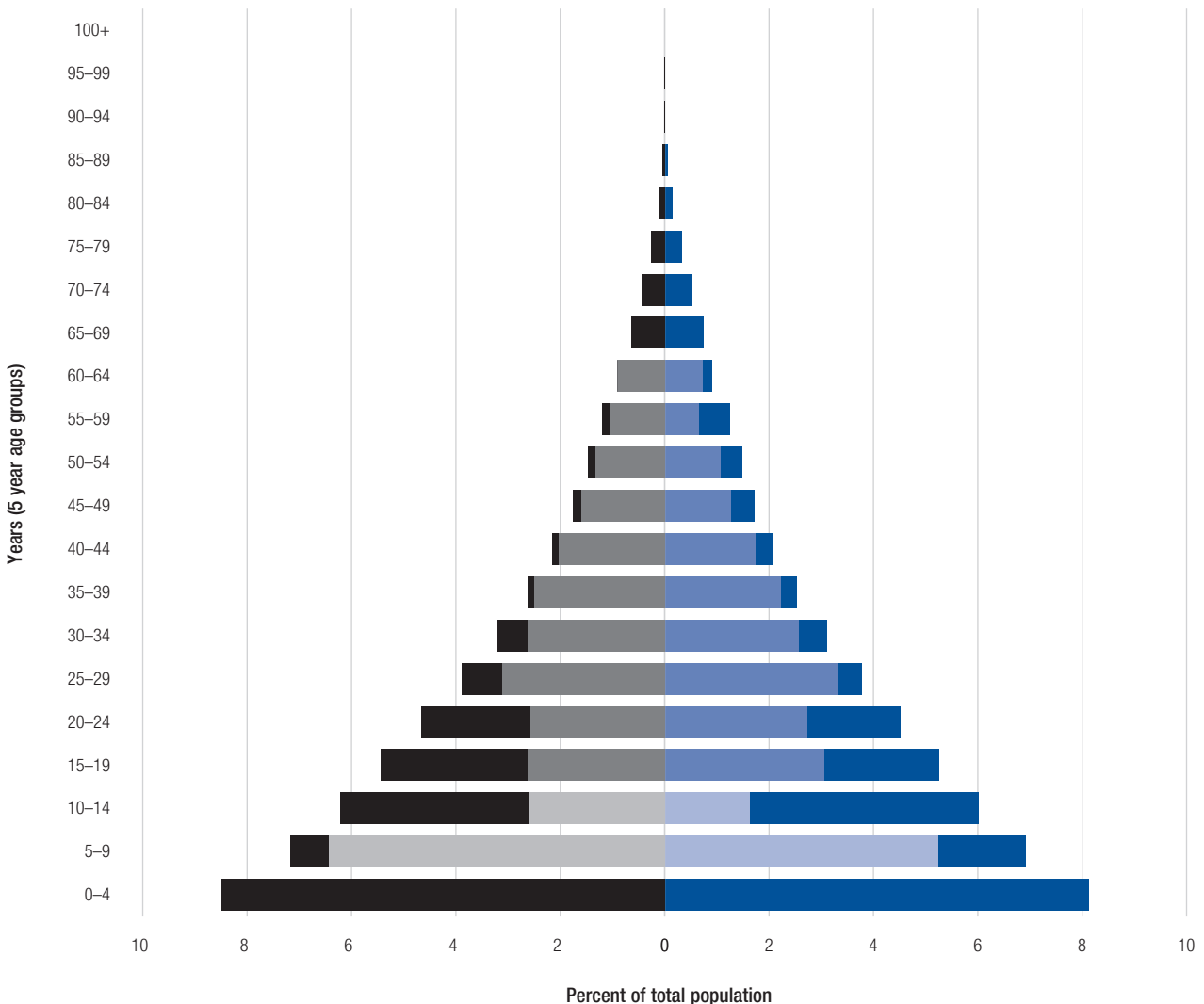
	Rank/122	Score
Human Capital Index 2013	120	-1.272
Pillar 1: Education	118	-1.482
Pillar 2: Health and wellness	119	-1.026
Pillar 3: Workforce and employment	117	-0.911
Pillar 4: Enabling environment	122	-1.667

Key Indicators

Total population (1,000s)	10,876.0
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	921
GDP growth (annual %)	3.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 79.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.6%
		Female labour force participation, age 65+: 0.8%

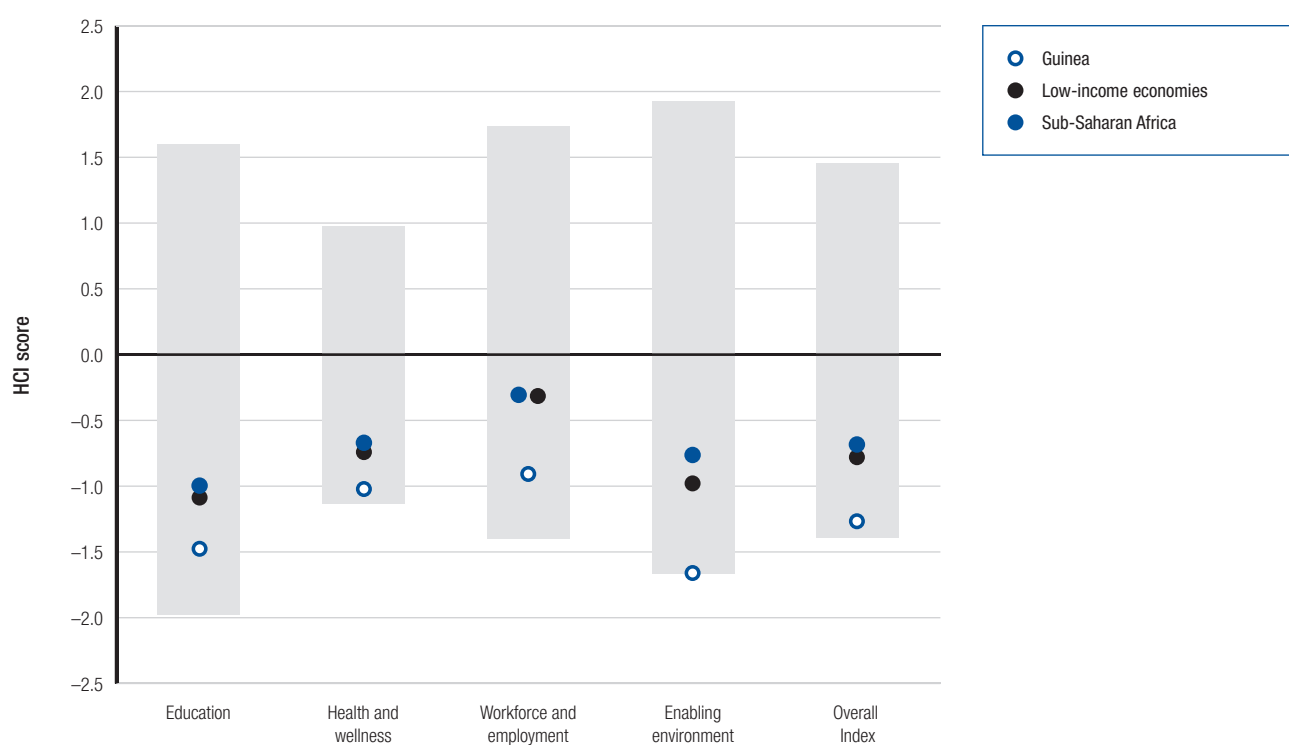


Guinea

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Guinea

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	103	-1.232	83	58	100
Secondary enrolment rate (%)	91	-1.641	35	16	100
Tertiary enrolment ratio (%)	96	-1.113	11	1	103
Education gender gap ²	—	—	—	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	120	-2.006	1.81	1.64	6.64
Quality of the education system ¹	116	-1.385	2.56	1.99	5.98
Quality of primary schools ¹	113	-1.508	2.30	1.97	6.82
Quality of math & science education ¹	94	-0.771	3.30	1.88	6.29
Quality of management schools ¹	121	-2.196	2.46	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	118	-2.580	79	2	98
Life expectancy	117	-2.132	55	50	83
Survival gender gap ²	—	—	—	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	64	-1.007	24.2	1.2	36.5
Unhealthy life years (% of life expectancy)	72	-0.014	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	119	-1.818	49.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	12	1.460	4.7	1.1	42.8
Business impact of non-communicable diseases ¹	93	-0.617	4.20	2.74	5.87
Business impact of communicable diseases ¹	115	-1.924	3.56	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	24	0.680	22	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	113	-1.967	45.8	31.1	100.0
Healthcare quality ¹	121	-1.533	2.24	1.78	6.75
Healthcare accessibility ¹	121	-1.579	2.73	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	45	0.410	73.2	43.4	90.6
Labour force participation rate, age 65+ (%)	18	1.220	48.3	1.6	91.2
Economic participation gender gap ²	—	—	—	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	85	-0.700	2.72	1.48	6.08
Country capacity to retain talent ¹	93	-0.742	2.81	1.81	5.97
Ease of finding skilled employees ¹	103	-1.158	3.18	2.13	5.69
Pay related to productivity ¹	115	-1.784	2.83	2.37	5.25
Capacity for innovation ¹	121	-1.462	2.54	2.31	5.84
Index of Economic Complexity ³	109	-1.691	-1.50	-1.96	2.37
Firm level technology absorption ¹	112	-1.283	3.90	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	122	-0.627	0.000	0.000	1.242
Median age of the working population	103	-1.167	30	28	42
<i>Training</i>					
Staff training ¹	110	-1.303	3.21	2.51	5.57
Training services ¹	118	-1.562	3.07	2.67	6.47

Guinea

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	118	-1.854	44	17	191
Internet users (per 100 people)	121	-1.519	1	1	95
Quality of domestic transport ¹	122	-2.744	2.08	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	105	-1.007	3.17	2.33	5.49
Business and university R&D collaboration ¹	120	-1.771	2.19	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	121	-1.901	178	1	180
Social safety net protection ¹	112	-1.156	2.53	2.10	6.26
Intellectual property protection and property rights ¹	119	-1.452	2.61	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	118	-1.598	2.95	2.78	6.36

Additional indicators

<i>Demographics</i>	<i>Value</i>	<i>Society</i>	<i>Value</i>
Child dependency ratio (%)	79.3	Freedom in the World ⁸	5
Aged dependency ratio (%)	5.9	Democracy Index (rank/165)	146
Fertility rate (births per woman)	5.4	Population living in urban area (%)	35.9
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	39.4
Population below age 20 (%)	53.6	Accessibility of digital content ¹	2.71
Population above age 60 (%)	5.0	Extent of virtual social networks use ¹	4.17
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.1	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	5	Economic activity (industry) — % of total activity	—
Adult literacy (%)	25.3	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	10	GDP per person employed (US\$)	—
Girls not in primary school (%)	24	Cooperation in labour-employer relations ¹	4.04
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	1.084	Emigration rate of the tertiary educated (%)	4.7
Private enrolment in primary school (% of primary)	27.5	Labour force with tertiary education (%)	3.2
Private enrolment in secondary school (% of secondary)	33.5	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	4.21
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	4,570
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	75
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	6.6	Global Innovation Index (rank/142)	126
Public spending on health (% of GDP)	6.0	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.91	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.47	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.36	IQ measure ⁹	66.5
Business impact of diabetes ¹	4.25		
Business impact of chronic respiratory disease ¹	4.03		
Business impact of HIV/AIDS ¹	3.87		
Business impact of tuberculosis ¹	3.90		
Business impact of malaria ¹	2.92		

NOTES

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2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Honduras

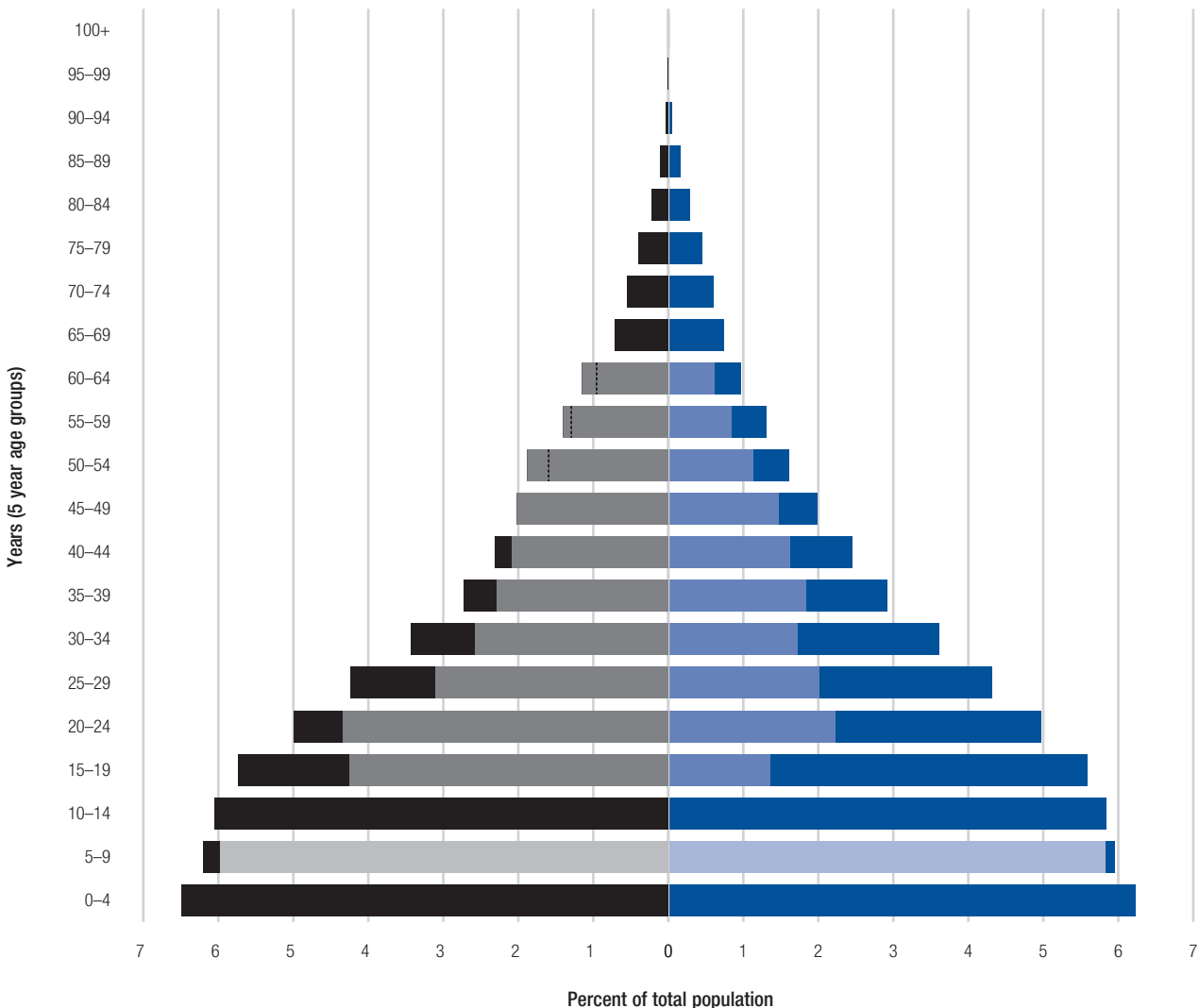
	Rank/122	Score
Human Capital Index 2013	100	-0.560
Pillar 1: Education	103	-0.947
Pillar 2: Health and wellness	89	-0.335
Pillar 3: Workforce and employment	90	-0.397
Pillar 4: Enabling environment	87	-0.561

Key Indicators

Total population (1,000s)	7,621.2
Median age of population	21
GDP per capita PPP (constant 2005, international \$)	3,614
GDP growth (annual %)	3.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 62.5%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.8%
		Female labour force participation, age 65+: 0.8%

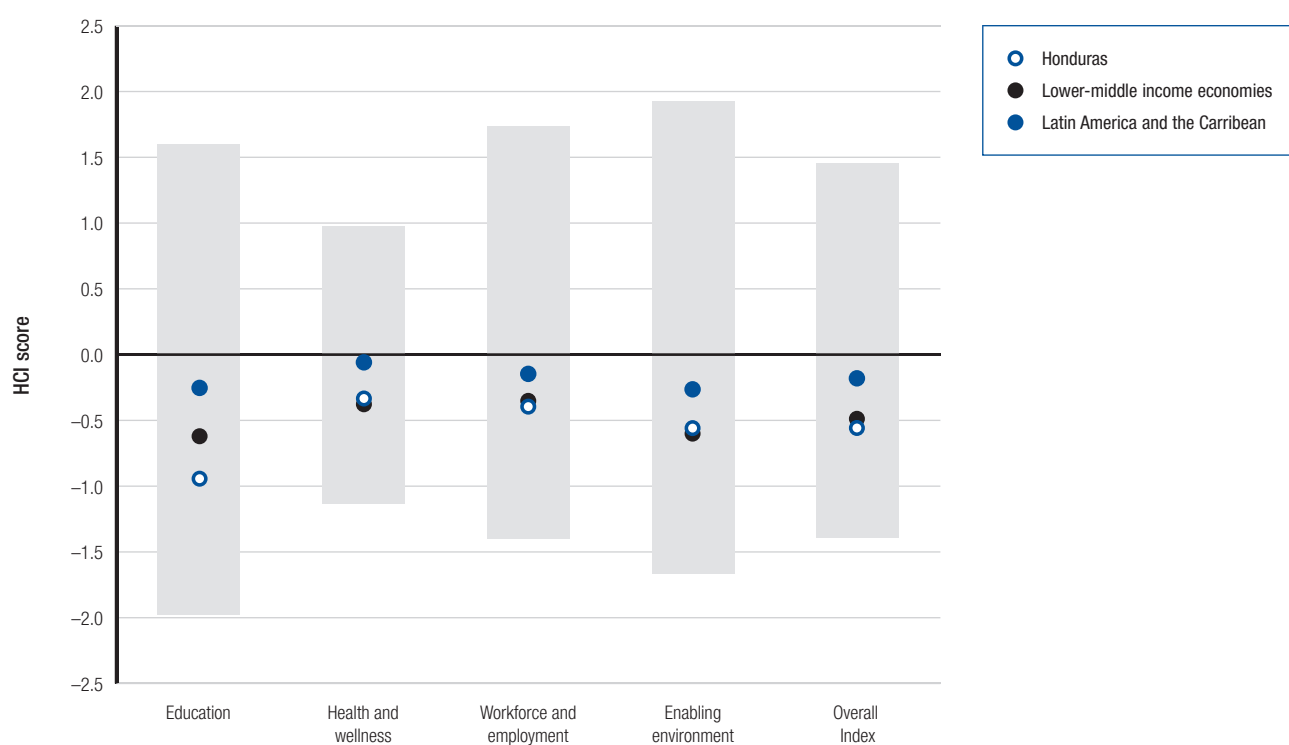


Honduras

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	5.1
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	19.5
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	25.1
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Honduras

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	52	-0.459	97	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	81	-0.758	21	1	103
Education gender gap ²	19	-0.546	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	100	-0.968	3.11	1.64	6.64
Quality of the education system ¹	119	-1.519	2.44	1.99	5.98
Quality of primary schools ¹	116	-1.572	2.23	1.97	6.82
Quality of math & science education ¹	119	-1.900	2.22	1.88	6.29
Quality of management schools ¹	107	-1.119	3.36	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	59	-0.996	53	5	100
Secondary education attainment (% population age 25+)	76	-1.336	28	2	100
Tertiary education attainment (% population age 25+)	76	-1.255	5	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	73	-0.159	18	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	47	-0.459	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	44	-0.039	15.7	1.2	36.5
Unhealthy life years (% of life expectancy)	90	-0.264	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	63	-0.025	26.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	59	-0.133	19.8	1.1	42.8
Business impact of non-communicable diseases ¹	106	-0.942	4.06	2.74	5.87
Business impact of communicable diseases ¹	91	-0.572	4.91	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	95	-0.819	17	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	78	-0.043	85.0	31.1	100.0
Healthcare quality ¹	108	-1.070	2.80	1.78	6.75
Healthcare accessibility ¹	117	-1.417	2.93	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	94	-0.531	64.0	43.4	90.6
Labour force participation rate, age 65+ (%)	28	-0.647	37.2	1.6	91.2
Economic participation gender gap ²	83	-0.362	0.601	0.310	0.839
Unemployment rate (%)	14	-0.924	3.9	0.3	32.0
Youth unemployment rate (%)	9	-1.193	7.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	87	-0.740	2.68	1.48	6.08
Country capacity to retain talent ¹	104	-0.987	2.58	1.81	5.97
Ease of finding skilled employees ¹	105	-1.207	3.15	2.13	5.69
Pay related to productivity ¹	103	-0.960	3.34	2.37	5.25
Capacity for innovation ¹	98	-0.766	3.09	2.31	5.84
Index of Economic Complexity ³	81	-0.701	-0.56	-1.96	2.37
Firm level technology absorption ¹	65	-0.184	4.68	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	120	-0.626	0.001	0.000	1.242
Median age of the working population	102	-1.166	30	28	42
<i>Training</i>					
Staff training ¹	67	-0.154	3.95	2.51	5.57
Training services ¹	90	-0.741	3.72	2.67	6.47

Honduras

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	70	-0.091	104	17	191
Internet users (per 100 people)	95	-0.998	16	1	95
Quality of domestic transport ¹	73	-0.306	4.20	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	57	0.069	3.94	2.33	5.49
Business and university R&D collaboration ¹	75	-0.488	3.34	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	92	-0.874	125	1	180
Social safety net protection ¹	106	-1.048	2.64	2.10	6.26
Intellectual property protection and property rights ¹	96	-0.854	3.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	75	-0.455	3.98	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	62.5	Freedom in the World ⁸	4
Aged dependency ratio (%)	7.3	Democracy Index (rank/165)	85
Fertility rate (births per woman)	3.3	Population living in urban area (%)	52.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	57.0
Population below age 20 (%)	48.1	Accessibility of digital content ¹	4.48
Population above age 60 (%)	6.2	Extent of virtual social networks use ¹	5.25
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.6	Economic activity (agriculture) — % of total activity	36.0
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	19.5
Adult literacy (%)	85.1	Economic activity (services) — % of total activity	44.2
Boys not in primary school (%)	3	GDP per person employed (US\$)	—
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.37
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.259	Emigration rate of the tertiary educated (%)	24.8
Private enrolment in primary school (% of primary)	9.5	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	26.9	Number of patent applications (per 1,000 people)	0.0335
PIRLS ⁶	—	Hiring and firing practices ¹	3.46
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	1,454
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	3,254
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	134
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	746.2
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.6	Global Innovation Index (rank/142)	107
Public spending on health (% of GDP)	8.6	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.20	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.09	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.62	IQ measure ⁹	81.0
Business impact of diabetes ¹	3.52		
Business impact of chronic respiratory disease ¹	3.85		
Business impact of HIV/AIDS ¹	4.49		
Business impact of tuberculosis ¹	5.07		
Business impact of malaria ¹	5.16		

NOTES

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Hungary

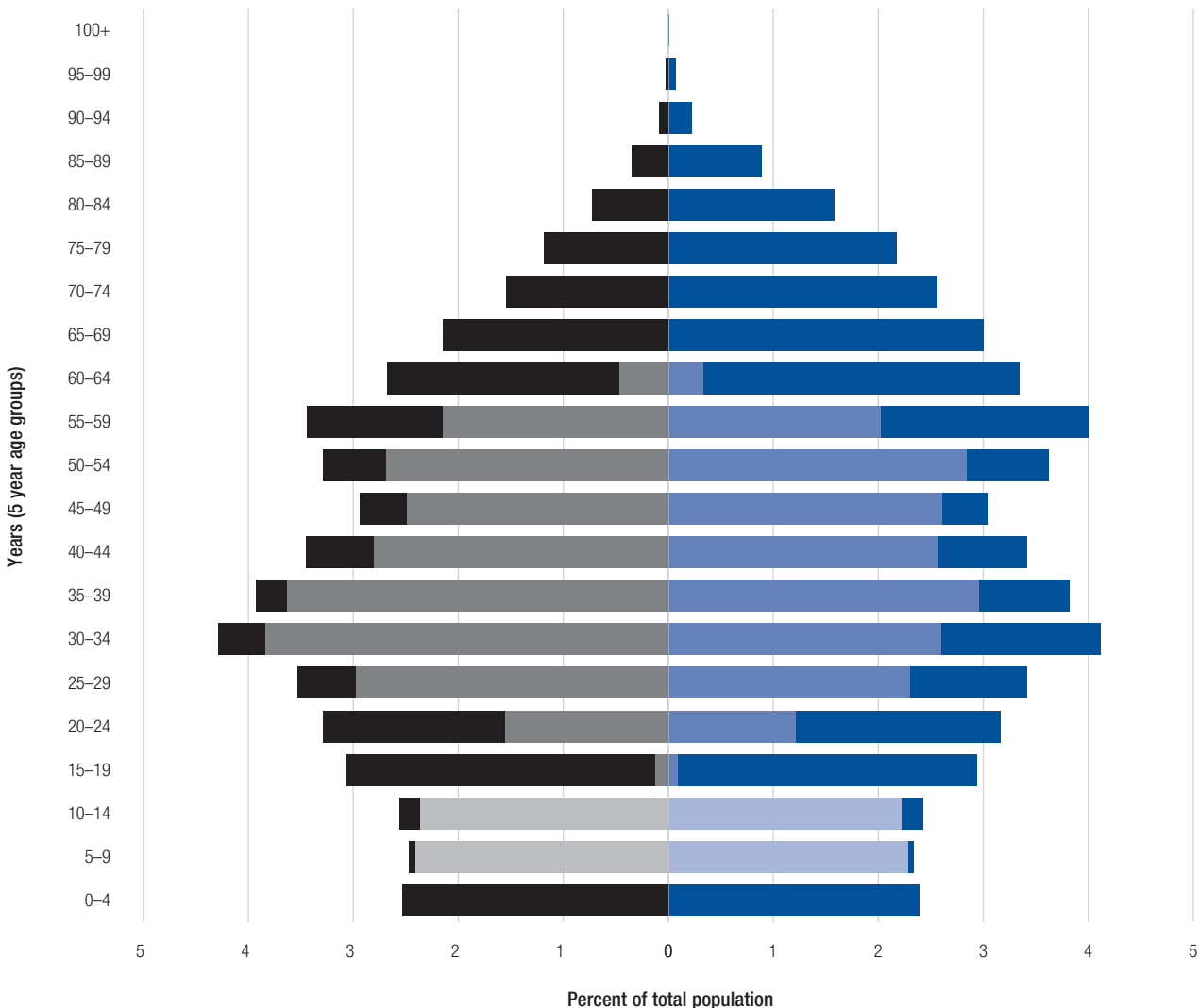
	Rank/122	Score
Human Capital Index 2013	54	0.000
Pillar 1: Education	33	0.530
Pillar 2: Health and wellness	73	-0.064
Pillar 3: Workforce and employment	77	-0.275
Pillar 4: Enabling environment	62	-0.190

Key Indicators

Total population (1,000s)	10,014.6
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	17,033
GDP growth (annual %)	-1.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 24.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: 0.1%

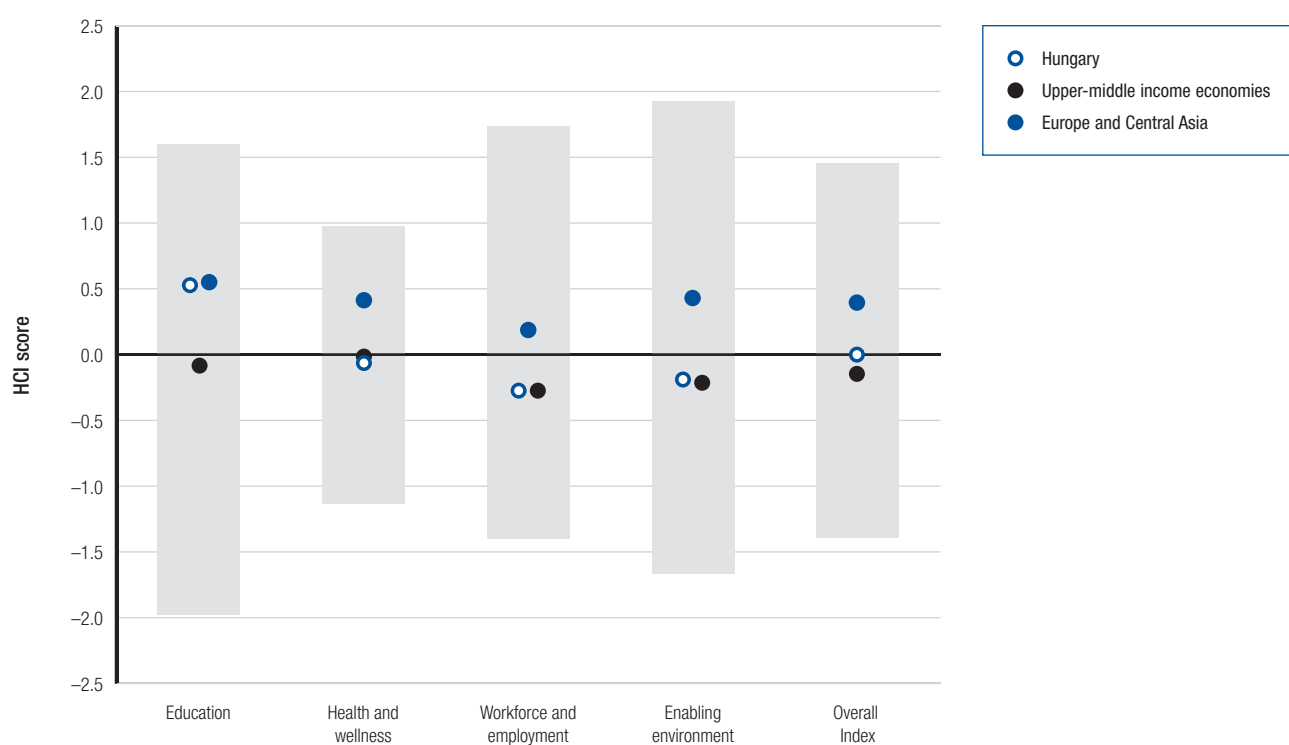


Hungary

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.6	20.0
Professionals	6.4	
Technicians and associate professionals	7.1	
Secondary requirements	26.8	76.5
Clerks	2.9	
Service workers and shop and market sales workers	7.7	
Skilled agricultural and fishery workers	1.2	
Craft and related trade workers	9.0	
Plant and machine operators and assemblers	5.9	
Primary requirements	4.1	1.8
Elementary occupations	4.1	
Various	4.2	
Legislators, senior officials and managers	3.5	
Unclassified	0.3	
Armed forces	0.4	

Spread of scores (by pillar and overall)



Hungary

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	43	-0.513	98	58	100
Secondary enrolment rate (%)	18	-0.857	92	16	100
Tertiary enrolment ratio (%)	31	-0.737	60	1	103
Education gender gap ²	61	-0.436	0.992	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	29	-0.902	5.45	1.64	6.64
Quality of the education system ¹	79	-0.446	3.40	1.99	5.98
Quality of primary schools ¹	43	-0.361	4.33	1.97	6.82
Quality of math & science education ¹	32	-0.588	4.60	1.88	6.29
Quality of management schools ¹	58	-0.017	4.31	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	1	-0.964	100	5	100
Secondary education attainment (% population age 25+)	5	-1.324	98	2	100
Tertiary education attainment (% population age 25+)	38	-0.105	20	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	-0.742	5	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	39	-0.438	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	42	-0.620	18.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	94	-0.661	24.8	1.1	42.8
Business impact of non-communicable diseases ¹	94	-0.623	4.20	2.74	5.87
Business impact of communicable diseases ¹	23	-0.959	6.43	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	99	-0.948	43	8	69
Depression (% of respondents) ⁷	114	-2.890	30	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	84	-0.676	3.28	1.78	6.75
Healthcare accessibility ¹	45	-0.378	5.13	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	99	-0.704	62.3	43.4	90.6
Labour force participation rate, age 65+ (%)	118	-1.164	2.1	1.6	91.2
Economic participation gender gap ²	61	-0.132	0.659	0.310	0.839
Unemployment rate (%)	84	-0.470	11.2	0.3	32.0
Youth unemployment rate (%)	84	-0.822	26.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	92	-0.855	2.56	1.48	6.08
Country capacity to retain talent ¹	107	-1.011	2.55	1.81	5.97
Ease of finding skilled employees ¹	56	-0.007	3.99	2.13	5.69
Pay related to productivity ¹	74	-0.206	3.80	2.37	5.25
Capacity for innovation ¹	84	-0.591	3.23	2.31	5.84
Index of Economic Complexity ³	14	-1.408	1.45	-1.96	2.37
Firm level technology absorption ¹	64	-0.180	4.69	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	31	-0.172	0.240	0.000	1.242
Median age of the working population	29	-1.013	39	28	42
<i>Training</i>					
Staff training ¹	93	-0.666	3.62	2.51	5.57
Training services ¹	77	-0.460	3.94	2.67	6.47

Hungary

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	43	0.300	117	17	191
Internet users (per 100 people)	39	0.541	59	1	95
Quality of domestic transport ¹	87	-0.573	3.97	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	98	-0.869	3.27	2.33	5.49
Business and university R&D collaboration ¹	38	0.538	4.26	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	47	0.503	54	1	180
Social safety net protection ¹	96	-0.825	2.89	2.10	6.26
Intellectual property protection and property rights ¹	69	-0.307	3.78	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	104	-1.017	3.47	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	24.4	Democracy Index (rank/165)	49
Fertility rate (births per woman)	1.3	Population living in urban area (%)	69.9
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	31.2
Population below age 20 (%)	20.6	Accessibility of digital content ¹	6.09
Population above age 60 (%)	22.6	Extent of virtual social networks use ¹	5.57
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.9	Economic activity (agriculture) — % of total activity	4.8
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	30.7
Adult literacy (%)	99.0	Economic activity (services) — % of total activity	64.3
Boys not in primary school (%)	3	GDP per person employed (US\$)	20,889
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.17
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	12.8
Private enrolment in primary school (% of primary)	9.2	Labour force with tertiary education (%)	23.9
Private enrolment in secondary school (% of secondary)	13.4	Number of patent applications (per 1,000 people)	0.0697
PIRLS ⁶	539	Hiring and firing practices ¹	4.14
PISA math scores ⁶	490	Retirement age, male	65
PISA reading scores ⁶	494	Retirement age, female	65
PISA science scores ⁶	503	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	515	Total employed (1,000s)	3,781
TIMSS 4th grade science ⁶	534	Total unemployed (1,000s)	475
TIMSS 8th grade math ⁶	505	Unemployment for 12 months or more as a % of total unemployment	50.2
TIMSS 8th grade science ⁶	522	Total youth not in education or employment (1,000s)	156.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	238.3
Prevalence of visual impairment (%)	2.0	Global Innovation Index (rank/142)	31
Public spending on health (% of GDP)	7.7	Global Talent Index (rank/60)	30
Business impact of heart disease ¹	3.80	Quality of Labour Force (rank/60)	32
Business impact of cancer ¹	3.69	Talent Environment (rank/60)	28
Business impact of mental illness ¹	4.28	IQ measure ⁹	98.2
Business impact of diabetes ¹	4.35		
Business impact of chronic respiratory disease ¹	4.88		
Business impact of HIV/AIDS ¹	6.32		
Business impact of tuberculosis ¹	6.18		
Business impact of malaria ¹	6.78		

NOTES

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Iceland

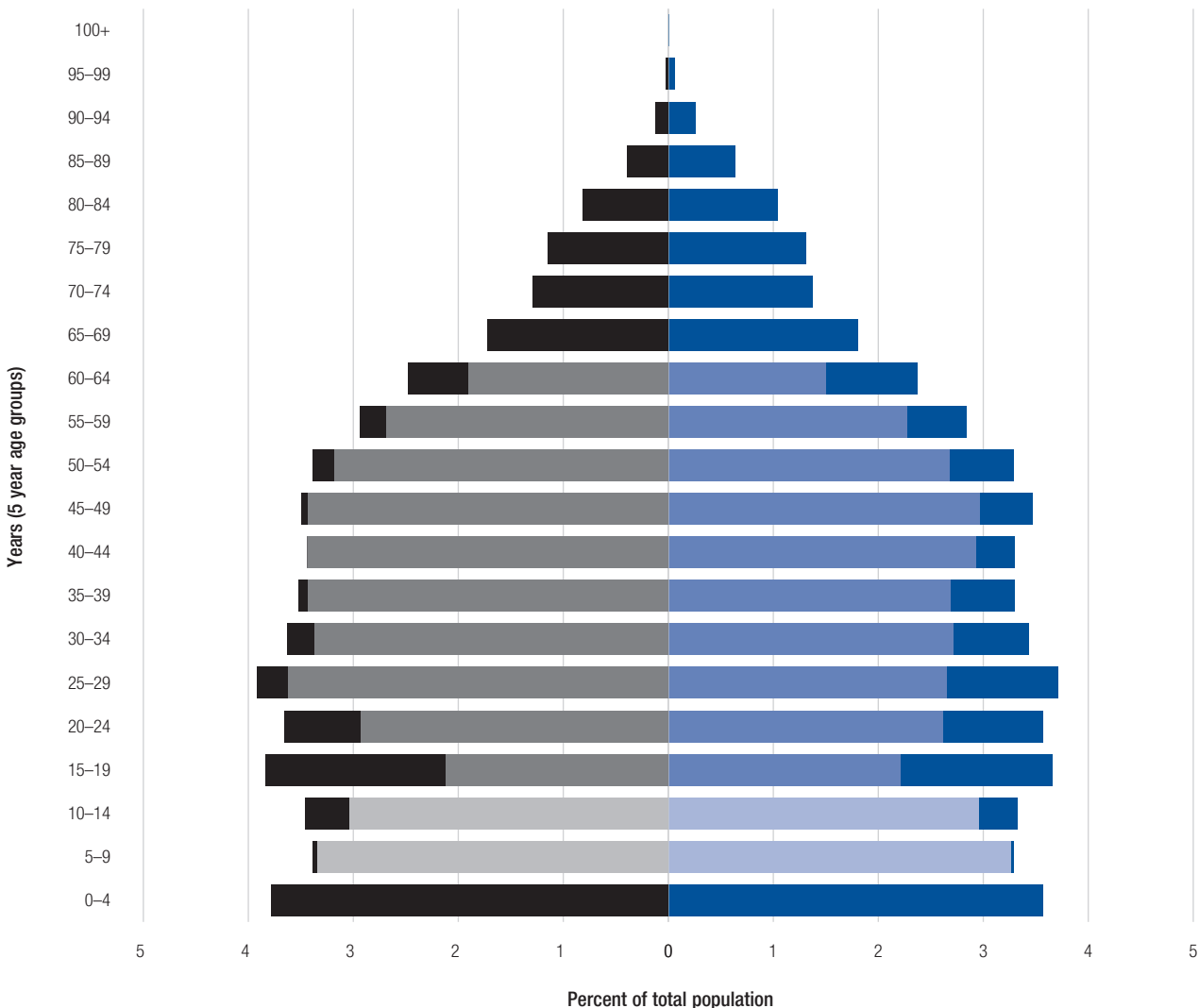
	Rank/122	Score
Human Capital Index 2013	14	0.957
Pillar 1: Education	8	1.075
Pillar 2: Health and wellness	5	0.900
Pillar 3: Workforce and employment	16	0.826
Pillar 4: Enabling environment	20	1.026

Key Indicators

Total population (1,000s)	318.0
Median age of population	35
GDP per capita PPP (constant 2005, international \$)	34,029
GDP growth (annual %)	1.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 18.1%
■ Labour force participation	■ Labour force participation	Youth dependency: 31.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.2%
		Female labour force participation, age 65+: 0.9%

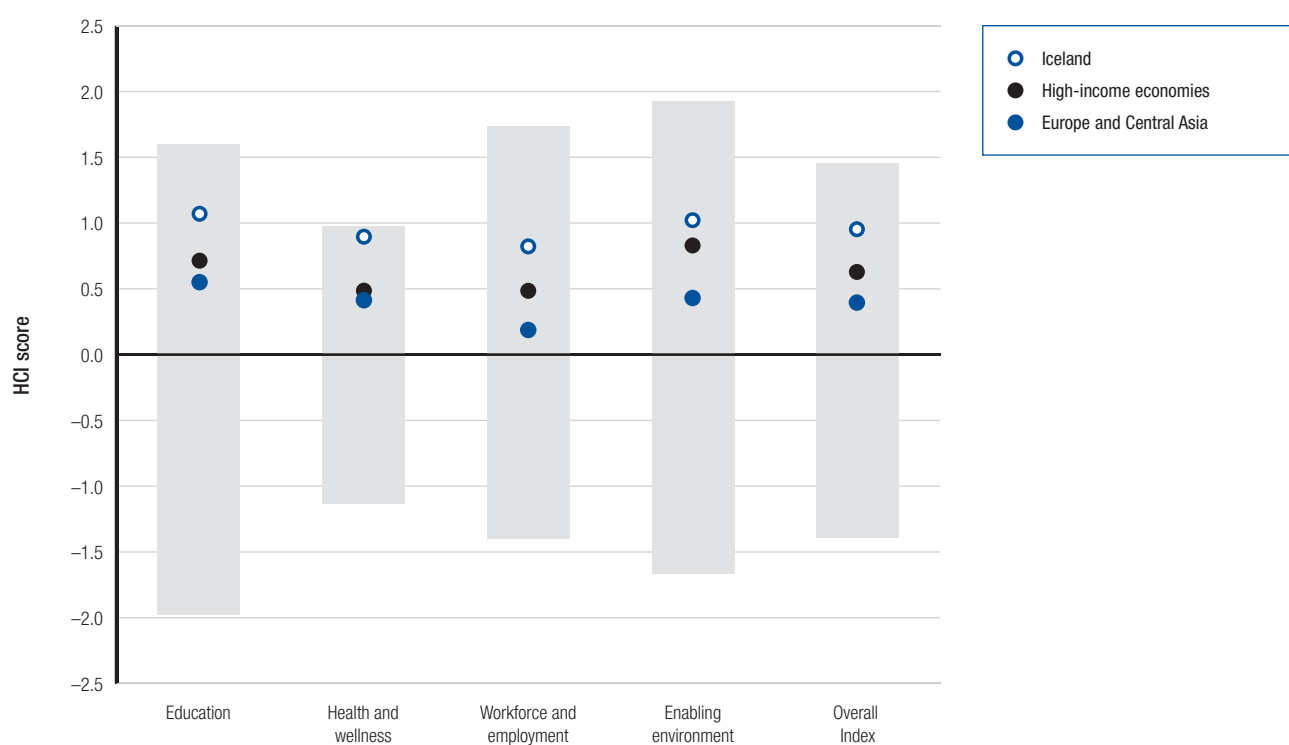


Iceland

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	18.8	27.6
Professionals	10.1	
Technicians and associate professionals	8.8	
Secondary requirements	34.7	61.8
Clerks	5.1	
Service workers and shop and market sales workers	12.7	
Skilled agricultural and fishery workers	3.7	
Craft and related trade workers	9.1	
Plant and machine operators and assemblers	4.1	
Primary requirements	5.0	n/a
Elementary occupations	5.0	
Various	5.6	
Legislators, senior officials and managers	5.1	
Unclassified	0.6	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Iceland

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	27	-0.667	99	58	100
Secondary enrolment rate (%)	30	-0.703	88	16	100
Tertiary enrolment ratio (%)	10	-1.445	79	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	1	1.853	6.64	1.64	6.64
Quality of the education system ¹	16	1.434	5.08	1.99	5.98
Quality of primary schools ¹	14	1.337	5.39	1.97	6.82
Quality of math & science education ¹	20	-0.891	4.89	1.88	6.29
Quality of management schools ¹	21	-1.094	5.21	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	18	1.064	91	2	100
Tertiary education attainment (% population age 25+)	22	-0.791	28	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	88	-0.127	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	5	-0.811	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	6	1.312	9.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	73	-0.355	21.9	1.1	42.8
Business impact of non-communicable diseases ¹	4	1.882	5.33	2.74	5.87
Business impact of communicable diseases ¹	5	1.275	6.74	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	50	-0.060	30	8	69
Depression (% of respondents) ⁷	12	1.093	5	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	14	1.452	5.88	1.78	6.75
Healthcare accessibility ¹	13	1.451	6.44	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	8	1.483	83.7	43.4	90.6
Labour force participation rate, age 65+ (%)	49	-0.096	22.8	1.6	91.2
Economic participation gender gap ²	24	-0.937	0.754	0.310	0.839
Unemployment rate (%)	58	-0.225	7.6	0.3	32.0
Youth unemployment rate (%)	50	-0.247	16.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	58	-0.024	3.41	1.48	6.08
Country capacity to retain talent ¹	22	-0.937	4.44	1.81	5.97
Ease of finding skilled employees ¹	6	1.602	5.10	2.13	5.69
Pay related to productivity ¹	53	-0.242	4.07	2.37	5.25
Capacity for innovation ¹	29	-0.561	4.15	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	2	1.927	6.19	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	11	2.113	0.821	0.000	1.242
Median age of the working population	41	-0.754	38	28	42
<i>Training</i>					
Staff training ¹	22	-0.950	4.66	2.51	5.57
Training services ¹	34	-0.524	4.72	2.67	6.47

Iceland

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	65	-0.029	106	17	191
Internet users (per 100 people)	1	1.827	95	1	95
Quality of domestic transport ¹	22	0.882	5.24	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	51	0.199	4.03	2.33	5.49
Business and university R&D collaboration ¹	23	1.099	4.77	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	13	1.279	14	1	180
Social safety net protection ¹	16	1.434	5.34	2.10	6.26
Intellectual property protection and property rights ¹	28	0.894	5.00	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	10	1.650	5.88	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	31.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	18.1	Democracy Index (rank/165)	3
Fertility rate (births per woman)	2.1	Population living in urban area (%)	93.8
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	—
Population below age 20 (%)	28.3	Accessibility of digital content ¹	6.55
Population above age 60 (%)	17.0	Extent of virtual social networks use ¹	6.67
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.8	Economic activity (agriculture) — % of total activity	5.5
Technical/vocational enrolment as % of total enrolment in secondary school	21	Economic activity (industry) — % of total activity	18.1
Adult literacy (%)	—	Economic activity (services) — % of total activity	75.2
Boys not in primary school (%)	1	GDP per person employed (US\$)	44,647
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.47
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	21.0
Private enrolment in primary school (% of primary)	2.0	Labour force with tertiary education (%)	29.5
Private enrolment in secondary school (% of secondary)	12.3	Number of patent applications (per 1,000 people)	0.2232
PIRLS ⁶	—	Hiring and firing practices ¹	5.32
PISA math scores ⁶	507	Retirement age, male	68
PISA reading scores ⁶	500	Retirement age, female	66
PISA science scores ⁶	496	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	167
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	14
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	20.4
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	3.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	2.8
Prevalence of visual impairment (%)	0.8	Global Innovation Index (rank/142)	13
Public spending on health (% of GDP)	9.1	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	5.07	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.95	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.52	IQ measure ⁹	98.4
Business impact of diabetes ¹	5.38		
Business impact of chronic respiratory disease ¹	5.71		
Business impact of HIV/AIDS ¹	6.52		
Business impact of tuberculosis ¹	6.77		
Business impact of malaria ¹	6.94		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

India

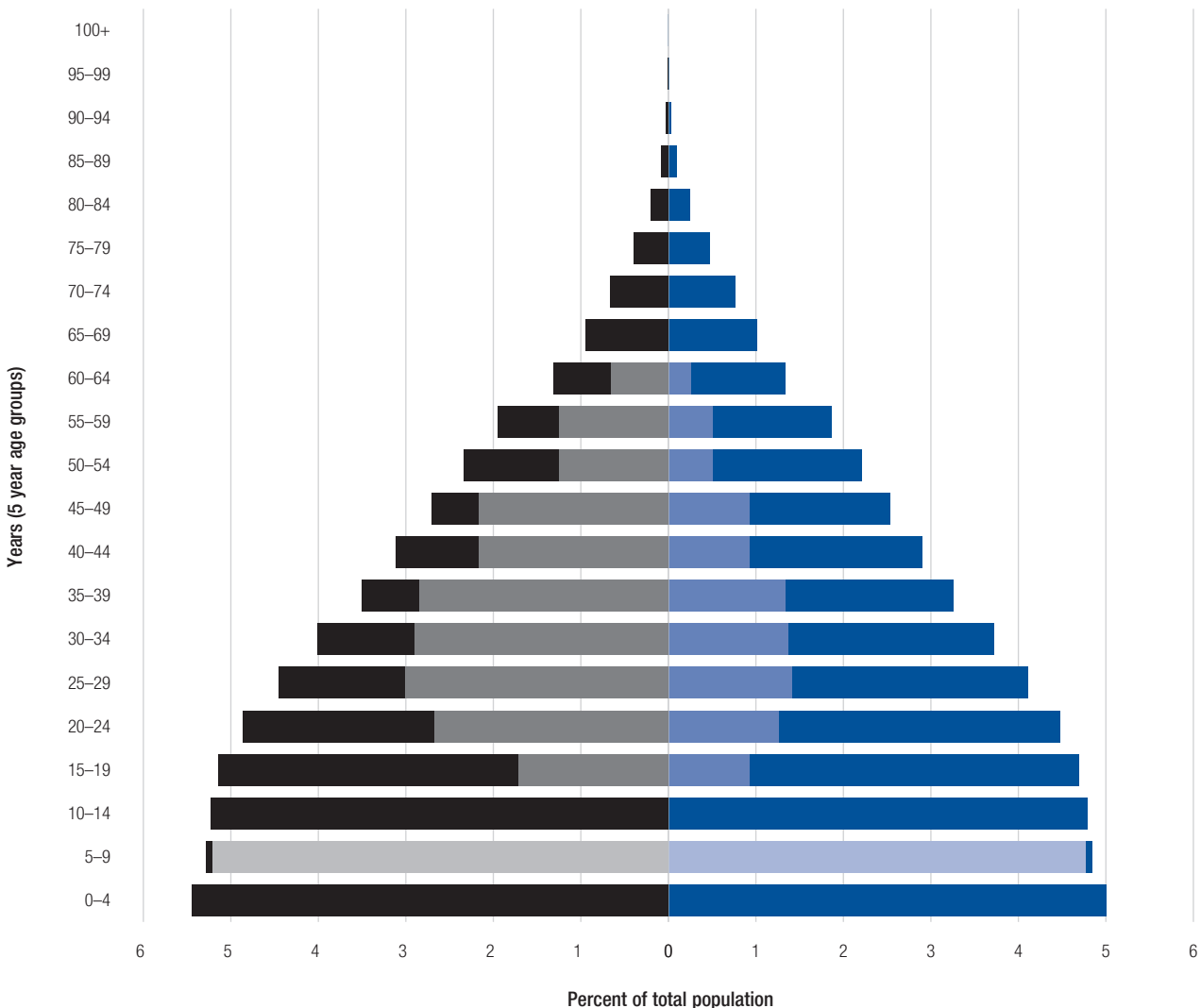
	Rank/122	Score
Human Capital Index 2013	78	-0.270
Pillar 1: Education	63	0.020
Pillar 2: Health and wellness	112	-0.868
Pillar 3: Workforce and employment	49	0.005
Pillar 4: Enabling environment	67	-0.239

Key Indicators

Total population (1,000s)	1,205,625.0
Median age of population	25
GDP per capita PPP (constant 2005, international \$)	3,341
GDP growth (annual %)	3.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 46.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

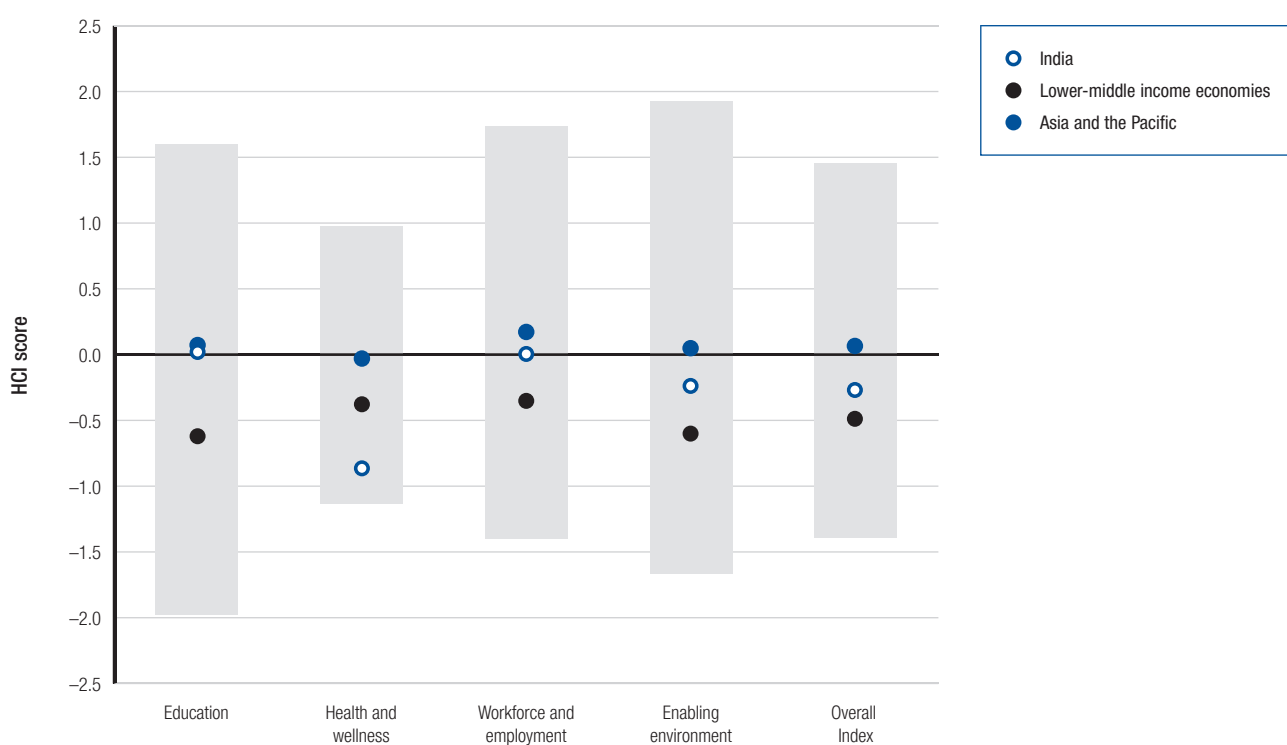


India

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



India

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	32	0.623	99	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	85	-0.863	18	1	103
Education gender gap ²	107	-1.405	0.852	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	67	-0.185	4.09	1.64	6.64
Quality of the education system ¹	28	-0.673	4.40	1.99	5.98
Quality of primary schools ¹	69	-0.265	3.65	1.97	6.82
Quality of math & science education ¹	27	-0.703	4.71	1.88	6.29
Quality of management schools ¹	29	-0.878	5.03	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	104	-1.143	47	2	98
Life expectancy	101	-0.917	65	50	83
Survival gender gap ²	117	-3.498	0.931	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	78	-2.123	34.0	1.2	36.5
Unhealthy life years (% of life expectancy)	67	-0.131	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	89	-0.693	35.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	5	1.756	1.9	1.1	42.8
Business impact of non-communicable diseases ¹	109	-1.173	3.95	2.74	5.87
Business impact of communicable diseases ¹	93	-0.778	4.70	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	103	-1.456	21	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	101	-1.068	63.3	31.1	100.0
Healthcare quality ¹	77	-0.614	3.36	1.78	6.75
Healthcare accessibility ¹	89	-0.791	3.70	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	105	-1.175	57.7	43.4	90.6
Labour force participation rate, age 65+ (%)	42	-0.204	28.6	1.6	91.2
Economic participation gender gap ²	107	-1.568	0.459	0.310	0.839
Unemployment rate (%)	74	-0.107	9.3	0.3	32.0
Youth unemployment rate (%)	22	-0.833	10.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	45	-0.271	3.72	1.48	6.08
Country capacity to retain talent ¹	45	-0.253	3.78	1.81	5.97
Ease of finding skilled employees ¹	24	-0.914	4.62	2.13	5.69
Pay related to productivity ¹	52	-0.245	4.07	2.37	5.25
Capacity for innovation ¹	37	-0.319	3.96	2.31	5.84
Index of Economic Complexity ³	47	-0.127	0.23	-1.96	2.37
Firm level technology absorption ¹	45	-0.327	5.05	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	76	-0.574	0.016	0.000	1.242
Median age of the working population	75	-0.390	33	28	42
<i>Training</i>					
Staff training ¹	47	-0.183	4.16	2.51	5.57
Training services ¹	43	-0.225	4.48	2.67	6.47

India

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	105	-1.031	72	17	191
Internet users (per 100 people)	105	-1.206	10	1	95
Quality of domestic transport ¹	46	0.256	4.69	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	14	1.389	4.88	2.33	5.49
Business and university R&D collaboration ¹	42	0.238	4.00	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	98	-1.009	132	1	180
Social safety net protection ¹	105	-1.027	2.67	2.10	6.26
Intellectual property protection and property rights ¹	56	-0.061	4.03	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	39	0.298	4.66	2.78	6.36

Additional indicators

<i>Demographics</i>	<i>Value</i>	<i>Society</i>	<i>Value</i>
Child dependency ratio (%)	46.6	Freedom in the World ⁸	2
Aged dependency ratio (%)	7.8	Democracy Index (rank/165)	38
Fertility rate (births per woman)	2.7	Population living in urban area (%)	31.7
Sex ratio at birth (female/male)	0.89	Gini Index (income) ⁵	33.9
Population below age 20 (%)	39.9	Accessibility of digital content ¹	4.83
Population above age 60 (%)	7.7	Extent of virtual social networks use ¹	5.35
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.3	Economic activity (agriculture) — % of total activity	51.1
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	22.4
Adult literacy (%)	62.8	Economic activity (services) — % of total activity	26.6
Boys not in primary school (%)	1	GDP per person employed (US\$)	8,939
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	4.40
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.439	Emigration rate of the tertiary educated (%)	4.3
Private enrolment in primary school (% of primary)	17.0	Labour force with tertiary education (%)	9.8
Private enrolment in secondary school (% of secondary)	41.9	Number of patent applications (per 1,000 people)	0.0351
PIRLS ⁶	—	Hiring and firing practices ¹	4.14
PISA math scores ⁶	—	Retirement age, male	58-60
PISA reading scores ⁶	—	Retirement age, female	58-60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	185,876
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	39,112
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	7.7	Global Innovation Index (rank/142)	66
Public spending on health (% of GDP)	3.9	Global Talent Index (rank/60)	35
Business impact of heart disease ¹	3.54	Quality of Labour Force (rank/60)	22
Business impact of cancer ¹	4.09	Talent Environment (rank/60)	45
Business impact of mental illness ¹	4.65	IQ measure ⁹	82.6
Business impact of diabetes ¹	3.55		
Business impact of chronic respiratory disease ¹	3.96		
Business impact of HIV/AIDS ¹	4.81		
Business impact of tuberculosis ¹	4.74		
Business impact of malaria ¹	4.56		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Indonesia

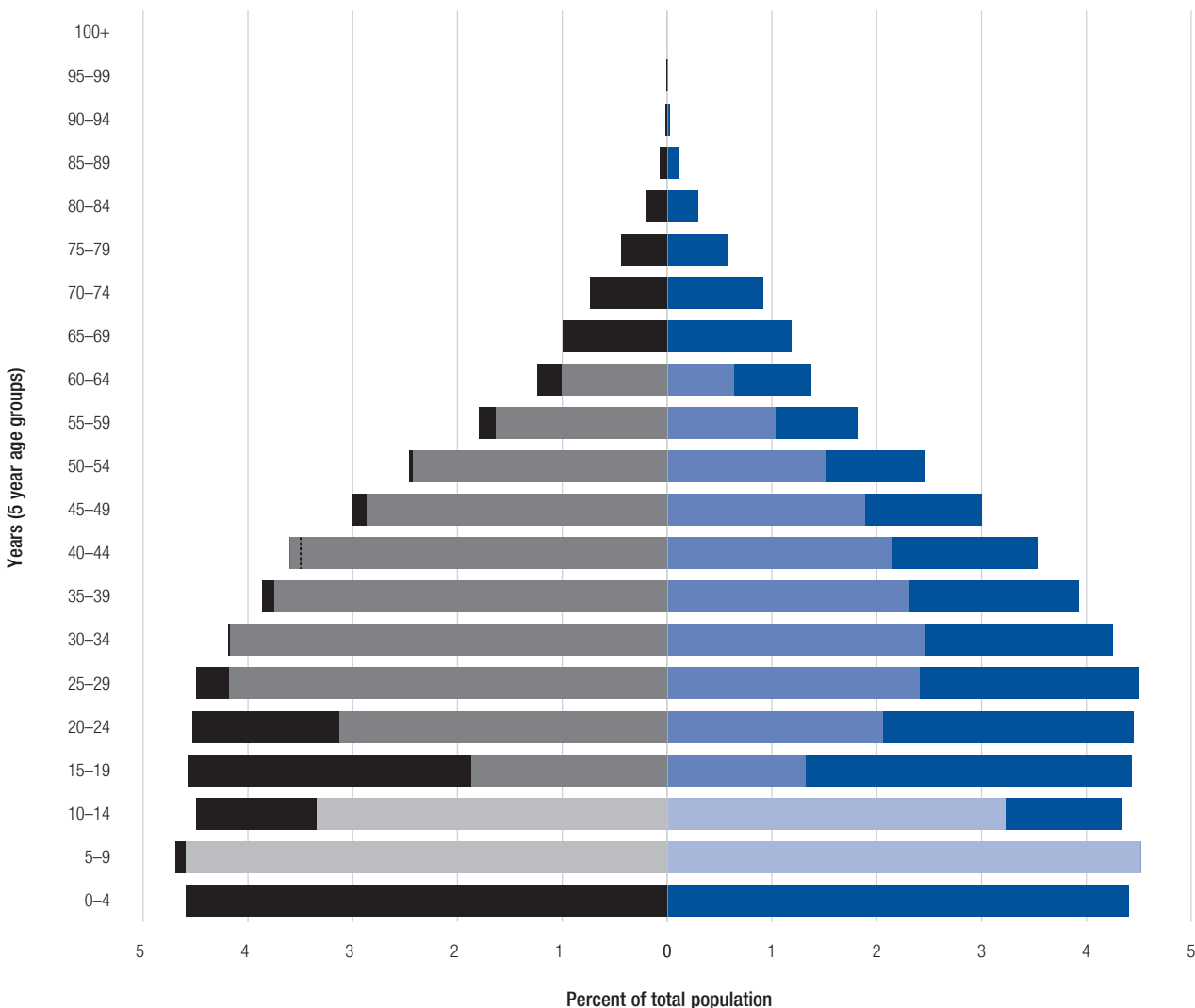
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	61	0.040
Pillar 2: Health and wellness	84	-0.215
Pillar 3: Workforce and employment	32	0.262
Pillar 4: Enabling environment	58	-0.082

Key Indicators	Value
Total population (1,000s)	240,676.5
Median age of population	27
GDP per capita PPP (constant 2005, international \$)	4,272
GDP growth (annual %)	6.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.8%

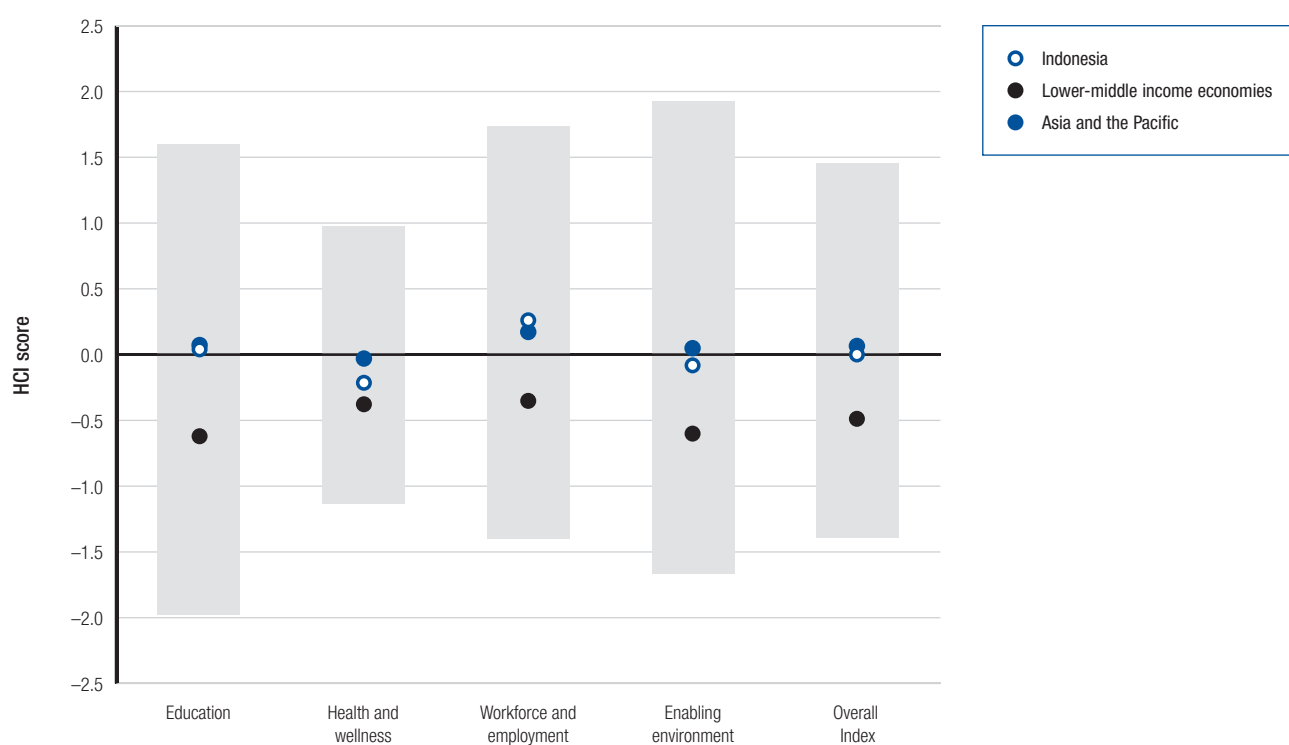


Indonesia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	3.5	7.5
Professionals	2.3	
Technicians and associate professionals	1.2	
Secondary requirements	45.3	34.8
Clerks	2.2	
Service workers and shop and market sales workers	11.0	
Skilled agricultural and fishery workers	21.0	
Craft and related trade workers	7.1	
Plant and machine operators and assemblers	4.0	
Primary requirements	10.7	30.6
Elementary occupations	10.7	
Various	1.3	
Legislators, senior officials and managers	1.0	
Unclassified	n/a	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Indonesia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	28	-0.664	99	58	100
Secondary enrolment rate (%)	61	-0.093	74	16	100
Tertiary enrolment ratio (%)	77	-0.596	25	1	103
Education gender gap ²	85	-0.196	0.973	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	46	-0.359	4.77	1.64	6.64
Quality of the education system ¹	30	-0.595	4.33	1.99	5.98
Quality of primary schools ¹	46	-0.306	4.27	1.97	6.82
Quality of math & science education ¹	29	-0.651	4.66	1.88	6.29
Quality of management schools ¹	47	-0.184	4.45	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	49	-0.159	73	5	100
Secondary education attainment (% population age 25+)	64	-0.781	42	2	100
Tertiary education attainment (% population age 25+)	72	-1.036	8	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	86	-0.156	25	2	98
Life expectancy	88	-0.430	69	50	83
Survival gender gap ²	95	-0.416	0.966	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	72	-1.383	27.5	1.2	36.5
Unhealthy life years (% of life expectancy)	51	-0.264	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	78	-0.308	30.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	12	1.460	4.7	1.1	42.8
Business impact of non-communicable diseases ¹	119	-2.064	3.55	2.74	5.87
Business impact of communicable diseases ¹	109	-1.546	3.94	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	2	1.610	10	8	69
Depression (% of respondents) ⁷	1	1.571	2	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	91	-0.641	71.6	31.1	100.0
Healthcare quality ¹	63	-0.271	3.78	1.78	6.75
Healthcare accessibility ¹	84	-0.704	3.80	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	61	-0.052	69.7	43.4	90.6
Labour force participation rate, age 65+ (%)	25	-0.776	39.7	1.6	91.2
Economic participation gender gap ²	90	-0.667	0.565	0.310	0.839
Unemployment rate (%)	46	-0.305	7.1	0.3	32.0
Youth unemployment rate (%)	70	-0.370	22.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	22	-0.846	4.31	1.48	6.08
Country capacity to retain talent ¹	35	-0.552	4.07	1.81	5.97
Ease of finding skilled employees ¹	39	-0.466	4.31	2.13	5.69
Pay related to productivity ¹	24	-0.841	4.44	2.37	5.25
Capacity for innovation ¹	23	-0.867	4.39	2.31	5.84
Index of Economic Complexity ³	57	-0.148	-0.03	-1.96	2.37
Firm level technology absorption ¹	43	-0.373	5.08	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	116	-0.625	0.001	0.000	1.242
Median age of the working population	61	-0.139	34	28	42
<i>Training</i>					
Staff training ¹	23	-0.859	4.60	2.51	5.57
Training services ¹	44	-0.197	4.46	2.67	6.47

Indonesia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	72	-0.117	103	17	191
Internet users (per 100 people)	92	-0.923	18	1	95
Quality of domestic transport ¹	79	-0.414	4.11	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	26	0.750	4.43	2.33	5.49
Business and university R&D collaboration ¹	28	0.789	4.49	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	94	-0.932	128	1	180
Social safety net protection ¹	41	0.281	4.09	2.10	6.26
Intellectual property protection and property rights ¹	59	-0.103	3.98	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	61	-0.072	4.32	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.8	Freedom in the World ⁸	2
Aged dependency ratio (%)	7.7	Democracy Index (rank/165)	53
Fertility rate (births per woman)	2.5	Population living in urban area (%)	51.4
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	38.1
Population below age 20 (%)	38.5	Accessibility of digital content ¹	4.87
Population above age 60 (%)	7.6	Extent of virtual social networks use ¹	5.92
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.8	Economic activity (agriculture) — % of total activity	35.9
Technical/vocational enrolment as % of total enrolment in secondary school	18	Economic activity (industry) — % of total activity	20.6
Adult literacy (%)	92.8	Economic activity (services) — % of total activity	43.5
Boys not in primary school (%)	2	GDP per person employed (US\$)	11,037
Girls not in primary school (%)	7	Cooperation in labour-employer relations ¹	4.56
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.059	Emigration rate of the tertiary educated (%)	2.9
Private enrolment in primary school (% of primary)	17.1	Labour force with tertiary education (%)	7.1
Private enrolment in secondary school (% of secondary)	41.4	Number of patent applications (per 1,000 people)	0.0243
PIRLS ⁶	428	Hiring and firing practices ¹	4.27
PISA math scores ⁶	371	Retirement age, male	—
PISA reading scores ⁶	402	Retirement age, female	—
PISA science scores ⁶	383	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	108,208
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	8,320
TIMSS 8th grade math ⁶	386	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	406	Total youth not in education or employment (1,000s)	10,535.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.5	Global Innovation Index (rank/142)	85
Public spending on health (% of GDP)	2.7	Global Talent Index (rank/60)	58
Business impact of heart disease ¹	3.44	Quality of Labour Force (rank/60)	54
Business impact of cancer ¹	3.39	Talent Environment (rank/60)	56
Business impact of mental illness ¹	3.76	IQ measure ⁹	85.8
Business impact of diabetes ¹	3.40		
Business impact of chronic respiratory disease ¹	3.79		
Business impact of HIV/AIDS ¹	3.79		
Business impact of tuberculosis ¹	3.79		
Business impact of malaria ¹	4.24		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Iran, Islamic Rep.

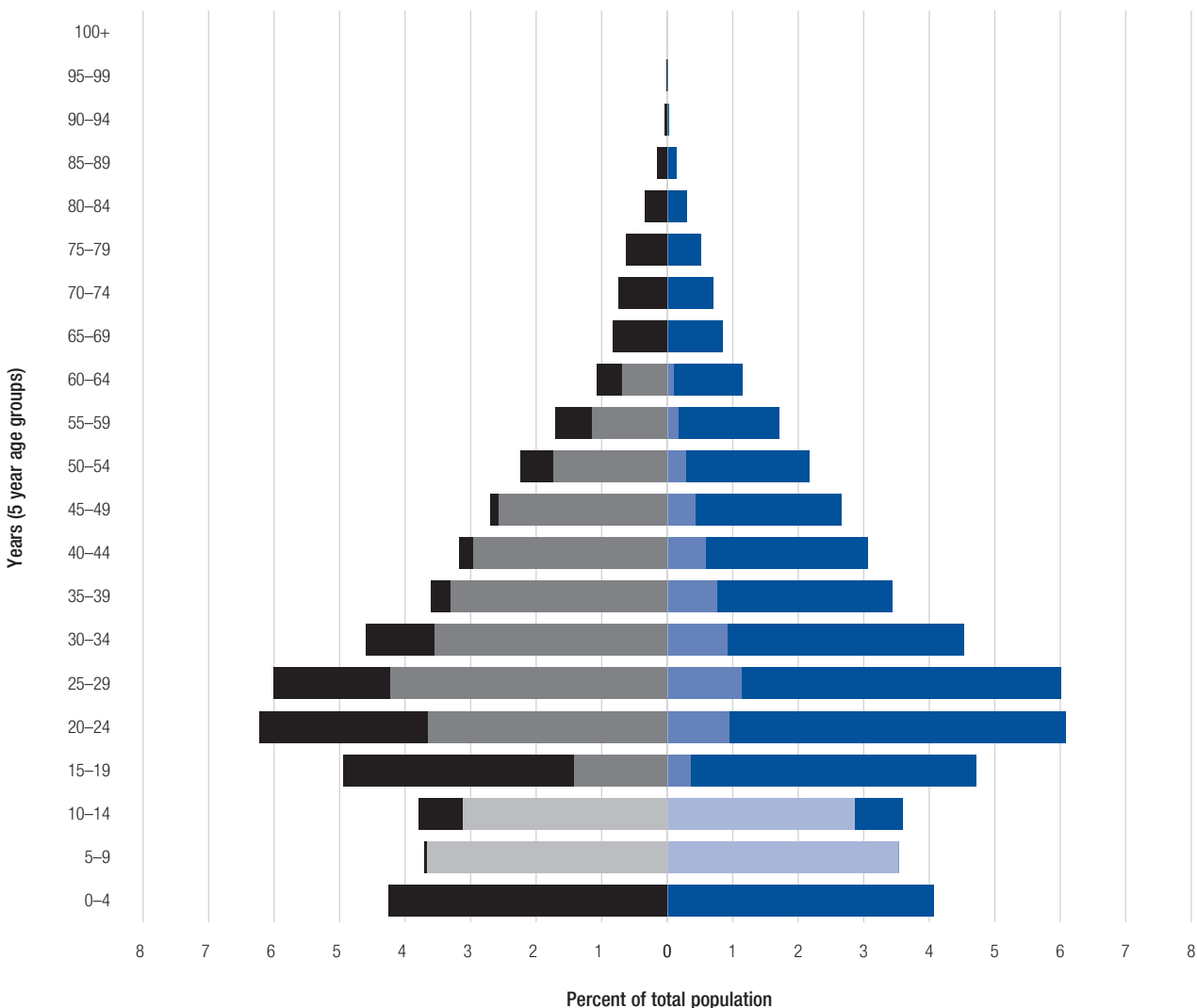
Rank/122 Score

Human Capital Index 2013	94	-0.487
Pillar 1: Education	68	-0.051
Pillar 2: Health and wellness	87	-0.274
Pillar 3: Workforce and employment	119	-1.059
Pillar 4: Enabling environment	88	-0.564

Key Indicators	
Total population (1,000s)	74,462.3
Median age of population	27
GDP per capita PPP (constant 2005, international \$)	10,405
GDP growth (annual %)	1.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 33.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.1%

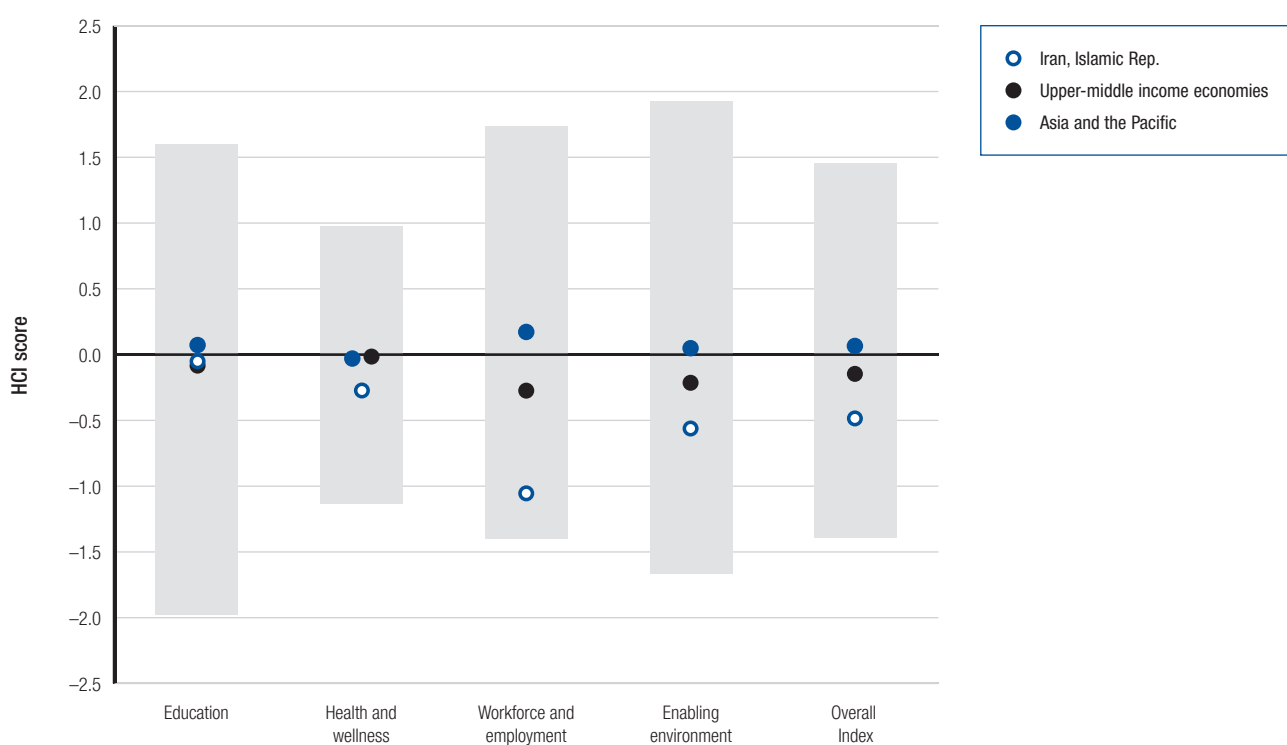


Iran, Islamic Rep.

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	18.5
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	44.0
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	37.5
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Iran, Islamic Rep.

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	4	0.766	100	58	100
Secondary enrolment rate (%)	50	0.386	81	16	100
Tertiary enrolment ratio (%)	45	0.305	49	1	103
Education gender gap ²	92	-0.074	0.953	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	110	-1.311	2.68	1.64	6.64
Quality of the education system ¹	88	-0.669	3.20	1.99	5.98
Quality of primary schools ¹	54	0.076	4.02	1.97	6.82
Quality of math & science education ¹	35	0.577	4.59	1.88	6.29
Quality of management schools ¹	83	-0.545	3.84	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	45	-0.020	62	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	82	0.024	21	2	98
Life expectancy	72	0.056	73	50	83
Survival gender gap ²	77	0.033	0.971	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	11	1.066	6.0	1.2	36.5
Unhealthy life years (% of life expectancy)	95	-0.300	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	58	0.195	24.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	71	-0.323	21.6	1.1	42.8
Business impact of non-communicable diseases ¹	103	-0.896	4.08	2.74	5.87
Business impact of communicable diseases ¹	58	0.334	5.81	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	117	-2.576	64	8	69
Depression (% of respondents) ⁷	108	-1.775	23	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	45	0.694	97.6	31.1	100.0
Healthcare quality ¹	59	-0.101	3.99	1.78	6.75
Healthcare accessibility ¹	67	-0.265	4.34	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	119	-2.350	46.2	43.4	90.6
Labour force participation rate, age 65+ (%)	60	-0.354	17.8	1.6	91.2
Economic participation gender gap ²	114	-1.968	0.412	0.310	0.839
Unemployment rate (%)	92	-0.909	13.5	0.3	32.0
Youth unemployment rate (%)	74	-0.452	23.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	116	-1.586	1.80	1.48	6.08
Country capacity to retain talent ¹	110	-1.232	2.34	1.81	5.97
Ease of finding skilled employees ¹	91	-0.670	3.52	2.13	5.69
Pay related to productivity ¹	109	-1.287	3.14	2.37	5.25
Capacity for innovation ¹	74	-0.407	3.38	2.31	5.84
Index of Economic Complexity ³	105	-1.456	-1.28	-1.96	2.37
Firm level technology absorption ¹	105	-1.158	3.99	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	43	-0.340	0.086	0.000	1.242
Median age of the working population	87	-0.827	31	28	42
<i>Training</i>					
Staff training ¹	120	-1.616	3.01	2.51	5.57
Training services ¹	75	-0.330	4.04	2.67	6.47

Iran, Islamic Rep.

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	102	-0.945	75	17	191
Internet users (per 100 people)	87	-0.816	21	1	95
Quality of domestic transport ¹	44	-0.324	4.75	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	87	-0.636	3.44	2.33	5.49
Business and university R&D collaboration ¹	79	-0.516	3.32	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	106	-1.261	145	1	180
Social safety net protection ¹	50	0.012	3.80	2.10	6.26
Intellectual property protection and property rights ¹	79	-0.539	3.54	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	89	-0.700	3.76	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	33.2	Freedom in the World ⁸	6
Aged dependency ratio (%)	7.2	Democracy Index (rank/165)	158
Fertility rate (births per woman)	1.9	Population living in urban area (%)	69.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	38.3
Population below age 20 (%)	33.3	Accessibility of digital content ¹	3.87
Population above age 60 (%)	7.4	Extent of virtual social networks use ¹	3.33
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.7	Economic activity (agriculture) — % of total activity	21.2
Technical/vocational enrolment as % of total enrolment in secondary school	11	Economic activity (industry) — % of total activity	32.2
Adult literacy (%)	85.0	Economic activity (services) — % of total activity	46.5
Boys not in primary school (%)	1	GDP per person employed (US\$)	15,915
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	3.67
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	14.3
Private enrolment in primary school (% of primary)	7.3	Labour force with tertiary education (%)	18.8
Private enrolment in secondary school (% of secondary)	11.9	Number of patent applications (per 1,000 people)	0.0877
PIRLS ⁶	457	Hiring and firing practices ¹	3.43
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	431	Total employed (1,000s)	20,657
TIMSS 4th grade science ⁶	453	Total unemployed (1,000s)	3,218
TIMSS 8th grade math ⁶	415	Unemployment for 12 months or more as a % of total unemployment	33.2
TIMSS 8th grade science ⁶	474	Total youth not in education or employment (1,000s)	5,330.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,068.0
Prevalence of visual impairment (%)	3.5	Global Innovation Index (rank/142)	113
Public spending on health (% of GDP)	6.0	Global Talent Index (rank/60)	55
Business impact of heart disease ¹	3.75	Quality of Labour Force (rank/60)	52
Business impact of cancer ¹	4.03	Talent Environment (rank/60)	55
Business impact of mental illness ¹	4.15	IQ measure ⁹	85.6
Business impact of diabetes ¹	4.28		
Business impact of chronic respiratory disease ¹	4.18		
Business impact of HIV/AIDS ¹	5.52		
Business impact of tuberculosis ¹	5.75		
Business impact of malaria ¹	6.16		

NOTES

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Ireland

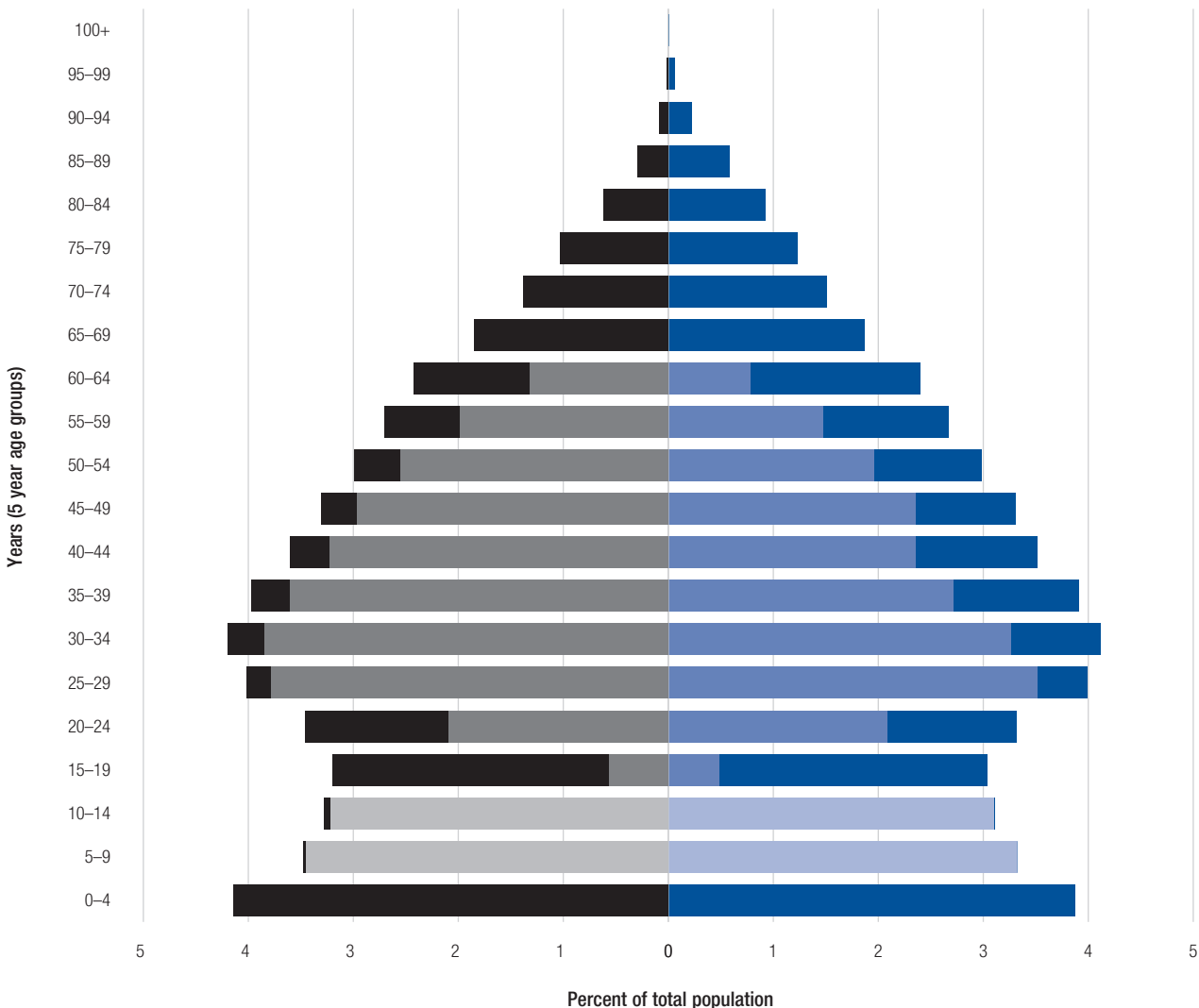
	Rank/122	Score
Human Capital Index 2013	20	0.824
Pillar 1: Education	9	1.033
Pillar 2: Health and wellness	25	0.516
Pillar 3: Workforce and employment	22	0.645
Pillar 4: Enabling environment	19	1.103

Key Indicators

Total population (1,000s)	4,467.6
Median age of population	34
GDP per capita PPP (constant 2005, international \$)	36,755
GDP growth (annual %)	0.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 16.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 31.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.3%

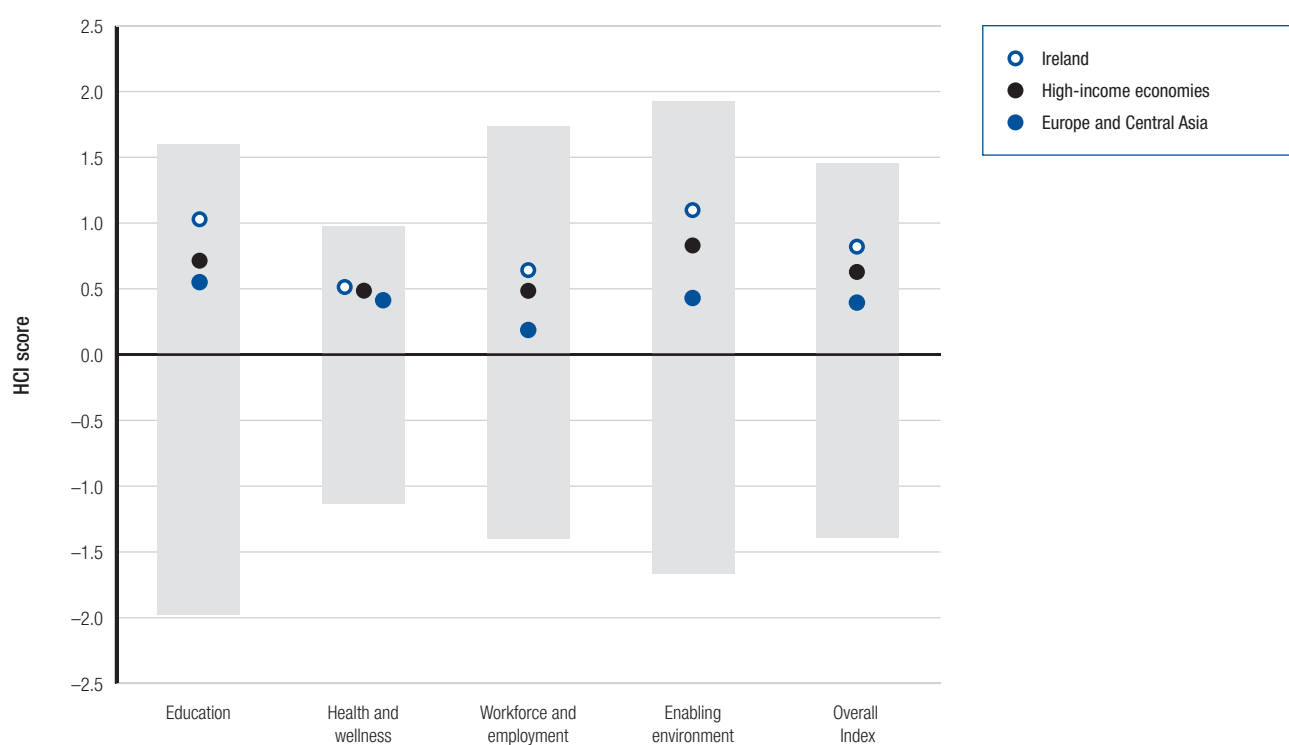


Ireland

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.8	32.2
Professionals	10.0	
Technicians and associate professionals	3.7	
Secondary requirements	31.5	35.8
Clerks	7.5	
Service workers and shop and market sales workers	10.5	
Skilled agricultural and fishery workers	0.4	
Craft and related trade workers	8.6	
Plant and machine operators and assemblers	4.4	
Primary requirements	5.5	18.4
Elementary occupations	5.5	
Various	9.0	
Legislators, senior officials and managers	8.8	
Unclassified	n/a	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Ireland

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	9	0.748	100	58	100
Secondary enrolment rate (%)	2	1.166	99	16	100
Tertiary enrolment ratio (%)	22	1.047	68	1	103
Education gender gap ²	25	0.533	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	39	0.534	4.99	1.64	6.64
Quality of the education system ¹	5	1.859	5.46	1.99	5.98
Quality of primary schools ¹	8	1.613	5.69	1.97	6.82
Quality of math & science education ¹	20	0.891	4.89	1.88	6.29
Quality of management schools ¹	18	1.165	5.27	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	30	0.590	79	2	100
Tertiary education attainment (% population age 25+)	12	1.215	32	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	0.832	3	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	59	0.236	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	10	0.791	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	25	1.037	13.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	89	-0.629	24.5	1.1	42.8
Business impact of non-communicable diseases ¹	41	0.414	4.67	2.74	5.87
Business impact of communicable diseases ¹	12	1.088	6.56	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	90	-0.638	39	8	69
Depression (% of respondents) ⁷	18	0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	33	0.786	99.4	31.1	100.0
Healthcare quality ¹	41	0.486	4.70	1.78	6.75
Healthcare accessibility ¹	42	0.502	5.28	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	65	0.011	69.3	43.4	90.6
Labour force participation rate, age 65+ (%)	90	-0.823	8.7	1.6	91.2
Economic participation gender gap ²	26	0.915	0.751	0.310	0.839
Unemployment rate (%)	93	-0.936	13.6	0.3	32.0
Youth unemployment rate (%)	88	-0.915	27.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	10	1.545	5.03	1.48	6.08
Country capacity to retain talent ¹	36	0.538	4.05	1.81	5.97
Ease of finding skilled employees ¹	5	1.609	5.10	2.13	5.69
Pay related to productivity ¹	33	0.651	4.32	2.37	5.25
Capacity for innovation ¹	19	1.176	4.64	2.31	5.84
Index of Economic Complexity ³	17	1.193	1.25	-1.96	2.37
Firm level technology absorption ¹	22	1.124	5.62	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	16	1.489	0.634	0.000	1.242
Median age of the working population	44	0.611	37	28	42
<i>Training</i>					
Staff training ¹	19	1.193	4.81	2.51	5.57
Training services ¹	21	0.932	5.04	2.67	6.47

Ireland

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	59	0.039	108	17	191
Internet users (per 100 people)	22	1.177	77	1	95
Quality of domestic transport ¹	39	0.410	4.83	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	19	1.275	4.80	2.33	5.49
Business and university R&D collaboration ¹	12	1.577	5.20	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	14	1.260	15	1	180
Social safety net protection ¹	15	1.447	5.35	2.10	6.26
Intellectual property protection and property rights ¹	16	1.463	5.59	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	21	1.276	5.54	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	31.7	Freedom in the World ⁸	1
Aged dependency ratio (%)	16.8	Democracy Index (rank/165)	13
Fertility rate (births per woman)	2.0	Population living in urban area (%)	62.5
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	34.3
Population below age 20 (%)	27.5	Accessibility of digital content ¹	5.41
Population above age 60 (%)	16.1	Extent of virtual social networks use ¹	6.12
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.5	Economic activity (agriculture) — % of total activity	4.6
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	18.9
Adult literacy (%)	—	Economic activity (services) — % of total activity	76.2
Boys not in primary school (%)	1	GDP per person employed (US\$)	56,749
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	5.35
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	33.7
Private enrolment in primary school (% of primary)	0.8	Labour force with tertiary education (%)	39.9
Private enrolment in secondary school (% of secondary)	0.7	Number of patent applications (per 1,000 people)	0.1256
PIRLS ⁶	552	Hiring and firing practices ¹	4.23
PISA math scores ⁶	487	Retirement age, male	65
PISA reading scores ⁶	496	Retirement age, female	65
PISA science scores ⁶	508	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	527	Total employed (1,000s)	1,848
TIMSS 4th grade science ⁶	516	Total unemployed (1,000s)	291
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	48.9
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	142.4
Prevalence of visual impairment (%)	1.0	Global Innovation Index (rank/142)	10
Public spending on health (% of GDP)	9.4	Global Talent Index (rank/60)	16
Business impact of heart disease ¹	4.48	Quality of Labour Force (rank/60)	14
Business impact of cancer ¹	4.30	Talent Environment (rank/60)	13
Business impact of mental illness ¹	4.81	IQ measure ⁹	95.7
Business impact of diabetes ¹	4.65		
Business impact of chronic respiratory disease ¹	5.10		
Business impact of HIV/AIDS ¹	6.36		
Business impact of tuberculosis ¹	6.48		
Business impact of malaria ¹	6.83		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Israel

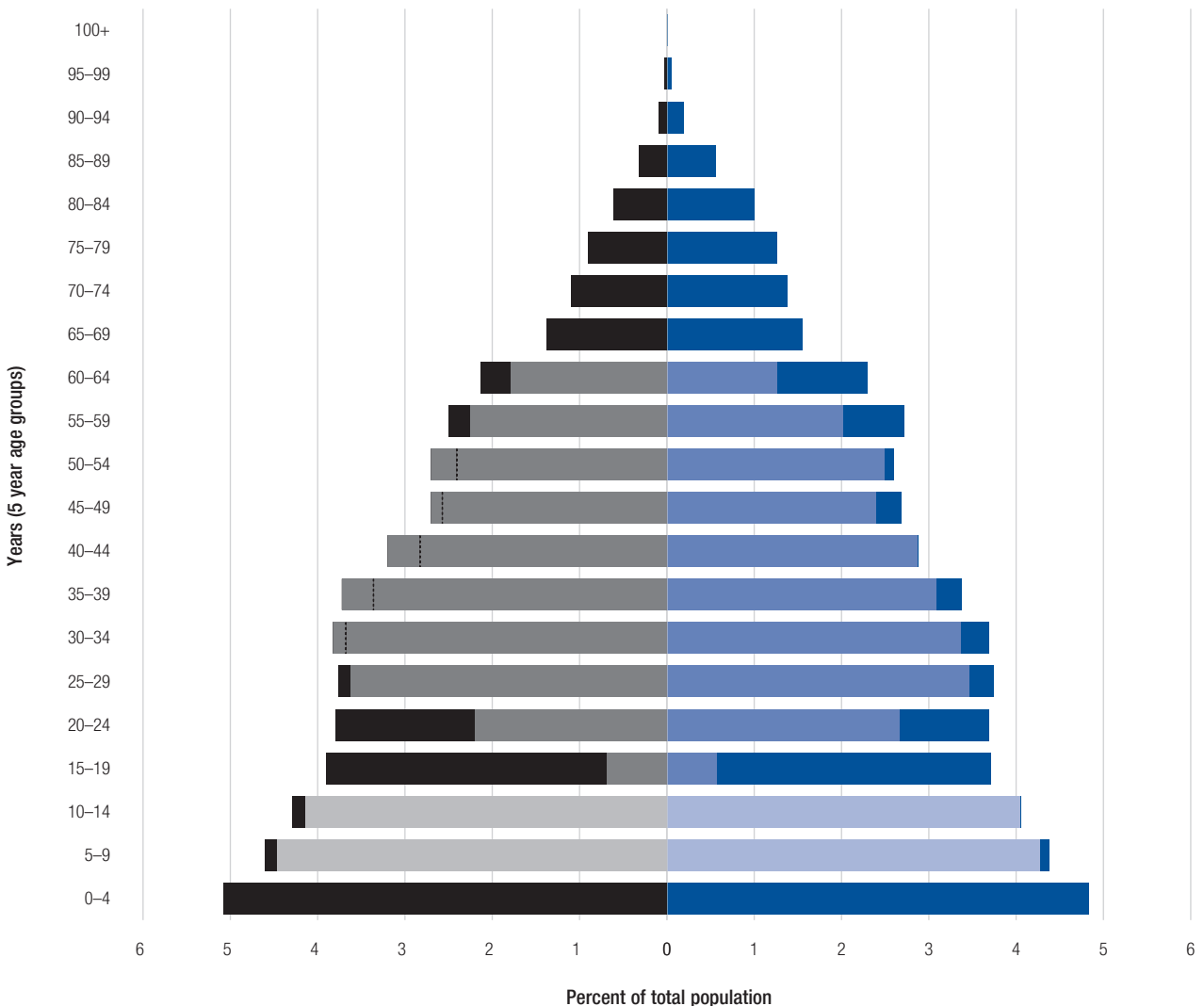
	Rank/122	Score
Human Capital Index 2013	25	0.587
Pillar 1: Education	27	0.651
Pillar 2: Health and wellness	29	0.457
Pillar 3: Workforce and employment	20	0.674
Pillar 4: Enabling environment	32	0.568

Key Indicators

Total population (1,000s)	7,420.4
Median age of population	30
GDP per capita PPP (constant 2005, international \$)	26,719
GDP growth (annual %)	4.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 16.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 43.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 0.5%

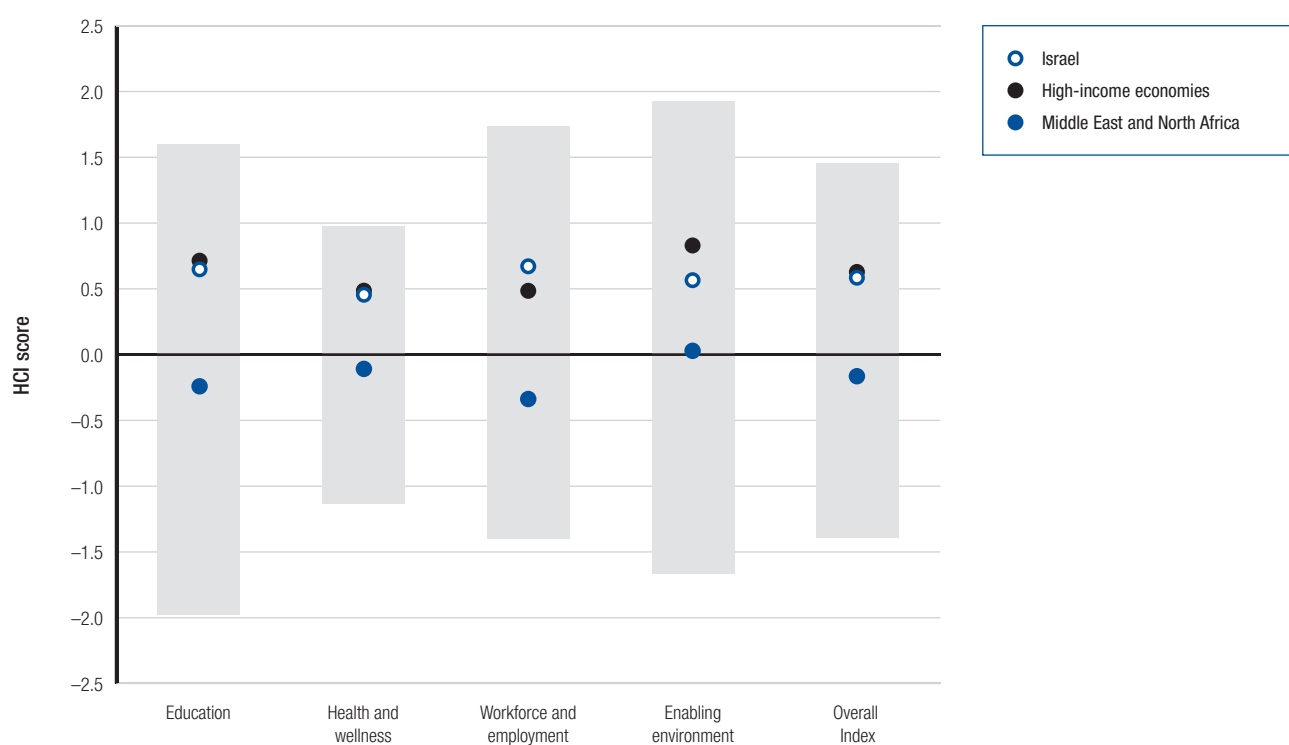


Israel

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	12.2	43.1
Professionals	5.7	
Technicians and associate professionals	6.5	
Secondary requirements	22.6	41.7
Clerks	6.8	
Service workers and shop and market sales workers	6.2	
Skilled agricultural and fishery workers	0.8	
Craft and related trade workers	5.0	
Plant and machine operators and assemblers	3.9	
Primary requirements	3.6	9.4
Elementary occupations	3.6	
Various	3.3	
Legislators, senior officials and managers	2.8	
Unclassified	0.4	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Israel

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	48	-0.475	97	58	100
Secondary enrolment rate (%)	5	1.125	98	16	100
Tertiary enrolment ratio (%)	29	-0.833	62	1	103
Education gender gap ²	73	-0.382	0.987	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	35	-0.606	5.08	1.64	6.64
Quality of the education system ¹	46	-0.226	4.00	1.99	5.98
Quality of primary schools ¹	60	-0.035	3.90	1.97	6.82
Quality of math & science education ¹	68	-0.008	4.03	1.88	6.29
Quality of management schools ¹	38	-0.460	4.68	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	22	-0.724	94	5	100
Secondary education attainment (% population age 25+)	25	-0.816	85	2	100
Tertiary education attainment (% population age 25+)	2	-2.208	43	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	-0.787	4	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	84	-0.117	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	23	-0.608	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	27	-0.998	13.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	98	-0.735	25.5	1.1	42.8
Business impact of non-communicable diseases ¹	9	1.255	5.04	2.74	5.87
Business impact of communicable diseases ¹	22	-0.976	6.45	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	86	-0.560	38	8	69
Depression (% of respondents) ⁷	103	-1.456	21	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	22	-1.173	5.54	1.78	6.75
Healthcare accessibility ¹	26	-1.045	5.94	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	89	-0.439	64.9	43.4	90.6
Labour force participation rate, age 65+ (%)	78	-0.643	12.2	1.6	91.2
Economic participation gender gap ²	48	-0.329	0.682	0.310	0.839
Unemployment rate (%)	39	-0.401	6.6	0.3	32.0
Youth unemployment rate (%)	36	-0.504	13.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	53	-0.074	3.52	1.48	6.08
Country capacity to retain talent ¹	44	-0.307	3.83	1.81	5.97
Ease of finding skilled employees ¹	11	1.370	4.94	2.13	5.69
Pay related to productivity ¹	57	-0.189	4.04	2.37	5.25
Capacity for innovation ¹	4	2.401	5.61	2.31	5.84
Index of Economic Complexity ³	18	-1.117	1.17	-1.96	2.37
Firm level technology absorption ¹	5	1.758	6.07	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	7	2.270	0.868	0.000	1.242
Median age of the working population	53	-0.247	36	28	42
<i>Training</i>					
Staff training ¹	43	-0.306	4.24	2.51	5.57
Training services ¹	31	-0.592	4.77	2.67	6.47

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	40	0.429	122	17	191
Internet users (per 100 people)	31	0.934	70	1	95
Quality of domestic transport ¹	84	-0.502	4.03	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	36	0.389	4.17	2.33	5.49
Business and university R&D collaboration ¹	8	1.811	5.40	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	36	0.814	38	1	180
Social safety net protection ¹	36	0.489	4.31	2.10	6.26
Intellectual property protection and property rights ¹	31	0.711	4.82	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	55	0.040	4.42	2.78	6.36

Additional indicators

<i>Demographics</i>	<i>Value</i>	<i>Society</i>	<i>Value</i>
Child dependency ratio (%)	43.7	Freedom in the World ⁸	1
Aged dependency ratio (%)	16.7	Democracy Index (rank/165)	37
Fertility rate (births per woman)	2.9	Population living in urban area (%)	91.9
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	39.2
Population below age 20 (%)	34.8	Accessibility of digital content ¹	5.73
Population above age 60 (%)	14.9	Extent of virtual social networks use ¹	6.08
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.0	Economic activity (agriculture) — % of total activity	1.7
Technical/vocational enrolment as % of total enrolment in secondary school	19	Economic activity (industry) — % of total activity	20.4
Adult literacy (%)	91.8	Economic activity (services) — % of total activity	77.1
Boys not in primary school (%)	3	GDP per person employed (US\$)	44,366
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.45
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.8
Private enrolment in primary school (% of primary)	21.6	Labour force with tertiary education (%)	45.1
Private enrolment in secondary school (% of secondary)	10.5	Number of patent applications (per 1,000 people)	0.9280
PIRLS ⁶	541	Hiring and firing practices ¹	4.14
PISA math scores ⁶	447	Retirement age, male	68
PISA reading scores ⁶	474	Retirement age, female	64
PISA science scores ⁶	455	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,938
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	209
TIMSS 8th grade math ⁶	516	Unemployment for 12 months or more as a % of total unemployment	24.2
TIMSS 8th grade science ⁶	516	Total youth not in education or employment (1,000s)	357.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	50.6
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	14
Public spending on health (% of GDP)	7.7	Global Talent Index (rank/60)	10
Business impact of heart disease ¹	4.68	Quality of Labour Force (rank/60)	2
Business impact of cancer ¹	4.60	Talent Environment (rank/60)	9
Business impact of mental illness ¹	5.36	IQ measure ⁹	94.4
Business impact of diabetes ¹	5.15		
Business impact of chronic respiratory disease ¹	5.43		
Business impact of HIV/AIDS ¹	6.54		
Business impact of tuberculosis ¹	6.31		
Business impact of malaria ¹	6.49		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Italy

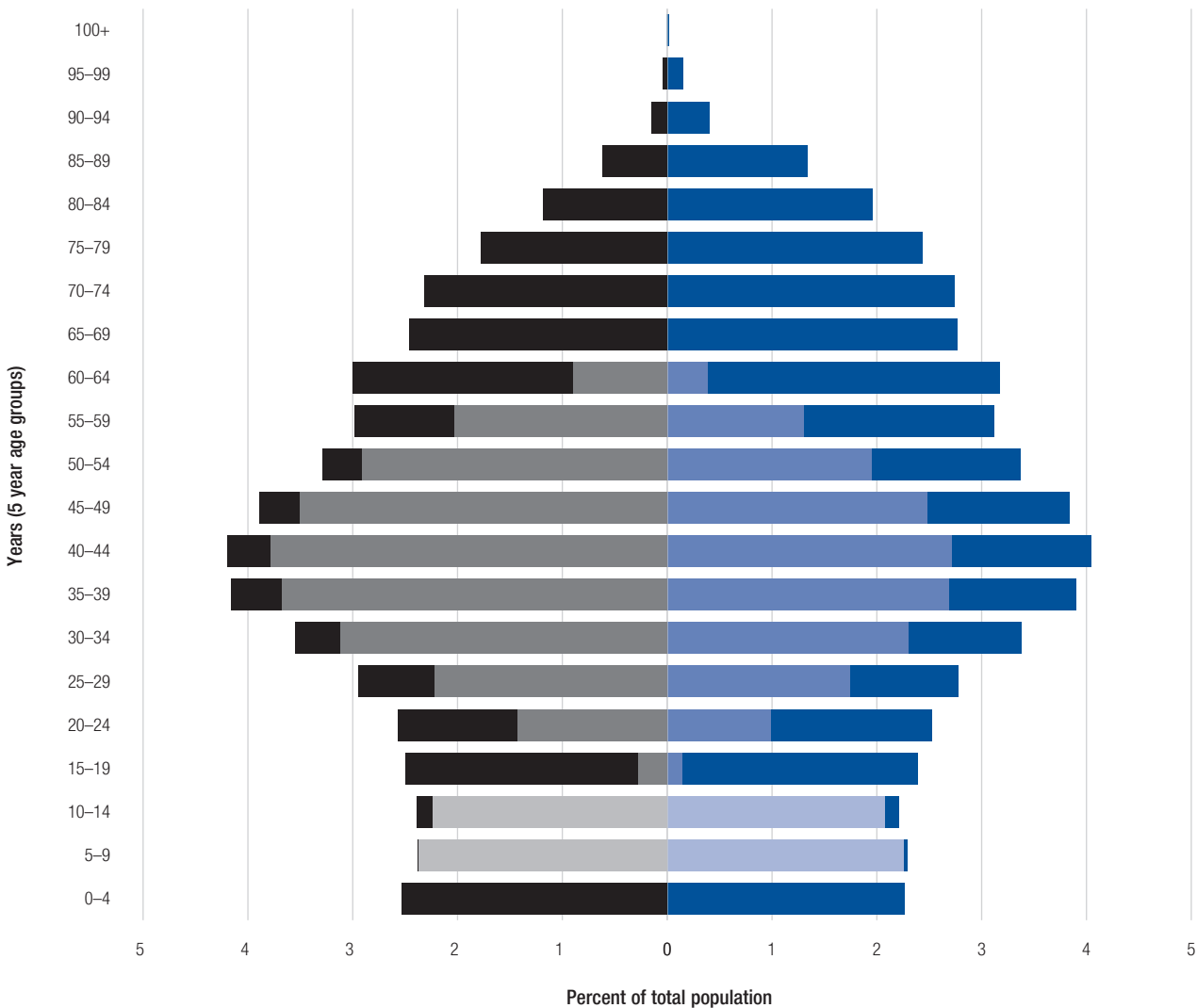
	Rank/122	Score
Human Capital Index 2013	37	0.266
Pillar 1: Education	40	0.378
Pillar 2: Health and wellness	19	0.601
Pillar 3: Workforce and employment	75	-0.243
Pillar 4: Enabling environment	39	0.329

Key Indicators

Total population (1,000s)	60,509.0
Median age of population	43
GDP per capita PPP (constant 2005, international \$)	26,328
GDP growth (annual %)	-2.4

Education and workforce distribution

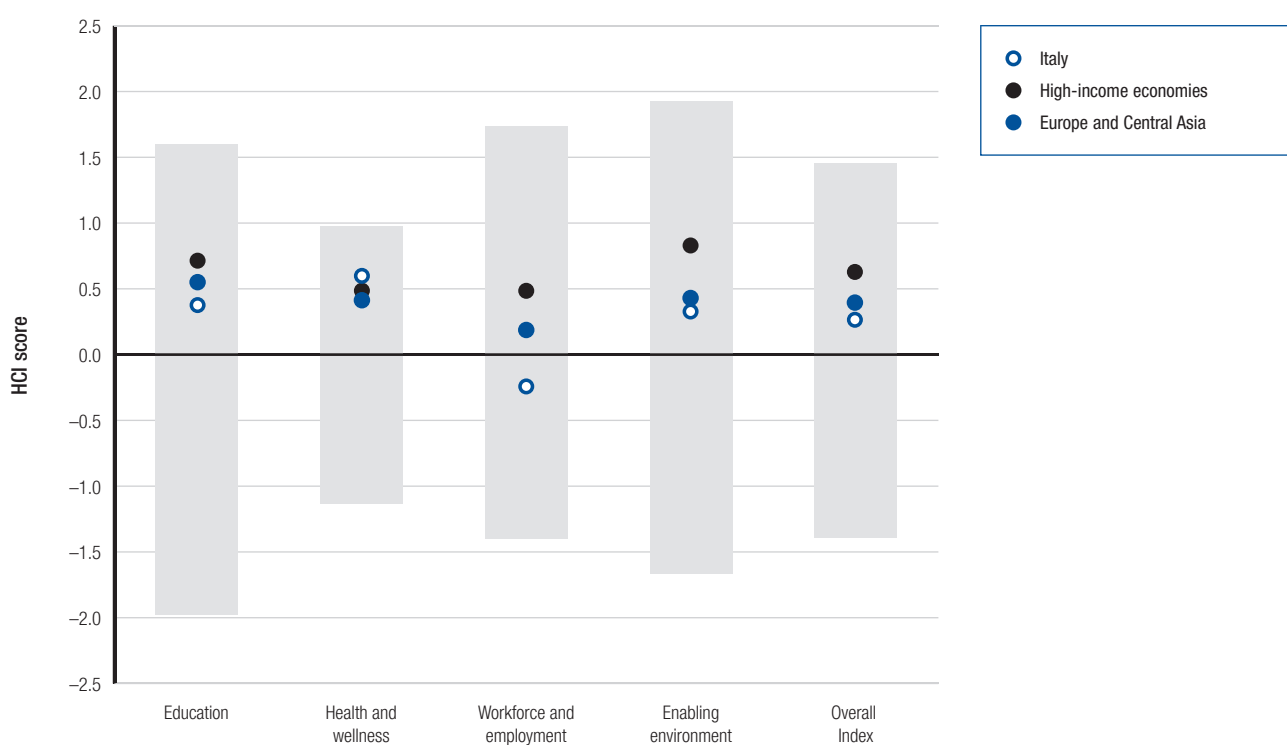
Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 30.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.5%
		Female labour force participation, age 65+: 0.1%



Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	14.2	12.1
Professionals	4.7	
Technicians and associate professionals	9.5	
Secondary requirements	22.4	61.0
Clerks	5.2	
Service workers and shop and market sales workers	5.1	
Skilled agricultural and fishery workers	1.0	
Craft and related trade workers	7.4	
Plant and machine operators and assemblers	3.8	
Primary requirements	4.2	19.9
Elementary occupations	4.2	
Various	4.1	
Legislators, senior officials and managers	3.7	
Unclassified	n/a	
Armed forces	0.5	

Spread of scores (by pillar and overall)



Italy

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	24	-0.676	99	58	100
Secondary enrolment rate (%)	11	-0.946	94	16	100
Tertiary enrolment ratio (%)	25	-0.929	65	1	103
Education gender gap ²	58	-0.447	0.992	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	84	-0.520	3.67	1.64	6.64
Quality of the education system ¹	60	-0.177	3.64	1.99	5.98
Quality of primary schools ¹	33	-0.683	4.68	1.97	6.82
Quality of math & science education ¹	55	-0.232	4.26	1.88	6.29
Quality of management schools ¹	30	-0.818	4.98	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	25	-0.703	94	5	100
Secondary education attainment (% population age 25+)	36	-0.407	74	2	100
Tertiary education attainment (% population age 25+)	61	-0.614	12	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	66	-0.205	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	5	-0.811	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	2	1.493	7.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	45	-0.141	17.2	1.1	42.8
Business impact of non-communicable diseases ¹	22	-0.911	4.89	2.74	5.87
Business impact of communicable diseases ¹	26	-0.905	6.38	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	108	-1.335	48	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	35	-0.720	4.99	1.78	6.75
Healthcare accessibility ¹	27	1.030	5.92	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	98	-0.694	62.4	43.4	90.6
Labour force participation rate, age 65+ (%)	116	-1.112	3.1	1.6	91.2
Economic participation gender gap ²	87	-0.443	0.591	0.310	0.839
Unemployment rate (%)	68	-0.061	8.4	0.3	32.0
Youth unemployment rate (%)	89	-0.945	27.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	101	-1.016	2.39	1.48	6.08
Country capacity to retain talent ¹	99	-0.895	2.66	1.81	5.97
Ease of finding skilled employees ¹	41	-0.434	4.29	2.13	5.69
Pay related to productivity ¹	119	-1.910	2.76	2.37	5.25
Capacity for innovation ¹	28	-0.567	4.15	2.31	5.84
Index of Economic Complexity ³	15	1.272	1.32	-1.96	2.37
Firm level technology absorption ¹	97	-0.880	4.19	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	23	-0.854	0.444	0.000	1.242
Median age of the working population	4	1.511	41	28	42
<i>Training</i>					
Staff training ¹	111	-1.307	3.21	2.51	5.57
Training services ¹	29	-0.617	4.79	2.67	6.47

Italy

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	8	1.495	158	17	191
Internet users (per 100 people)	41	0.463	57	1	95
Quality of domestic transport ¹	83	-0.479	4.05	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	1	2.240	5.49	2.33	5.49
Business and university R&D collaboration ¹	54	-0.078	3.71	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	60	0.135	73	1	180
Social safety net protection ¹	43	0.131	3.92	2.10	6.26
Intellectual property protection and property rights ¹	57	-0.094	3.99	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	101	-0.855	3.62	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	21.4	<i>Society</i>	
Aged dependency ratio (%)	30.9	Freedom in the World ⁸	2
Fertility rate (births per woman)	1.4	Democracy Index (rank/165)	32
Sex ratio at birth (female/male)	0.94	Population living in urban area (%)	68.6
Population below age 20 (%)	18.9	Gini Index (income) ⁵	36.0
Population above age 60 (%)	26.5	Accessibility of digital content ¹	4.58
<i>Education</i>			
Public spending on education (% of GDP)	4.5	Extent of virtual social networks use ¹	5.79
Technical/vocational enrolment as % of total enrolment in secondary school	37	<i>Workforce</i>	
Adult literacy (%)	99.0	Economic activity (agriculture) — % of total activity	3.7
Boys not in primary school (%)	1	Economic activity (industry) — % of total activity	28.5
Girls not in primary school (%)	1	Economic activity (services) — % of total activity	67.8
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	45,170
Private enrolment in primary school (% of primary)	6.9	Cooperation in labour-employer relations ¹	3.41
Private enrolment in secondary school (% of secondary)	8.4	Emigration rate of the tertiary educated (%)	9.7
PIRLS ⁶	541	Labour force with tertiary education (%)	17.2
PISA math scores ⁶	483	Number of patent applications (per 1,000 people)	0.1607
PISA reading scores ⁶	486	Hiring and firing practices ¹	2.55
PISA science scores ⁶	489	Retirement age, male	66 years and 3 months
TIMSS 4th grade math ⁶	508	Retirement age, female	62 years and 3 months
TIMSS 4th grade science ⁶	524	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	498	Total employed (1,000s)	22,872
TIMSS 8th grade science ⁶	501	Total unemployed (1,000s)	2,102
<i>Health</i>			
Prevalence of visual impairment (%)	1.1	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	9.5	Total youth not in education or employment (1,000s)	1,203.0
Business impact of heart disease ¹	4.60	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.44	Global Innovation Index (rank/142)	29
Business impact of mental illness ¹	5.24	Global Talent Index (rank/60)	23
Business impact of diabetes ¹	5.08	Quality of Labour Force (rank/60)	28
Business impact of chronic respiratory disease ¹	5.09	Talent Environment (rank/60)	30
Business impact of HIV/AIDS ¹	5.98	IQ measure ⁹	95.9
Business impact of tuberculosis ¹	6.47		
Business impact of malaria ¹	6.68		

NOTES

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7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Jamaica

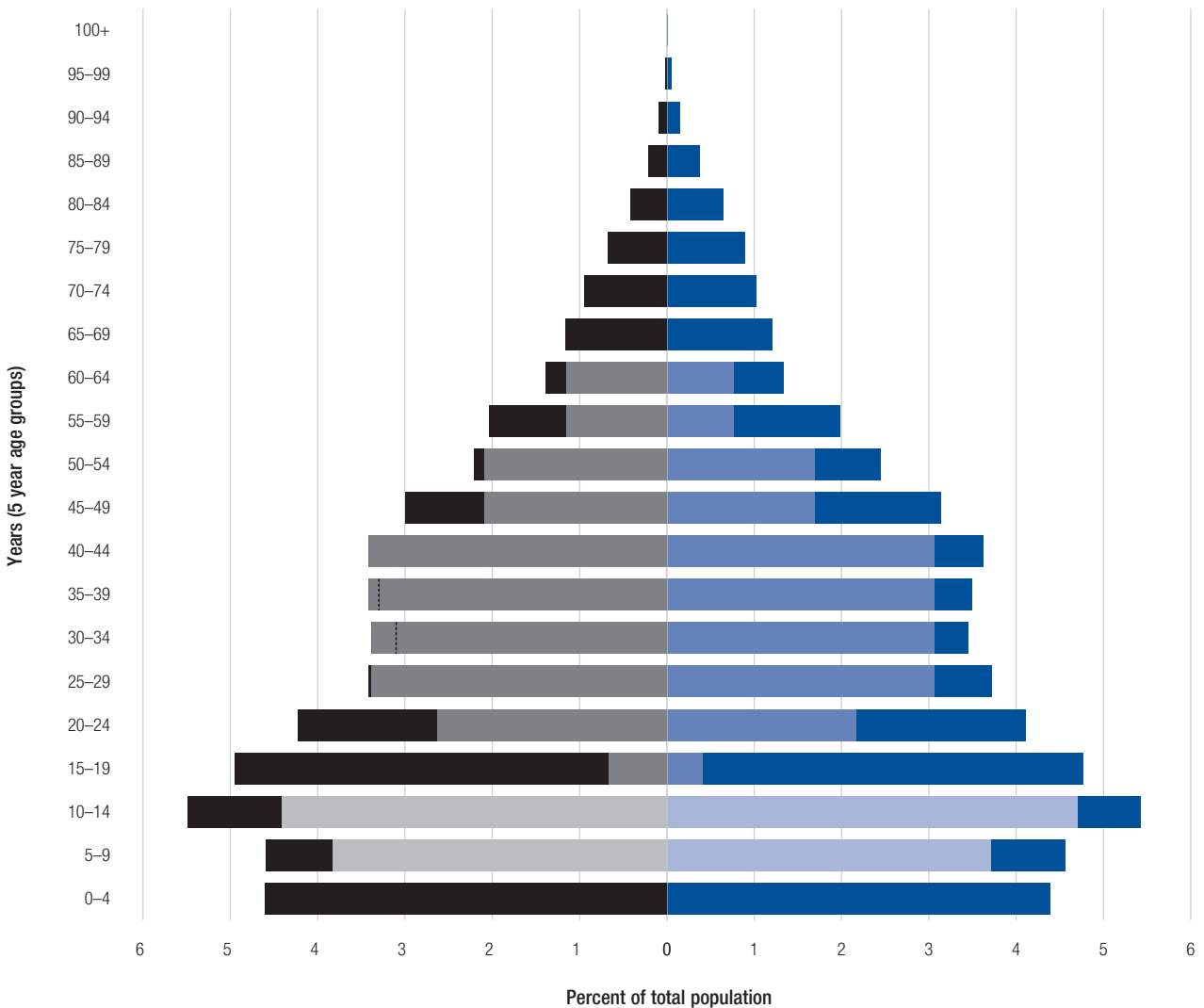
	Rank/122	Score
Human Capital Index 2013	68	-0.171
Pillar 1: Education	81	-0.285
Pillar 2: Health and wellness	50	0.126
Pillar 3: Workforce and employment	76	-0.246
Pillar 4: Enabling environment	69	-0.279

Key Indicators

Total population (1,000s)	2,741.5
Median age of population	27
GDP per capita PPP (constant 2005, international \$)	7,083
GDP growth (annual %)	-0.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 12.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 46.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.6%
		Female labour force participation, age 65+: 0.8%

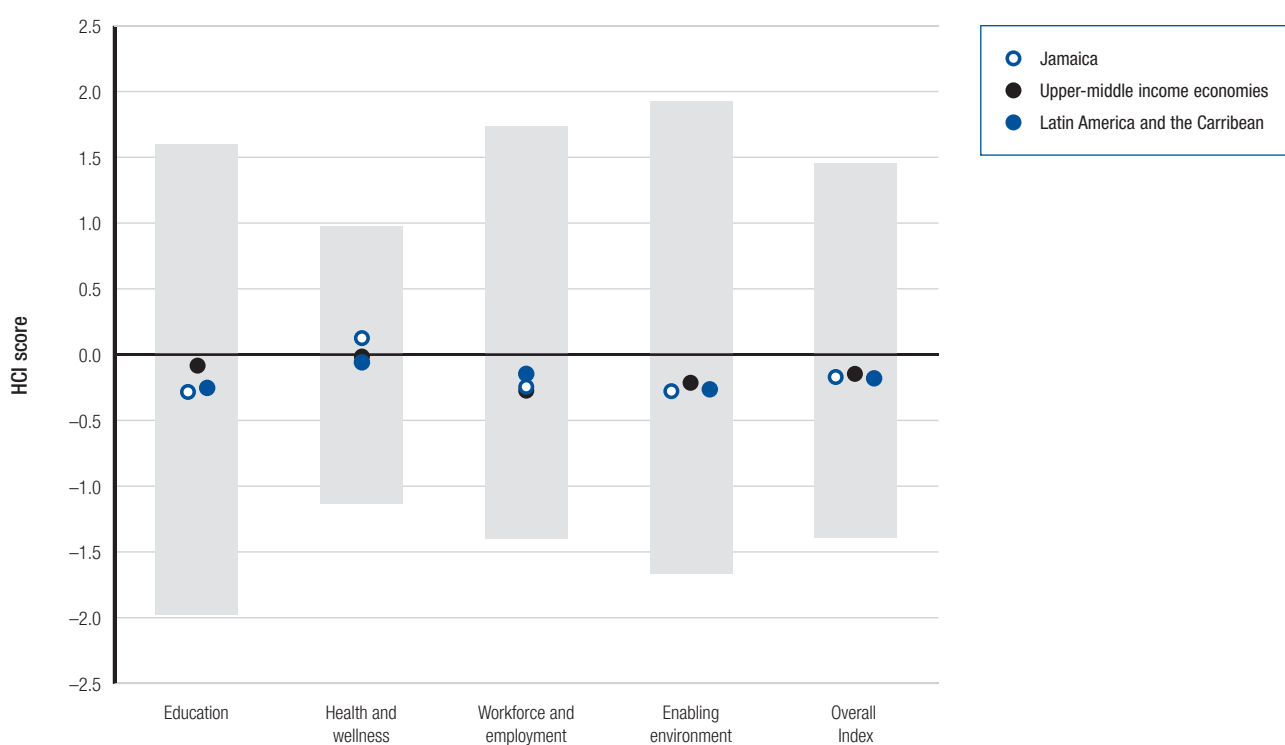


Jamaica

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	0.0	n/a
Professionals	n/a	
Technicians and associate professionals	0.0	
Secondary requirements	43.4	n/a
Clerks	6.1	
Service workers and shop and market sales workers	13.0	
Skilled agricultural and fishery workers	11.3	
Craft and related trade workers	9.1	
Plant and machine operators and assemblers	4.0	
Primary requirements	9.6	n/a
Elementary occupations	9.6	
Various	0.1	
Legislators, senior officials and managers	0.0	
Unclassified	0.1	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Jamaica

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	105	-1.300	82	58	100
Secondary enrolment rate (%)	42	-0.493	84	16	100
Tertiary enrolment ratio (%)	75	-0.553	26	1	103
Education gender gap ²	72	-0.394	0.988	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	66	-0.145	4.14	1.64	6.64
Quality of the education system ¹	54	-0.110	3.70	1.99	5.98
Quality of primary schools ¹	79	-0.486	3.41	1.97	6.82
Quality of math & science education ¹	97	-0.865	3.21	1.88	6.29
Quality of management schools ¹	61	-0.005	4.30	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	69	-0.248	16	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	6	-1.265	4.2	1.2	36.5
Unhealthy life years (% of life expectancy)	73	-0.006	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	41	-0.628	18.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	90	-0.640	24.6	1.1	42.8
Business impact of non-communicable diseases ¹	81	-0.398	4.30	2.74	5.87
Business impact of communicable diseases ¹	73	-0.036	5.51	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	50	-0.060	30	8	69
Depression (% of respondents) ⁷	75	-0.182	13	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	75	-0.125	86.6	31.1	100.0
Healthcare quality ¹	66	-0.391	3.63	1.78	6.75
Healthcare accessibility ¹	57	-0.037	4.62	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	70	-0.111	68.1	43.4	90.6
Labour force participation rate, age 65+ (%)	41	-0.214	28.8	1.6	91.2
Economic participation gender gap ²	34	-0.661	0.721	0.310	0.839
Unemployment rate (%)	89	-0.695	12.4	0.3	32.0
Youth unemployment rate (%)	86	-0.873	27.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	80	-0.464	2.96	1.48	6.08
Country capacity to retain talent ¹	84	-0.584	2.97	1.81	5.97
Ease of finding skilled employees ¹	62	-0.103	3.91	2.13	5.69
Pay related to productivity ¹	80	-0.450	3.65	2.37	5.25
Capacity for innovation ¹	53	-0.123	3.61	2.31	5.84
Index of Economic Complexity ³	75	-0.516	-0.38	-1.96	2.37
Firm level technology absorption ¹	58	-0.079	4.76	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	72	-0.566	0.019	0.000	1.242
Median age of the working population	56	-0.011	35	28	42
<i>Training</i>					
Staff training ¹	55	-0.025	4.06	2.51	5.57
Training services ¹	73	-0.277	4.09	2.67	6.47

Jamaica

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	61	0.031	108	17	191
Internet users (per 100 people)	78	-0.441	32	1	95
Quality of domestic transport ¹	61	0.012	4.48	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	52	0.183	4.02	2.33	5.49
Business and university R&D collaboration ¹	59	-0.208	3.60	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	72	-0.195	90	1	180
Social safety net protection ¹	116	-1.236	2.44	2.10	6.26
Intellectual property protection and property rights ¹	63	-0.175	3.91	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	78	-0.486	3.95	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	46.0	Freedom in the World ⁸	2
Aged dependency ratio (%)	12.4	Democracy Index (rank/165)	39
Fertility rate (births per woman)	2.4	Population living in urban area (%)	52.2
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	45.5
Population below age 20 (%)	38.8	Accessibility of digital content ¹	5.34
Population above age 60 (%)	10.6	Extent of virtual social networks use ¹	5.89
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.4	Economic activity (agriculture) — % of total activity	17.6
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	16.1
Adult literacy (%)	87.0	Economic activity (services) — % of total activity	66.3
Boys not in primary school (%)	17	GDP per person employed (US\$)	8,668
Girls not in primary school (%)	19	Cooperation in labour-employer relations ¹	4.10
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.009	Emigration rate of the tertiary educated (%)	84.7
Private enrolment in primary school (% of primary)	10.9	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	5.7	Number of patent applications (per 1,000 people)	0.0412
PIRLS ⁶	—	Hiring and firing practices ¹	4.39
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,095
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	155
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.8	Global Innovation Index (rank/142)	82
Public spending on health (% of GDP)	4.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.19	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.03	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.07	IQ measure ⁹	71.0
Business impact of diabetes ¹	3.71		
Business impact of chronic respiratory disease ¹	4.51		
Business impact of HIV/AIDS ¹	4.71		
Business impact of tuberculosis ¹	5.86		
Business impact of malaria ¹	5.97		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Japan

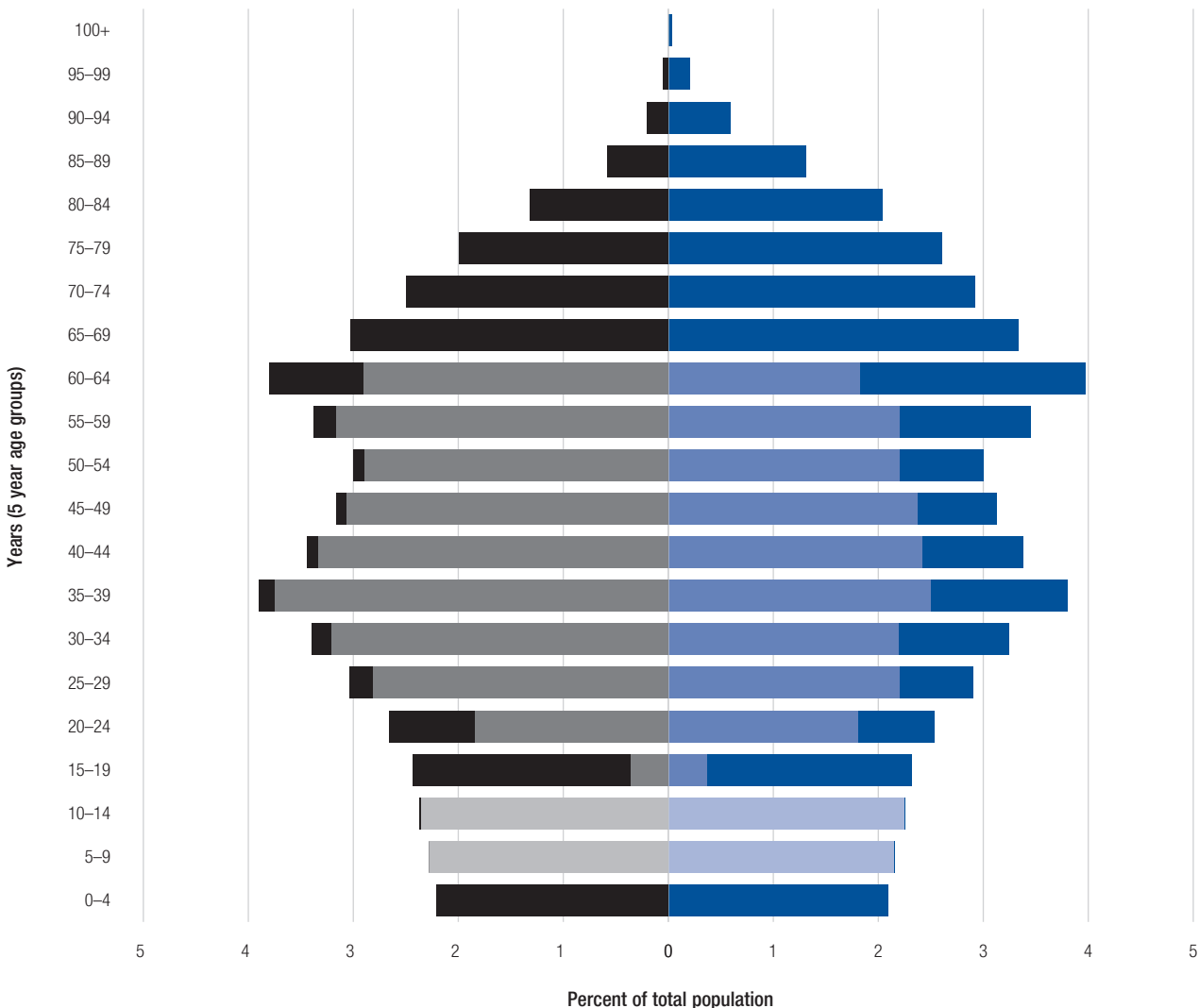
	Rank/122	Score
Human Capital Index 2013	15	0.948
Pillar 1: Education	28	0.628
Pillar 2: Health and wellness	10	0.836
Pillar 3: Workforce and employment	11	1.027
Pillar 4: Enabling environment	13	1.302

Key Indicators

Total population (1,000s)	127,352.8
Median age of population	45
GDP per capita PPP (constant 2005, international \$)	31,425
GDP growth (annual %)	1.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 36.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 20.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 2.9%
		Female labour force participation, age 65+: 1.8%

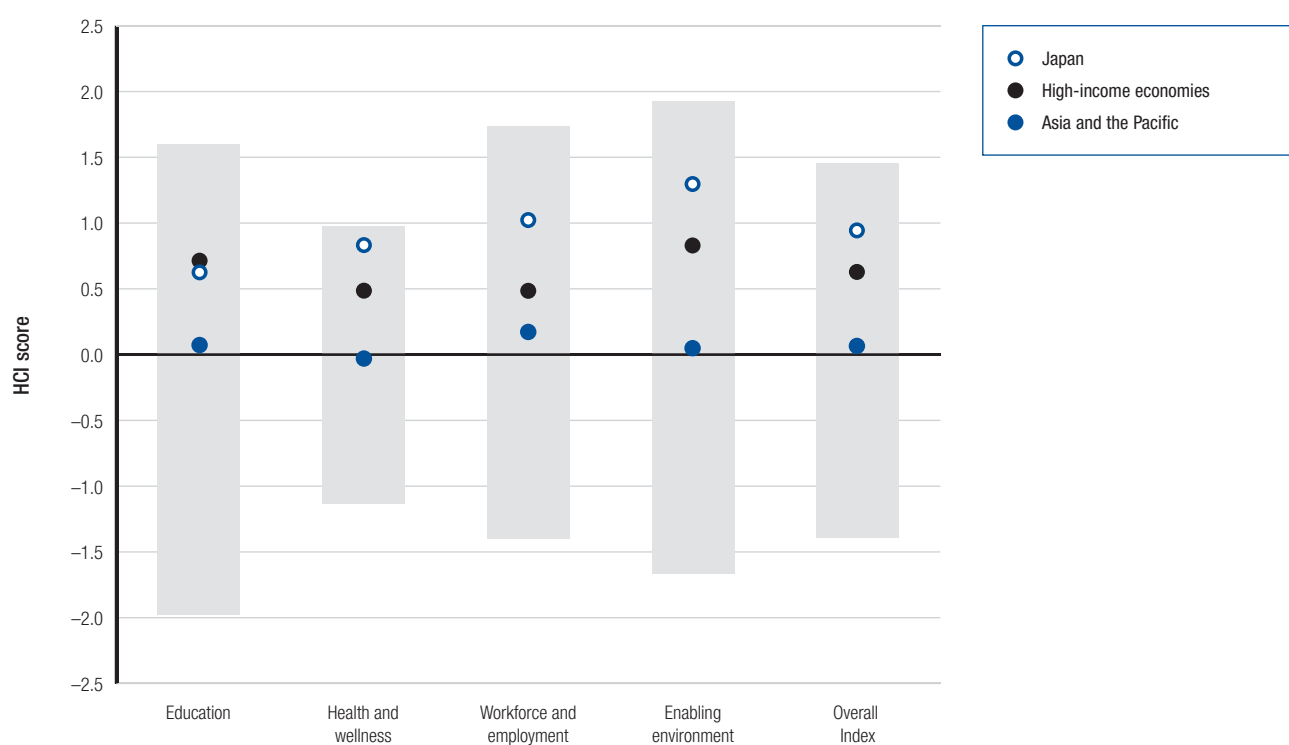


Japan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	12.8	29.9
Professionals	1.7	
Technicians and associate professionals	11.1	
Secondary requirements	36.2	n/a
Clerks	8.3	
Service workers and shop and market sales workers	6.6	
Skilled agricultural and fishery workers	2.6	
Craft and related trade workers	18.1	
Plant and machine operators and assemblers	0.5	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	8.2	
Legislators, senior officials and managers	8.2	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Japan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	3	0.780	100	58	100
Secondary enrolment rate (%)	1	1.188	100	16	100
Tertiary enrolment ratio (%)	33	-0.729	60	1	103
Education gender gap ²	74	-0.375	0.987	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	33	-0.670	5.16	1.64	6.64
Quality of the education system ¹	41	-0.337	4.10	1.99	5.98
Quality of primary schools ¹	17	1.079	5.11	1.97	6.82
Quality of math & science education ¹	29	-0.651	4.66	1.88	6.29
Quality of management schools ¹	75	-0.306	4.04	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	34	-0.403	86	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	17	1.003	30	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	2	98
Life expectancy	1	1.271	83	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	1	1.031	8	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	5	1.352	9.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	9	1.481	4.5	1.1	42.8
Business impact of non-communicable diseases ¹	43	-0.393	4.66	2.74	5.87
Business impact of communicable diseases ¹	49	-0.488	5.96	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	97	-0.978	18	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	8	1.661	6.13	1.78	6.75
Healthcare accessibility ¹	10	1.542	6.55	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	36	-0.502	74.1	43.4	90.6
Labour force participation rate, age 65+ (%)	54	-0.152	21.7	1.6	91.2
Economic participation gender gap ²	88	-0.577	0.576	0.310	0.839
Unemployment rate (%)	27	-0.695	5.1	0.3	32.0
Youth unemployment rate (%)	16	-0.967	9.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	65	-0.120	3.32	1.48	6.08
Country capacity to retain talent ¹	26	-0.807	4.31	1.81	5.97
Ease of finding skilled employees ¹	26	-0.871	4.59	2.13	5.69
Pay related to productivity ¹	11	1.252	4.69	2.37	5.25
Capacity for innovation ¹	6	2.331	5.56	2.31	5.84
Index of Economic Complexity ³	1	2.370	2.37	-1.96	2.37
Firm level technology absorption ¹	6	1.750	6.06	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	25	-0.681	0.392	0.000	1.242
Median age of the working population	5	1.494	41	28	42
<i>Training</i>					
Staff training ¹	4	2.029	5.35	2.51	5.57
Training services ¹	10	1.534	5.52	2.67	6.47

Japan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	67	-0.062	105	17	191
Internet users (per 100 people)	17	1.274	80	1	95
Quality of domestic transport ¹	3	2.091	6.29	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	6	1.860	5.22	2.33	5.49
Business and university R&D collaboration ¹	16	1.311	4.96	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	22	1.085	24	1	180
Social safety net protection ¹	19	1.153	5.03	2.10	6.26
Intellectual property protection and property rights ¹	10	1.648	5.77	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	16	1.362	5.62	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	20.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	36.0	Democracy Index (rank/165)	23
Fertility rate (births per woman)	1.3	Population living in urban area (%)	91.7
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	24.9
Population below age 20 (%)	18.0	Accessibility of digital content ¹	6.24
Population above age 60 (%)	30.7	Extent of virtual social networks use ¹	5.72
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.8	Economic activity (agriculture) — % of total activity	3.7
Technical/vocational enrolment as % of total enrolment in secondary school	12	Economic activity (industry) — % of total activity	25.3
Adult literacy (%)	—	Economic activity (services) — % of total activity	69.7
Boys not in primary school (%)	—	GDP per person employed (US\$)	44,567
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	5.57
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	1.2
Private enrolment in primary school (% of primary)	1.1	Labour force with tertiary education (%)	41.4
Private enrolment in secondary school (% of secondary)	19.1	Number of patent applications (per 1,000 people)	2,690.2
PIRLS ⁶	—	Hiring and firing practices ¹	2.90
PISA math scores ⁶	529	Retirement age, male	65
PISA reading scores ⁶	520	Retirement age, female	65
PISA science scores ⁶	539	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	585	Total employed (1,000s)	62,570
TIMSS 4th grade science ⁶	559	Total unemployed (1,000s)	3,340
TIMSS 8th grade math ⁶	570	Unemployment for 12 months or more as a % of total unemployment	36.2
TIMSS 8th grade science ⁶	558	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,210.0
Prevalence of visual impairment (%)	0.5	Global Innovation Index (rank/142)	22
Public spending on health (% of GDP)	9.3	Global Talent Index (rank/60)	27
Business impact of heart disease ¹	4.75	Quality of Labour Force (rank/60)	21
Business impact of cancer ¹	4.54	Talent Environment (rank/60)	21
Business impact of mental illness ¹	4.05	IQ measure ⁹	104.1
Business impact of diabetes ¹	4.73		
Business impact of chronic respiratory disease ¹	5.21		
Business impact of HIV/AIDS ¹	5.81		
Business impact of tuberculosis ¹	5.92		
Business impact of malaria ¹	6.17		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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9 Reported in relation to UK score (100)

Jordan

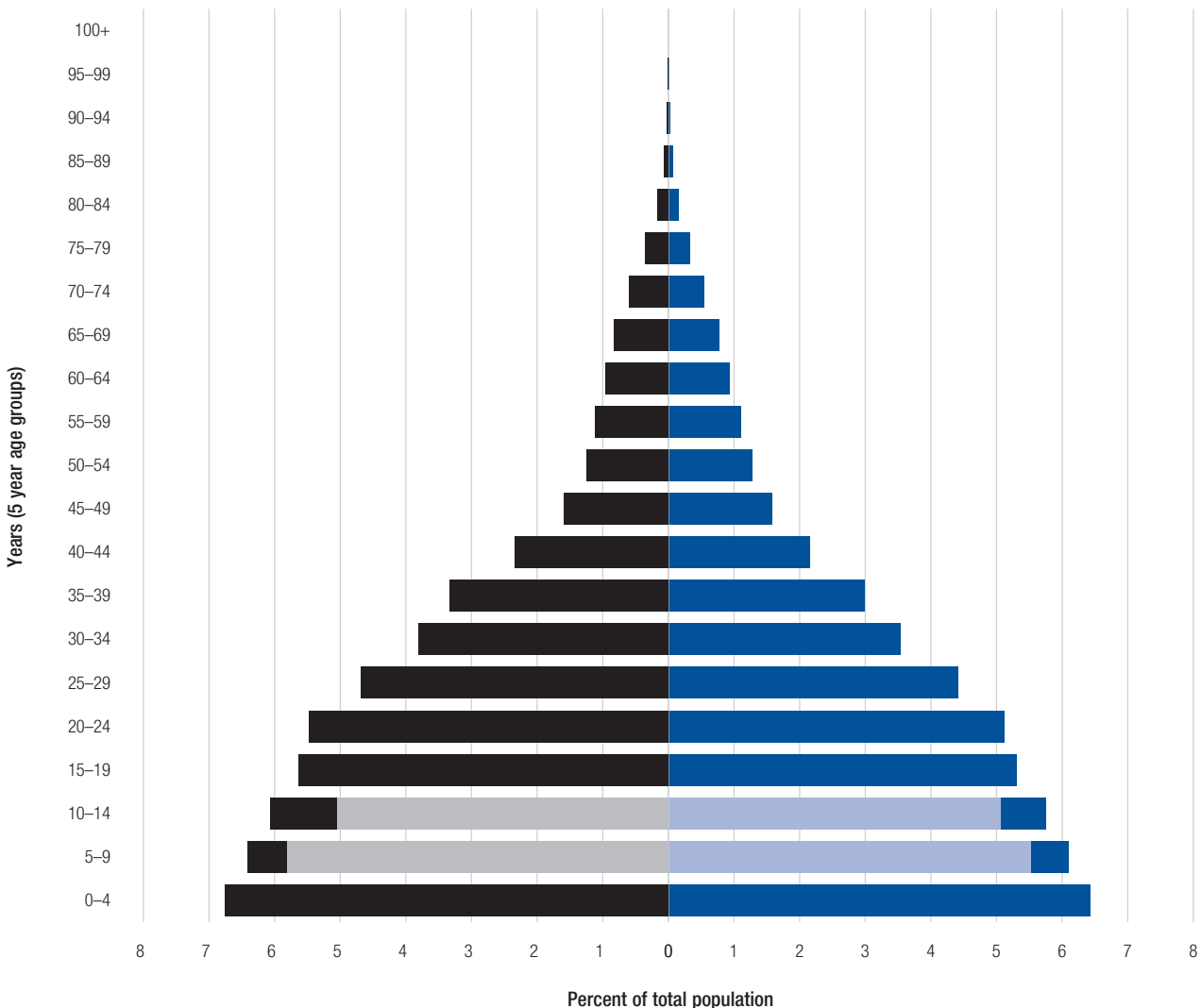
	Rank/122	Score
Human Capital Index 2013	52	0.005
Pillar 1: Education	44	0.350
Pillar 2: Health and wellness	68	-0.015
Pillar 3: Workforce and employment	97	-0.481
Pillar 4: Enabling environment	46	0.167

Key Indicators

Total population (1,000s)	6,454.6
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	5,298
GDP growth (annual %)	2.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 57.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

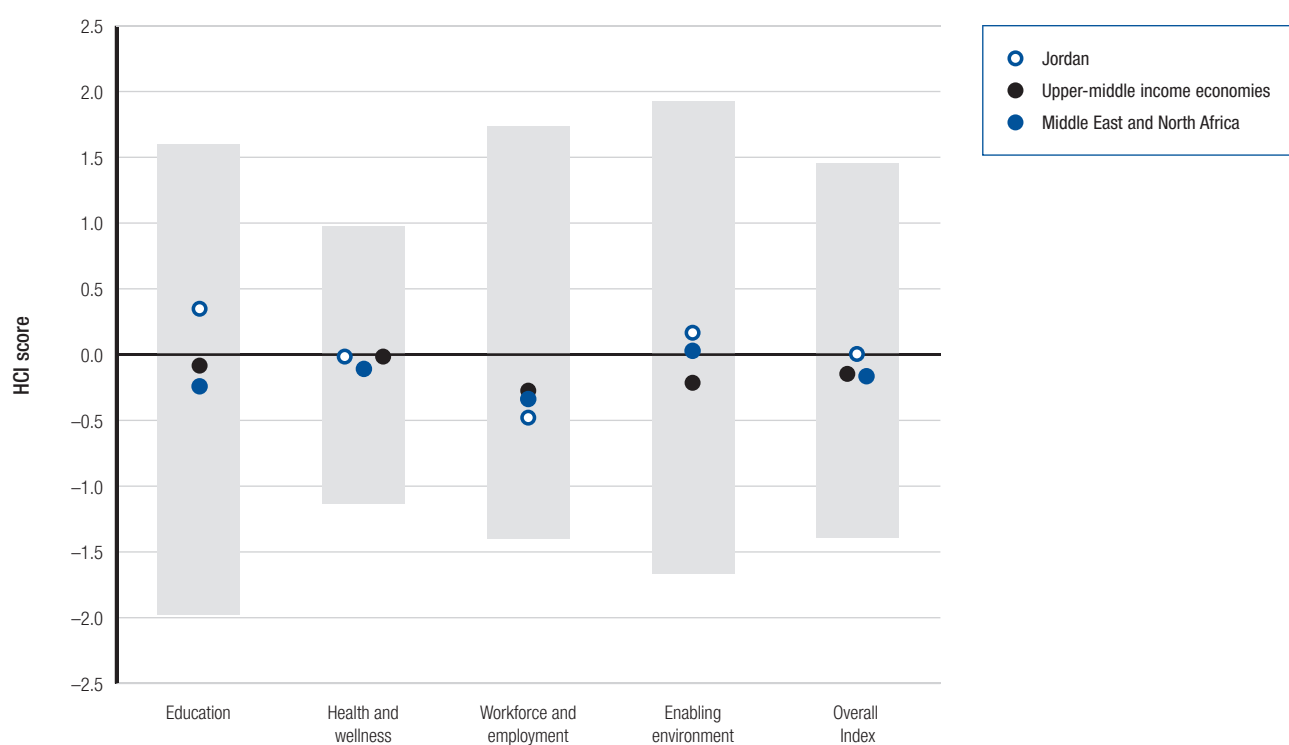


Jordan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	16.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	47.0
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	11.0
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Jordan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	88	-0.314	91	58	100
Secondary enrolment rate (%)	38	-0.582	86	16	100
Tertiary enrolment ratio (%)	61	-0.104	38	1	103
Education gender gap ²	75	-0.362	0.986	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	40	-0.518	4.97	1.64	6.64
Quality of the education system ¹	26	-0.908	4.61	1.99	5.98
Quality of primary schools ¹	37	-0.646	4.64	1.97	6.82
Quality of math & science education ¹	25	-0.745	4.75	1.88	6.29
Quality of management schools ¹	41	-0.340	4.58	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	36	-0.350	85	5	100
Secondary education attainment (% population age 25+)	34	-0.417	74	2	100
Tertiary education attainment (% population age 25+)	50	-0.245	16	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	73	-0.159	18	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	80	-0.033	0.971	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	9	-1.179	5.0	1.2	36.5
Unhealthy life years (% of life expectancy)	77	-0.039	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	84	-0.497	32.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	119	-1.664	34.3	1.1	42.8
Business impact of non-communicable diseases ¹	8	-1.326	5.08	2.74	5.87
Business impact of communicable diseases ¹	14	-1.077	6.55	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	112	-1.646	52	8	69
Depression (% of respondents) ⁷	110	-2.094	25	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	48	-0.665	97.1	31.1	100.0
Healthcare quality ¹	36	-0.697	4.96	1.78	6.75
Healthcare accessibility ¹	44	-0.475	5.24	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	121	-2.637	43.4	43.4	90.6
Labour force participation rate, age 65+ (%)	99	-0.947	6.3	1.6	91.2
Economic participation gender gap ²	110	-1.816	0.430	0.310	0.839
Unemployment rate (%)	90	-0.718	12.5	0.3	32.0
Youth unemployment rate (%)	85	-0.863	27.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	—	—	—	1.48	6.08
Country capacity to retain talent ¹	48	-0.137	3.66	1.81	5.97
Ease of finding skilled employees ¹	—	—	—	2.13	5.69
Pay related to productivity ¹	49	-0.343	4.13	2.37	5.25
Capacity for innovation ¹	59	-0.271	3.49	2.31	5.84
Index of Economic Complexity ³	42	-0.206	0.31	-1.96	2.37
Firm level technology absorption ¹	24	-1.089	5.59	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	48	-0.417	0.063	0.000	1.242
Median age of the working population	91	-0.920	31	28	42
<i>Training</i>					
Staff training ¹	72	-0.264	3.88	2.51	5.57
Training services ¹	40	-0.348	4.58	2.67	6.47

Jordan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	42	0.327	118	17	191
Internet users (per 100 people)	75	-0.319	35	1	95
Quality of domestic transport ¹	30	0.627	5.01	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	24	0.847	4.50	2.33	5.49
Business and university R&D collaboration ¹	74	-0.473	3.36	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	79	-0.505	106	1	180
Social safety net protection ¹	42	0.196	4.00	2.10	6.26
Intellectual property protection and property rights ¹	30	0.836	4.94	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	58	-0.032	4.36	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	57.0	Freedom in the World ⁸	6
Aged dependency ratio (%)	5.5	Democracy Index (rank/165)	121
Fertility rate (births per woman)	3.6	Population living in urban area (%)	83.0
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	35.4
Population below age 20 (%)	45.3	Accessibility of digital content ¹	5.34
Population above age 60 (%)	5.3	Extent of virtual social networks use ¹	6.01
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.9	Economic activity (agriculture) — % of total activity	1.7
Technical/vocational enrolment as % of total enrolment in secondary school	3	Economic activity (industry) — % of total activity	18.1
Adult literacy (%)	95.9	Economic activity (services) — % of total activity	80.1
Boys not in primary school (%)	9	GDP per person employed (US\$)	19,443
Girls not in primary school (%)	9	Cooperation in labour-employer relations ¹	4.60
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.036	Emigration rate of the tertiary educated (%)	7.4
Private enrolment in primary school (% of primary)	33.1	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	18.6	Number of patent applications (per 1,000 people)	0.0620
PIRLS ⁶	—	Hiring and firing practices ¹	3.98
PISA math scores ⁶	387	Retirement age, male	—
PISA reading scores ⁶	405	Retirement age, female	—
PISA science scores ⁶	415	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	406	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	449	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.4	Global Innovation Index (rank/142)	61
Public spending on health (% of GDP)	8.4	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	5.03	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.95	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.49	IQ measure ⁹	86.7
Business impact of diabetes ¹	4.79		
Business impact of chronic respiratory disease ¹	5.12		
Business impact of HIV/AIDS ¹	6.55		
Business impact of tuberculosis ¹	6.50		
Business impact of malaria ¹	6.60		

NOTES

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6 International test scores

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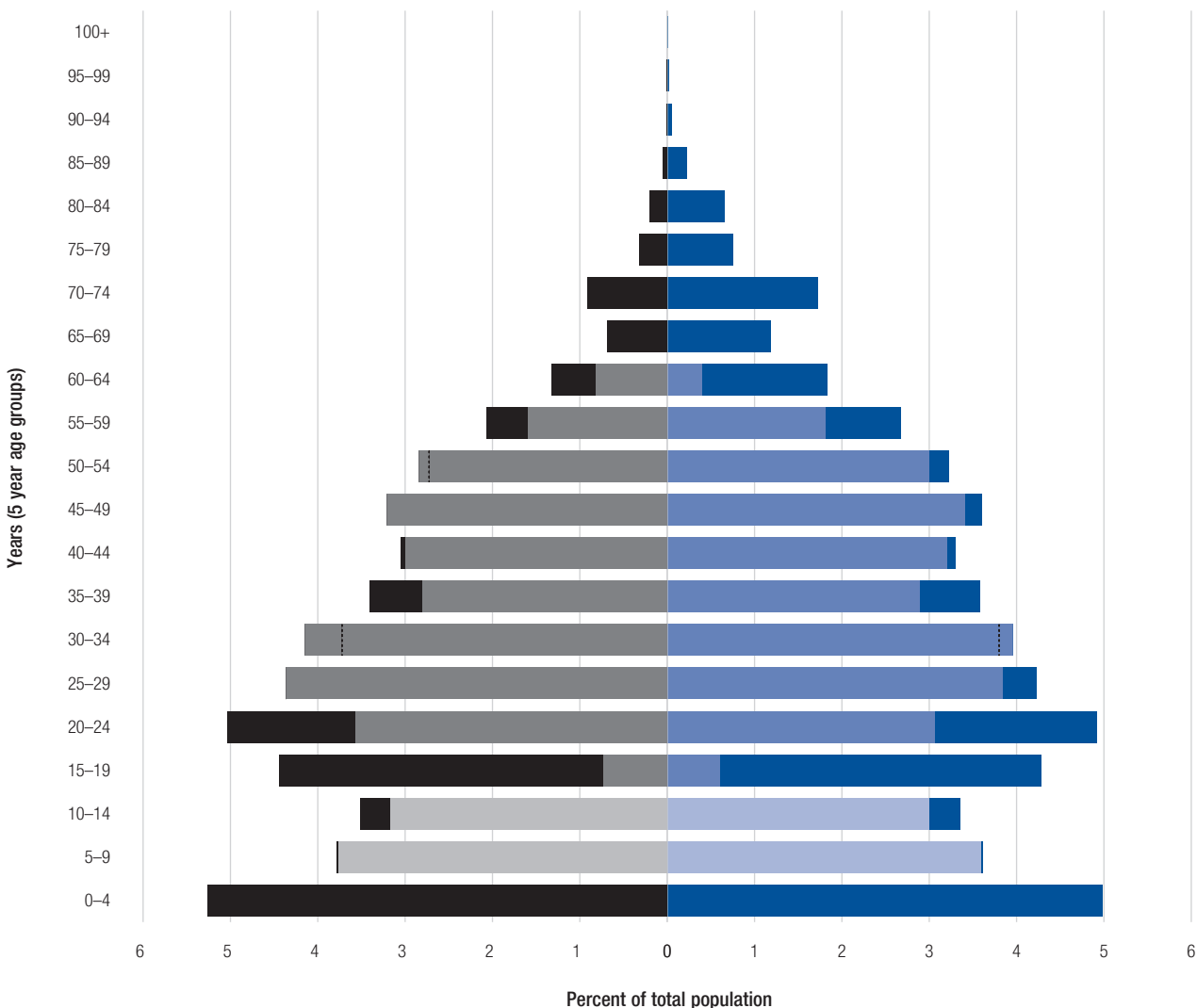
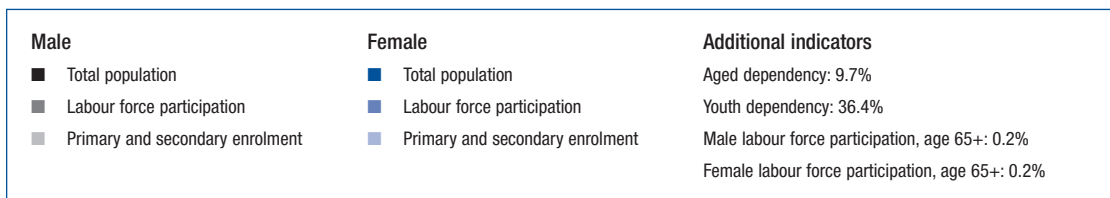
Kazakhstan

	Rank/122	Score
Human Capital Index 2013	45	0.124
Pillar 1: Education	43	0.359
Pillar 2: Health and wellness	69	-0.031
Pillar 3: Workforce and employment	40	0.107
Pillar 4: Enabling environment	51	0.061

Key Indicators

Total population (1,000s)	15,921.1
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	11,973
GDP growth (annual %)	5.0

Education and workforce distribution

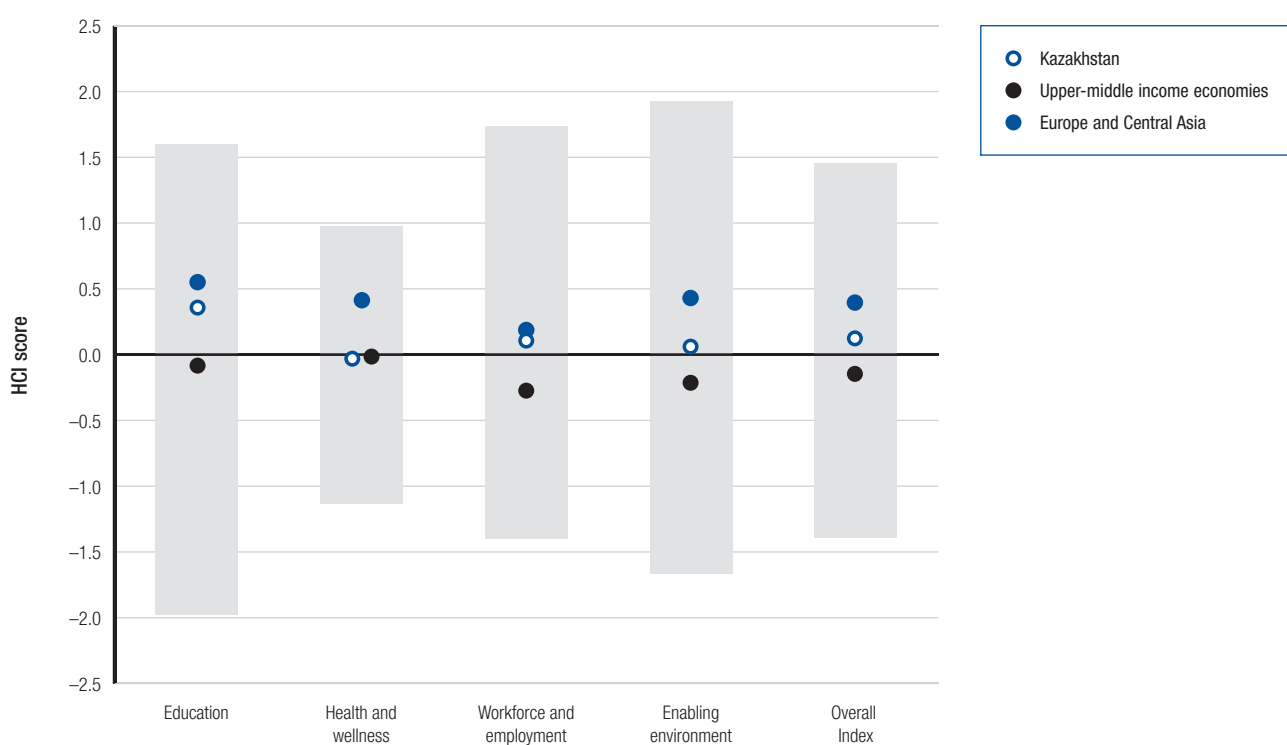


Kazakhstan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	12.6	25.5
Professionals	4.2	
Technicians and associate professionals	8.4	
Secondary requirements	33.3	42.8
Clerks	6.0	
Service workers and shop and market sales workers	1.4	
Skilled agricultural and fishery workers	9.0	
Craft and related trade workers	10.7	
Plant and machine operators and assemblers	6.2	
Primary requirements	6.0	0.6
Elementary occupations	6.0	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Kazakhstan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	10	0.733	100	58	100
Secondary enrolment rate (%)	24	0.773	90	16	100
Tertiary enrolment ratio (%)	50	0.100	43	1	103
Education gender gap ²	59	0.446	0.992	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	48	0.279	4.67	1.64	6.64
Quality of the education system ¹	75	-0.412	3.43	1.99	5.98
Quality of primary schools ¹	58	0.011	3.95	1.97	6.82
Quality of math & science education ¹	66	0.013	4.05	1.88	6.29
Quality of management schools ¹	84	-0.569	3.82	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	3	0.963	100	5	100
Secondary education attainment (% population age 25+)	3	1.367	99	2	100
Tertiary education attainment (% population age 25+)	25	0.603	25	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	86	-0.156	25	2	98
Life expectancy	95	-0.674	67	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	32	0.536	10.6	1.2	36.5
Unhealthy life years (% of life expectancy)	94	-0.297	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	87	-0.591	34.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	88	-0.619	24.4	1.1	42.8
Business impact of non-communicable diseases ¹	97	-0.669	4.18	2.74	5.87
Business impact of communicable diseases ¹	85	-0.327	5.15	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	7	1.300	14	8	69
Depression (% of respondents) ⁷	24	0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	50	0.605	95.9	31.1	100.0
Healthcare quality ¹	95	-0.899	3.01	1.78	6.75
Healthcare accessibility ¹	56	-0.011	4.65	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	26	0.839	77.4	43.4	90.6
Labour force participation rate, age 65+ (%)	89	-0.792	9.3	1.6	91.2
Economic participation gender gap ²	16	1.052	0.768	0.310	0.839
Unemployment rate (%)	34	0.561	5.8	0.3	32.0
Youth unemployment rate (%)	8	1.224	6.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	33	0.484	3.94	1.48	6.08
Country capacity to retain talent ¹	70	-0.273	3.27	1.81	5.97
Ease of finding skilled employees ¹	99	-1.045	3.26	2.13	5.69
Pay related to productivity ¹	7	1.540	4.86	2.37	5.25
Capacity for innovation ¹	64	-0.312	3.46	2.31	5.84
Index of Economic Complexity ³	85	-0.791	-0.64	-1.96	2.37
Firm level technology absorption ¹	68	-0.263	4.63	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	85	-0.608	0.006	0.000	1.242
Median age of the working population	58	-0.038	35	28	42
<i>Training</i>					
Staff training ¹	50	0.156	4.15	2.51	5.57
Training services ¹	60	-0.031	4.28	2.67	6.47

Kazakhstan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	9	1.431	156	17	191
Internet users (per 100 people)	56	0.041	45	1	95
Quality of domestic transport ¹	33	0.599	4.99	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	109	-1.173	3.05	2.33	5.49
Business and university R&D collaboration ¹	69	-0.393	3.43	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	45	0.600	49	1	180
Social safety net protection ¹	53	-0.030	3.75	2.10	6.26
Intellectual property protection and property rights ¹	62	-0.148	3.94	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	71	-0.376	4.05	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	36.4	<i>Society</i>	
Aged dependency ratio (%)	9.7	Freedom in the World ⁸	6
Fertility rate (births per woman)	2.5	Democracy Index (rank/165)	143
Sex ratio at birth (female/male)	1.06	Population living in urban area (%)	53.5
Population below age 20 (%)	33.5	Gini Index (income) ⁵	29.0
Population above age 60 (%)	9.8	Accessibility of digital content ¹	5.29
<i>Education</i>			
Public spending on education (% of GDP)	3.1	Extent of virtual social networks use ¹	5.28
Technical/vocational enrolment as % of total enrolment in secondary school	7	<i>Workforce</i>	
Adult literacy (%)	99.7	Economic activity (agriculture) — % of total activity	26.5
Boys not in primary school (%)	1	Economic activity (industry) — % of total activity	19.0
Girls not in primary school (%)	1	Economic activity (services) — % of total activity	54.6
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.007	GDP per person employed (US\$)	24,271
Private enrolment in primary school (% of primary)	0.9	Cooperation in labour-employer relations ¹	4.68
Private enrolment in secondary school (% of secondary)	0.8	Emigration rate of the tertiary educated (%)	1.2
PIRLS ⁶	—	Labour force with tertiary education (%)	50.0
PISA math scores ⁶	405	Number of patent applications (per 1,000 people)	0.1088
PISA reading scores ⁶	390	Hiring and firing practices ¹	4.60
PISA science scores ⁶	400	Retirement age, male	—
TIMSS 4th grade math ⁶	501	Retirement age, female	—
TIMSS 4th grade science ⁶	495	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	487	Total employed (1,000s)	8,114
TIMSS 8th grade science ⁶	490	Total unemployed (1,000s)	497
<i>Health</i>			
Prevalence of visual impairment (%)	1.5	Unemployment for 12 months or more as a % of total unemployment	20.0
Public spending on health (% of GDP)	3.9	Total youth not in education or employment (1,000s)	164.2
Business impact of heart disease ¹	3.94	Unemployment for 12 months or more (1,000s)	99.3
Business impact of cancer ¹	4.08	Global Innovation Index (rank/142)	84
Business impact of mental illness ¹	4.69	Global Talent Index (rank/60)	53
Business impact of diabetes ¹	4.41	Quality of Labour Force (rank/60)	58
Business impact of chronic respiratory disease ¹	3.78	Talent Environment (rank/60)	50
Business impact of HIV/AIDS ¹	5.45	IQ measure ⁹	84.7
Business impact of tuberculosis ¹	4.44		
Business impact of malaria ¹	5.57		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Kenya

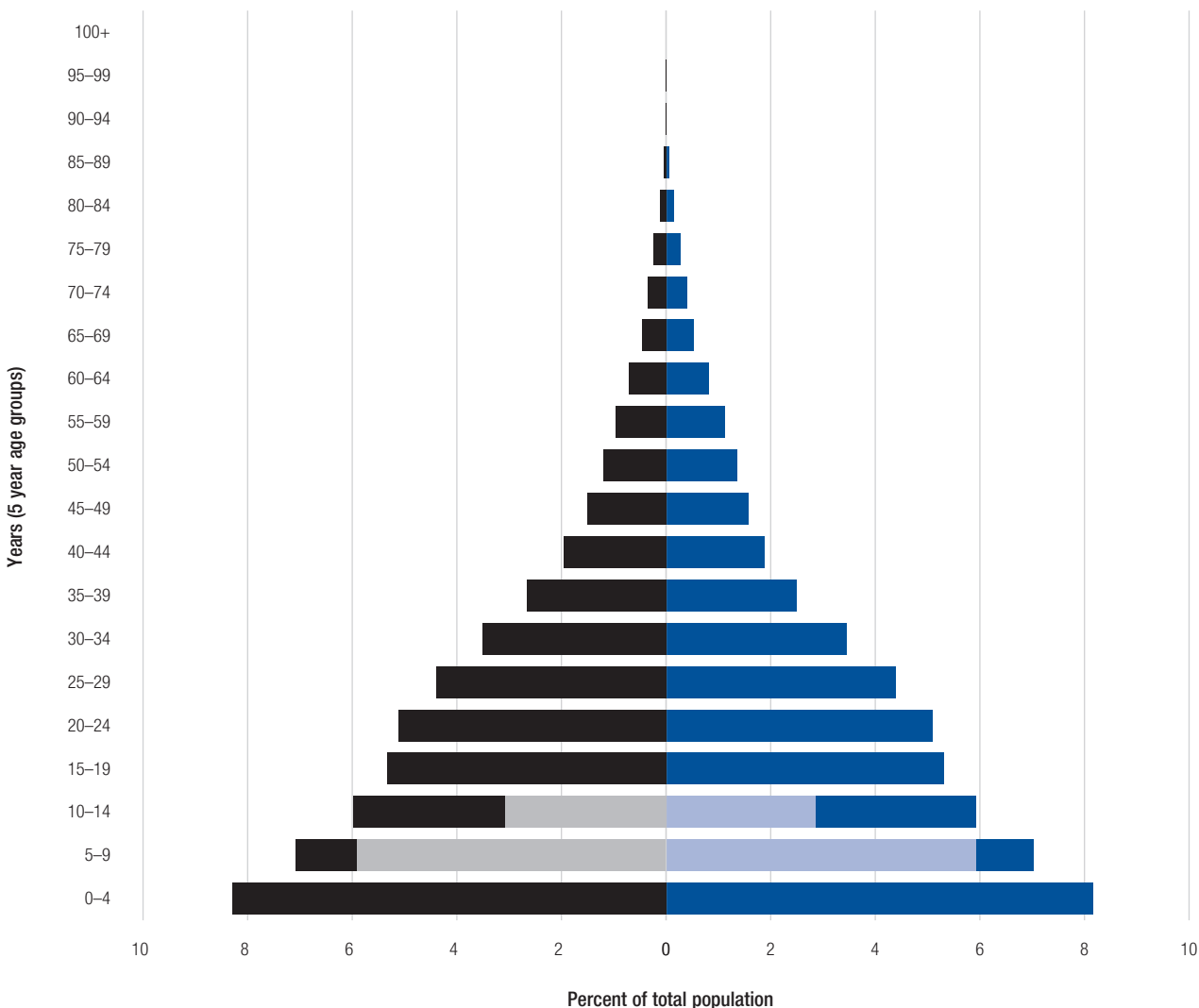
	Rank/122	Score
Human Capital Index 2013	81	-0.306
Pillar 1: Education	90	-0.503
Pillar 2: Health and wellness	103	-0.603
Pillar 3: Workforce and employment	35	0.226
Pillar 4: Enabling environment	79	-0.347

Key Indicators

Total population (1,000s)	40,909.2
Median age of population	19
GDP per capita PPP (constant 2005, international \$)	1,517
GDP growth (annual %)	4.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 4.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 77.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

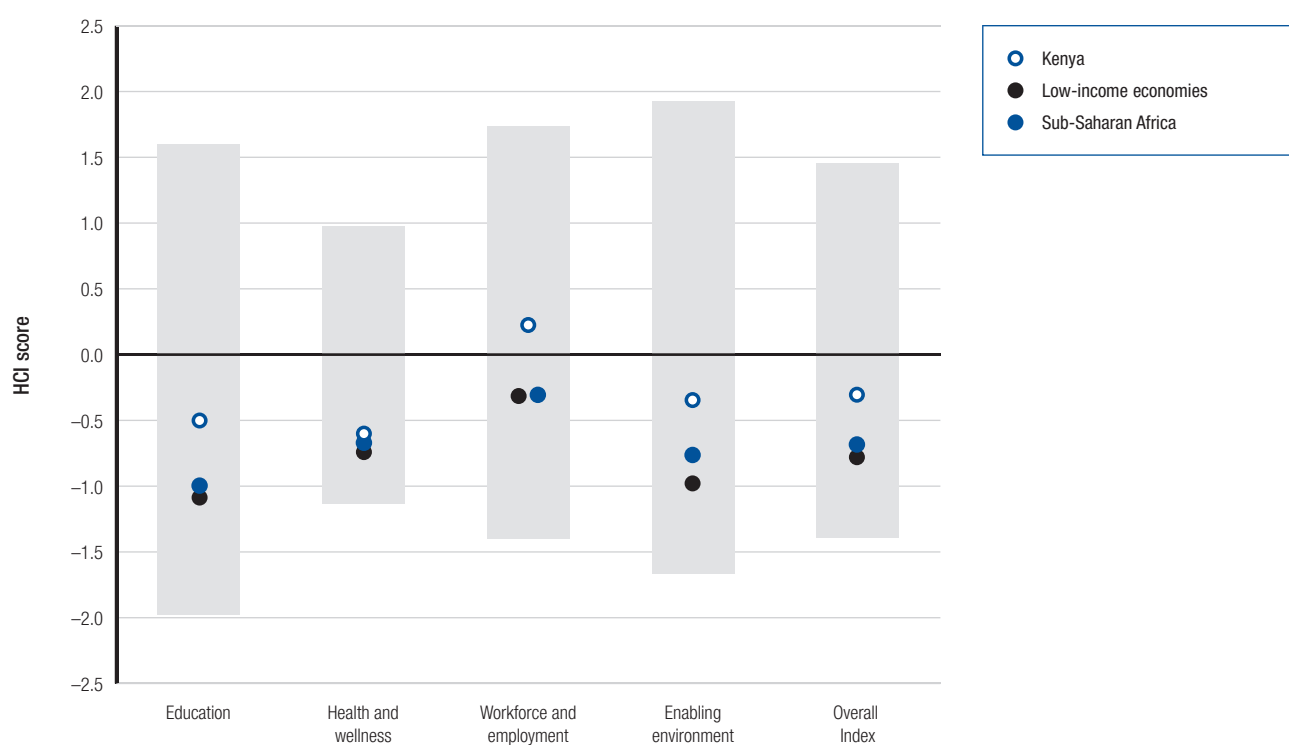


Kenya

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	35.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	17.5
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Kenya

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	102	-1.108	84	58	100
Secondary enrolment rate (%)	81	-0.971	50	16	100
Tertiary enrolment ratio (%)	112	-1.389	4	1	103
Education gender gap ²	97	-0.289	0.937	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	71	-0.273	3.98	1.64	6.64
Quality of the education system ¹	36	-0.449	4.20	1.99	5.98
Quality of primary schools ¹	74	-0.330	3.58	1.97	6.82
Quality of math & science education ¹	80	-0.301	3.75	1.88	6.29
Quality of management schools ¹	47	-0.184	4.45	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	56	-0.714	59	5	100
Secondary education attainment (% population age 25+)	65	-0.794	42	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	106	-1.188	48	2	98
Life expectancy	107	-1.525	60	50	83
Survival gender gap ²	91	-0.292	0.968	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	57	-0.660	21.1	1.2	36.5
Unhealthy life years (% of life expectancy)	108	-0.893	20	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	91	-0.780	36.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	12	1.460	4.7	1.1	42.8
Business impact of non-communicable diseases ¹	91	-0.598	4.21	2.74	5.87
Business impact of communicable diseases ¹	110	-1.562	3.92	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	21	-0.757	21	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	115	-2.011	45.0	31.1	100.0
Healthcare quality ¹	80	-0.639	3.33	1.78	6.75
Healthcare accessibility ¹	90	-0.803	3.68	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	80	-0.244	66.8	43.4	90.6
Labour force participation rate, age 65+ (%)	8	1.612	55.9	1.6	91.2
Economic participation gender gap ²	31	-0.685	0.724	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	41	-0.355	3.81	1.48	6.08
Country capacity to retain talent ¹	43	-0.402	3.92	1.81	5.97
Ease of finding skilled employees ¹	3	1.634	5.12	2.13	5.69
Pay related to productivity ¹	56	-0.217	4.05	2.37	5.25
Capacity for innovation ¹	31	-0.498	4.10	2.31	5.84
Index of Economic Complexity ³	69	-0.439	-0.31	-1.96	2.37
Firm level technology absorption ¹	59	-0.083	4.76	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	83	-0.604	0.007	0.000	1.242
Median age of the working population	114	-1.358	29	28	42
<i>Training</i>					
Staff training ¹	48	-0.167	4.15	2.51	5.57
Training services ¹	41	-0.327	4.56	2.67	6.47

Kenya

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	107	-1.164	67	17	191
Internet users (per 100 people)	84	-0.566	28	1	95
Quality of domestic transport ¹	41	0.374	4.79	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	48	0.225	4.05	2.33	5.49
Business and university R&D collaboration ¹	35	0.560	4.28	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	90	-0.796	121	1	180
Social safety net protection ¹	83	-0.642	3.09	2.10	6.26
Intellectual property protection and property rights ¹	72	-0.402	3.68	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	90	-0.709	3.75	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	77.6	Freedom in the World ⁸	4
Aged dependency ratio (%)	4.8	Democracy Index (rank/165)	104
Fertility rate (births per woman)	4.8	Population living in urban area (%)	24.4
Sex ratio at birth (female/male)	0.98	Gini Index (income) ⁵	47.7
Population below age 20 (%)	53.1	Accessibility of digital content ¹	4.89
Population above age 60 (%)	4.1	Extent of virtual social networks use ¹	5.51
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.7	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	—
Adult literacy (%)	72.2	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	16	GDP per person employed (US\$)	2,482
Girls not in primary school (%)	15	Cooperation in labour-employer relations ¹	4.24
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.199	Emigration rate of the tertiary educated (%)	38.5
Private enrolment in primary school (% of primary)	10.6	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	12.7	Number of patent applications (per 1,000 people)	0.0048
PIRLS ⁶	—	Hiring and firing practices ¹	4.74
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.0	Global Innovation Index (rank/142)	99
Public spending on health (% of GDP)	4.5	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.07	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.70	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.75	IQ measure ⁹	75.0
Business impact of diabetes ¹	4.11		
Business impact of chronic respiratory disease ¹	4.44		
Business impact of HIV/AIDS ¹	3.57		
Business impact of tuberculosis ¹	4.14		
Business impact of malaria ¹	4.07		

NOTES

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

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7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Korea, Rep.

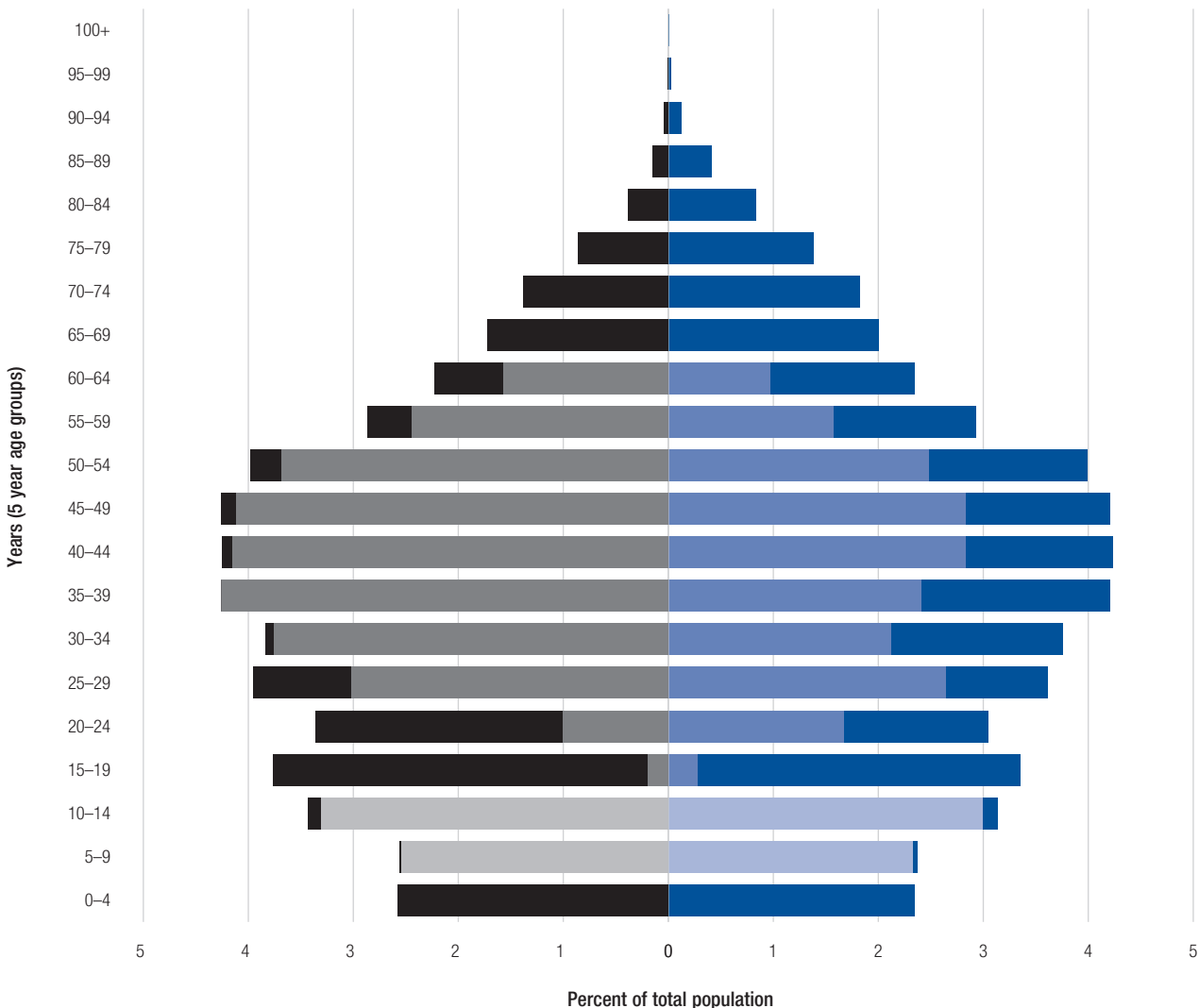
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	17	0.899
Pillar 2: Health and wellness	27	0.481
Pillar 3: Workforce and employment	23	0.596
Pillar 4: Enabling environment	30	0.582

Key Indicators	
Total population (1,000s)	48,453.9
Median age of population	38
GDP per capita PPP (constant 2005, international \$)	27,991
GDP growth (annual %)	2.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 15.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.9%
		Female labour force participation, age 65+: 1.4%

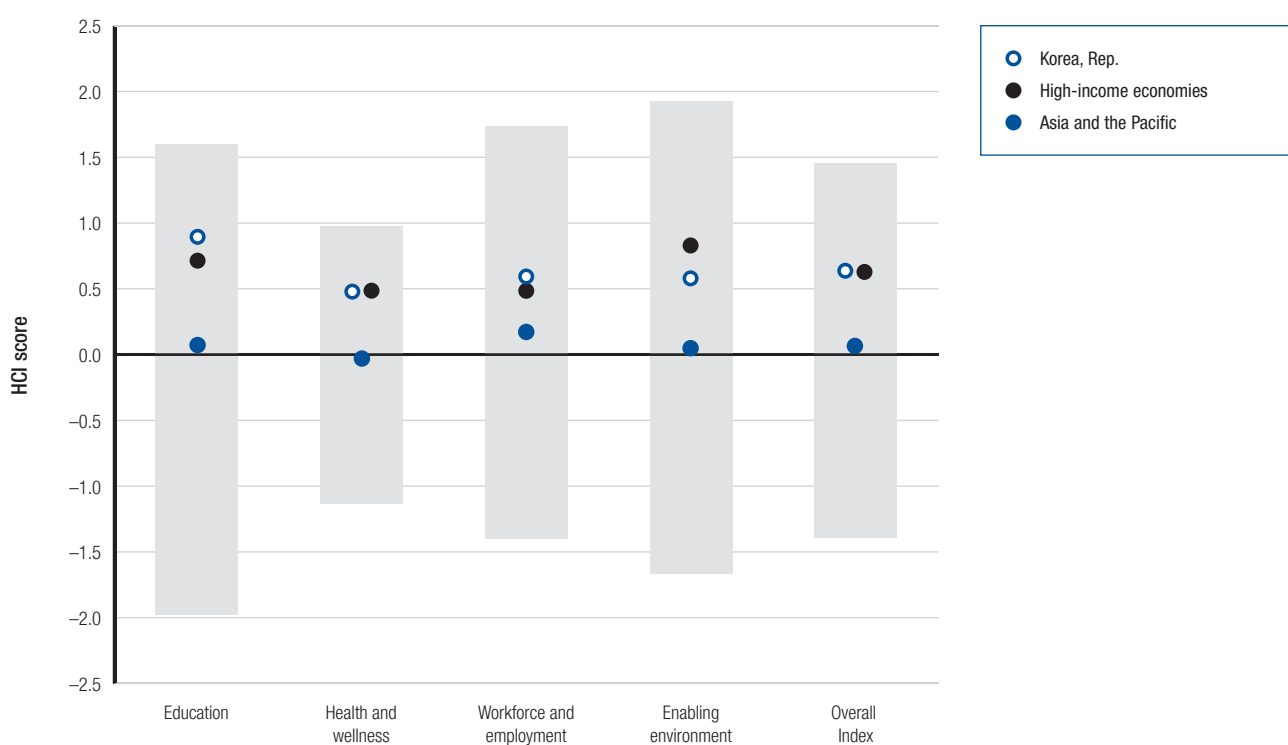


Korea, Rep.

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	35.3
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	47.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	11.4
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Korea, Rep.

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	30	0.650	99	58	100
Secondary enrolment rate (%)	7	1.034	96	16	100
Tertiary enrolment ratio (%)	1	2.378	103	1	103
Education gender gap ²	91	0.008	0.959	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	11	1.429	6.11	1.64	6.64
Quality of the education system ¹	52	0.024	3.82	1.99	5.98
Quality of primary schools ¹	20	0.996	5.02	1.97	6.82
Quality of math & science education ¹	17	1.111	5.10	1.88	6.29
Quality of management schools ¹	47	0.184	4.45	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	21	0.728	94	5	100
Secondary education attainment (% population age 25+)	26	0.748	83	2	100
Tertiary education attainment (% population age 25+)	7	1.499	35	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	0.787	4	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	68	0.177	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	46	0.380	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	43	0.612	18.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	27	1.186	7.3	1.1	42.8
Business impact of non-communicable diseases ¹	105	-0.926	4.06	2.74	5.87
Business impact of communicable diseases ¹	74	0.029	5.51	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	0.215	28	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	38	0.758	98.9	31.1	100.0
Healthcare quality ¹	25	1.120	5.47	1.78	6.75
Healthcare accessibility ¹	34	0.904	5.77	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	86	-0.428	65.0	43.4	90.6
Labour force participation rate, age 65+ (%)	39	0.245	29.4	1.6	91.2
Economic participation gender gap ²	102	-1.143	0.509	0.310	0.839
Unemployment rate (%)	11	0.962	3.7	0.3	32.0
Youth unemployment rate (%)	21	0.905	9.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	25	0.678	4.14	1.48	6.08
Country capacity to retain talent ¹	23	0.922	4.42	1.81	5.97
Ease of finding skilled employees ¹	78	-0.322	3.76	2.13	5.69
Pay related to productivity ¹	18	1.113	4.60	2.37	5.25
Capacity for innovation ¹	21	1.063	4.55	2.31	5.84
Index of Economic Complexity ³	12	1.451	1.49	-1.96	2.37
Firm level technology absorption ¹	19	1.251	5.71	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	22	0.922	0.464	0.000	1.242
Median age of the working population	27	1.025	39	28	42
<i>Training</i>					
Staff training ¹	45	0.260	4.21	2.51	5.57
Training services ¹	28	0.636	4.81	2.67	6.47

Korea, Rep.

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	58	0.042	109	17	191
Internet users (per 100 people)	11	1.426	84	1	95
Quality of domestic transport ¹	8	1.627	5.89	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	25	0.793	4.46	2.33	5.49
Business and university R&D collaboration ¹	24	0.998	4.68	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	7	1.396	8	1	180
Social safety net protection ¹	76	-0.545	3.19	2.10	6.26
Intellectual property protection and property rights ¹	43	0.192	4.29	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	88	-0.691	3.76	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	15.2	Democracy Index (rank/165)	20
Fertility rate (births per woman)	1.2	Population living in urban area (%)	83.5
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	31.6
Population below age 20 (%)	23.3	Accessibility of digital content ¹	6.24
Population above age 60 (%)	15.6	Extent of virtual social networks use ¹	5.87
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.0	Economic activity (agriculture) — % of total activity	6.6
Technical/vocational enrolment as % of total enrolment in secondary school	12	Economic activity (industry) — % of total activity	17.0
Adult literacy (%)	—	Economic activity (services) — % of total activity	76.4
Boys not in primary school (%)	1	GDP per person employed (US\$)	45,158
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	3.51
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.5
Private enrolment in primary school (% of primary)	1.4	Labour force with tertiary education (%)	35.0
Private enrolment in secondary school (% of secondary)	31.6	Number of patent applications (per 1,000 people)	3.6927
PIRLS ⁶	—	Hiring and firing practices ¹	3.46
PISA math scores ⁶	546	Retirement age, male	—
PISA reading scores ⁶	539	Retirement age, female	—
PISA science scores ⁶	538	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	605	Total employed (1,000s)	23,829
TIMSS 4th grade science ⁶	587	Total unemployed (1,000s)	920
TIMSS 8th grade math ⁶	613	Unemployment for 12 months or more as a % of total unemployment	0.3
TIMSS 8th grade science ⁶	560	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	3.0
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	18
Public spending on health (% of GDP)	7.2	Global Talent Index (rank/60)	22
Business impact of heart disease ¹	4.00	Quality of Labour Force (rank/60)	23
Business impact of cancer ¹	3.80	Talent Environment (rank/60)	17
Business impact of mental illness ¹	4.29	IQ measure ⁹	104.8
Business impact of diabetes ¹	3.98		
Business impact of chronic respiratory disease ¹	4.26		
Business impact of HIV/AIDS ¹	5.35		
Business impact of tuberculosis ¹	5.50		
Business impact of malaria ¹	5.67		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Kuwait

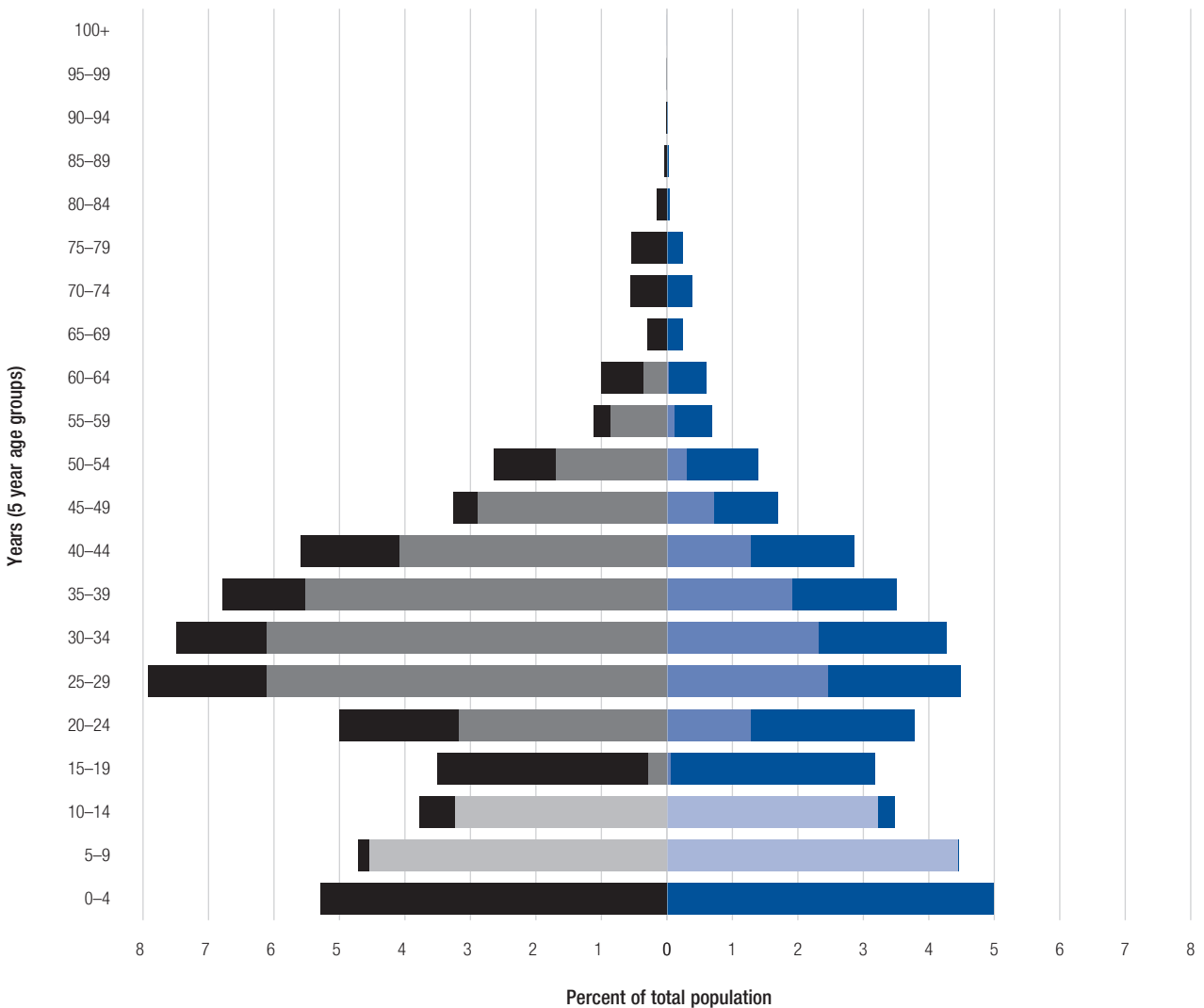
	Rank/122	Score
Human Capital Index 2013	59	-0.059
Pillar 1: Education	80	-0.285
Pillar 2: Health and wellness	58	0.065
Pillar 3: Workforce and employment	80	-0.297
Pillar 4: Enabling environment	40	0.281

Key Indicators

Total population (1,000s)	2,991.6
Median age of population	28
GDP per capita PPP (constant 2005, international \$)	43,231
GDP growth (annual %)	8.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 3.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 34.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: n/a

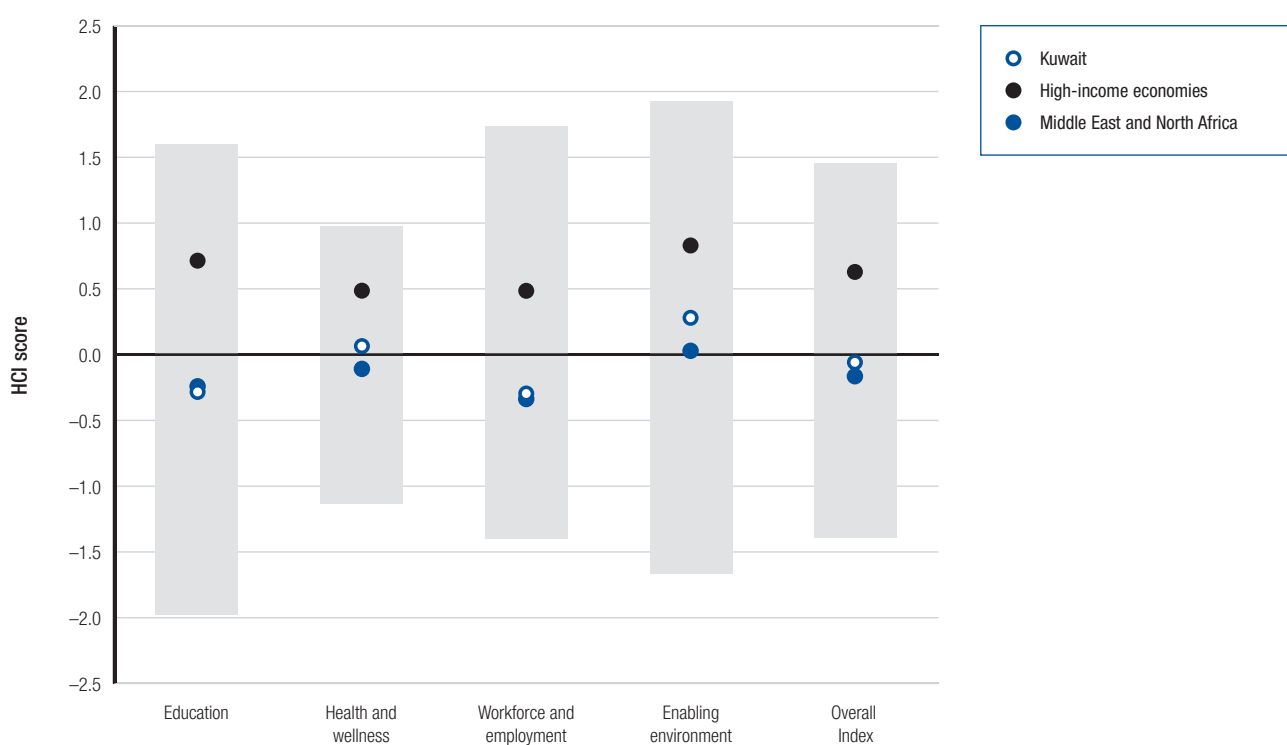


Kuwait

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	8.3
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	35.7
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	6.6
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Kuwait

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	37	-0.572	98	58	100
Secondary enrolment rate (%)	27	-0.729	89	16	100
Tertiary enrolment ratio (%)	80	-0.711	22	1	103
Education gender gap ²	54	-0.463	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	60	-0.031	4.36	1.64	6.64
Quality of the education system ¹	90	-0.725	3.15	1.99	5.98
Quality of primary schools ¹	77	-0.458	3.44	1.97	6.82
Quality of math & science education ¹	84	-0.458	3.60	1.88	6.29
Quality of management schools ¹	80	-0.485	3.89	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	58	-0.876	56	5	100
Secondary education attainment (% population age 25+)	59	-0.532	49	2	100
Tertiary education attainment (% population age 25+)	71	-0.965	8	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	24	-0.907	80	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	4	1.424	2.8	1.2	36.5
Unhealthy life years (% of life expectancy)	66	-0.147	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	107	-1.330	43.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	122	-2.561	42.8	1.1	42.8
Business impact of non-communicable diseases ¹	61	-0.071	4.51	2.74	5.87
Business impact of communicable diseases ¹	38	-0.703	6.18	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	10	1.145	16	8	69
Depression (% of respondents) ⁷	90	-0.660	16	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	31	-0.789	99.5	31.1	100.0
Healthcare quality ¹	52	-0.054	4.17	1.78	6.75
Healthcare accessibility ¹	40	-0.524	5.30	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	63	-0.042	69.6	43.4	90.6
Labour force participation rate, age 65+ (%)	80	-0.653	12.0	1.6	91.2
Economic participation gender gap ²	92	-0.737	0.557	0.310	0.839
Unemployment rate (%)	3	1.356	1.6	0.3	32.0
Youth unemployment rate (%)	26	-0.751	11.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	37	-0.409	3.86	1.48	6.08
Country capacity to retain talent ¹	57	-0.061	3.47	1.81	5.97
Ease of finding skilled employees ¹	97	-0.939	3.33	2.13	5.69
Pay related to productivity ¹	82	-0.465	3.64	2.37	5.25
Capacity for innovation ¹	116	-1.335	2.64	2.31	5.84
Index of Economic Complexity ³	102	-1.390	-1.21	-1.96	2.37
Firm level technology absorption ¹	53	-0.113	4.90	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	44	-0.358	0.081	0.000	1.242
Median age of the working population	74	-0.385	33	28	42
<i>Training</i>					
Staff training ¹	80	-0.484	3.73	2.51	5.57
Training services ¹	89	-0.617	3.82	2.67	6.47

Kuwait

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	5	2.000	175	17	191
Internet users (per 100 people)	24	1.084	74	1	95
Quality of domestic transport ¹	81	-0.429	4.09	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	78	-0.490	3.54	2.33	5.49
Business and university R&D collaboration ¹	105	-0.906	2.97	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	64	-0.040	82	1	180
Social safety net protection ¹	24	0.890	4.75	2.10	6.26
Intellectual property protection and property rights ¹	41	0.308	4.40	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	52	0.115	4.49	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	34.7	<i>Society</i>	
Aged dependency ratio (%)	3.0	Freedom in the World ⁸	5
Fertility rate (births per woman)	2.7	Democracy Index (rank/165)	119
Sex ratio at birth (female/male)	0.95	Population living in urban area (%)	98.3
Population below age 20 (%)	32.3	Gini Index (income) ⁵	—
Population above age 60 (%)	3.9	Accessibility of digital content ¹	5.39
<i>Education</i>			
Public spending on education (% of GDP)	3.8	Extent of virtual social networks use ¹	6.04
Technical/vocational enrolment as % of total enrolment in secondary school	2	<i>Workforce</i>	
Adult literacy (%)	93.9	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	3	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	1	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	11,440
Private enrolment in primary school (% of primary)	41.0	Cooperation in labour-employer relations ¹	4.39
Private enrolment in secondary school (% of secondary)	32.6	Emigration rate of the tertiary educated (%)	7.1
PIRLS ⁶	—	Labour force with tertiary education (%)	16.7
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	—
PISA reading scores ⁶	—	Hiring and firing practices ¹	3.59
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	342	Retirement age, female	—
TIMSS 4th grade science ⁶	347	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	1,845
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	34
<i>Health</i>			
Prevalence of visual impairment (%)	2.8	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	2.7	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	4.48	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.59	Global Innovation Index (rank/142)	50
Business impact of mental illness ¹	5.05	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.88	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.56	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	6.13	IQ measure ⁹	85.3
Business impact of tuberculosis ¹	5.89		
Business impact of malaria ¹	6.50		

NOTES

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Kyrgyz Republic

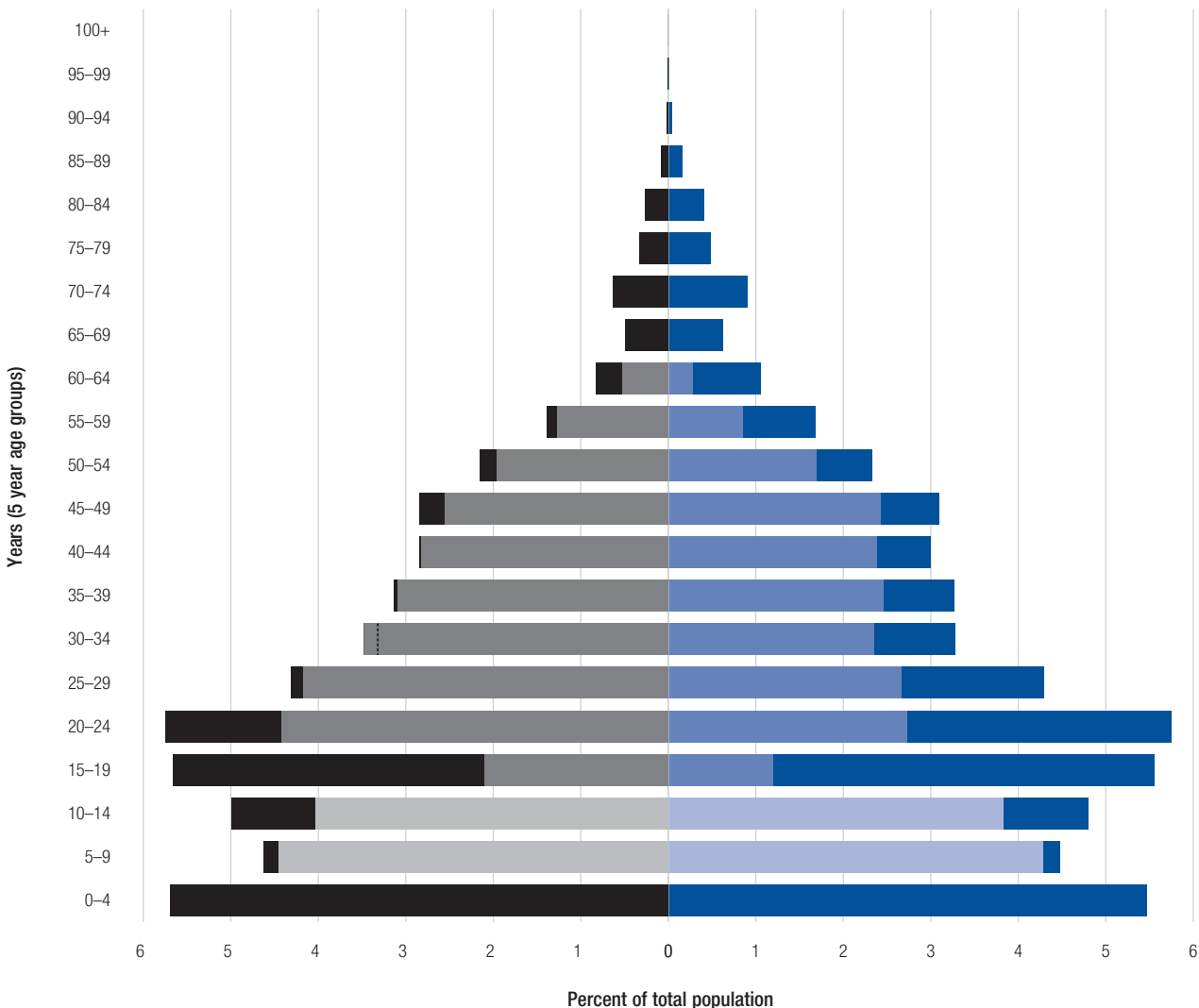
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	78	-0.233
Pillar 2: Health and wellness	75	-0.073
Pillar 3: Workforce and employment	112	-0.673
Pillar 4: Enabling environment	100	-0.781

Key Indicators	
Total population (1,000s)	5,334.2
Median age of population	24
GDP per capita PPP (constant 2005, international \$)	2,077
GDP growth (annual %)	-0.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: 0.2%

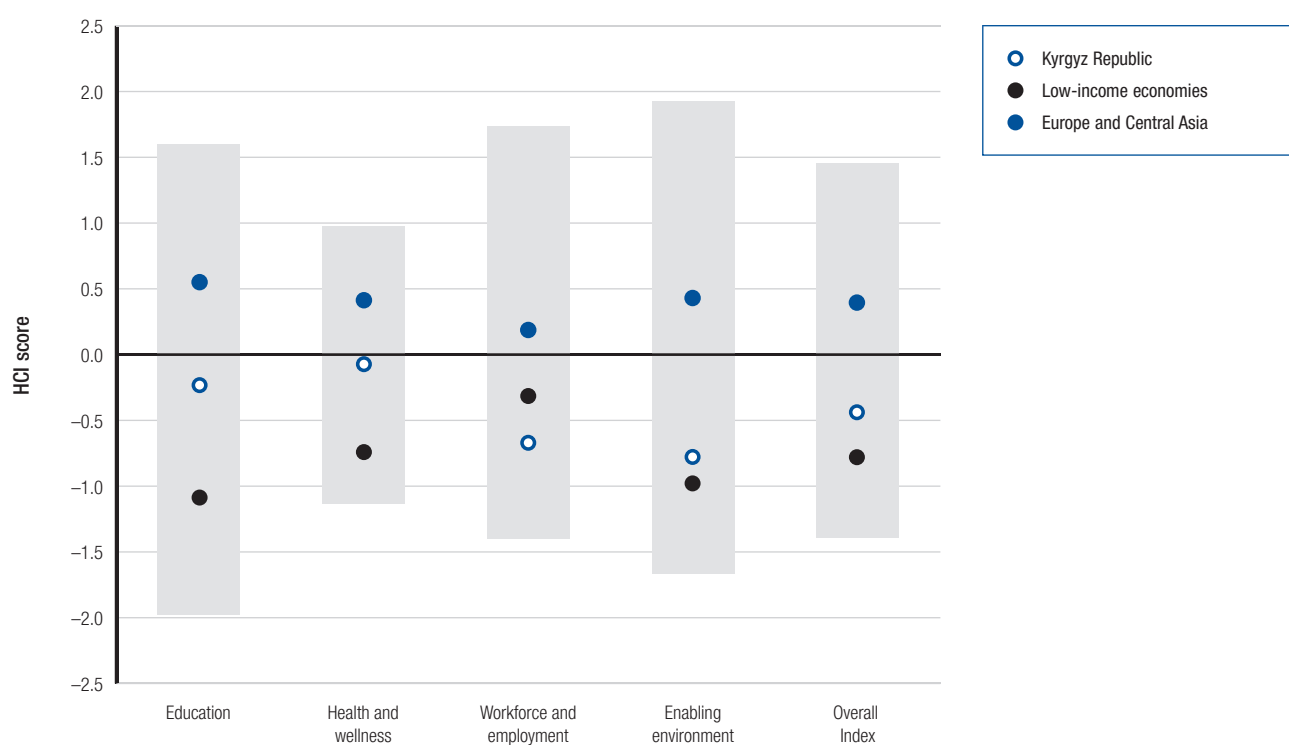


Kyrgyz Republic

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.0	17.9
Professionals	5.3	
Technicians and associate professionals	3.7	
Secondary requirements	41.8	68.4
Clerks	1.2	
Service workers and shop and market sales workers	9.2	
Skilled agricultural and fishery workers	19.2	
Craft and related trade workers	8.6	
Plant and machine operators and assemblers	3.6	
Primary requirements	4.0	2.3
Elementary occupations	4.0	
Various	1.3	
Legislators, senior officials and managers	1.3	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Kyrgyz Republic

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	61	-0.318	96	58	100
Secondary enrolment rate (%)	53	-0.352	80	16	100
Tertiary enrolment ratio (%)	55	-0.030	41	1	103
Education gender gap ²	67	-0.416	0.990	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	95	-0.840	3.27	1.64	6.64
Quality of the education system ¹	107	-1.173	2.75	1.99	5.98
Quality of primary schools ¹	96	-0.891	2.97	1.97	6.82
Quality of math & science education ¹	103	-1.116	2.97	1.88	6.29
Quality of management schools ¹	119	-1.909	2.70	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	17	-0.879	98	5	100
Secondary education attainment (% population age 25+)	9	-1.227	96	2	100
Tertiary education attainment (% population age 25+)	44	-0.090	18	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	92	-0.245	27	2	98
Life expectancy	88	-0.430	69	50	83
Survival gender gap ²	68	-0.177	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	33	-0.519	10.8	1.2	36.5
Unhealthy life years (% of life expectancy)	100	-0.459	17	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	81	-0.387	31.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	45	-0.141	17.2	1.1	42.8
Business impact of non-communicable diseases ¹	85	-0.493	4.26	2.74	5.87
Business impact of communicable diseases ¹	87	-0.454	5.03	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	10	-1.145	16	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	67	-0.346	90.9	31.1	100.0
Healthcare quality ¹	105	-1.060	2.82	1.78	6.75
Healthcare accessibility ¹	72	-0.442	4.12	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	60	-0.073	69.9	43.4	90.6
Labour force participation rate, age 65+ (%)	71	-0.586	13.3	1.6	91.2
Economic participation gender gap ²	41	-0.512	0.704	0.310	0.839
Unemployment rate (%)	70	-0.027	8.6	0.3	32.0
Youth unemployment rate (%)	42	-0.412	14.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	113	-1.483	1.91	1.48	6.08
Country capacity to retain talent ¹	119	-1.669	1.91	1.81	5.97
Ease of finding skilled employees ¹	107	-1.372	3.03	2.13	5.69
Pay related to productivity ¹	30	-0.683	4.34	2.37	5.25
Capacity for innovation ¹	118	-1.364	2.62	2.31	5.84
Index of Economic Complexity ³	65	-0.397	-0.27	-1.96	2.37
Firm level technology absorption ¹	119	-1.565	3.70	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	100	-0.619	0.003	0.000	1.242
Median age of the working population	89	-0.856	31	28	42
<i>Training</i>					
Staff training ¹	112	-1.320	3.20	2.51	5.57
Training services ¹	113	-1.251	3.32	2.67	6.47

Kyrgyz Republic

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	46	0.274	116	17	191
Internet users (per 100 people)	90	-0.851	20	1	95
Quality of domestic transport ¹	45	0.256	4.69	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	119	-1.673	2.70	2.33	5.49
Business and university R&D collaboration ¹	119	-1.738	2.22	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	57	0.193	70	1	180
Social safety net protection ¹	115	-1.209	2.47	2.10	6.26
Intellectual property protection and property rights ¹	118	-1.444	2.61	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	98	-0.837	3.63	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.9	Freedom in the World ⁸	5
Aged dependency ratio (%)	6.8	Democracy Index (rank/165)	106
Fertility rate (births per woman)	2.8	Population living in urban area (%)	35.5
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	33.4
Population below age 20 (%)	41.3	Accessibility of digital content ¹	4.91
Population above age 60 (%)	6.3	Extent of virtual social networks use ¹	4.95
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.8	Economic activity (agriculture) — % of total activity	34.0
Technical/vocational enrolment as % of total enrolment in secondary school	9	Economic activity (industry) — % of total activity	20.6
Adult literacy (%)	99.2	Economic activity (services) — % of total activity	45.3
Boys not in primary school (%)	4	GDP per person employed (US\$)	7,216
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	4.13
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.008	Emigration rate of the tertiary educated (%)	0.9
Private enrolment in primary school (% of primary)	0.7	Labour force with tertiary education (%)	2.5
Private enrolment in secondary school (% of secondary)	1.8	Number of patent applications (per 1,000 people)	0.0262
PIRLS ⁶	—	Hiring and firing practices ¹	4.34
PISA math scores ⁶	331	Retirement age, male	—
PISA reading scores ⁶	314	Retirement age, female	—
PISA science scores ⁶	330	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,244
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	212
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	218.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.4	Global Innovation Index (rank/142)	117
Public spending on health (% of GDP)	6.5	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.69	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.28	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.63	IQ measure ⁹	74.4
Business impact of diabetes ¹	4.56		
Business impact of chronic respiratory disease ¹	4.14		
Business impact of HIV/AIDS ¹	5.15		
Business impact of tuberculosis ¹	4.50		
Business impact of malaria ¹	5.43		

NOTES

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Lao PDR

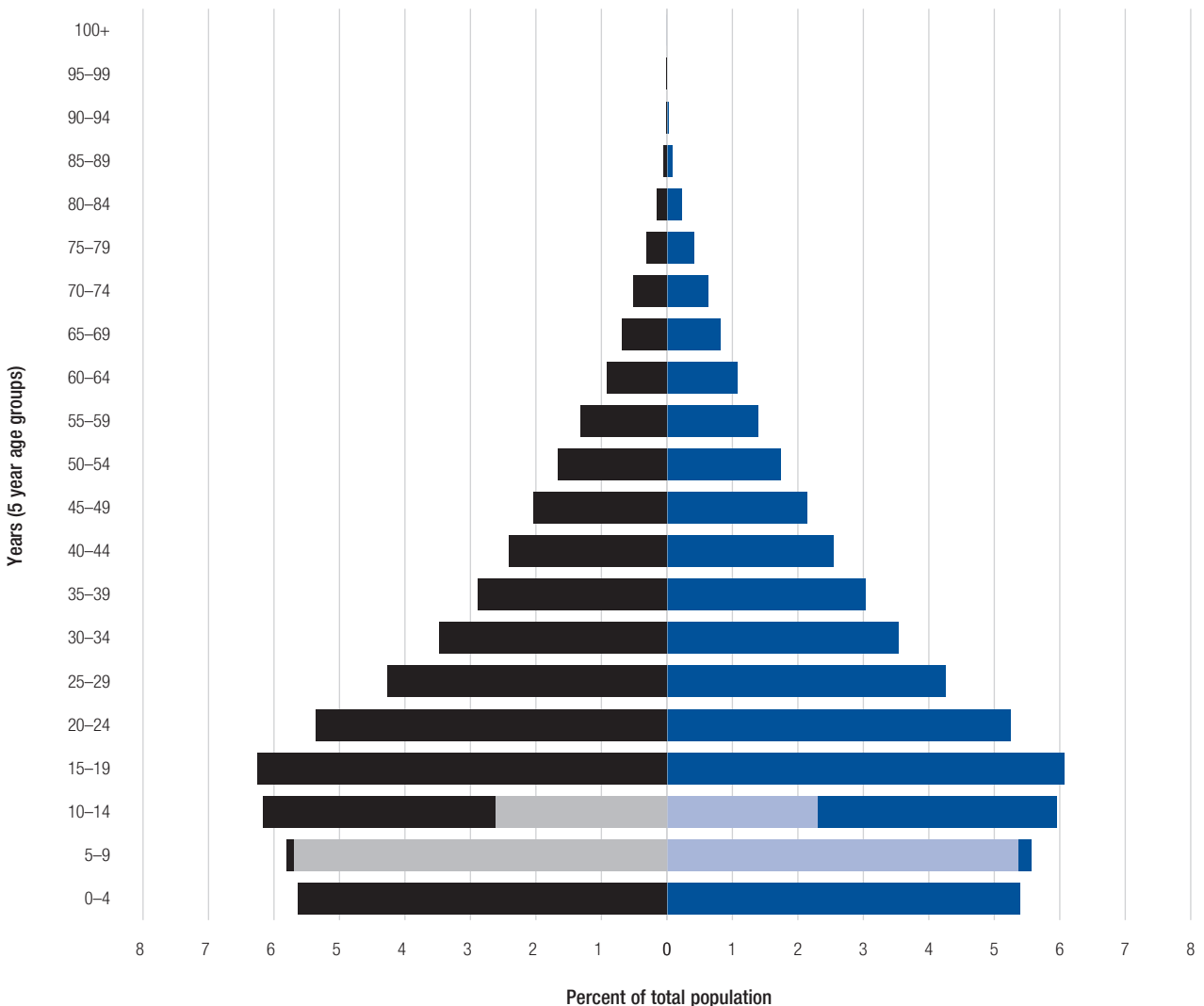
	Rank/122	Score
Human Capital Index 2013	80	-0.297
Pillar 1: Education	83	-0.320
Pillar 2: Health and wellness	91	-0.407
Pillar 3: Workforce and employment	59	-0.097
Pillar 4: Enabling environment	80	-0.364

Key Indicators

Total population (1,000s)	6,395.7
Median age of population	20
GDP per capita PPP (constant 2005, international \$)	2,522
GDP growth (annual %)	8.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 61.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

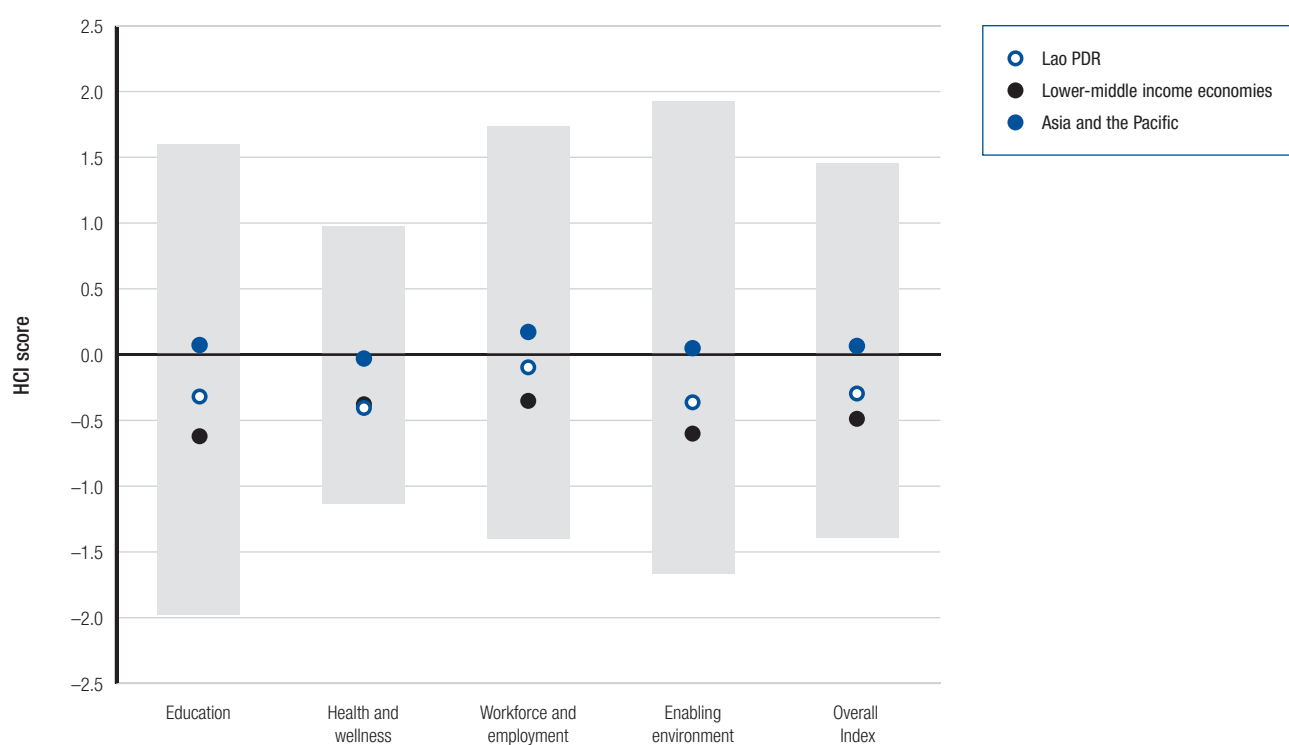


Lao PDR

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Lao PDR

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	50	-0.470	97	58	100
Secondary enrolment rate (%)	87	-1.378	41	16	100
Tertiary enrolment ratio (%)	87	-0.870	18	1	103
Education gender gap ²	—	—	—	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	76	-0.353	3.88	1.64	6.64
Quality of the education system ¹	47	-0.181	3.96	1.99	5.98
Quality of primary schools ¹	66	-0.173	3.75	1.97	6.82
Quality of math & science education ¹	78	-0.228	3.82	1.88	6.29
Quality of management schools ¹	71	-0.210	4.12	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	95	-0.560	34	2	98
Life expectancy	93	-0.552	68	50	83
Survival gender gap ²	—	—	—	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	72	-1.383	27.5	1.2	36.5
Unhealthy life years (% of life expectancy)	112	-0.991	21	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	90	-0.717	35.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	8	1.640	3.0	1.1	42.8
Business impact of non-communicable diseases ¹	117	-1.487	3.81	2.74	5.87
Business impact of communicable diseases ¹	113	-1.723	3.76	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	59	-0.095	32	8	69
Depression (% of respondents) ⁷	1	1.571	2	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	99	-0.942	65.8	31.1	100.0
Healthcare quality ¹	58	-0.081	4.01	1.78	6.75
Healthcare accessibility ¹	53	-0.033	4.70	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	12	1.197	80.9	43.4	90.6
Labour force participation rate, age 65+ (%)	35	-0.358	31.6	1.6	91.2
Economic participation gender gap ²	—	—	—	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	59	-0.028	3.41	1.48	6.08
Country capacity to retain talent ¹	31	-0.670	4.18	1.81	5.97
Ease of finding skilled employees ¹	104	-1.186	3.16	2.13	5.69
Pay related to productivity ¹	8	1.500	4.84	2.37	5.25
Capacity for innovation ¹	42	-0.093	3.78	2.31	5.84
Index of Economic Complexity ³	93	-1.095	-0.93	-1.96	2.37
Firm level technology absorption ¹	78	-0.489	4.47	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	107	-0.622	0.002	0.000	1.242
Median age of the working population	111	-1.325	29	28	42
<i>Training</i>					
Staff training ¹	49	-0.166	4.15	2.51	5.57
Training services ¹	80	-0.504	3.91	2.67	6.47

Lao PDR

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	92	-0.586	87	17	191
Internet users (per 100 people)	106	-1.244	9	1	95
Quality of domestic transport ¹	80	-0.416	4.11	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	35	0.523	4.26	2.33	5.49
Business and university R&D collaboration ¹	72	-0.454	3.37	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	115	-1.611	163	1	180
Social safety net protection ¹	33	0.588	4.42	2.10	6.26
Intellectual property protection and property rights ¹	66	-0.236	3.85	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	50	0.156	4.53	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	61.8	<i>Society</i>	
Aged dependency ratio (%)	6.3	Freedom in the World ⁸	7
Fertility rate (births per woman)	3.5	Democracy Index (rank/165)	156
Sex ratio at birth (female/male)	0.96	Population living in urban area (%)	35.3
Population below age 20 (%)	49.3	Gini Index (income) ⁵	36.7
Population above age 60 (%)	5.6	Accessibility of digital content ¹	4.97
<i>Education</i>			
Public spending on education (% of GDP)	3.3	Extent of virtual social networks use ¹	4.94
Technical/vocational enrolment as % of total enrolment in secondary school	1	<i>Workforce</i>	
Adult literacy (%)	72.7	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	2	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	4	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.213	GDP per person employed (US\$)	—
Private enrolment in primary school (% of primary)	3.8	Cooperation in labour-employer relations ¹	5.32
Private enrolment in secondary school (% of secondary)	2.9	Emigration rate of the tertiary educated (%)	37.2
PIRLS ⁶	—	Labour force with tertiary education (%)	—
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	—
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.11
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	2,740
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	38
<i>Health</i>			
Prevalence of visual impairment (%)	8.5	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	2.8	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	3.72	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	3.85	Global Innovation Index (rank/142)	—
Business impact of mental illness ¹	3.82	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.84	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	3.84	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	3.87	IQ measure ⁹	89.0
Business impact of tuberculosis ¹	3.69		
Business impact of malaria ¹	3.73		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Latvia

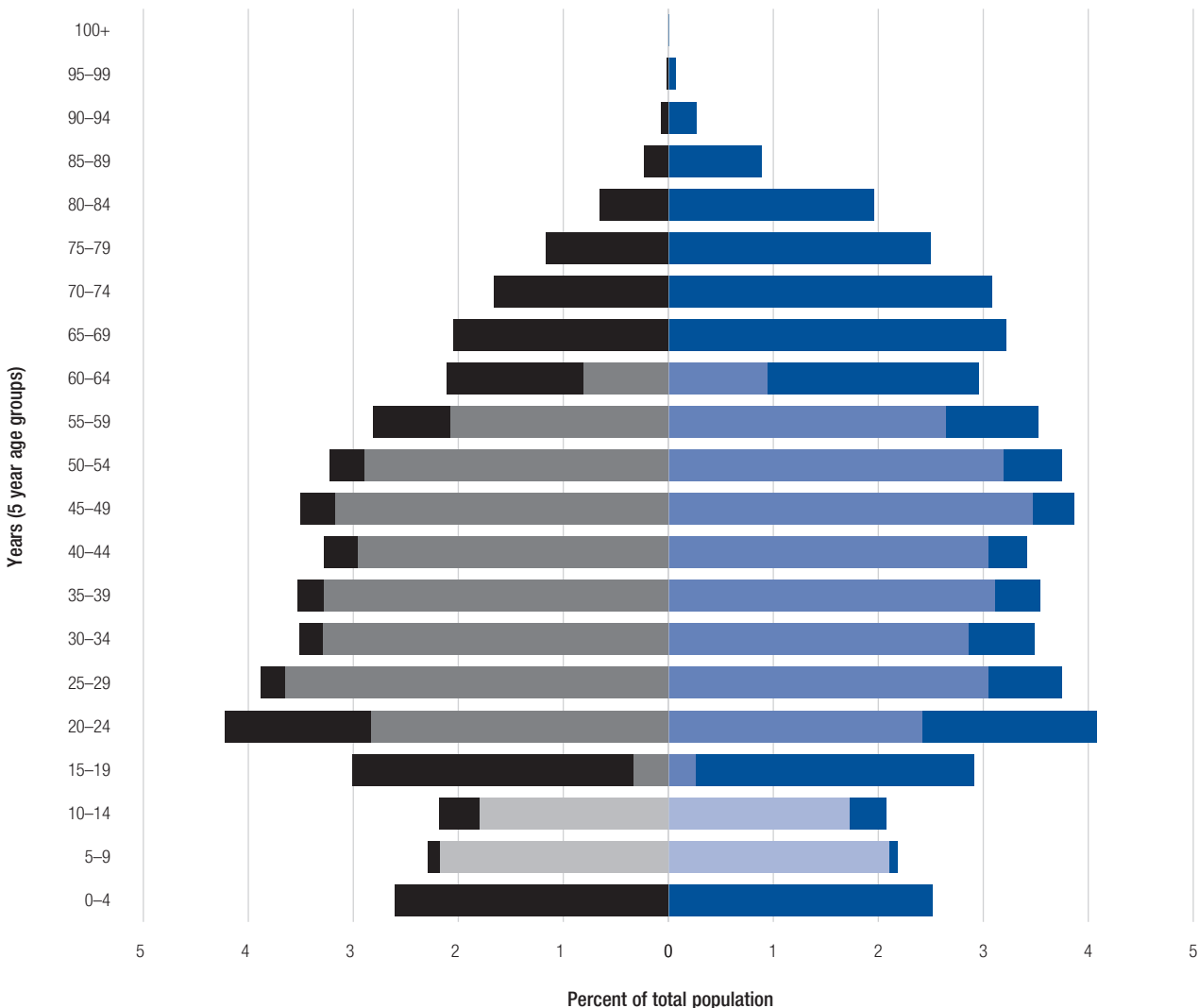
	Rank/122	Score
Human Capital Index 2013	38	0.248
Pillar 1: Education	30	0.615
Pillar 2: Health and wellness	48	0.151
Pillar 3: Workforce and employment	54	-0.011
Pillar 4: Enabling environment	43	0.237

Key Indicators

Total population (1,000s)	2,090.5
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	15,946
GDP growth (annual %)	5.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 27.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.6%

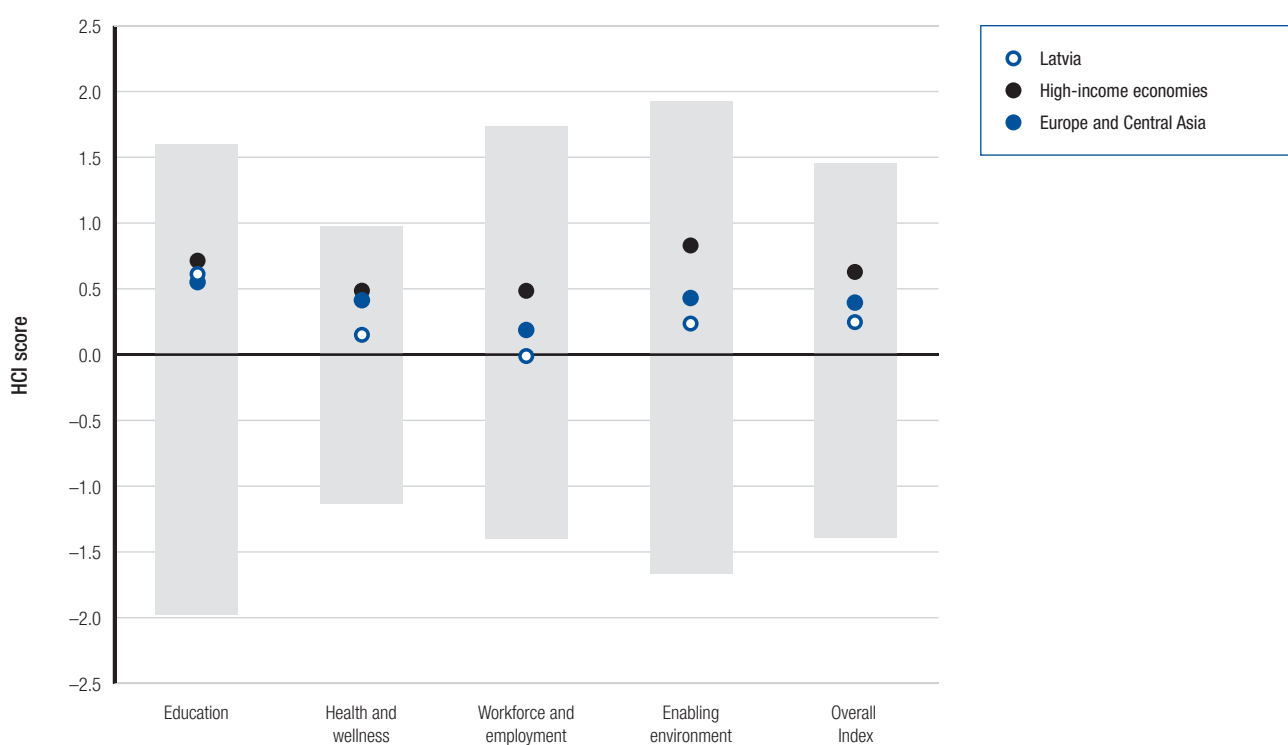


Latvia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	20.1	25.9
Professionals	9.3	
Technicians and associate professionals	10.7	
Secondary requirements	30.3	64.6
Clerks	3.0	
Service workers and shop and market sales workers	8.1	
Skilled agricultural and fishery workers	2.6	
Craft and related trade workers	10.1	
Plant and machine operators and assemblers	6.6	
Primary requirements	9.1	0.9
Elementary occupations	9.1	
Various	7.6	
Legislators, senior officials and managers	5.7	
Unclassified	1.8	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Latvia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	67	-0.275	96	58	100
Secondary enrolment rate (%)	44	-0.465	83	16	100
Tertiary enrolment ratio (%)	37	-0.639	57	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	24	1.086	5.68	1.64	6.64
Quality of the education system ¹	56	-0.132	3.68	1.99	5.98
Quality of primary schools ¹	29	-0.784	4.79	1.97	6.82
Quality of math & science education ¹	28	-0.672	4.68	1.88	6.29
Quality of management schools ¹	51	-0.101	4.38	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	7	-0.951	100	5	100
Secondary education attainment (% population age 25+)	4	-1.346	99	2	100
Tertiary education attainment (% population age 25+)	23	-0.642	26	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	40	-0.652	7	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	59	-0.186	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	37	-0.817	16.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	75	-0.366	22.0	1.1	42.8
Business impact of non-communicable diseases ¹	48	-0.276	4.60	2.74	5.87
Business impact of communicable diseases ¹	48	-0.503	5.98	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	8	69
Depression (% of respondents) ⁷	95	-0.819	17	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	72	-0.225	88.5	31.1	100.0
Healthcare quality ¹	62	-0.192	3.87	1.78	6.75
Healthcare accessibility ¹	65	-0.228	4.38	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	40	-0.461	73.7	43.4	90.6
Labour force participation rate, age 65+ (%)	96	-0.901	7.2	1.6	91.2
Economic participation gender gap ²	17	1.003	0.762	0.310	0.839
Unemployment rate (%)	101	-1.898	18.7	0.3	32.0
Youth unemployment rate (%)	34	-0.525	13.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	89	-0.759	2.66	1.48	6.08
Country capacity to retain talent ¹	83	-0.553	3.00	1.81	5.97
Ease of finding skilled employees ¹	77	-0.319	3.76	2.13	5.69
Pay related to productivity ¹	17	1.133	4.61	2.37	5.25
Capacity for innovation ¹	58	-0.235	3.52	2.31	5.84
Index of Economic Complexity ³	35	-0.498	0.58	-1.96	2.37
Firm level technology absorption ¹	61	-0.157	4.70	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	46	-0.390	0.071	0.000	1.242
Median age of the working population	24	1.123	40	28	42
<i>Training</i>					
Staff training ¹	41	-0.356	4.27	2.51	5.57
Training services ¹	62	-0.057	4.26	2.67	6.47

Latvia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	73	-0.122	103	17	191
Internet users (per 100 people)	28	0.994	72	1	95
Quality of domestic transport ¹	35	0.553	4.95	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	91	-0.675	3.41	2.33	5.49
Business and university R&D collaboration ¹	58	-0.207	3.60	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	23	1.066	25	1	180
Social safety net protection ¹	49	0.024	3.81	2.10	6.26
Intellectual property protection and property rights ¹	49	0.059	4.15	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	32	0.441	4.79	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.0	Freedom in the World ⁸	2
Aged dependency ratio (%)	27.2	Democracy Index (rank/165)	47
Fertility rate (births per woman)	1.5	Population living in urban area (%)	67.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	34.8
Population below age 20 (%)	20.3	Accessibility of digital content ¹	5.93
Population above age 60 (%)	24.0	Extent of virtual social networks use ¹	5.87
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.0	Economic activity (agriculture) — % of total activity	9.5
Technical/vocational enrolment as % of total enrolment in secondary school	25	Economic activity (industry) — % of total activity	23.3
Adult literacy (%)	99.8	Economic activity (services) — % of total activity	66.7
Boys not in primary school (%)	5	GDP per person employed (US\$)	28,935
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	4.53
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	8.5
Private enrolment in primary school (% of primary)	1.1	Labour force with tertiary education (%)	29.2
Private enrolment in secondary school (% of secondary)	1.5	Number of patent applications (per 1,000 people)	0.0875
PIRLS ⁶	—	Hiring and firing practices ¹	4.23
PISA math scores ⁶	482	Retirement age, male	62
PISA reading scores ⁶	484	Retirement age, female	62
PISA science scores ⁶	494	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	941
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	216
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	45.0
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	60.7
<i>Health</i>		Unemployment for 12 months or more (1,000s)	97.3
Prevalence of visual impairment (%)	1.6	Global Innovation Index (rank/142)	33
Public spending on health (% of GDP)	6.2	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.08	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.24	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.12	IQ measure ⁹	96.1
Business impact of diabetes ¹	4.88		
Business impact of chronic respiratory disease ¹	4.69		
Business impact of HIV/AIDS ¹	5.65		
Business impact of tuberculosis ¹	5.73		
Business impact of malaria ¹	6.55		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Lebanon

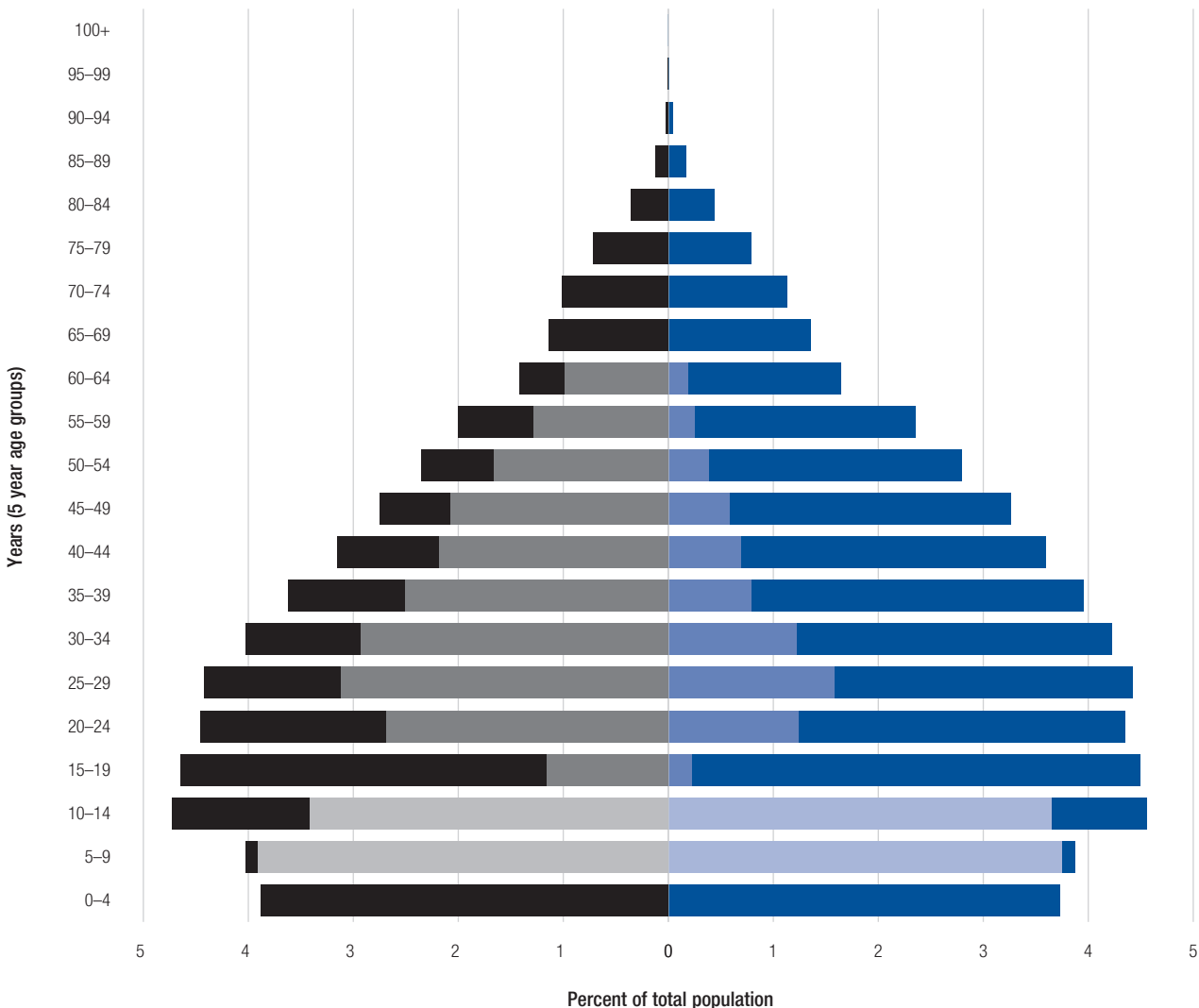
	Rank/122	Score
Human Capital Index 2013	74	-0.220
Pillar 1: Education	32	0.548
Pillar 2: Health and wellness	77	-0.099
Pillar 3: Workforce and employment	96	-0.458
Pillar 4: Enabling environment	104	-0.870

Key Indicators

Total population (1,000s)	4,341.1
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	12,592
GDP growth (annual %)	1.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 12.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 34.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.2%
		Female labour force participation, age 65+: 0.1%

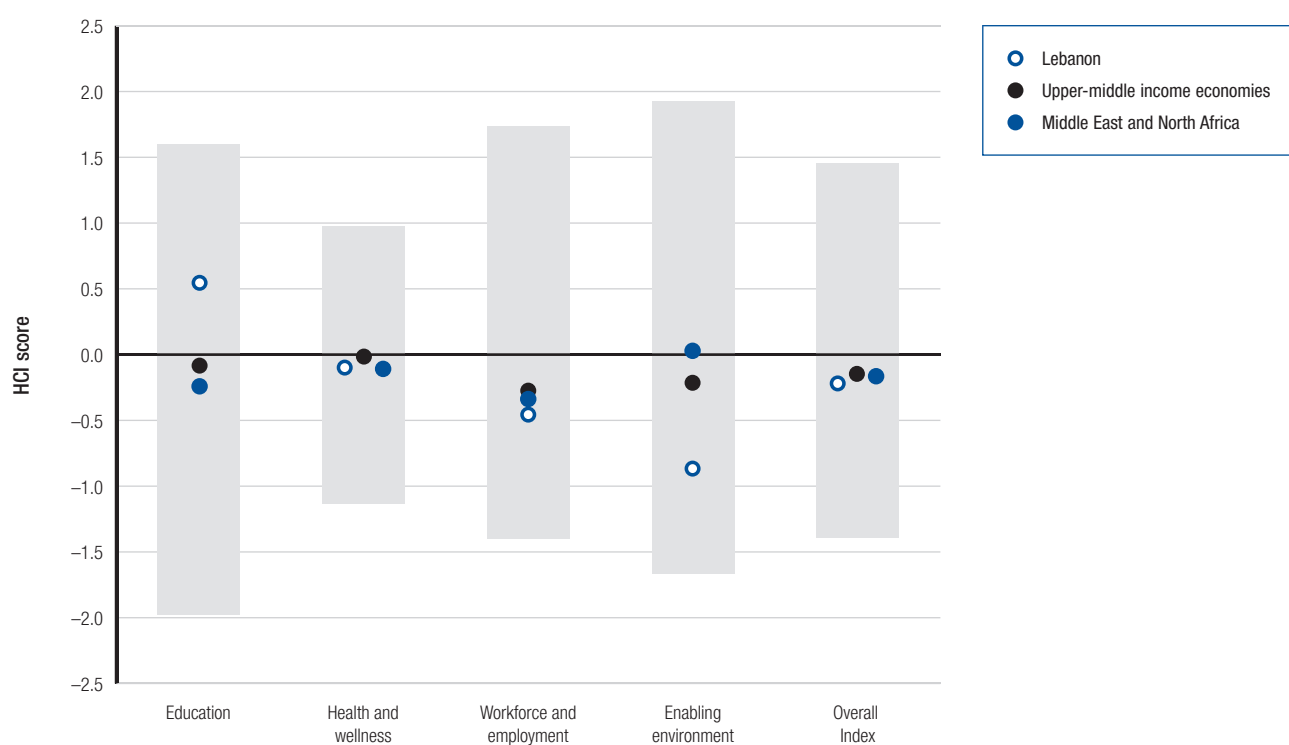


Lebanon

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.9	15.3
Professionals	3.6	
Technicians and associate professionals	3.4	
Secondary requirements	17.8	38.8
Clerks	2.7	
Service workers and shop and market sales workers	4.4	
Skilled agricultural and fishery workers	1.6	
Craft and related trade workers	6.1	
Plant and machine operators and assemblers	2.9	
Primary requirements	4.0	24.1
Elementary occupations	4.0	
Various	8.4	
Legislators, senior officials and managers	4.2	
Unclassified	1.6	
Armed forces	2.6	

Spread of scores (by pillar and overall)



Lebanon

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	55	-0.435	97	58	100
Secondary enrolment rate (%)	59	-0.168	76	16	100
Tertiary enrolment ratio (%)	36	-0.650	58	1	103
Education gender gap ²	79	-0.286	0.980	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	93	-0.744	3.39	1.64	6.64
Quality of the education system ¹	13	1.523	5.16	1.99	5.98
Quality of primary schools ¹	7	1.650	5.73	1.97	6.82
Quality of math & science education ¹	4	1.863	5.82	1.88	6.29
Quality of management schools ¹	13	1.333	5.41	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	40	-0.064	78	5	100
Secondary education attainment (% population age 25+)	51	-0.334	54	2	100
Tertiary education attainment (% population age 25+)	52	-0.323	15	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	42	-0.608	8	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	35	-0.428	11.6	1.2	36.5
Unhealthy life years (% of life expectancy)	90	-0.264	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	57	-0.227	23.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	105	-1.020	28.2	1.1	42.8
Business impact of non-communicable diseases ¹	53	-0.201	4.57	2.74	5.87
Business impact of communicable diseases ¹	28	-0.854	6.33	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	114	-1.723	53	8	69
Depression (% of respondents) ⁷	112	-2.253	26	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	42	-0.437	4.64	1.78	6.75
Healthcare accessibility ¹	82	-0.630	3.89	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	117	-2.044	49.2	43.4	90.6
Labour force participation rate, age 65+ (%)	71	-0.586	13.3	1.6	91.2
Economic participation gender gap ²	109	-1.706	0.442	0.310	0.839
Unemployment rate (%)	71	-0.047	9.0	0.3	32.0
Youth unemployment rate (%)	68	-0.359	22.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	99	-0.992	2.42	1.48	6.08
Country capacity to retain talent ¹	97	-0.876	2.68	1.81	5.97
Ease of finding skilled employees ¹	30	-0.751	4.51	2.13	5.69
Pay related to productivity ¹	50	-0.291	4.10	2.37	5.25
Capacity for innovation ¹	78	-0.433	3.36	2.31	5.84
Index of Economic Complexity ³	40	-0.291	0.39	-1.96	2.37
Firm level technology absorption ¹	75	-0.451	4.49	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	50	-0.425	0.061	0.000	1.242
Median age of the working population	72	-0.321	33	28	42
<i>Training</i>					
Staff training ¹	85	-0.554	3.69	2.51	5.57
Training services ¹	54	-0.127	4.41	2.67	6.47

Lebanon

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	101	-0.836	79	17	191
Internet users (per 100 people)	47	0.291	52	1	95
Quality of domestic transport ¹	121	-2.335	2.44	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	103	-0.948	3.22	2.33	5.49
Business and university R&D collaboration ¹	96	-0.732	3.13	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	85	-0.680	115	1	180
Social safety net protection ¹	117	-1.302	2.37	2.10	6.26
Intellectual property protection and property rights ¹	100	-0.905	3.16	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	72	-0.384	4.04	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	34.9	<i>Society</i>	
Aged dependency ratio (%)	12.5	Freedom in the World ⁸	5
Fertility rate (births per woman)	1.6	Democracy Index (rank/165)	99
Sex ratio at birth (female/male)	0.95	Population living in urban area (%)	87.4
Population below age 20 (%)	33.9	Gini Index (income) ⁵	—
Population above age 60 (%)	11.9	Accessibility of digital content ¹	4.17
<i>Education</i>			
Public spending on education (% of GDP)	1.6	Extent of virtual social networks use ¹	5.67
Technical/vocational enrolment as % of total enrolment in secondary school	17	<i>Workforce</i>	
Adult literacy (%)	89.6	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	3	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	3	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	—
Private enrolment in primary school (% of primary)	73.7	Cooperation in labour-employer relations ¹	4.17
Private enrolment in secondary school (% of secondary)	61.3	Emigration rate of the tertiary educated (%)	43.9
PIRLS ⁶	—	Labour force with tertiary education (%)	24.1
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.0650
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.18
PISA science scores ⁶	—	Retirement age, male	64
TIMSS 4th grade math ⁶	—	Retirement age, female	64
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	449	Total employed (1,000s)	1,118
TIMSS 8th grade science ⁶	406	Total unemployed (1,000s)	110
<i>Health</i>			
Prevalence of visual impairment (%)	3.5	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	6.3	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	4.34	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.08	Global Innovation Index (rank/142)	75
Business impact of mental illness ¹	5.18	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	4.68	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.58	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	6.11	IQ measure ⁹	84.6
Business impact of tuberculosis ¹	6.40		
Business impact of malaria ¹	6.47		

NOTES

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4 Rank number on a list of 185 countries

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

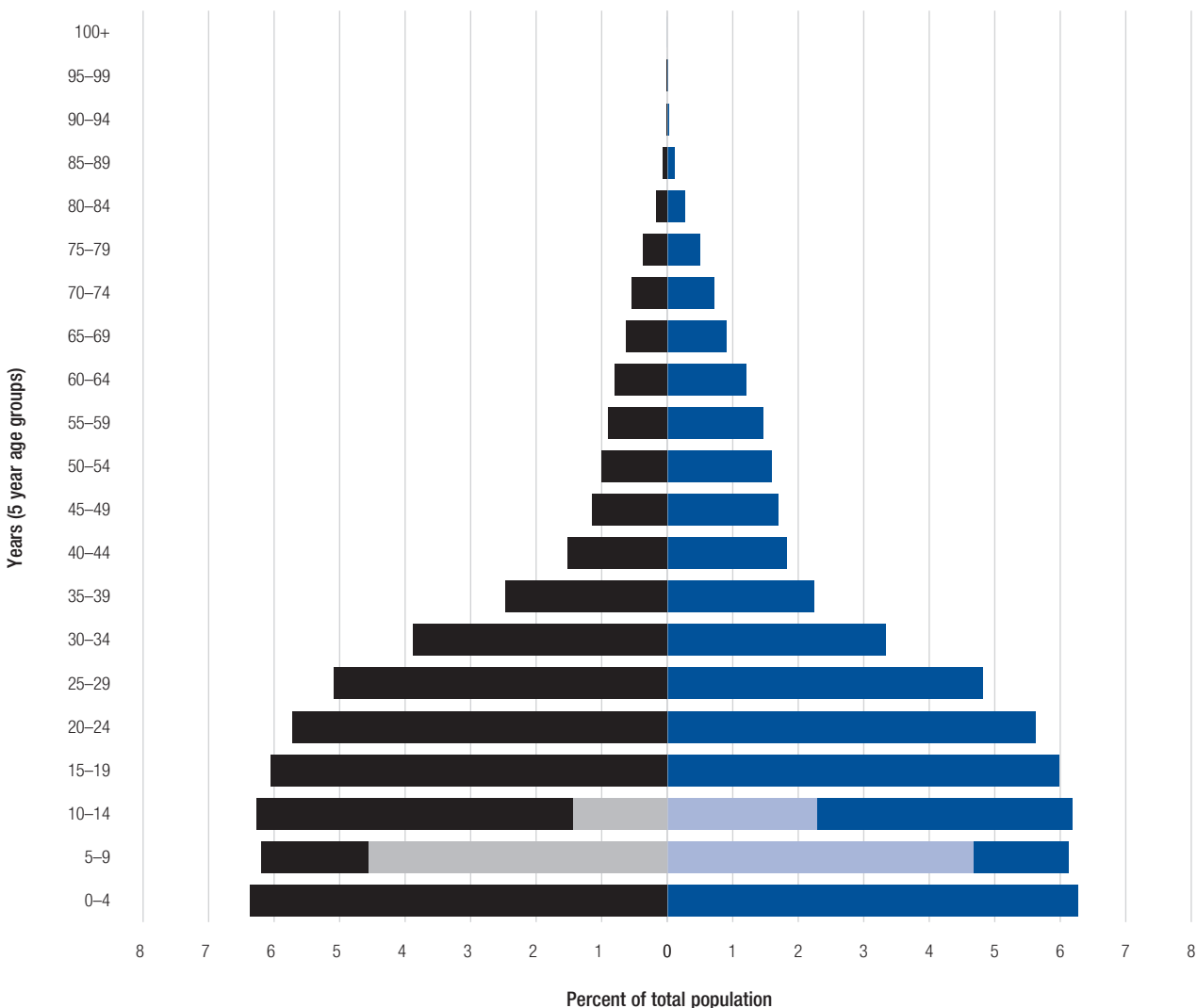
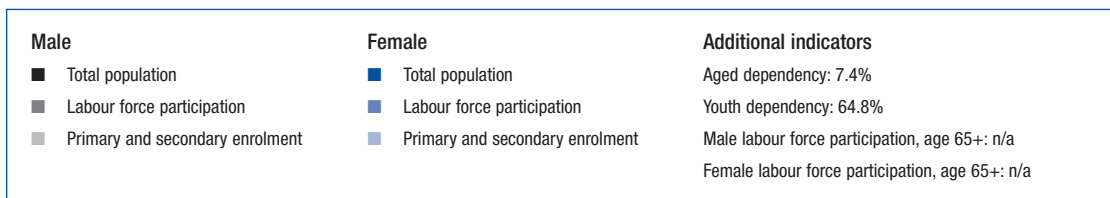
Lesotho

	Rank/122	Score
Human Capital Index 2013	108	-0.751
Pillar 1: Education	110	-1.084
Pillar 2: Health and wellness	101	-0.588
Pillar 3: Workforce and employment	95	-0.438
Pillar 4: Enabling environment	107	-0.894

Key Indicators

Total population (1,000s)	2,008.9
Median age of population	20
GDP per capita PPP (constant 2005, international \$)	1,692
GDP growth (annual %)	4.0

Education and workforce distribution

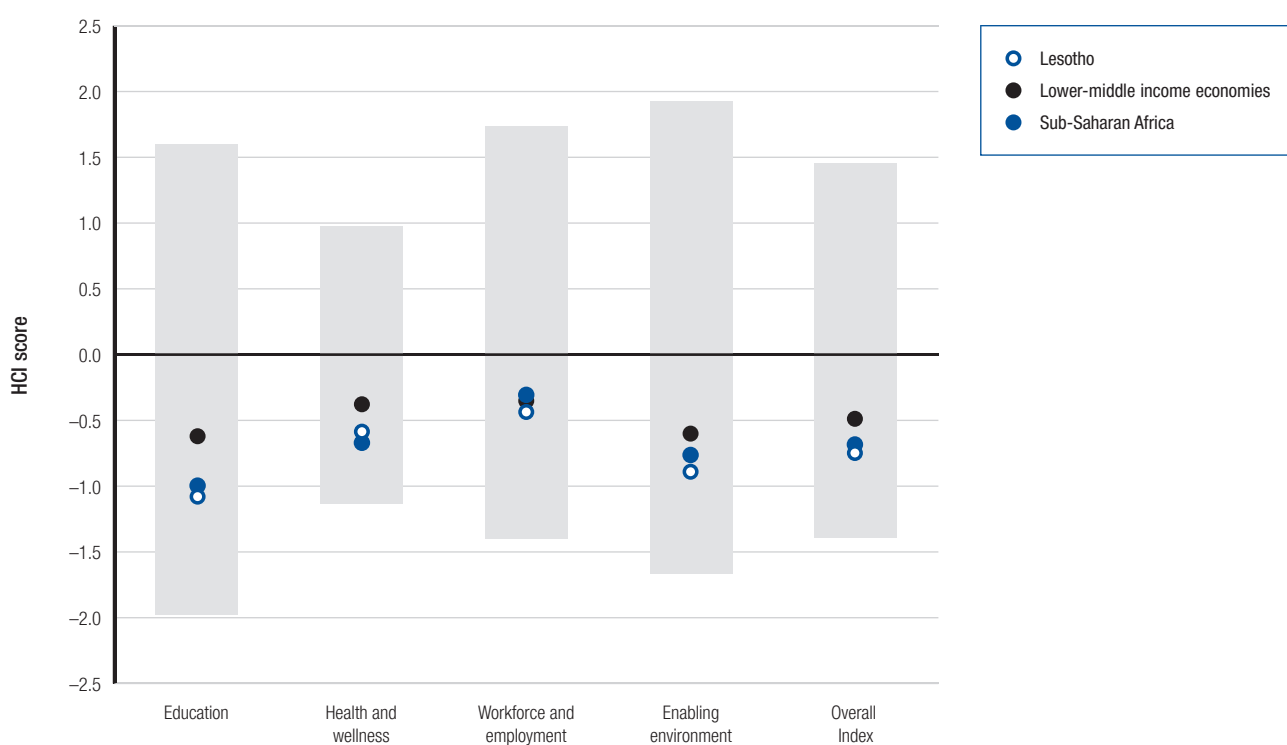


Lesotho

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	1.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	15.5
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	20.1
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Lesotho

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	110	-2.173	75	58	100
Secondary enrolment rate (%)	93	-1.771	32	16	100
Tertiary enrolment ratio (%)	115	-1.408	4	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	104	-1.064	2.99	1.64	6.64
Quality of the education system ¹	61	-0.188	3.63	1.99	5.98
Quality of primary schools ¹	83	-0.550	3.34	1.97	6.82
Quality of math & science education ¹	88	-0.677	3.39	1.88	6.29
Quality of management schools ¹	106	-1.107	3.37	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	66	-1.480	41	5	100
Secondary education attainment (% population age 25+)	78	-1.587	21	2	100
Tertiary education attainment (% population age 25+)	82	-1.548	2	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	113	-1.862	63	2	98
Life expectancy	122	-2.740	50	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	58	-0.700	21.5	1.2	36.5
Unhealthy life years (% of life expectancy)	108	-0.893	20	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	82	-0.449	32.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	44	-0.173	16.9	1.1	42.8
Business impact of non-communicable diseases ¹	13	-1.142	4.99	2.74	5.87
Business impact of communicable diseases ¹	103	-1.225	4.26	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	21	-0.757	21	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	108	-1.657	51.8	31.1	100.0
Healthcare quality ¹	69	-0.493	3.51	1.78	6.75
Healthcare accessibility ¹	73	-0.447	4.12	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	78	-0.214	67.1	43.4	90.6
Labour force participation rate, age 65+ (%)	19	1.179	47.5	1.6	91.2
Economic participation gender gap ²	4	1.466	0.816	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	98	-1.624	34.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	68	-0.161	3.27	1.48	6.08
Country capacity to retain talent ¹	79	-0.470	3.08	1.81	5.97
Ease of finding skilled employees ¹	23	0.929	4.63	2.13	5.69
Pay related to productivity ¹	101	-0.883	3.38	2.37	5.25
Capacity for innovation ¹	112	-1.104	2.83	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	121	-1.579	3.69	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	113	-0.623	0.002	0.000	1.242
Median age of the working population	121	-1.594	28	28	42
<i>Training</i>					
Staff training ¹	95	-0.699	3.60	2.51	5.57
Training services ¹	91	-0.748	3.71	2.67	6.47

Lesotho

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	111	-1.497	56	17	191
Internet users (per 100 people)	113	-1.415	4	1	95
Quality of domestic transport ¹	85	-0.532	4.01	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	75	-0.411	3.60	2.33	5.49
Business and university R&D collaboration ¹	110	-1.183	2.72	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	101	-1.087	136	1	180
Social safety net protection ¹	68	-0.285	3.47	2.10	6.26
Intellectual property protection and property rights ¹	92	-0.807	3.27	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	97	-0.827	3.64	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	64.8	Freedom in the World ⁸	2
Aged dependency ratio (%)	7.4	Democracy Index (rank/165)	55
Fertility rate (births per woman)	3.4	Population living in urban area (%)	28.3
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	52.5
Population below age 20 (%)	49.7	Accessibility of digital content ¹	3.70
Population above age 60 (%)	6.3	Extent of virtual social networks use ¹	4.37
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	13.0	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	2	Economic activity (industry) — % of total activity	—
Adult literacy (%)	75.8	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	26	GDP per person employed (US\$)	—
Girls not in primary school (%)	24	Cooperation in labour-employer relations ¹	3.78
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.237	Emigration rate of the tertiary educated (%)	4.1
Private enrolment in primary school (% of primary)	0.7	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	1.2	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.85
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	160
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	192
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.7	Global Innovation Index (rank/142)	124
Public spending on health (% of GDP)	12.8	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.85	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	5.22	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.37	IQ measure ⁹	68.7
Business impact of diabetes ¹	4.21		
Business impact of chronic respiratory disease ¹	5.31		
Business impact of HIV/AIDS ¹	2.97		
Business impact of tuberculosis ¹	3.76		
Business impact of malaria ¹	6.05		

NOTES

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9 Reported in relation to UK score (100)

Lithuania

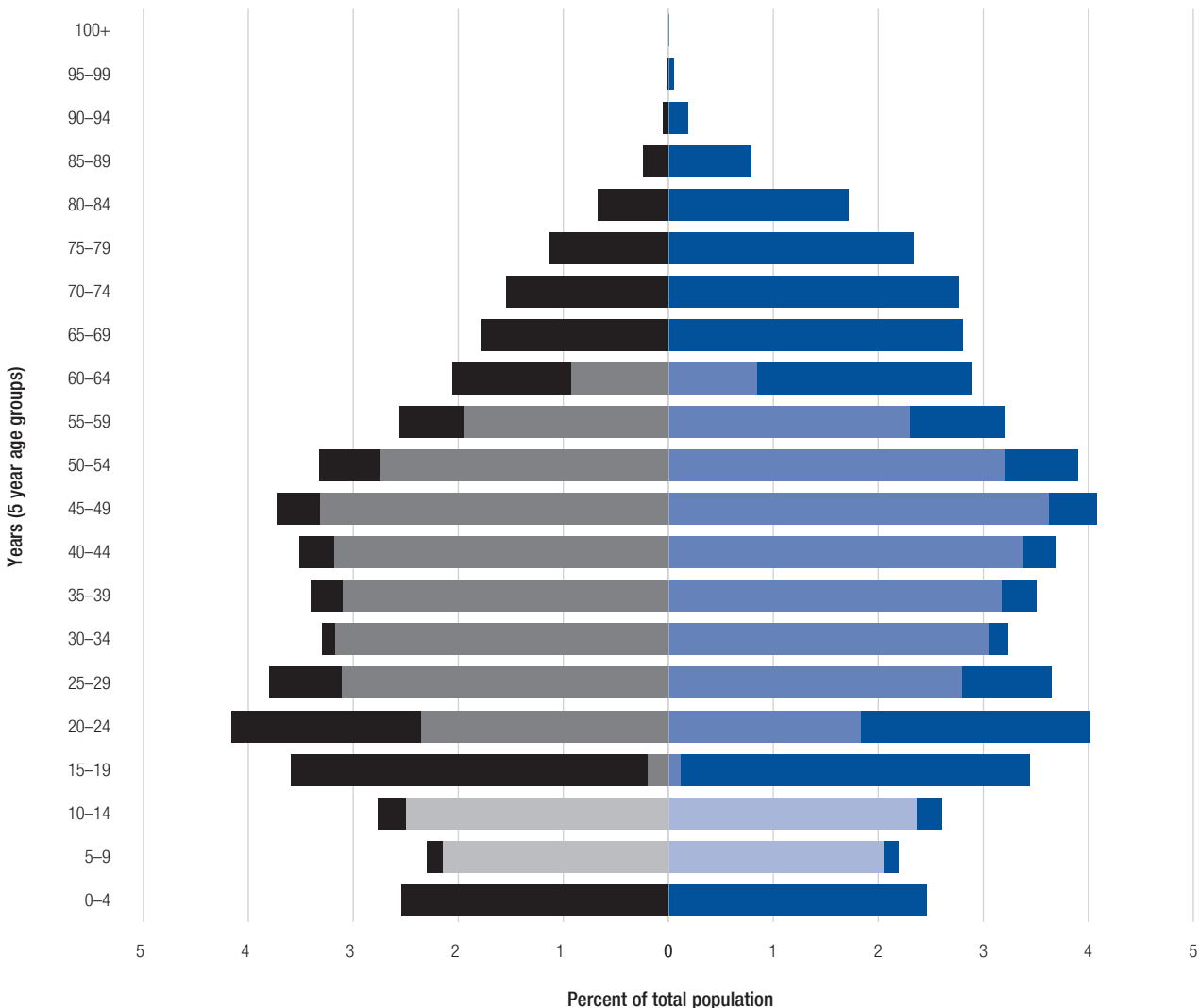
	Rank/122	Score
Human Capital Index 2013	34	0.360
Pillar 1: Education	23	0.745
Pillar 2: Health and wellness	41	0.252
Pillar 3: Workforce and employment	56	-0.018
Pillar 4: Enabling environment	36	0.462

Key Indicators

Total population (1,000s)	3,068.5
Median age of population	39
GDP per capita PPP (constant 2005, international \$)	18,776
GDP growth (annual %)	3.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 22.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.4%

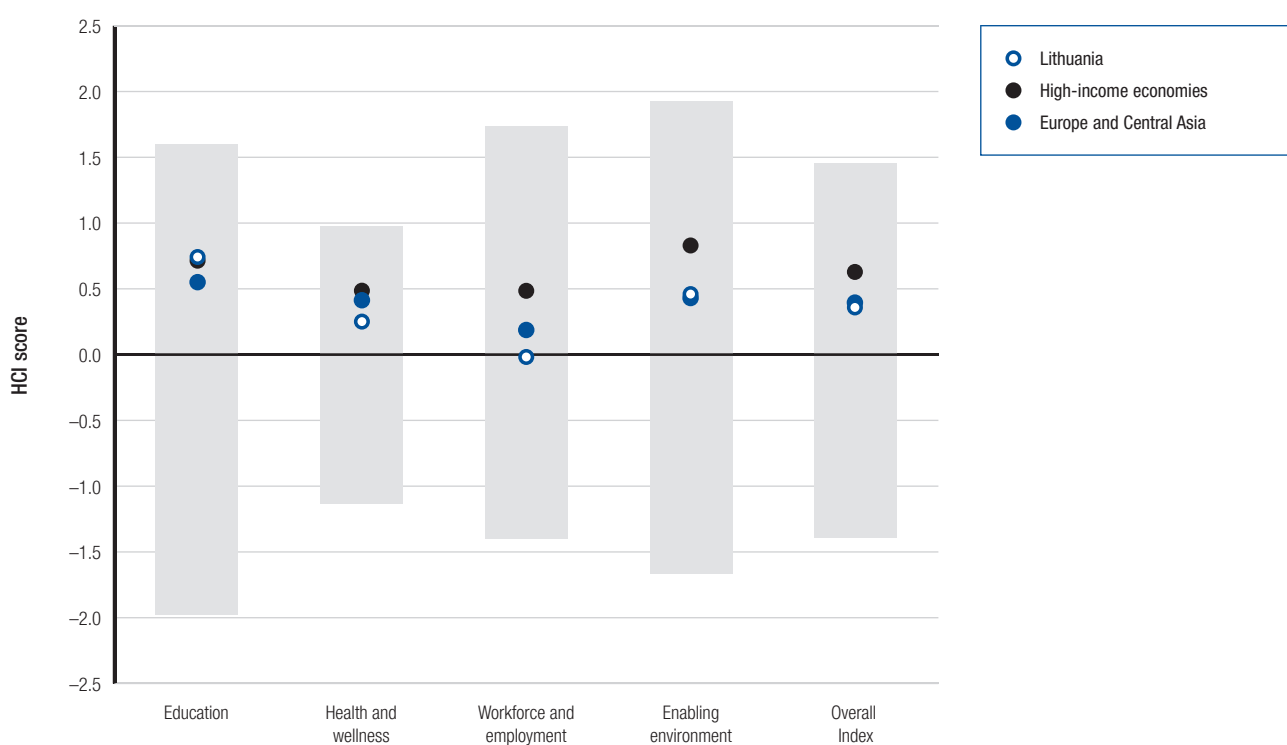


Lithuania

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	17.5	29.3
Professionals	10.8	
Technicians and associate professionals	6.7	
Secondary requirements	31.3	42.0
Clerks	2.8	
Service workers and shop and market sales workers	7.4	
Skilled agricultural and fishery workers	3.1	
Craft and related trade workers	11.9	
Plant and machine operators and assemblers	6.2	
Primary requirements	6.1	6.9
Elementary occupations	6.1	
Various	6.3	
Legislators, senior officials and managers	6.2	
Unclassified	n/a	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Lithuania

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	79	-0.020	94	58	100
Secondary enrolment rate (%)	22	-0.802	91	16	100
Tertiary enrolment ratio (%)	21	-1.100	69	1	103
Education gender gap ²	40	-0.487	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	21	-1.197	5.82	1.64	6.64
Quality of the education system ¹	49	-0.170	3.95	1.99	5.98
Quality of primary schools ¹	23	-0.968	4.99	1.97	6.82
Quality of math & science education ¹	13	-1.173	5.16	1.88	6.29
Quality of management schools ¹	52	-0.089	4.37	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	12	-0.905	99	5	100
Secondary education attainment (% population age 25+)	17	-1.077	92	2	100
Tertiary education attainment (% population age 25+)	19	-0.949	29	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	-0.742	5	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	77	-0.039	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	40	-0.644	18.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	92	-0.650	24.7	1.1	42.8
Business impact of non-communicable diseases ¹	54	-0.185	4.56	2.74	5.87
Business impact of communicable diseases ¹	44	-0.605	6.08	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	10	-1.145	16	8	69
Depression (% of respondents) ⁷	97	-0.978	18	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	64	-0.403	92.0	31.1	100.0
Healthcare quality ¹	54	-0.031	4.15	1.78	6.75
Healthcare accessibility ¹	46	-0.301	5.03	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	55	-0.154	70.7	43.4	90.6
Labour force participation rate, age 65+ (%)	110	-1.035	4.6	1.6	91.2
Economic participation gender gap ²	22	-0.946	0.755	0.310	0.839
Unemployment rate (%)	100	-1.732	17.8	0.3	32.0
Youth unemployment rate (%)	49	-0.299	15.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	109	-1.260	2.14	1.48	6.08
Country capacity to retain talent ¹	108	-1.037	2.53	1.81	5.97
Ease of finding skilled employees ¹	87	-0.602	3.57	2.13	5.69
Pay related to productivity ¹	12	-1.248	4.69	2.37	5.25
Capacity for innovation ¹	36	-0.327	3.96	2.31	5.84
Index of Economic Complexity ³	33	-0.595	0.68	-1.96	2.37
Firm level technology absorption ¹	39	-0.557	5.21	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	35	-0.241	0.116	0.000	1.242
Median age of the working population	36	-0.872	39	28	42
<i>Training</i>					
Staff training ¹	52	-0.131	4.13	2.51	5.57
Training services ¹	37	-0.489	4.69	2.67	6.47

Lithuania

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	11	1.300	151	17	191
Internet users (per 100 people)	36	0.757	65	1	95
Quality of domestic transport ¹	19	1.065	5.40	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	96	-0.810	3.31	2.33	5.49
Business and university R&D collaboration ¹	26	0.863	4.56	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	25	1.027	27	1	180
Social safety net protection ¹	62	-0.180	3.59	2.10	6.26
Intellectual property protection and property rights ¹	58	-0.095	3.99	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	44	0.232	4.60	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.0	Freedom in the World ⁸	1
Aged dependency ratio (%)	22.4	Democracy Index (rank/165)	42
Fertility rate (births per woman)	1.4	Population living in urban area (%)	67.2
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	37.6
Population below age 20 (%)	22.2	Accessibility of digital content ¹	6.10
Population above age 60 (%)	20.4	Extent of virtual social networks use ¹	6.23
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.4	Economic activity (agriculture) — % of total activity	8.5
Technical/vocational enrolment as % of total enrolment in secondary school	11	Economic activity (industry) — % of total activity	24.4
Adult literacy (%)	99.7	Economic activity (services) — % of total activity	66.7
Boys not in primary school (%)	6	GDP per person employed (US\$)	29,778
Girls not in primary school (%)	7	Cooperation in labour-employer relations ¹	4.25
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	8.4
Private enrolment in primary school (% of primary)	1.1	Labour force with tertiary education (%)	36.7
Private enrolment in secondary school (% of secondary)	1.3	Number of patent applications (per 1,000 people)	0.0352
PIRLS ⁶	528	Hiring and firing practices ¹	3.08
PISA math scores ⁶	477	Retirement age, male	62 years and 10 months
PISA reading scores ⁶	468	Retirement age, female	60 years and 8 months
PISA science scores ⁶	491	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	534	Total employed (1,000s)	1,344
TIMSS 4th grade science ⁶	515	Total unemployed (1,000s)	291
TIMSS 8th grade math ⁶	502	Unemployment for 12 months or more as a % of total unemployment	41.5
TIMSS 8th grade science ⁶	514	Total youth not in education or employment (1,000s)	69.5
<i>Health</i>		Unemployment for 12 months or more (1,000s)	120.7
Prevalence of visual impairment (%)	1.6	Global Innovation Index (rank/142)	40
Public spending on health (% of GDP)	6.6	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.91	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.16	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.15	IQ measure ⁹	94.6
Business impact of diabetes ¹	5.05		
Business impact of chronic respiratory disease ¹	4.55		
Business impact of HIV/AIDS ¹	6.19		
Business impact of tuberculosis ¹	5.56		
Business impact of malaria ¹	6.48		

NOTES

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Luxembourg

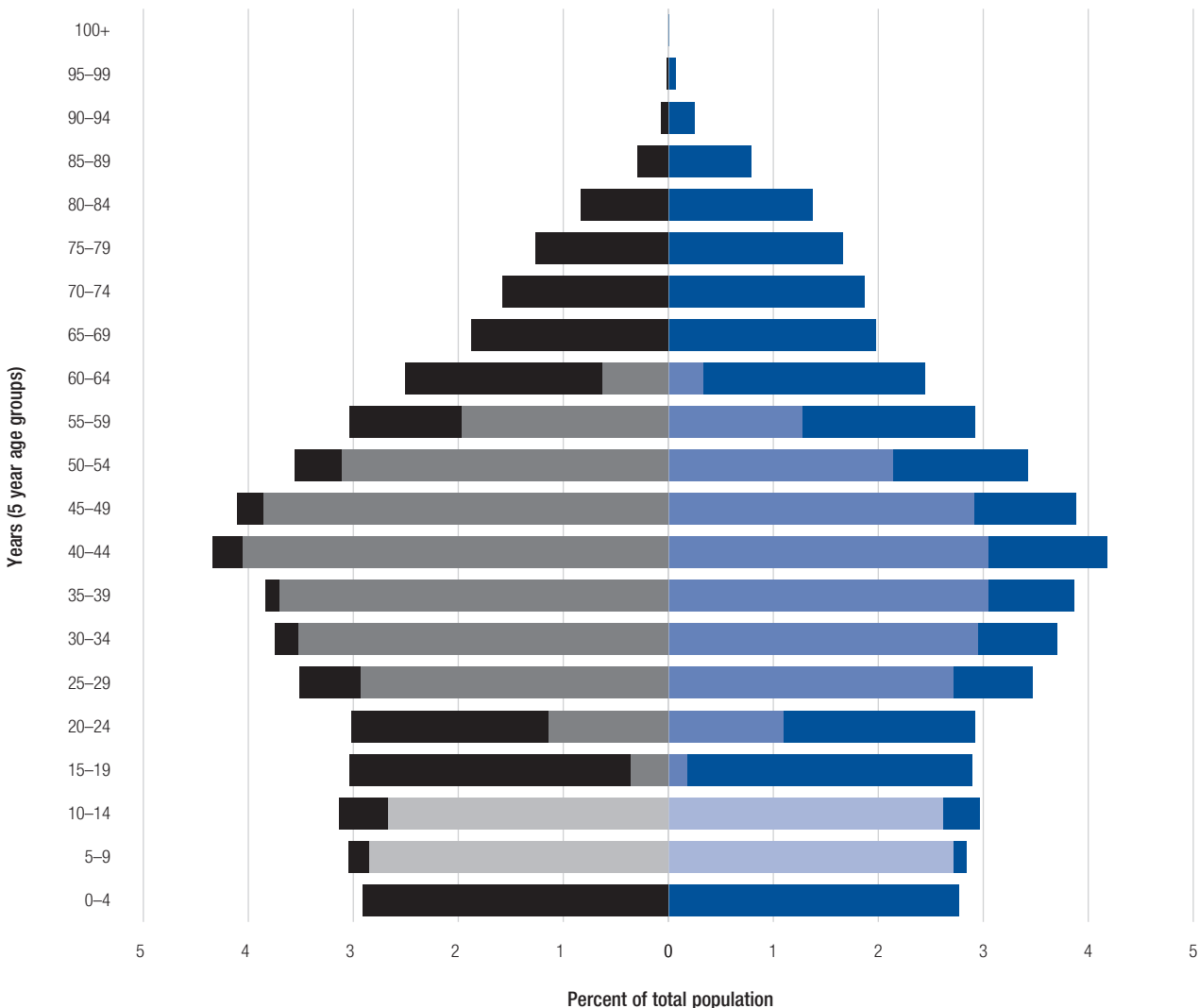
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	35	0.522
Pillar 2: Health and wellness	16	0.704
Pillar 3: Workforce and employment	13	0.928
Pillar 4: Enabling environment	9	1.372

Key Indicators	Value
Total population (1,000s)	507.9
Median age of population	39
GDP per capita PPP (constant 2005, international \$)	66,808
GDP growth (annual %)	0.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 20.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

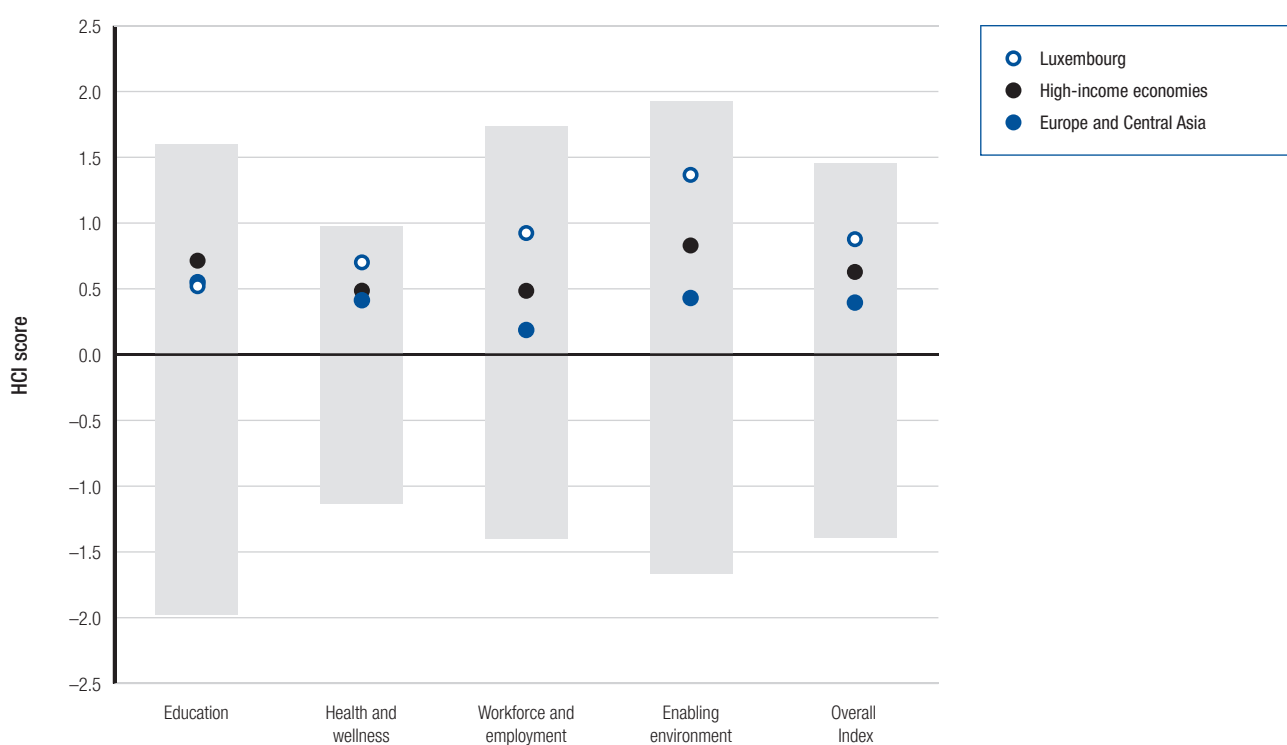


Luxembourg

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.4	33.2
Professionals	5.9	
Technicians and associate professionals	7.5	
Secondary requirements	19.3	n/a
Clerks	6.8	
Service workers and shop and market sales workers	3.7	
Skilled agricultural and fishery workers	1.1	
Craft and related trade workers	5.4	
Plant and machine operators and assemblers	2.3	
Primary requirements	4.5	n/a
Elementary occupations	4.5	
Various	7.1	
Legislators, senior officials and managers	2.8	
Unclassified	4.1	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Luxembourg

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	74	0.148	95	58	100
Secondary enrolment rate (%)	34	0.627	87	16	100
Tertiary enrolment ratio (%)	83	-0.850	18	1	103
Education gender gap ²	38	0.496	0.996	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	8	1.469	6.16	1.64	6.64
Quality of the education system ¹	28	0.673	4.40	1.99	5.98
Quality of primary schools ¹	33	0.683	4.68	1.97	6.82
Quality of math & science education ¹	39	0.483	4.50	1.88	6.29
Quality of management schools ¹	47	0.184	4.45	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	10	1.303	33	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	0.877	2	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	75	-0.078	0.972	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	23	0.608	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	22	1.068	13.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	80	-0.513	23.4	1.1	42.8
Business impact of non-communicable diseases ¹	20	0.966	4.91	2.74	5.87
Business impact of communicable diseases ¹	18	1.012	6.48	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	92	-0.715	40	8	69
Depression (% of respondents) ⁷	18	0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	10	1.574	6.03	1.78	6.75
Healthcare accessibility ¹	12	1.457	6.44	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	71	-0.122	68.0	43.4	90.6
Labour force participation rate, age 65+ (%)	115	-1.097	3.4	1.6	91.2
Economic participation gender gap ²	5	1.452	0.815	0.310	0.839
Unemployment rate (%)	20	0.829	4.4	0.3	32.0
Youth unemployment rate (%)	40	0.453	14.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	6	1.934	5.43	1.48	6.08
Country capacity to retain talent ¹	10	1.581	5.06	1.81	5.97
Ease of finding skilled employees ¹	42	0.412	4.27	2.13	5.69
Pay related to productivity ¹	41	0.451	4.20	2.37	5.25
Capacity for innovation ¹	11	1.712	5.06	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	11	1.523	5.90	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	29	0.289	0.275	0.000	1.242
Median age of the working population	19	1.211	40	28	42
<i>Training</i>					
Staff training ¹	3	2.086	5.38	2.51	5.57
Training services ¹	18	1.204	5.26	2.67	6.47

Luxembourg

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	14	1.211	148	17	191
Internet users (per 100 people)	5	1.680	91	1	95
Quality of domestic transport ¹	23	0.871	5.23	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	20	1.188	4.74	2.33	5.49
Business and university R&D collaboration ¹	18	1.249	4.90	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	49	0.465	56	1	180
Social safety net protection ¹	2	2.207	6.18	2.10	6.26
Intellectual property protection and property rights ¹	6	1.854	5.98	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	12	1.624	5.85	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	25.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	20.5	Democracy Index (rank/165)	11
Fertility rate (births per woman)	1.6	Population living in urban area (%)	85.6
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	30.8
Population below age 20 (%)	23.6	Accessibility of digital content ¹	6.37
Population above age 60 (%)	19.0	Extent of virtual social networks use ¹	6.11
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.7	Economic activity (agriculture) — % of total activity	1.2
Technical/vocational enrolment as % of total enrolment in secondary school	30	Economic activity (industry) — % of total activity	12.7
Adult literacy (%)	—	Economic activity (services) — % of total activity	82.7
Boys not in primary school (%)	6	GDP per person employed (US\$)	51,938
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	5.14
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	8.6
Private enrolment in primary school (% of primary)	8.6	Labour force with tertiary education (%)	40.0
Private enrolment in secondary school (% of secondary)	17.7	Number of patent applications (per 1,000 people)	0.2520
PIRLS ⁶	—	Hiring and firing practices ¹	3.31
PISA math scores ⁶	489	Retirement age, male	65
PISA reading scores ⁶	472	Retirement age, female	65
PISA science scores ⁶	484	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	219
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	10
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	31.7
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	3.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	3.2
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	12
Public spending on health (% of GDP)	7.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.58	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.58	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.17	IQ measure ⁹	95.3
Business impact of diabetes ¹	5.06		
Business impact of chronic respiratory disease ¹	5.18		
Business impact of HIV/AIDS ¹	6.28		
Business impact of tuberculosis ¹	6.51		
Business impact of malaria ¹	6.67		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Macedonia, FYR

Rank/122 Score

Human Capital Index 2013

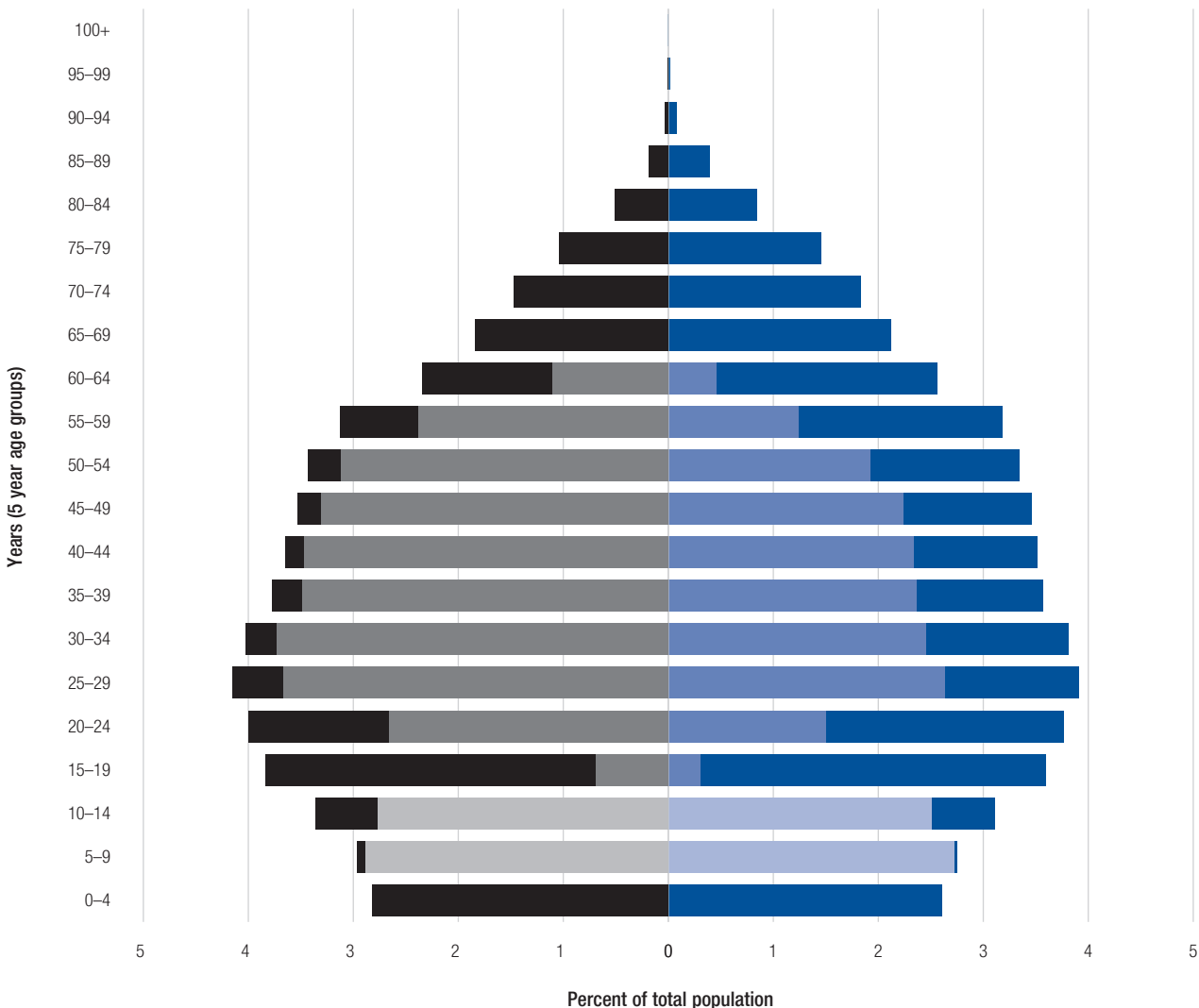
Pillar 1: Education	52	0.165
Pillar 2: Health and wellness	63	0.013
Pillar 3: Workforce and employment	115	-0.784
Pillar 4: Enabling environment	54	-0.033

Key Indicators

Total population (1,000s)	2,102.2
Median age of population	36
GDP per capita PPP (constant 2005, international \$)	9,323
GDP growth (annual %)	-0.3

Education and workforce distribution

<p>Male</p> <ul style="list-style-type: none"> Total population Labour force participation Primary and secondary enrolment 	<p>Female</p> <ul style="list-style-type: none"> Total population Labour force participation Primary and secondary enrolment 	<p>Additional indicators</p> <ul style="list-style-type: none"> Aged dependency: 16.4% Youth dependency: 24.6% Male labour force participation, age 65+: 0.3% Female labour force participation, age 65+: 0.1%
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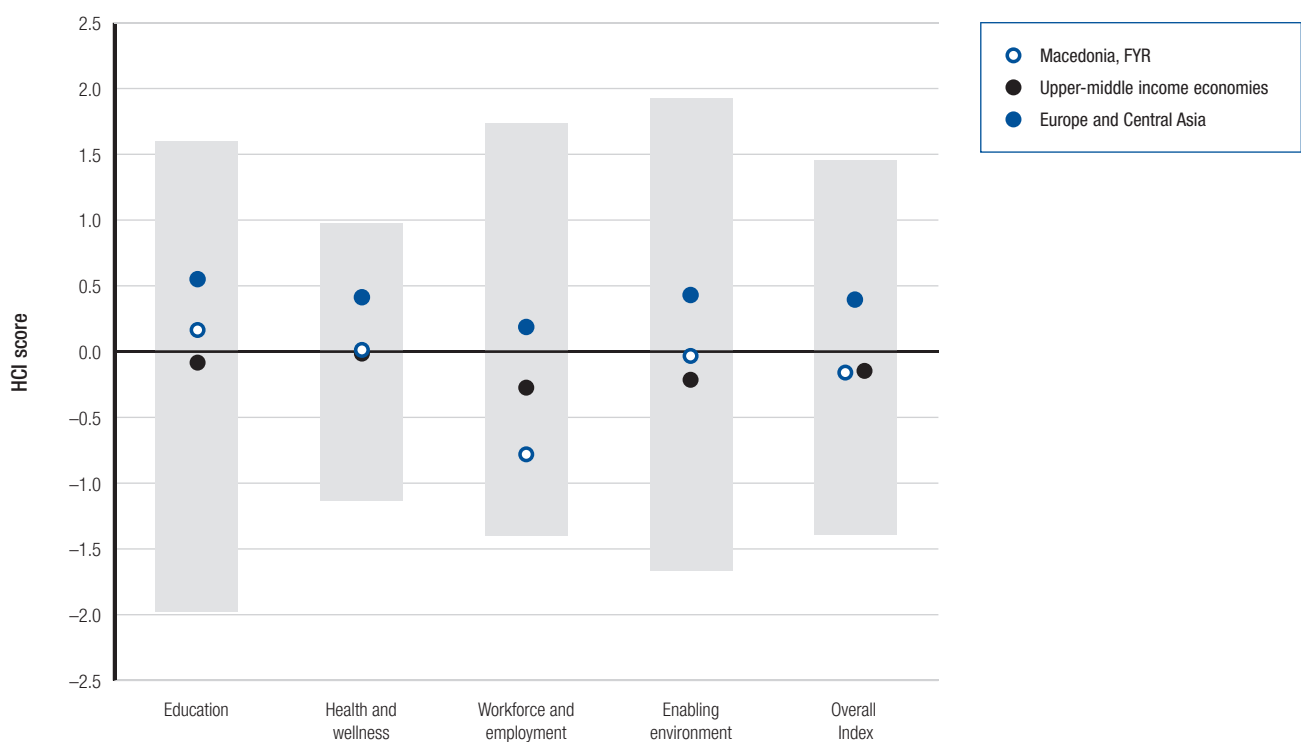


Macedonia, FYR

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	12.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	35.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	30.8
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Macedonia, FYR

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	38	-0.570	98	58	100
Secondary enrolment rate (%)	48	-0.409	82	16	100
Tertiary enrolment ratio (%)	60	-0.074	39	1	103
Education gender gap ²	68	-0.416	0.990	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	36	-0.590	5.06	1.64	6.64
Quality of the education system ¹	57	-0.155	3.66	1.99	5.98
Quality of primary schools ¹	59	-0.007	3.93	1.97	6.82
Quality of math & science education ¹	46	-0.337	4.36	1.88	6.29
Quality of management schools ¹	86	-0.605	3.79	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	109	-1.551	0.953	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	18	-0.895	7.5	1.2	36.5
Unhealthy life years (% of life expectancy)	39	-0.438	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	34	-0.895	15.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	63	-0.186	20.3	1.1	42.8
Business impact of non-communicable diseases ¹	36	-0.475	4.69	2.74	5.87
Business impact of communicable diseases ¹	54	-0.365	5.84	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	101	-1.025	44	8	69
Depression (% of respondents) ⁷	90	-0.660	16	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	67	-0.346	90.9	31.1	100.0
Healthcare quality ¹	72	-0.560	3.43	1.78	6.75
Healthcare accessibility ¹	61	-0.108	4.53	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	92	-0.490	64.4	43.4	90.6
Labour force participation rate, age 65+ (%)	114	-1.091	3.5	1.6	91.2
Economic participation gender gap ²	58	-0.182	0.665	0.310	0.839
Unemployment rate (%)	108	-4.442	32.0	0.3	32.0
Youth unemployment rate (%)	94	-1.254	30.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	108	-1.250	2.15	1.48	6.08
Country capacity to retain talent ¹	105	-0.999	2.56	1.81	5.97
Ease of finding skilled employees ¹	100	-1.053	3.25	2.13	5.69
Pay related to productivity ¹	43	-0.399	4.17	2.37	5.25
Capacity for innovation ¹	83	-0.575	3.25	2.31	5.84
Index of Economic Complexity ³	59	-0.166	-0.05	-1.96	2.37
Firm level technology absorption ¹	106	-1.160	3.99	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	66	-0.536	0.028	0.000	1.242
Median age of the working population	42	-0.754	38	28	42
<i>Training</i>					
Staff training ¹	89	-0.604	3.66	2.51	5.57
Training services ¹	72	-0.251	4.11	2.67	6.47

Macedonia, FYR

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	62	0.005	107	17	191
Internet users (per 100 people)	42	0.459	57	1	95
Quality of domestic transport ¹	56	0.069	4.53	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	83	-0.543	3.50	2.33	5.49
Business and university R&D collaboration ¹	70	-0.443	3.38	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	21	1.105	23	1	180
Social safety net protection ¹	71	-0.396	3.35	2.10	6.26
Intellectual property protection and property rights ¹	48	0.094	4.19	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	85	-0.643	3.81	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	24.6	Freedom in the World ⁸	3
Aged dependency ratio (%)	16.4	Democracy Index (rank/165)	73
Fertility rate (births per woman)	1.5	Population living in urban area (%)	59.4
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	43.6
Population below age 20 (%)	25.0	Accessibility of digital content ¹	5.38
Population above age 60 (%)	16.7	Extent of virtual social networks use ¹	6.19
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.5	Economic activity (agriculture) — % of total activity	19.7
Technical/vocational enrolment as % of total enrolment in secondary school	29	Economic activity (industry) — % of total activity	31.3
Adult literacy (%)	97.4	Economic activity (services) — % of total activity	49.1
Boys not in primary school (%)	3	GDP per person employed (US\$)	15,748
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	4.07
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.055	Emigration rate of the tertiary educated (%)	29.4
Private enrolment in primary school (% of primary)	0.0	Labour force with tertiary education (%)	20.7
Private enrolment in secondary school (% of secondary)	1.1	Number of patent applications (per 1,000 people)	0.0190
PIRLS ⁶	—	Hiring and firing practices ¹	4.16
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	65
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	638
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	300
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	83.3
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	20.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	250.3
Prevalence of visual impairment (%)	2.4	Global Innovation Index (rank/142)	51
Public spending on health (% of GDP)	6.6	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.43	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.60	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.90	IQ measure ⁹	90.5
Business impact of diabetes ¹	4.73		
Business impact of chronic respiratory disease ¹	4.81		
Business impact of HIV/AIDS ¹	5.75		
Business impact of tuberculosis ¹	5.71		
Business impact of malaria ¹	6.06		

NOTES

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- Rank number on a list of 185 countries
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- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
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Madagascar

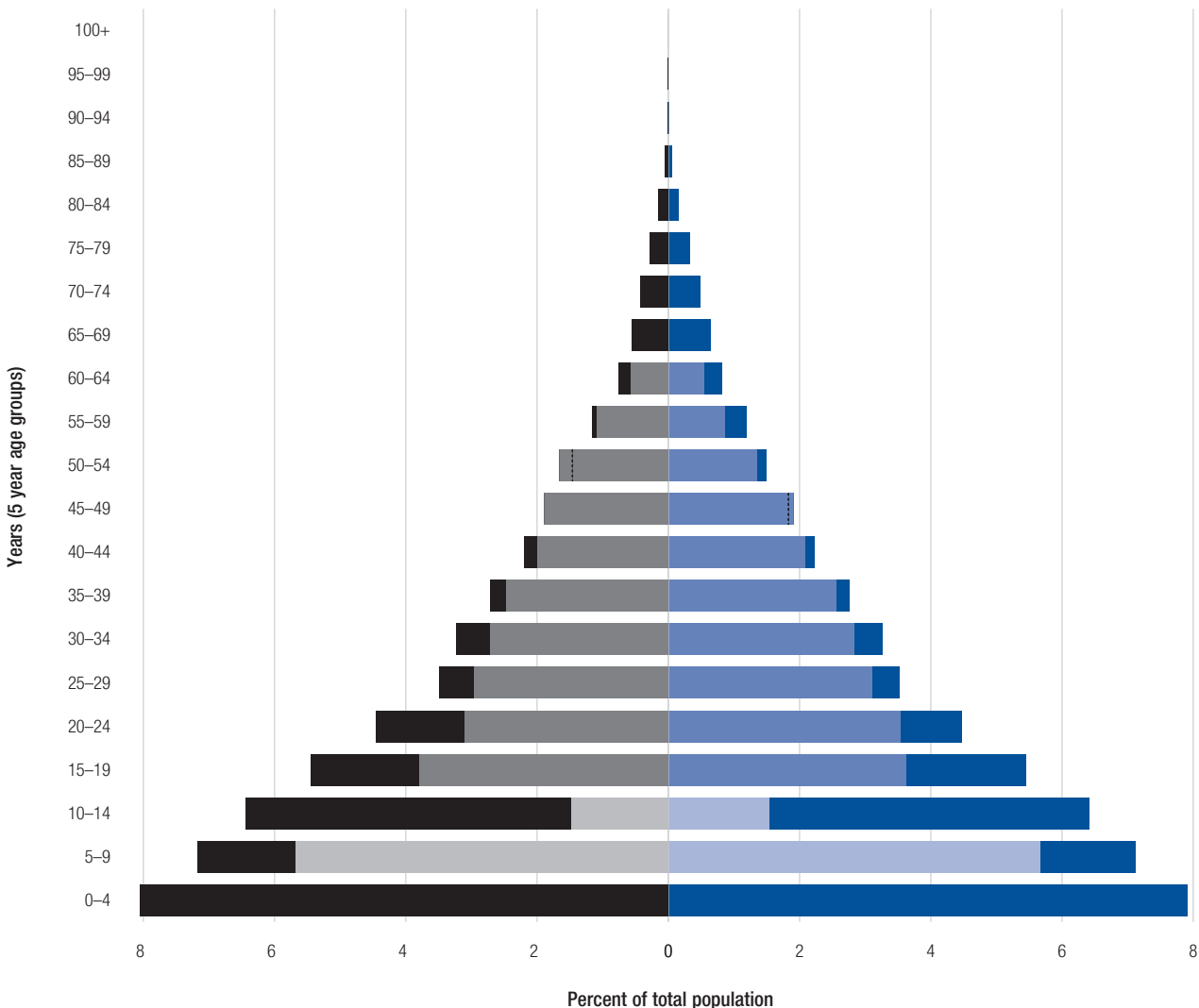
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	107	-0.997
Pillar 2: Health and wellness	109	-0.749
Pillar 3: Workforce and employment	44	0.084
Pillar 4: Enabling environment	118	-1.238

Key Indicators	Value
Total population (1,000s)	21,079.5
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	843
GDP growth (annual %)	3.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 80.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.7%

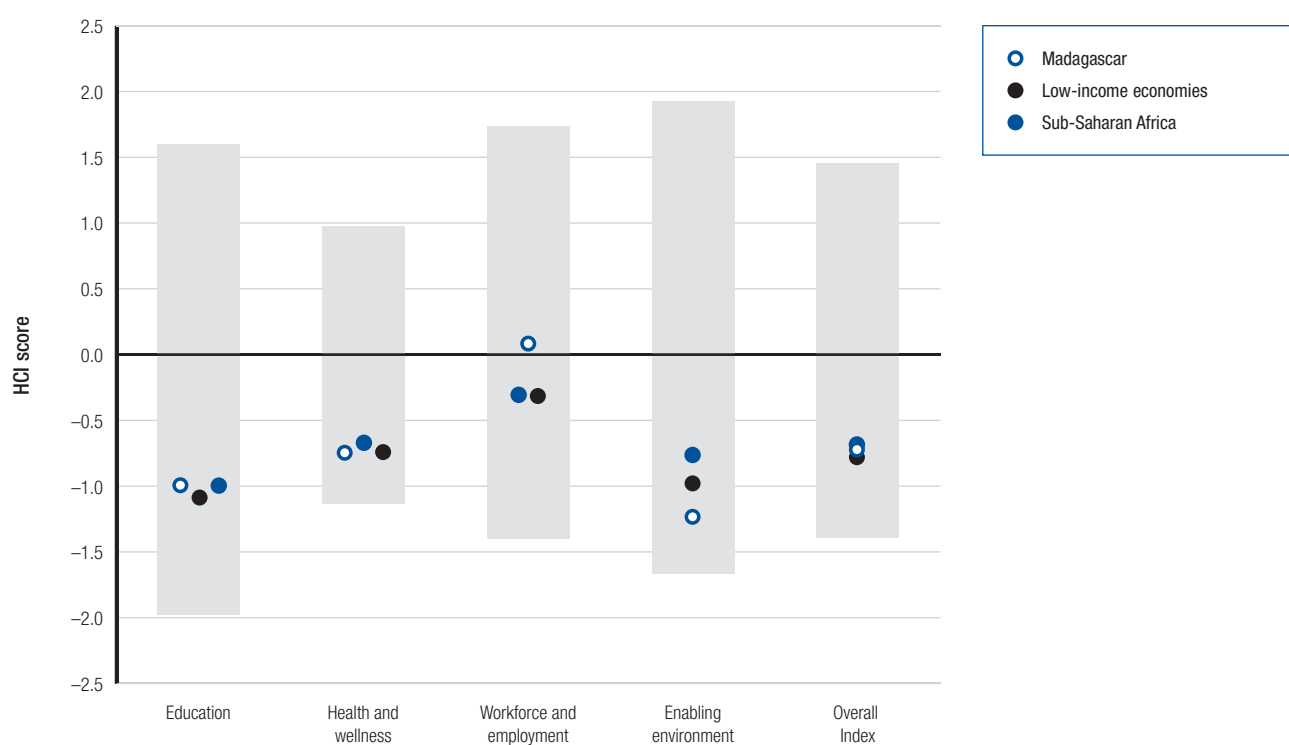


Madagascar

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Madagascar

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	106	-1.637	80	58	100
Secondary enrolment rate (%)	96	-2.123	24	16	100
Tertiary enrolment ratio (%)	111	-1.386	4	1	103
Education gender gap ²	86	0.192	0.973	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	114	-1.575	2.35	1.64	6.64
Quality of the education system ¹	101	-0.871	3.02	1.99	5.98
Quality of primary schools ¹	107	-1.176	2.66	1.97	6.82
Quality of math & science education ¹	71	-0.071	3.97	1.88	6.29
Quality of management schools ¹	76	-0.330	4.02	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	102	-0.964	43	2	98
Life expectancy	99	-0.795	66	50	83
Survival gender gap ²	67	0.191	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	77	-1.924	32.2	1.2	36.5
Unhealthy life years (% of life expectancy)	115	-1.095	21	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	93	-0.874	37.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	4	1.777	1.7	1.1	42.8
Business impact of non-communicable diseases ¹	80	-0.366	4.32	2.74	5.87
Business impact of communicable diseases ¹	102	-1.204	4.28	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	86	-0.560	38	8	69
Depression (% of respondents) ⁷	24	0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	121	-2.724	31.1	31.1	100.0
Healthcare quality ¹	110	-1.089	2.78	1.78	6.75
Healthcare accessibility ¹	119	-1.477	2.86	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	2	1.872	87.5	43.4	90.6
Labour force participation rate, age 65+ (%)	5	1.963	62.7	1.6	91.2
Economic participation gender gap ²	46	0.411	0.692	0.310	0.839
Unemployment rate (%)	13	0.943	3.8	0.3	32.0
Youth unemployment rate (%)	2	1.677	2.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	76	-0.411	3.02	1.48	6.08
Country capacity to retain talent ¹	81	-0.541	3.01	1.81	5.97
Ease of finding skilled employees ¹	51	0.179	4.11	2.13	5.69
Pay related to productivity ¹	48	0.360	4.14	2.37	5.25
Capacity for innovation ¹	63	-0.306	3.46	2.31	5.84
Index of Economic Complexity ³	83	-0.782	-0.64	-1.96	2.37
Firm level technology absorption ¹	91	-0.776	4.26	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	111	-0.623	0.002	0.000	1.242
Median age of the working population	99	-1.141	30	28	42
<i>Training</i>					
Staff training ¹	87	-0.587	3.67	2.51	5.57
Training services ¹	98	-0.893	3.60	2.67	6.47

Madagascar

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	119	-1.953	41	17	191
Internet users (per 100 people)	120	-1.498	2	1	95
Quality of domestic transport ¹	112	-1.272	3.36	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	110	-1.257	2.99	2.33	5.49
Business and university R&D collaboration ¹	84	-0.570	3.27	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	105	-1.203	142	1	180
Social safety net protection ¹	101	-0.908	2.80	2.10	6.26
Intellectual property protection and property rights ¹	112	-1.136	2.93	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	113	-1.342	3.18	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	80.8	<i>Society</i>	
Aged dependency ratio (%)	5.3	Freedom in the World ⁸	6
Fertility rate (births per woman)	4.8	Democracy Index (rank/165)	117
Sex ratio at birth (female/male)	0.97	Population living in urban area (%)	33.2
Population below age 20 (%)	54.3	Gini Index (income) ⁵	44.1
Population above age 60 (%)	4.4	Accessibility of digital content ¹	3.76
<i>Education</i>			
Public spending on education (% of GDP)	2.8	Extent of virtual social networks use ¹	5.17
Technical/vocational enrolment as % of total enrolment in secondary school	4	<i>Workforce</i>	
Adult literacy (%)	64.5	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	21	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	20	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.759	GDP per person employed (US\$)	1,362
Private enrolment in primary school (% of primary)	17.8	Cooperation in labour-employer relations ¹	4.37
Private enrolment in secondary school (% of secondary)	40.3	Emigration rate of the tertiary educated (%)	7.7
PIRLS ⁶	—	Labour force with tertiary education (%)	3.4
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.0029
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.29
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	1,271
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	10,255
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	410
<i>Health</i>			
Prevalence of visual impairment (%)	4.9	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	4.1	Total youth not in education or employment (1,000s)	346.5
Business impact of heart disease ¹	3.69	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.60	Global Innovation Index (rank/142)	140
Business impact of mental illness ¹	4.77	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	4.48	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.04	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	4.98	IQ measure ⁹	78.3
Business impact of tuberculosis ¹	4.44		
Business impact of malaria ¹	3.42		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Malawi

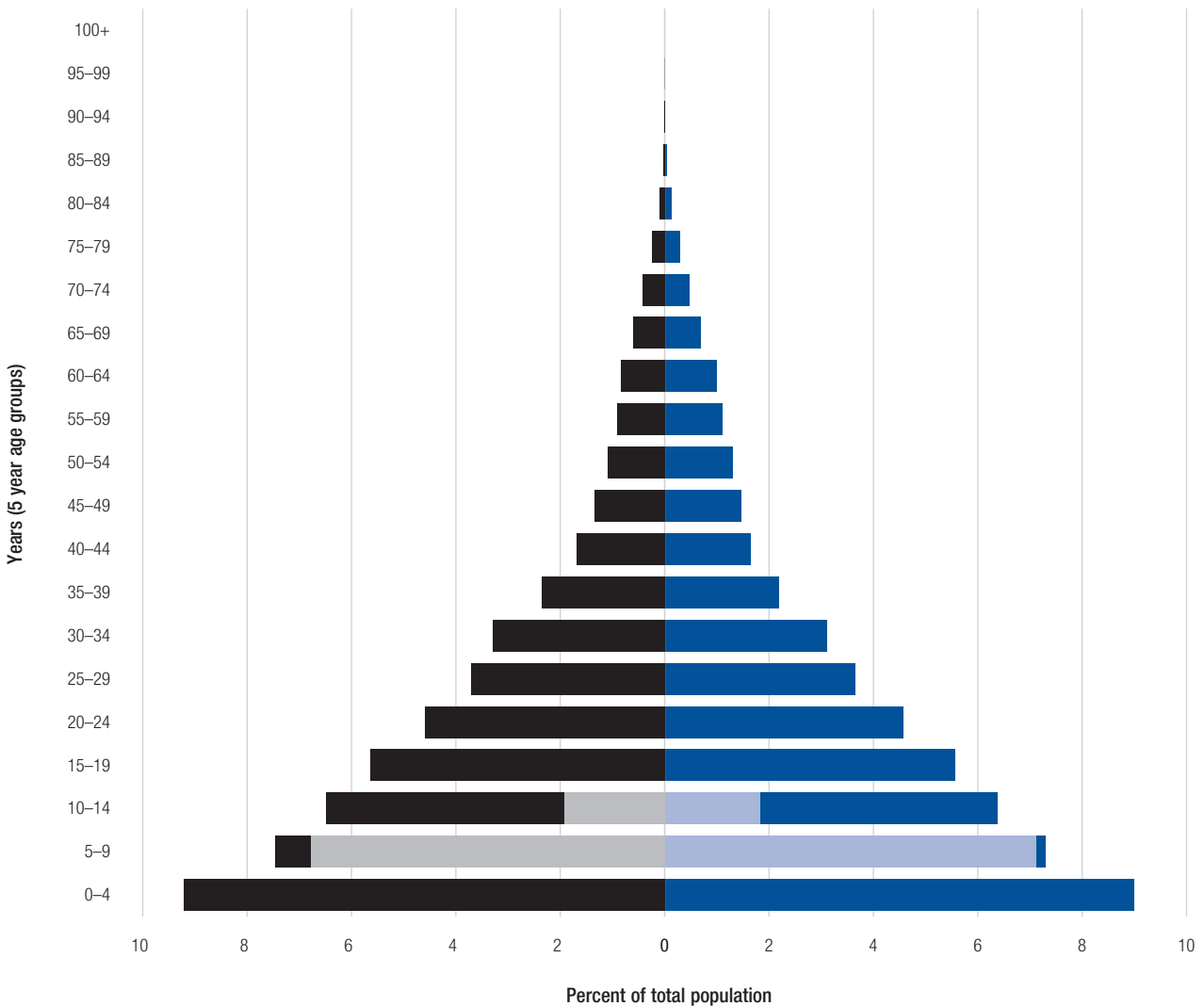
	Rank/122	Score
Human Capital Index 2013	103	-0.629
Pillar 1: Education	101	-0.897
Pillar 2: Health and wellness	107	-0.723
Pillar 3: Workforce and employment	52	-0.007
Pillar 4: Enabling environment	106	-0.890

Key Indicators

Total population (1,000s)	15,013.7
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	777
GDP growth (annual %)	1.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 89.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

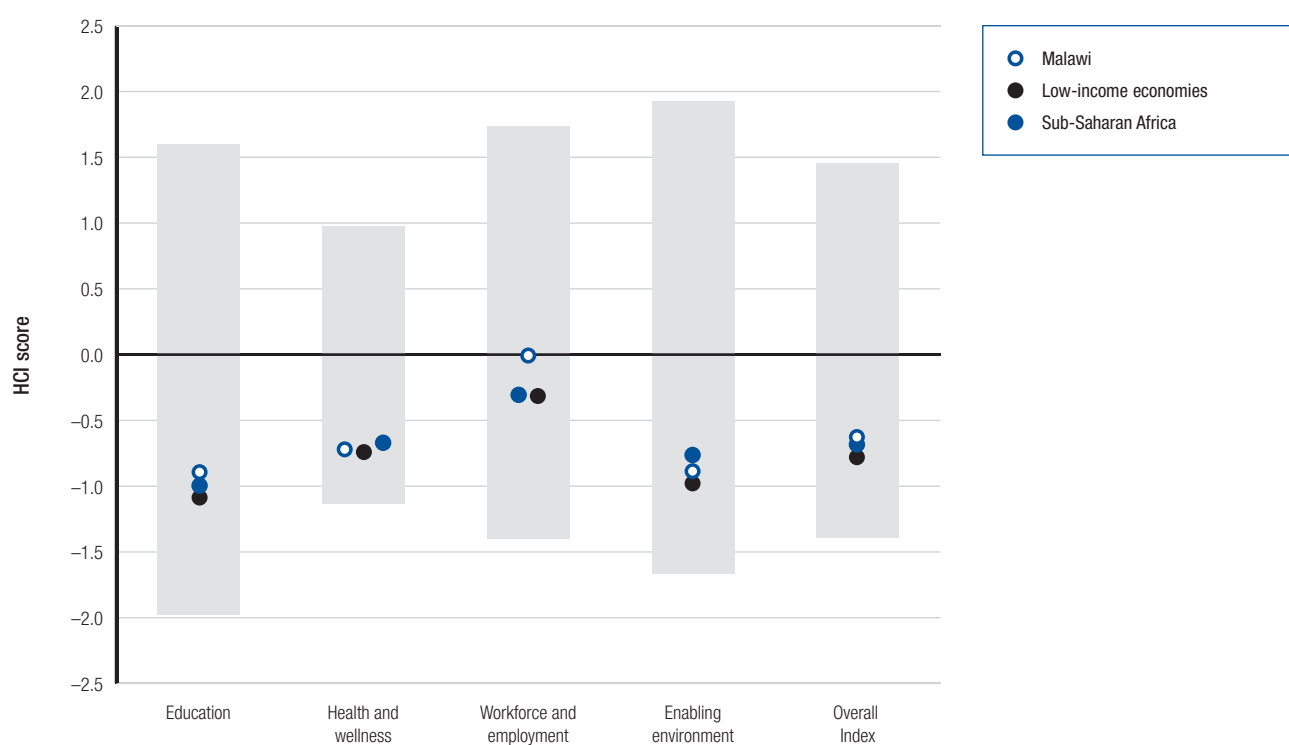


Malawi

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	0.5
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	8.1
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	11.2
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Malawi

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	47	-0.484	97	58	100
Secondary enrolment rate (%)	95	-1.875	29	16	100
Tertiary enrolment ratio (%)	116	-1.511	1	1	103
Education gender gap ²	100	-0.524	0.919	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	107	-1.231	2.78	1.64	6.64
Quality of the education system ¹	79	-0.446	3.40	1.99	5.98
Quality of primary schools ¹	104	-0.974	2.88	1.97	6.82
Quality of math & science education ¹	96	-0.844	3.23	1.88	6.29
Quality of management schools ¹	108	-1.155	3.33	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	109	-1.413	53	2	98
Life expectancy	111	-1.768	58	50	83
Survival gender gap ²	90	-0.239	0.968	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	67	-1.212	26.0	1.2	36.5
Unhealthy life years (% of life expectancy)	119	-1.581	24	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	118	-1.810	49.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	9	1.481	4.5	1.1	42.8
Business impact of non-communicable diseases ¹	74	-0.314	4.34	2.74	5.87
Business impact of communicable diseases ¹	122	-2.357	3.13	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	20	0.835	20	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	97	-0.810	68.3	31.1	100.0
Healthcare quality ¹	92	-0.859	3.06	1.78	6.75
Healthcare accessibility ¹	76	-0.537	4.01	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	9	1.371	82.6	43.4	90.6
Labour force participation rate, age 65+ (%)	1	3.434	91.2	1.6	91.2
Economic participation gender gap ²	3	1.517	0.822	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	49	-0.183	3.63	1.48	6.08
Country capacity to retain talent ¹	65	-0.227	3.31	1.81	5.97
Ease of finding skilled employees ¹	50	-0.183	4.11	2.13	5.69
Pay related to productivity ¹	59	-0.106	3.99	2.37	5.25
Capacity for innovation ¹	102	-0.867	3.01	2.31	5.84
Index of Economic Complexity ³	97	-1.240	-1.07	-1.96	2.37
Firm level technology absorption ¹	115	-1.379	3.83	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	96	-0.616	0.004	0.000	1.242
Median age of the working population	119	-1.447	29	28	42
<i>Training</i>					
Staff training ¹	73	-0.297	3.85	2.51	5.57
Training services ¹	93	-0.812	3.66	2.67	6.47

Malawi

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	121	-2.393	26	17	191
Internet users (per 100 people)	115	-1.446	3	1	95
Quality of domestic transport ¹	74	-0.313	4.20	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	70	-0.307	3.67	2.33	5.49
Business and university R&D collaboration ¹	97	-0.758	3.10	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	113	-1.494	157	1	180
Social safety net protection ¹	61	-0.178	3.59	2.10	6.26
Intellectual property protection and property rights ¹	75	-0.467	3.61	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	86	-0.658	3.79	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	89.6	Freedom in the World ⁸	3
Aged dependency ratio (%)	6.0	Democracy Index (rank/165)	75
Fertility rate (births per woman)	5.8	Population living in urban area (%)	15.8
Sex ratio at birth (female/male)	0.98	Gini Index (income) ⁵	43.9
Population below age 20 (%)	57.0	Accessibility of digital content ¹	3.95
Population above age 60 (%)	4.9	Extent of virtual social networks use ¹	4.61
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.4	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	—
Adult literacy (%)	61.3	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	9	GDP per person employed (US\$)	1,841
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.09
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.346	Emigration rate of the tertiary educated (%)	20.9
Private enrolment in primary school (% of primary)	1.1	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	12.5	Number of patent applications (per 1,000 people)	0.0208
PIRLS ⁶	—	Hiring and firing practices ¹	4.04
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.3	Global Innovation Index (rank/142)	119
Public spending on health (% of GDP)	8.4	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.10	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.92	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.88	IQ measure ⁹	61.9
Business impact of diabetes ¹	4.26		
Business impact of chronic respiratory disease ¹	4.54		
Business impact of HIV/AIDS ¹	2.85		
Business impact of tuberculosis ¹	3.68		
Business impact of malaria ¹	2.88		

NOTES

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9 Reported in relation to UK score (100)

Malaysia

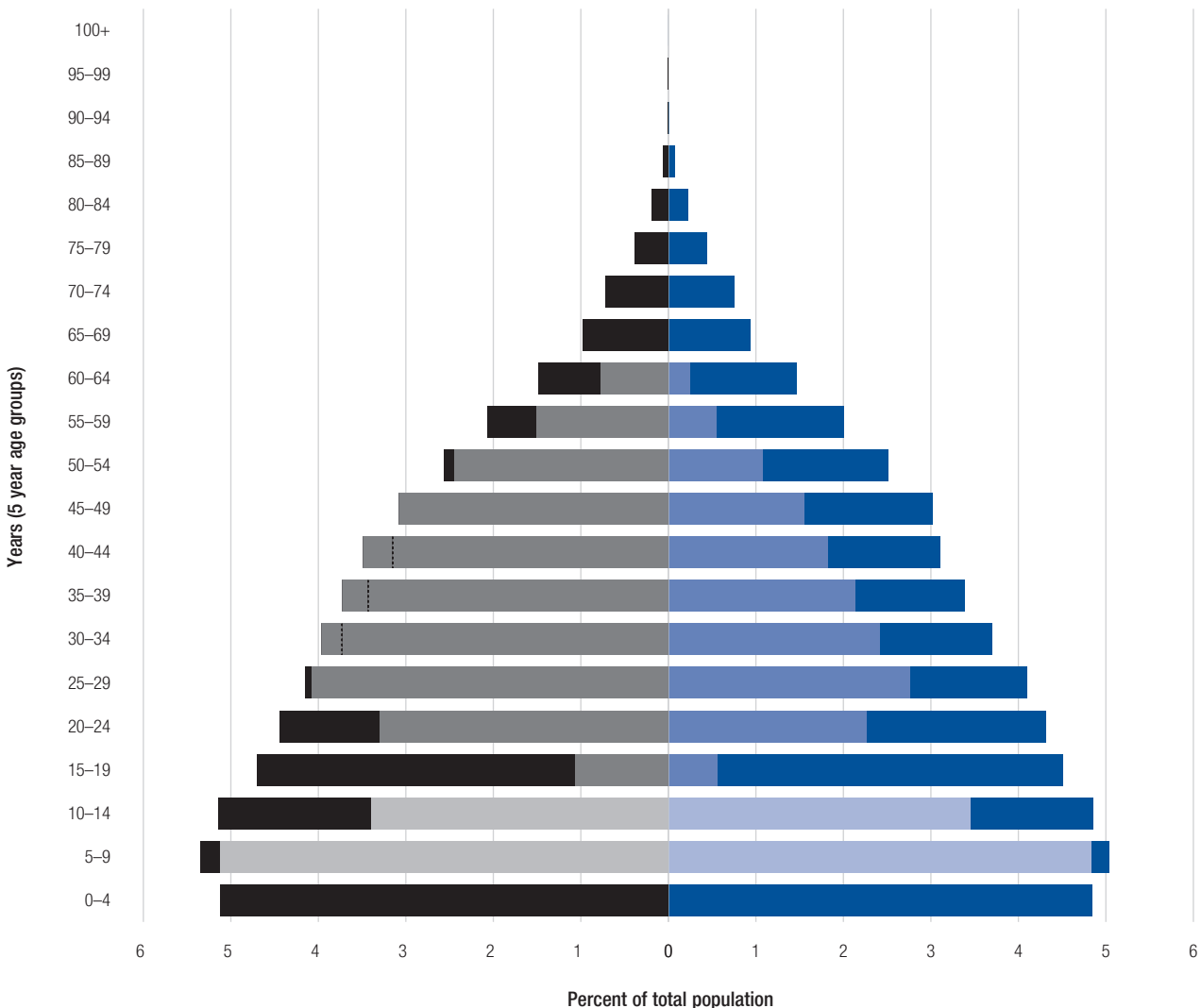
	Rank/122	Score
Human Capital Index 2013	22	0.644
Pillar 1: Education	34	0.526
Pillar 2: Health and wellness	39	0.301
Pillar 3: Workforce and employment	18	0.736
Pillar 4: Enabling environment	22	1.014

Key Indicators

Total population (1,000s)	28,275.8
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	14,775
GDP growth (annual %)	5.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 41.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

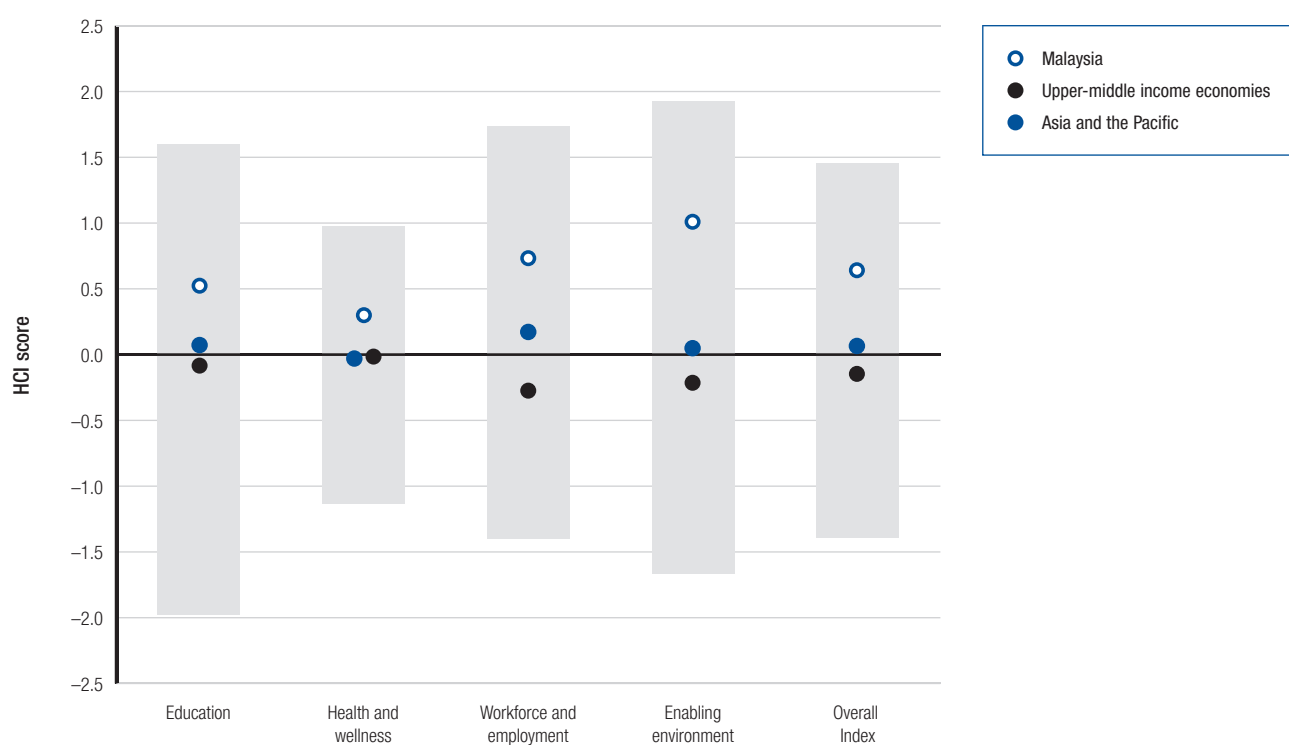


Malaysia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	10.3	16.4
Professionals	3.0	
Technicians and associate professionals	7.3	
Secondary requirements	32.3	51.8
Clerks	5.2	
Service workers and shop and market sales workers	8.7	
Skilled agricultural and fishery workers	6.2	
Craft and related trade workers	5.6	
Plant and machine operators and assemblers	6.6	
Primary requirements	5.9	23.0
Elementary occupations	5.9	
Various	3.7	
Legislators, senior officials and managers	3.7	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Malaysia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	62	-0.297	96	58	100
Secondary enrolment rate (%)	70	-0.161	69	16	100
Tertiary enrolment ratio (%)	54	-0.066	42	1	103
Education gender gap ²	65	-0.425	0.991	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	32	-0.678	5.17	1.64	6.64
Quality of the education system ¹	18	1.344	5.00	1.99	5.98
Quality of primary schools ¹	27	-0.821	4.83	1.97	6.82
Quality of math & science education ¹	23	-0.860	4.86	1.88	6.29
Quality of management schools ¹	33	-0.663	4.85	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	30	-0.601	91	5	100
Secondary education attainment (% population age 25+)	39	-0.195	68	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	35	-0.697	6	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	68	-0.177	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	48	-0.216	17.2	1.2	36.5
Unhealthy life years (% of life expectancy)	59	-0.186	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	78	-0.308	30.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	35	-0.468	14.1	1.1	42.8
Business impact of non-communicable diseases ¹	72	-0.260	4.36	2.74	5.87
Business impact of communicable diseases ¹	83	-0.287	5.19	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	28	-0.525	24	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	44	-0.702	97.8	31.1	100.0
Healthcare quality ¹	28	1.011	5.34	1.78	6.75
Healthcare accessibility ¹	35	-0.884	5.74	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	97	-0.653	62.8	43.4	90.6
Labour force participation rate, age 65+ (%)	38	-0.271	29.9	1.6	91.2
Economic participation gender gap ²	85	-0.380	0.599	0.310	0.839
Unemployment rate (%)	6	1.039	3.3	0.3	32.0
Youth unemployment rate (%)	24	-0.792	10.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	18	1.154	4.63	1.48	6.08
Country capacity to retain talent ¹	18	1.134	4.63	1.81	5.97
Ease of finding skilled employees ¹	12	1.337	4.91	2.13	5.69
Pay related to productivity ¹	1	2.165	5.25	2.37	5.25
Capacity for innovation ¹	15	1.466	4.87	2.31	5.84
Index of Economic Complexity ³	31	-0.683	0.76	-1.96	2.37
Firm level technology absorption ¹	30	-0.900	5.46	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	54	-0.467	0.048	0.000	1.242
Median age of the working population	80	-0.493	33	28	42
<i>Training</i>					
Staff training ¹	11	1.571	5.05	2.51	5.57
Training services ¹	17	1.258	5.30	2.67	6.47

Malaysia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	31	0.587	127	17	191
Internet users (per 100 people)	38	0.612	61	1	95
Quality of domestic transport ¹	27	0.793	5.16	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	12	1.612	5.04	2.33	5.49
Business and university R&D collaboration ¹	15	1.383	5.02	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	11	1.318	12	1	180
Social safety net protection ¹	25	0.834	4.69	2.10	6.26
Intellectual property protection and property rights ¹	27	0.897	5.01	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	26	1.090	5.37	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	41.0	<i>Society</i>	
Aged dependency ratio (%)	7.2	Freedom in the World ⁸	4
Fertility rate (births per woman)	2.1	Democracy Index (rank/165)	64
Sex ratio at birth (female/male)	0.93	Population living in urban area (%)	73.4
Population below age 20 (%)	37.7	Gini Index (income) ⁵	46.2
Population above age 60 (%)	7.8	Accessibility of digital content ¹	5.51
<i>Education</i>			
Public spending on education (% of GDP)	5.1	Extent of virtual social networks use ¹	5.99
Technical/vocational enrolment as % of total enrolment in secondary school	6	<i>Workforce</i>	
Adult literacy (%)	93.1	Economic activity (agriculture) — % of total activity	13.3
Boys not in primary school (%)	4	Economic activity (industry) — % of total activity	27.6
Girls not in primary school (%)	4	Economic activity (services) — % of total activity	59.2
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	26,009
Private enrolment in primary school (% of primary)	1.0	Cooperation in labour-employer relations ¹	5.19
Private enrolment in secondary school (% of secondary)	4.5	Emigration rate of the tertiary educated (%)	10.5
PIRLS ⁶	—	Labour force with tertiary education (%)	24.2
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.2282
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.47
PISA science scores ⁶	—	Retirement age, male	60
TIMSS 4th grade math ⁶	—	Retirement age, female	60
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	440	Total employed (1,000s)	11,777
TIMSS 8th grade science ⁶	426	Total unemployed (1,000s)	396
<i>Health</i>			
Prevalence of visual impairment (%)	4.9	Unemployment for 12 months or more as a % of total unemployment	5.7
Public spending on health (% of GDP)	3.6	Total youth not in education or employment (1,000s)	844.7
Business impact of heart disease ¹	4.19	Unemployment for 12 months or more (1,000s)	22.7
Business impact of cancer ¹	4.33	Global Innovation Index (rank/142)	32
Business impact of mental illness ¹	4.85	Global Talent Index (rank/60)	36
Business impact of diabetes ¹	4.04	Quality of Labour Force (rank/60)	27
Business impact of chronic respiratory disease ¹	4.42	Talent Environment (rank/60)	36
Business impact of HIV/AIDS ¹	5.03	IQ measure ⁹	92.0
Business impact of tuberculosis ¹	5.15		
Business impact of malaria ¹	5.40		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Mali

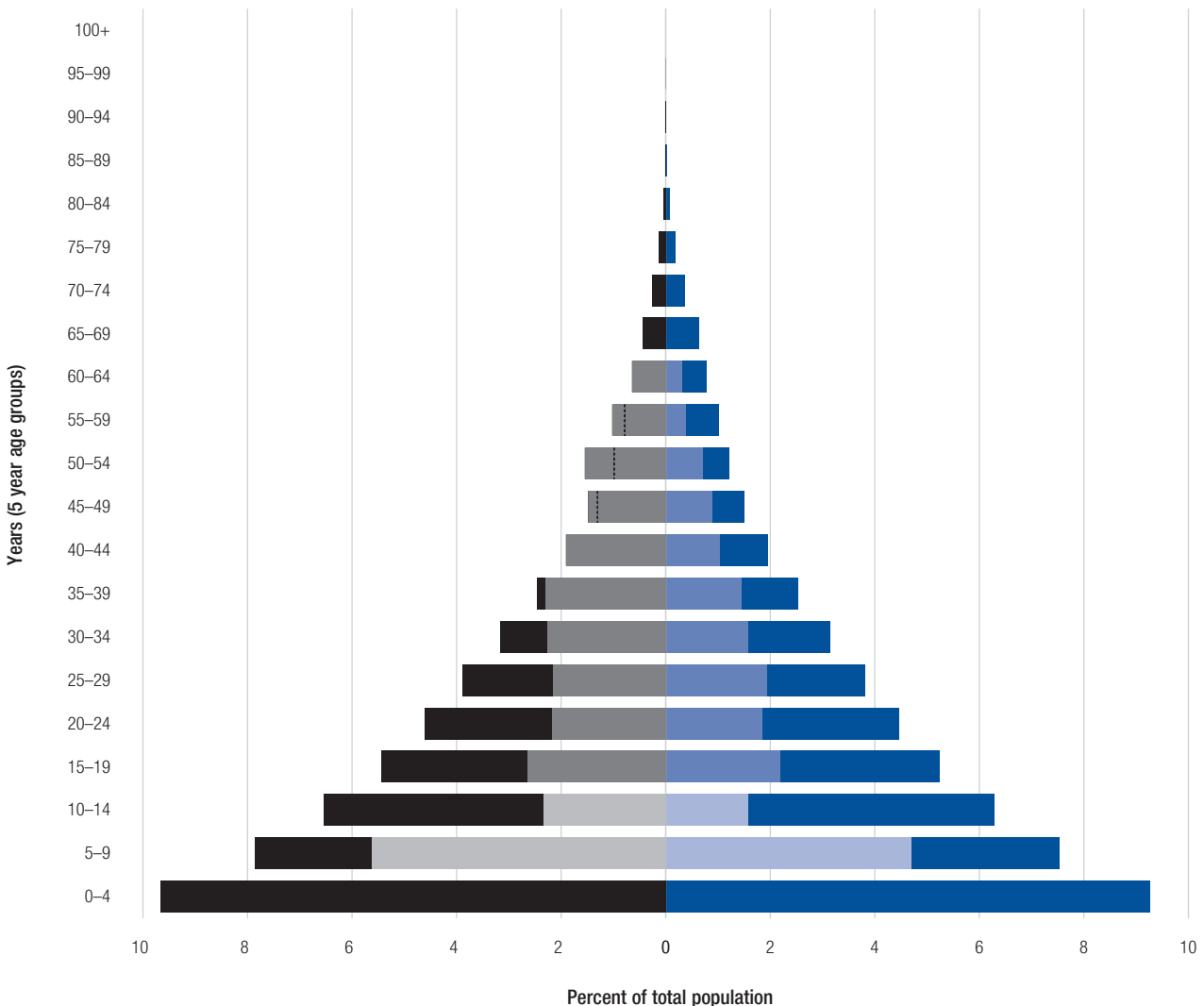
	Rank/122	Score
Human Capital Index 2013	118	-1.034
Pillar 1: Education	120	-1.747
Pillar 2: Health and wellness	110	-0.826
Pillar 3: Workforce and employment	107	-0.614
Pillar 4: Enabling environment	109	-0.949

Key Indicators

Total population (1,000s)	13,986.0
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	1,047
GDP growth (annual %)	-1.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 93.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.3%

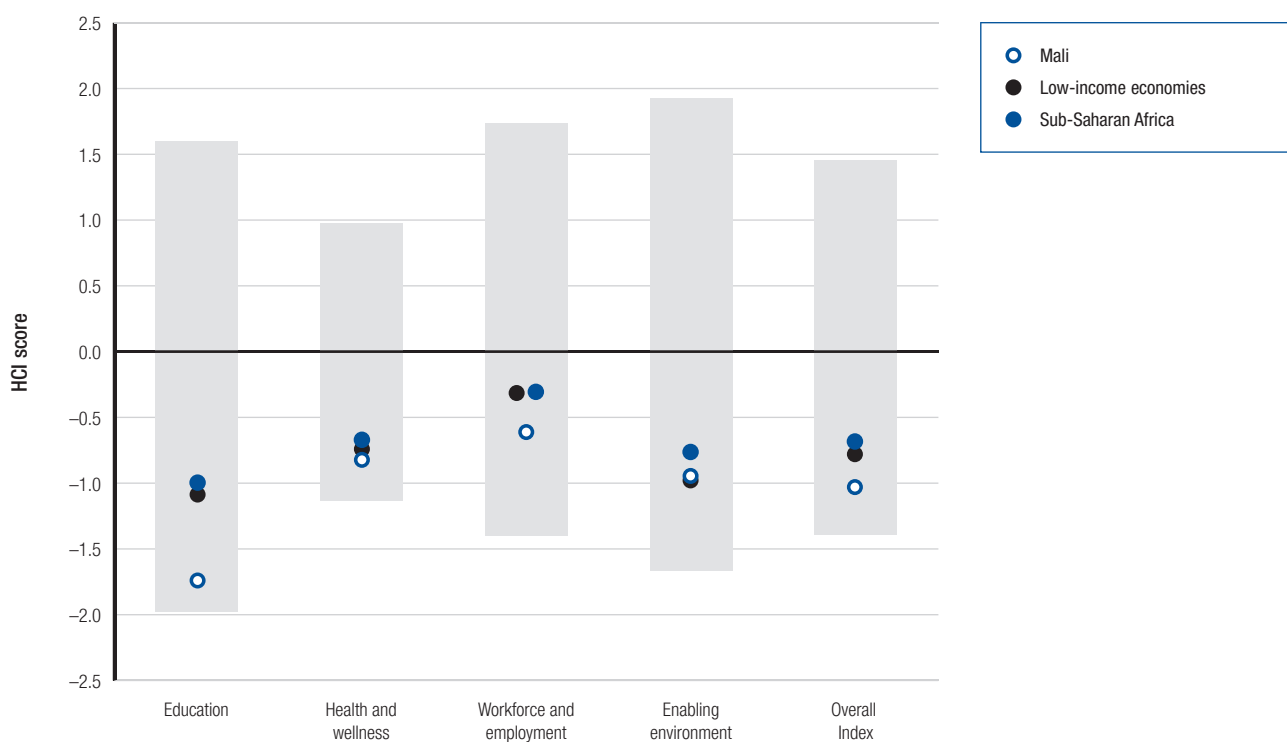


Mali

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	1.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	8.4
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	8.3
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Mali

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	112	-3.096	67	58	100
Secondary enrolment rate (%)	94	-1.816	31	16	100
Tertiary enrolment ratio (%)	108	-1.310	6	1	103
Education gender gap ²	116	-3.299	0.709	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	101	-0.976	3.10	1.64	6.64
Quality of the education system ¹	106	-1.027	2.88	1.99	5.98
Quality of primary schools ¹	108	-1.278	2.55	1.97	6.82
Quality of math & science education ¹	106	-1.189	2.90	1.88	6.29
Quality of management schools ¹	103	-1.036	3.43	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	70	-2.402	19	5	100
Secondary education attainment (% population age 25+)	81	-1.984	10	2	100
Tertiary education attainment (% population age 25+)	81	-1.546	2	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	122	-3.433	98	2	98
Life expectancy	121	-2.619	51	50	83
Survival gender gap ²	49	0.449	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	70	-1.320	26.9	1.2	36.5
Unhealthy life years (% of life expectancy)	101	-0.502	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	116	-1.598	46.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	15	1.450	4.8	1.1	42.8
Business impact of non-communicable diseases ¹	116	-1.393	3.86	2.74	5.87
Business impact of communicable diseases ¹	119	-2.051	3.44	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	1	1.765	8	8	69
Depression (% of respondents) ⁷	24	0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	116	-2.075	43.7	31.1	100.0
Healthcare quality ¹	71	-0.550	3.44	1.78	6.75
Healthcare accessibility ¹	68	-0.303	4.29	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	110	-1.532	54.2	43.4	90.6
Labour force participation rate, age 65+ (%)	51	-0.111	22.5	1.6	91.2
Economic participation gender gap ²	89	-0.644	0.568	0.310	0.839
Unemployment rate (%)	50	0.275	7.3	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	60	-0.035	3.40	1.48	6.08
Country capacity to retain talent ¹	54	0.006	3.54	1.81	5.97
Ease of finding skilled employees ¹	43	0.376	4.25	2.13	5.69
Pay related to productivity ¹	98	-0.783	3.44	2.37	5.25
Capacity for innovation ¹	91	-0.666	3.17	2.31	5.84
Index of Economic Complexity ³	101	-1.315	-1.14	-1.96	2.37
Firm level technology absorption ¹	74	-0.401	4.53	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	112	-0.623	0.002	0.000	1.242
Median age of the working population	115	-1.368	29	28	42
<i>Training</i>					
Staff training ¹	114	-1.432	3.13	2.51	5.57
Training services ¹	101	-0.962	3.54	2.67	6.47

Mali

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	106	-1.139	68	17	191
Internet users (per 100 people)	119	-1.494	2	1	95
Quality of domestic transport ¹	64	-0.147	4.34	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	68	-0.280	3.69	2.33	5.49
Business and university R&D collaboration ¹	107	-0.991	2.89	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	109	-1.378	151	1	180
Social safety net protection ¹	97	-0.842	2.87	2.10	6.26
Intellectual property protection and property rights ¹	108	-1.083	2.98	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	110	-1.187	3.32	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	93.0	<i>Society</i>	
Aged dependency ratio (%)	5.8	Freedom in the World ⁸	7
Fertility rate (births per woman)	6.8	Democracy Index (rank/165)	97
Sex ratio at birth (female/male)	0.97	Population living in urban area (%)	35.6
Population below age 20 (%)	57.2	Gini Index (income) ⁵	33.0
Population above age 60 (%)	4.4	Accessibility of digital content ¹	3.66
<i>Education</i>			
Public spending on education (% of GDP)	4.7	Extent of virtual social networks use ¹	4.61
Technical/vocational enrolment as % of total enrolment in secondary school	11	<i>Workforce</i>	
Adult literacy (%)	33.4	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	28	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	37	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	1.339	GDP per person employed (US\$)	3,576
Private enrolment in primary school (% of primary)	38.8	Cooperation in labour-employer relations ¹	4.49
Private enrolment in secondary school (% of secondary)	31.3	Emigration rate of the tertiary educated (%)	14.8
PIRLS ⁶	—	Labour force with tertiary education (%)	—
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	—
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.11
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	1,180
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	5,111
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	402
<i>Health</i>			
Prevalence of visual impairment (%)	7.3	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	6.8	Total youth not in education or employment (1,000s)	325.8
Business impact of heart disease ¹	3.54	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.25	Global Innovation Index (rank/142)	106
Business impact of mental illness ¹	4.07	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.71	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	3.71	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	3.75	IQ measure ⁹	69.4
Business impact of tuberculosis ¹	3.89		
Business impact of malaria ¹	2.68		

NOTES

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9 Reported in relation to UK score (100)

Malta

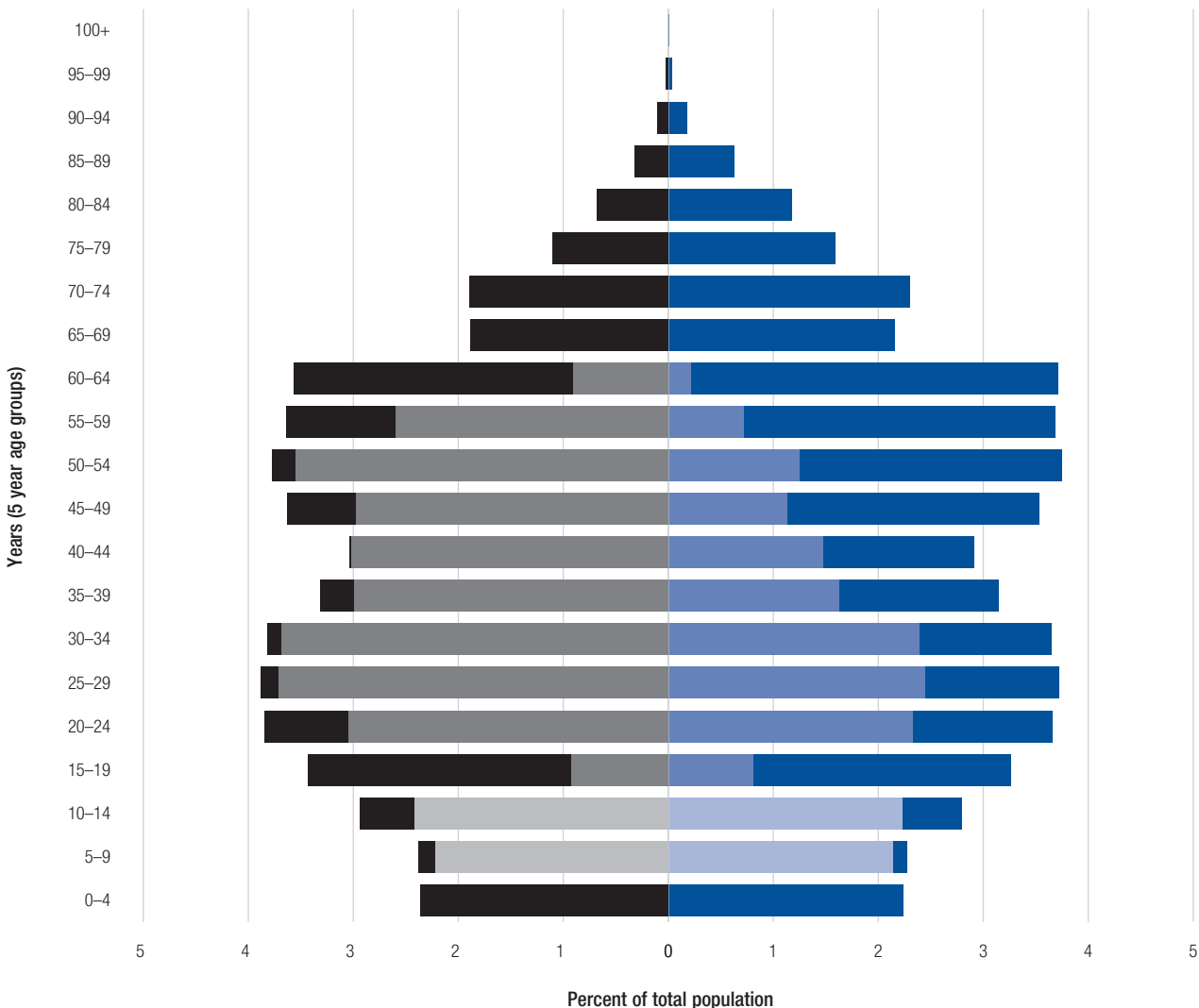
	Rank/122	Score
Human Capital Index 2013	28	0.473
Pillar 1: Education	24	0.716
Pillar 2: Health and wellness	28	0.473
Pillar 3: Workforce and employment	30	0.330
Pillar 4: Enabling environment	37	0.371

Key Indicators

Total population (1,000s)	424.7
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	23,204
GDP growth (annual %)	1.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 20.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.1%

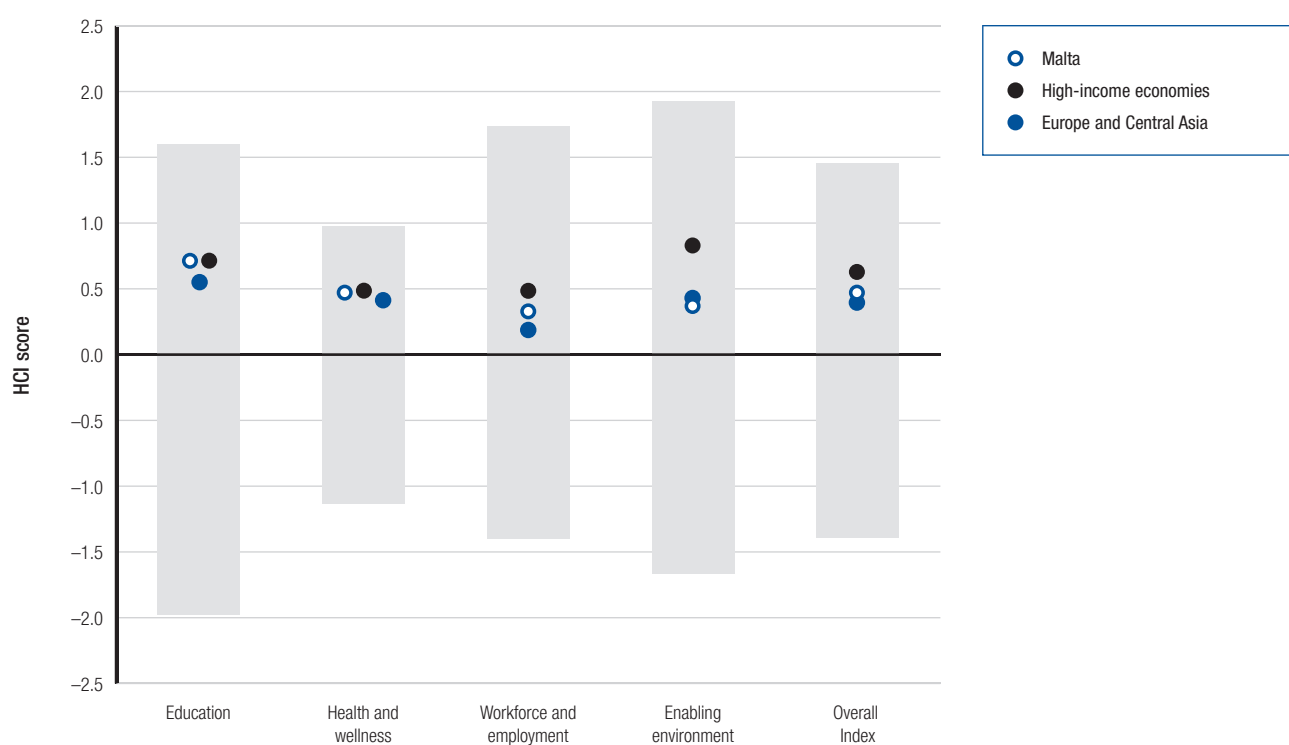


Malta

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.2	13.5
Professionals	3.5	
Technicians and associate professionals	5.7	
Secondary requirements	26.1	49.8
Clerks	7.0	
Service workers and shop and market sales workers	5.3	
Skilled agricultural and fishery workers	7.2	
Craft and related trade workers	0.8	
Plant and machine operators and assemblers	5.8	
Primary requirements	3.6	28.3
Elementary occupations	3.6	
Various	6.1	
Legislators, senior officials and managers	0.5	
Unclassified	n/a	
Armed forces	5.6	

Spread of scores (by pillar and overall)



Malta

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	78	-0.052	94	58	100
Secondary enrolment rate (%)	51	-0.385	81	16	100
Tertiary enrolment ratio (%)	63	-0.200	35	1	103
Education gender gap ²	53	-0.463	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	18	1.245	5.88	1.64	6.64
Quality of the education system ¹	8	1.691	5.31	1.99	5.98
Quality of primary schools ¹	8	1.613	5.69	1.97	6.82
Quality of math & science education ¹	8	1.581	5.55	1.88	6.29
Quality of management schools ¹	20	1.117	5.23	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	16	-0.885	98	5	100
Secondary education attainment (% population age 25+)	38	-0.253	70	2	100
Tertiary education attainment (% population age 25+)	57	-0.491	13	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	-0.742	5	2	98
Life expectancy	24	-0.907	80	50	83
Survival gender gap ²	59	-0.236	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	15	-0.771	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	13	1.218	11.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	101	-0.851	26.6	1.1	42.8
Business impact of non-communicable diseases ¹	96	-0.669	4.18	2.74	5.87
Business impact of communicable diseases ¹	37	-0.705	6.18	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	108	-1.335	48	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	9	1.597	6.05	1.78	6.75
Healthcare accessibility ¹	9	1.561	6.57	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	102	-0.878	60.6	43.4	90.6
Labour force participation rate, age 65+ (%)	113	-1.081	3.7	1.6	91.2
Economic participation gender gap ²	95	-0.795	0.550	0.310	0.839
Unemployment rate (%)	41	-0.351	6.9	0.3	32.0
Youth unemployment rate (%)	33	-0.566	13.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	15	1.229	4.71	1.48	6.08
Country capacity to retain talent ¹	29	-0.690	4.20	1.81	5.97
Ease of finding skilled employees ¹	19	1.200	4.82	2.13	5.69
Pay related to productivity ¹	37	-0.548	4.26	2.37	5.25
Capacity for innovation ¹	43	-0.089	3.77	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	28	-0.936	5.48	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	41	-0.321	0.092	0.000	1.242
Median age of the working population	13	1.337	41	28	42
<i>Training</i>					
Staff training ¹	30	-0.579	4.42	2.51	5.57
Training services ¹	36	-0.499	4.70	2.67	6.47

Malta

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	35	-0.523	125	17	191
Internet users (per 100 people)	33	-0.906	69	1	95
Quality of domestic transport ¹	70	-0.284	4.22	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	58	0.022	3.91	2.33	5.49
Business and university R&D collaboration ¹	50	-0.011	3.77	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	77	-0.427	102	1	180
Social safety net protection ¹	21	0.977	4.84	2.10	6.26
Intellectual property protection and property rights ¹	23	1.090	5.20	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	30	0.543	4.88	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.4	Freedom in the World ⁸	1
Aged dependency ratio (%)	20.7	Democracy Index (rank/165)	15
Fertility rate (births per woman)	1.4	Population living in urban area (%)	95.0
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	—
Population below age 20 (%)	22.1	Accessibility of digital content ¹	6.26
Population above age 60 (%)	21.5	Extent of virtual social networks use ¹	6.43
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.4	Economic activity (agriculture) — % of total activity	1.1
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	24.4
Adult literacy (%)	92.4	Economic activity (services) — % of total activity	73.2
Boys not in primary school (%)	7	GDP per person employed (US\$)	32,664
Girls not in primary school (%)	6	Cooperation in labour-employer relations ¹	5.03
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	58.3
Private enrolment in primary school (% of primary)	40.5	Labour force with tertiary education (%)	20.2
Private enrolment in secondary school (% of secondary)	28.9	Number of patent applications (per 1,000 people)	0.0353
PIRLS ⁶	477	Hiring and firing practices ¹	3.89
PISA math scores ⁶	—	Retirement age, male	61
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	496	Total employed (1,000s)	164
TIMSS 4th grade science ⁶	446	Total unemployed (1,000s)	12
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	47.5
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	5.6
<i>Health</i>		Unemployment for 12 months or more (1,000s)	5.8
Prevalence of visual impairment (%)	1.0	Global Innovation Index (rank/142)	24
Public spending on health (% of GDP)	8.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.29	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.92	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.62	IQ measure ⁹	95.2
Business impact of diabetes ¹	3.96		
Business impact of chronic respiratory disease ¹	4.11		
Business impact of HIV/AIDS ¹	5.87		
Business impact of tuberculosis ¹	6.02		
Business impact of malaria ¹	6.65		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Mauritania

Rank/122 Score

Human Capital Index 2013

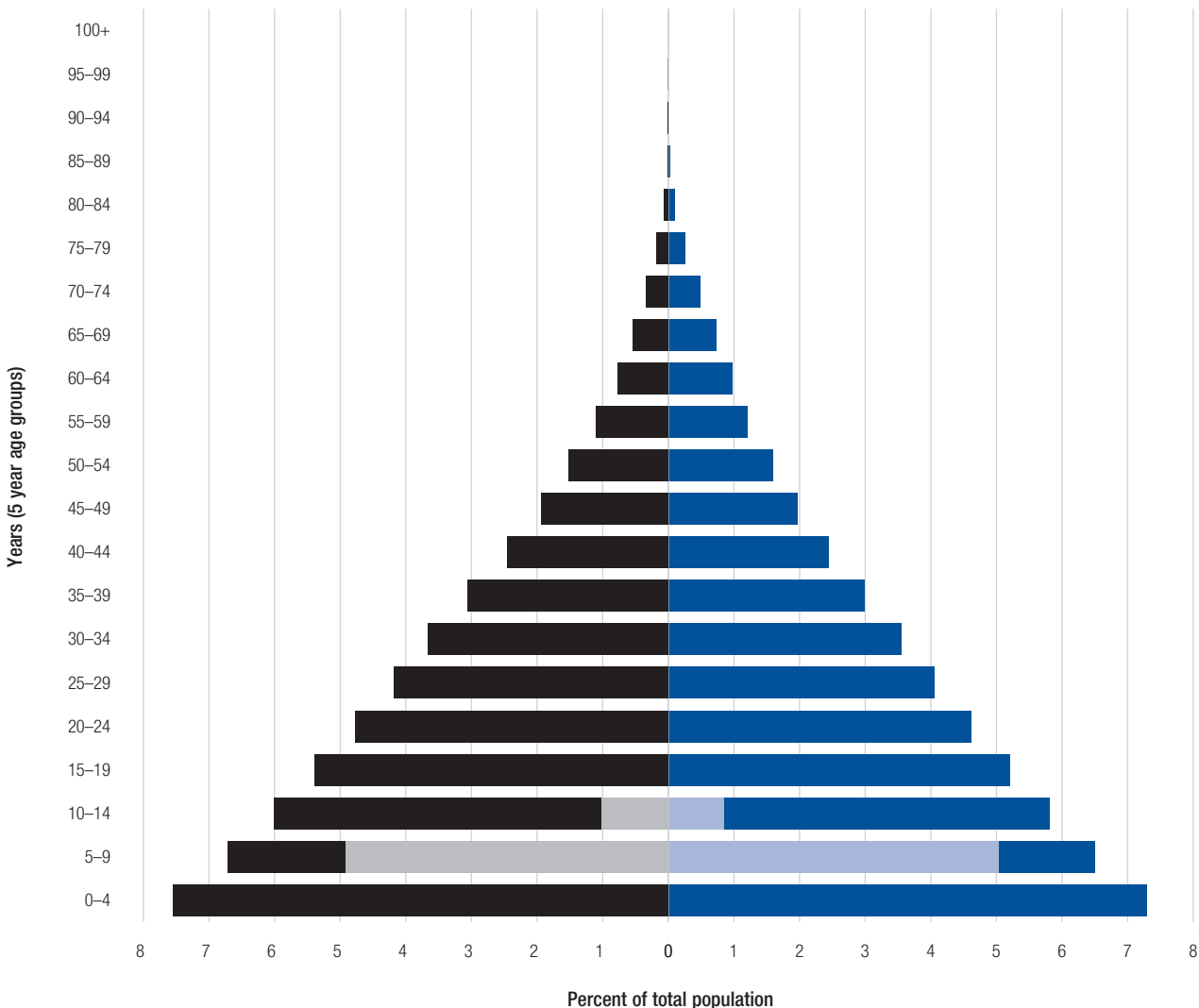
Pillar 1: Education	119	-1.744
Pillar 2: Health and wellness	105	-0.666
Pillar 3: Workforce and employment	122	-1.404
Pillar 4: Enabling environment	121	-1.373

Key Indicators

Total population (1,000s)	3,609.4
Median age of population	20
GDP per capita PPP (constant 2005, international \$)	2,244
GDP growth (annual %)	7.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 72.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

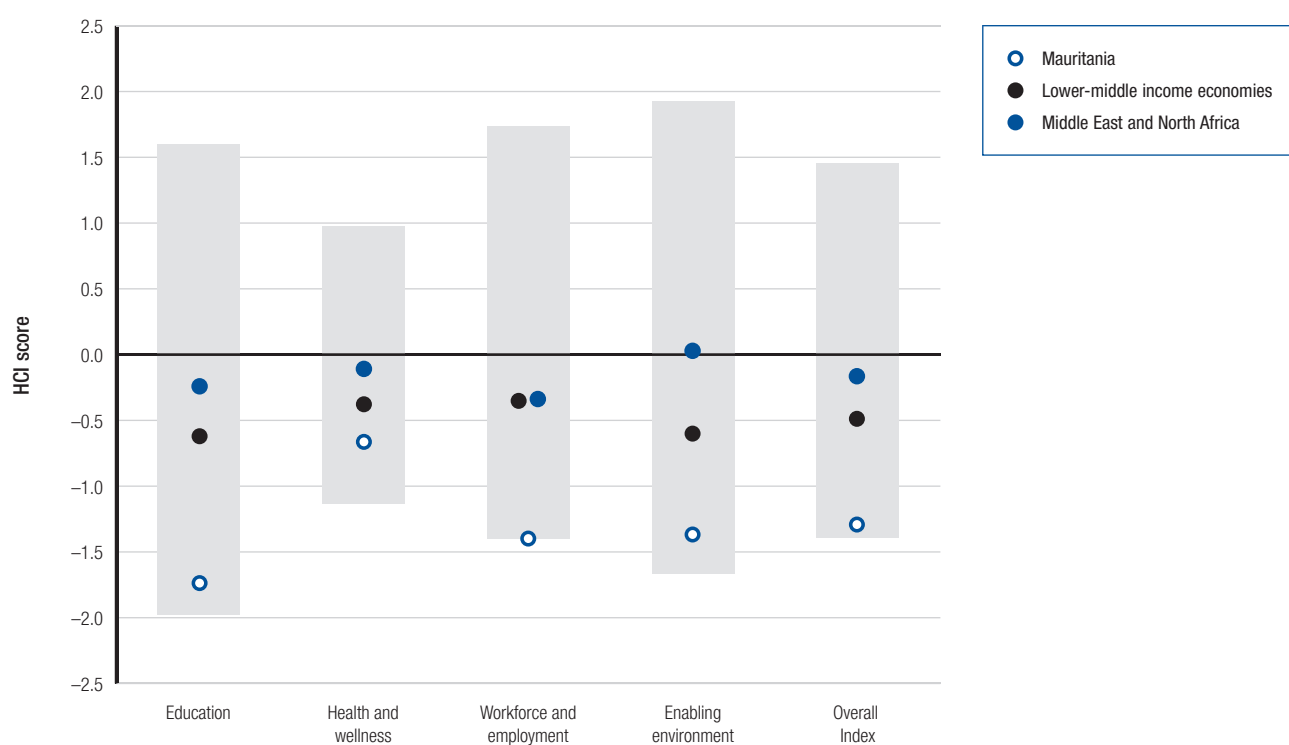


Mauritania

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Mauritania

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	109	-2.135	75	58	100
Secondary enrolment rate (%)	100	-2.458	16	16	100
Tertiary enrolment ratio (%)	110	-1.362	5	1	103
Education gender gap ²	106	-1.352	0.857	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	119	-1.847	2.01	1.64	6.64
Quality of the education system ¹	114	-1.352	2.59	1.99	5.98
Quality of primary schools ¹	118	-1.600	2.20	1.97	6.82
Quality of math & science education ¹	111	-1.409	2.69	1.88	6.29
Quality of management schools ¹	120	-2.184	2.47	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	116	-2.445	76	2	98
Life expectancy	109	-1.646	59	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	43	-0.028	15.6	1.2	36.5
Unhealthy life years (% of life expectancy)	63	-0.178	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	117	-1.700	48.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	34	-0.479	14.0	1.1	42.8
Business impact of non-communicable diseases ¹	92	-0.604	4.21	2.74	5.87
Business impact of communicable diseases ¹	99	-1.104	4.38	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	1	1.571	2	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	117	-2.352	38.3	31.1	100.0
Healthcare quality ¹	117	-1.243	2.59	1.78	6.75
Healthcare accessibility ¹	116	-1.391	2.96	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	109	-1.492	54.6	43.4	90.6
Labour force participation rate, age 65+ (%)	30	-0.472	33.8	1.6	91.2
Economic participation gender gap ²	104	-1.256	0.496	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	111	-1.299	2.10	1.48	6.08
Country capacity to retain talent ¹	113	-1.443	2.13	1.81	5.97
Ease of finding skilled employees ¹	118	-2.518	2.24	2.13	5.69
Pay related to productivity ¹	121	-2.120	2.63	2.37	5.25
Capacity for innovation ¹	117	-1.355	2.63	2.31	5.84
Index of Economic Complexity ³	110	-2.173	-1.96	-1.96	2.37
Firm level technology absorption ¹	94	-0.808	4.24	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	119	-0.626	0.001	0.000	1.242
Median age of the working population	93	-1.023	30	28	42
<i>Training</i>					
Staff training ¹	122	-2.399	2.51	2.51	5.57
Training services ¹	120	-1.612	3.03	2.67	6.47

Mauritania

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	87	-0.396	94	17	191
Internet users (per 100 people)	111	-1.405	5	1	95
Quality of domestic transport ¹	120	-2.075	2.66	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	97	-0.854	3.28	2.33	5.49
Business and university R&D collaboration ¹	118	-1.611	2.34	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	118	-1.688	167	1	180
Social safety net protection ¹	110	-1.136	2.55	2.10	6.26
Intellectual property protection and property rights ¹	117	-1.410	2.65	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	122	-1.778	2.78	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	72.0	Freedom in the World ⁸	6
Aged dependency ratio (%)	5.6	Democracy Index (rank/165)	110
Fertility rate (births per woman)	5.0	Population living in urban area (%)	41.8
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	40.5
Population below age 20 (%)	51.0	Accessibility of digital content ¹	3.78
Population above age 60 (%)	4.9	Extent of virtual social networks use ¹	4.75
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.7	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	3	Economic activity (industry) — % of total activity	—
Adult literacy (%)	58.6	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	27	GDP per person employed (US\$)	—
Girls not in primary school (%)	23	Cooperation in labour-employer relations ¹	3.28
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	8.6
Private enrolment in primary school (% of primary)	11.1	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	25.4	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.66
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	
Prevalence of visual impairment (%)	6.2	Global Innovation Index (rank/142)	
Public spending on health (% of GDP)	5.4	Global Talent Index (rank/60)	
Business impact of heart disease ¹	3.73	Quality of Labour Force (rank/60)	
Business impact of cancer ¹	4.09	Talent Environment (rank/60)	
Business impact of mental illness ¹	3.87	IQ measure ⁹	
Business impact of diabetes ¹	4.90		
Business impact of chronic respiratory disease ¹	4.46		
Business impact of HIV/AIDS ¹	4.56		
Business impact of tuberculosis ¹	4.19		
Business impact of malaria ¹	4.40		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Mauritius

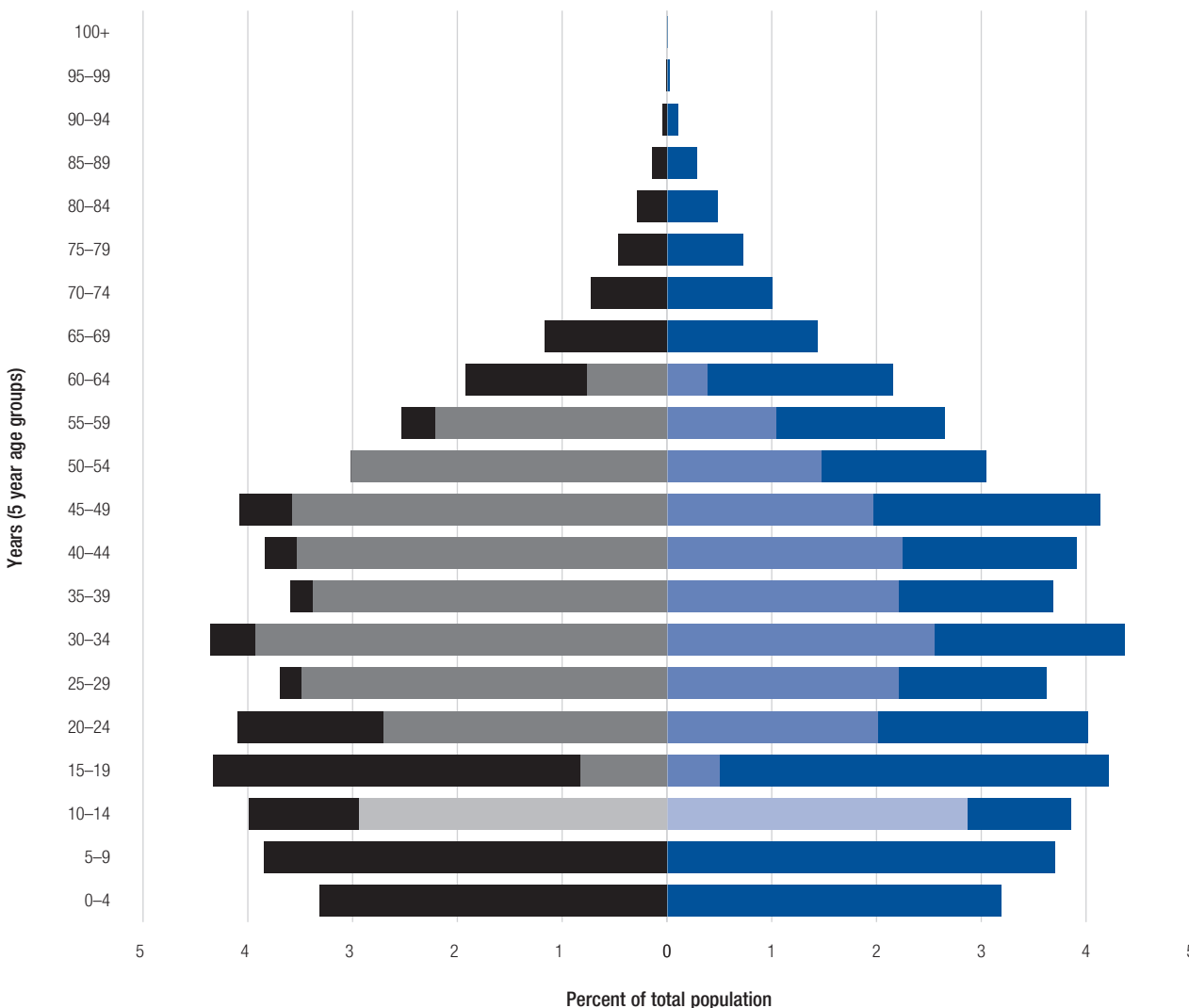
	Rank/122	Score
Human Capital Index 2013	47	0.099
Pillar 1: Education	50	0.234
Pillar 2: Health and wellness	45	0.202
Pillar 3: Workforce and employment	64	-0.143
Pillar 4: Enabling environment	49	0.102

Key Indicators

Total population (1,000s)	1,230.7
Median age of population	33
GDP per capita PPP (constant 2005, international \$)	13,487
GDP growth (annual %)	3.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 10.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 29.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.5%
		Female labour force participation, age 65+: 0.2%

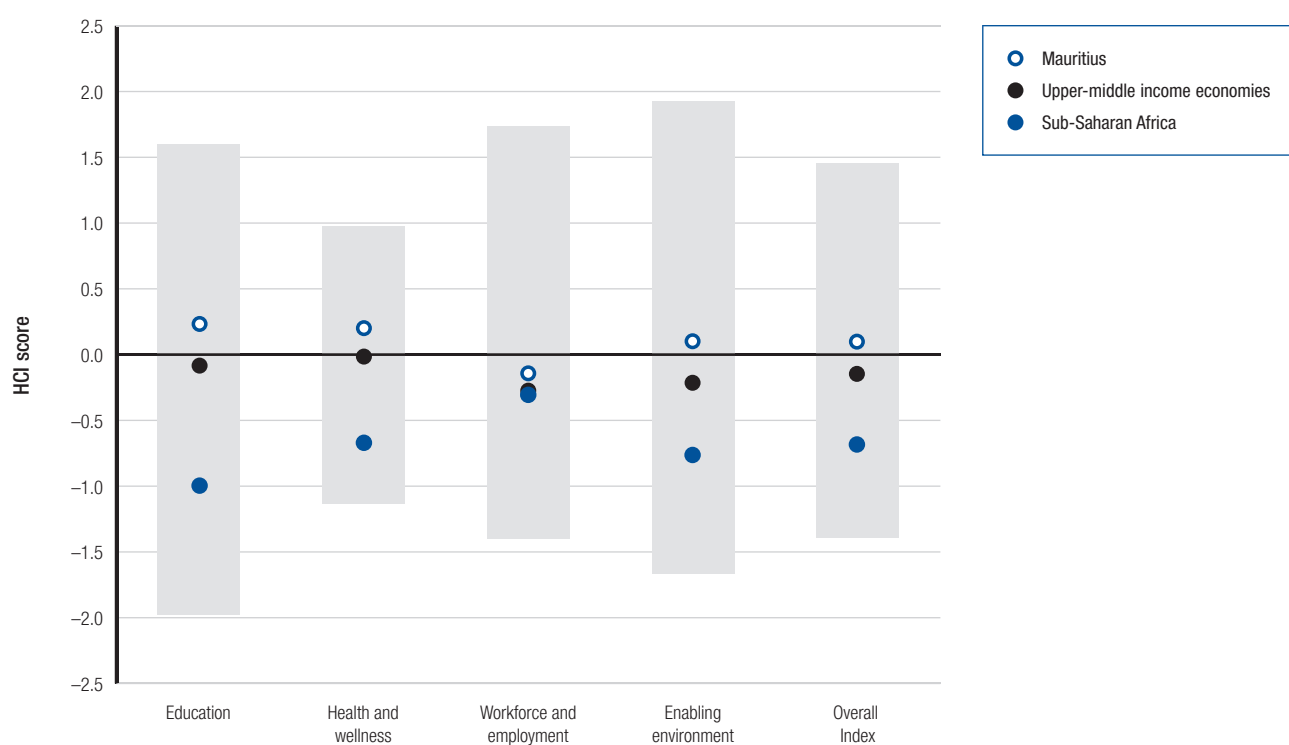


Mauritius

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.9	2.6
Professionals	1.9	
Technicians and associate professionals	5.1	
Secondary requirements	34.2	31.0
Clerks	5.1	
Service workers and shop and market sales workers	10.0	
Skilled agricultural and fishery workers	2.3	
Craft and related trade workers	10.1	
Plant and machine operators and assemblers	6.7	
Primary requirements	10.6	10.0
Elementary occupations	10.6	
Various	1.7	
Legislators, senior officials and managers	1.5	
Unclassified	0.2	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Mauritius

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	63	-0.078	74	16	100
Tertiary enrolment ratio (%)	66	-0.308	32	1	103
Education gender gap ²	66	-0.418	0.990	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	61	-0.007	4.33	1.64	6.64
Quality of the education system ¹	31	-0.572	4.31	1.99	5.98
Quality of primary schools ¹	41	-0.499	4.48	1.97	6.82
Quality of math & science education ¹	37	-0.525	4.54	1.88	6.29
Quality of management schools ¹	53	-0.077	4.36	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	77	-0.039	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	76	-0.261	29.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	52	-0.035	18.2	1.1	42.8
Business impact of non-communicable diseases ¹	76	-0.321	4.34	2.74	5.87
Business impact of communicable diseases ¹	69	-0.126	5.60	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	52	-0.578	95.4	31.1	100.0
Healthcare quality ¹	44	-0.414	4.61	1.78	6.75
Healthcare accessibility ¹	29	-0.985	5.87	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	93	-0.500	64.3	43.4	90.6
Labour force participation rate, age 65+ (%)	88	-0.777	9.6	1.6	91.2
Economic participation gender gap ²	94	-0.764	0.554	0.310	0.839
Unemployment rate (%)	47	-0.294	7.2	0.3	32.0
Youth unemployment rate (%)	77	-0.493	23.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	34	-0.433	3.89	1.48	6.08
Country capacity to retain talent ¹	77	-0.463	3.08	1.81	5.97
Ease of finding skilled employees ¹	74	-0.287	3.79	2.13	5.69
Pay related to productivity ¹	58	-0.181	4.03	2.37	5.25
Capacity for innovation ¹	62	-0.294	3.47	2.31	5.84
Index of Economic Complexity ³	72	-0.477	-0.35	-1.96	2.37
Firm level technology absorption ¹	49	-0.215	4.97	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	74	-0.573	0.017	0.000	1.242
Median age of the working population	43	-0.657	38	28	42
<i>Training</i>					
Staff training ¹	33	-0.505	4.37	2.51	5.57
Training services ¹	58	-0.055	4.35	2.67	6.47

Mauritius

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	78	-0.236	99	17	191
Internet users (per 100 people)	74	-0.318	35	1	95
Quality of domestic transport ¹	62	-0.010	4.46	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	49	0.205	4.04	2.33	5.49
Business and university R&D collaboration ¹	82	-0.557	3.28	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	17	1.182	19	1	180
Social safety net protection ¹	52	-0.030	3.75	2.10	6.26
Intellectual property protection and property rights ¹	37	0.442	4.54	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	42	0.240	4.60	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	29.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	10.9	Democracy Index (rank/165)	18
Fertility rate (births per woman)	1.6	Population living in urban area (%)	41.8
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	—
Population below age 20 (%)	29.4	Accessibility of digital content ¹	5.00
Population above age 60 (%)	12.2	Extent of virtual social networks use ¹	5.67
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.7	Economic activity (agriculture) — % of total activity	8.4
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	27.6
Adult literacy (%)	88.8	Economic activity (services) — % of total activity	64.0
Boys not in primary school (%)	—	GDP per person employed (US\$)	—
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.76
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	56.0
Private enrolment in primary school (% of primary)	28.1	Labour force with tertiary education (%)	11.2
Private enrolment in secondary school (% of secondary)	73.3	Number of patent applications (per 1,000 people)	0.0130
PIRLS ⁶	—	Hiring and firing practices ¹	4.04
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	536
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	40
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.4	Global Innovation Index (rank/142)	53
Public spending on health (% of GDP)	5.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.08	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.35	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.13	IQ measure ⁹	86.6
Business impact of diabetes ¹	3.47		
Business impact of chronic respiratory disease ¹	4.66		
Business impact of HIV/AIDS ¹	5.31		
Business impact of tuberculosis ¹	5.75		
Business impact of malaria ¹	5.76		

NOTES

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4 Rank number on a list of 185 countries

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Mexico

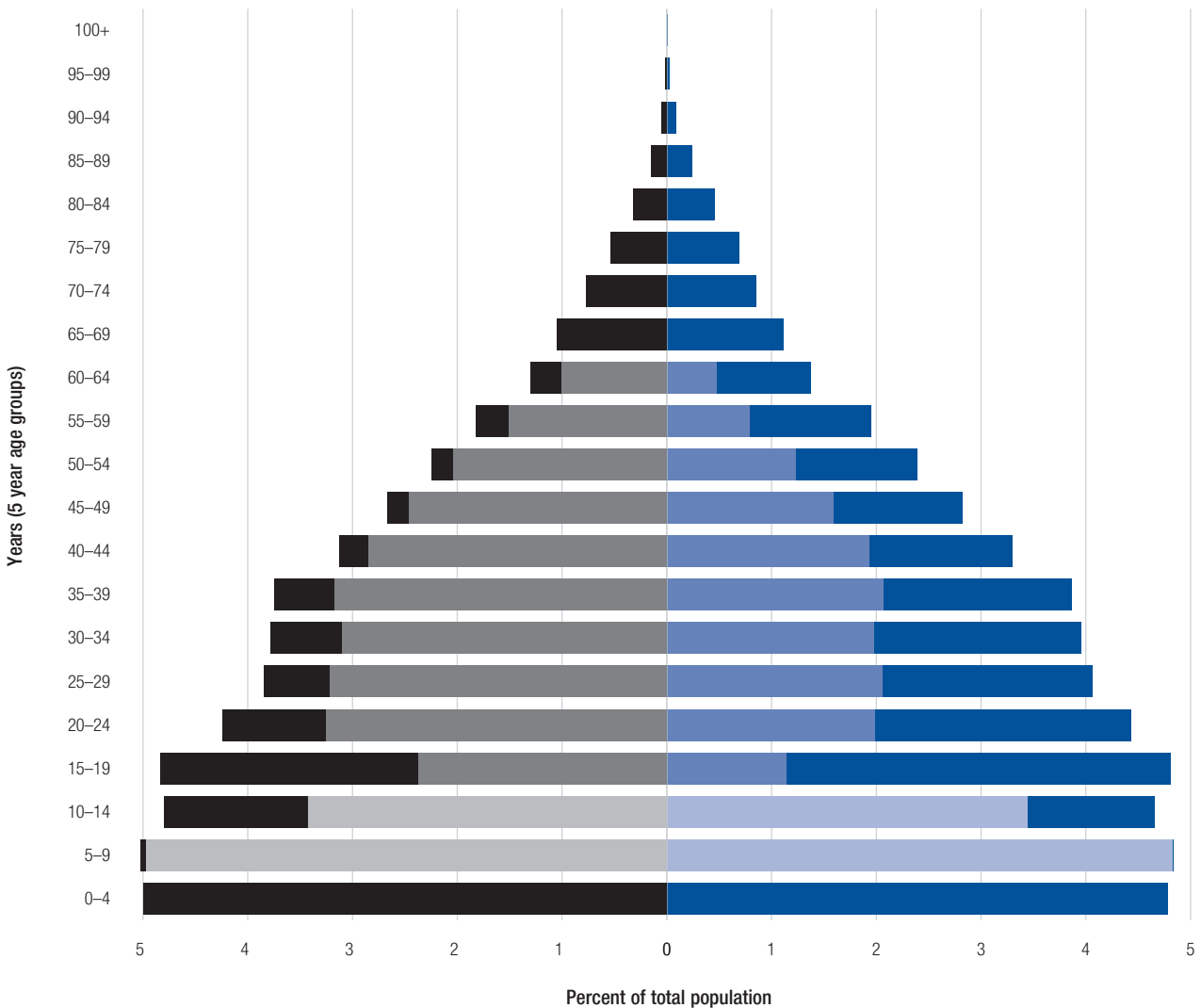
	Rank/122	Score
Human Capital Index 2013	58	-0.057
Pillar 1: Education	82	-0.291
Pillar 2: Health and wellness	56	0.074
Pillar 3: Workforce and employment	48	0.011
Pillar 4: Enabling environment	53	-0.022

Key Indicators

Total population (1,000s)	117,886.4
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	12,617
GDP growth (annual %)	3.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 9.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 47.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.4%
		Female labour force participation, age 65+: 0.5%

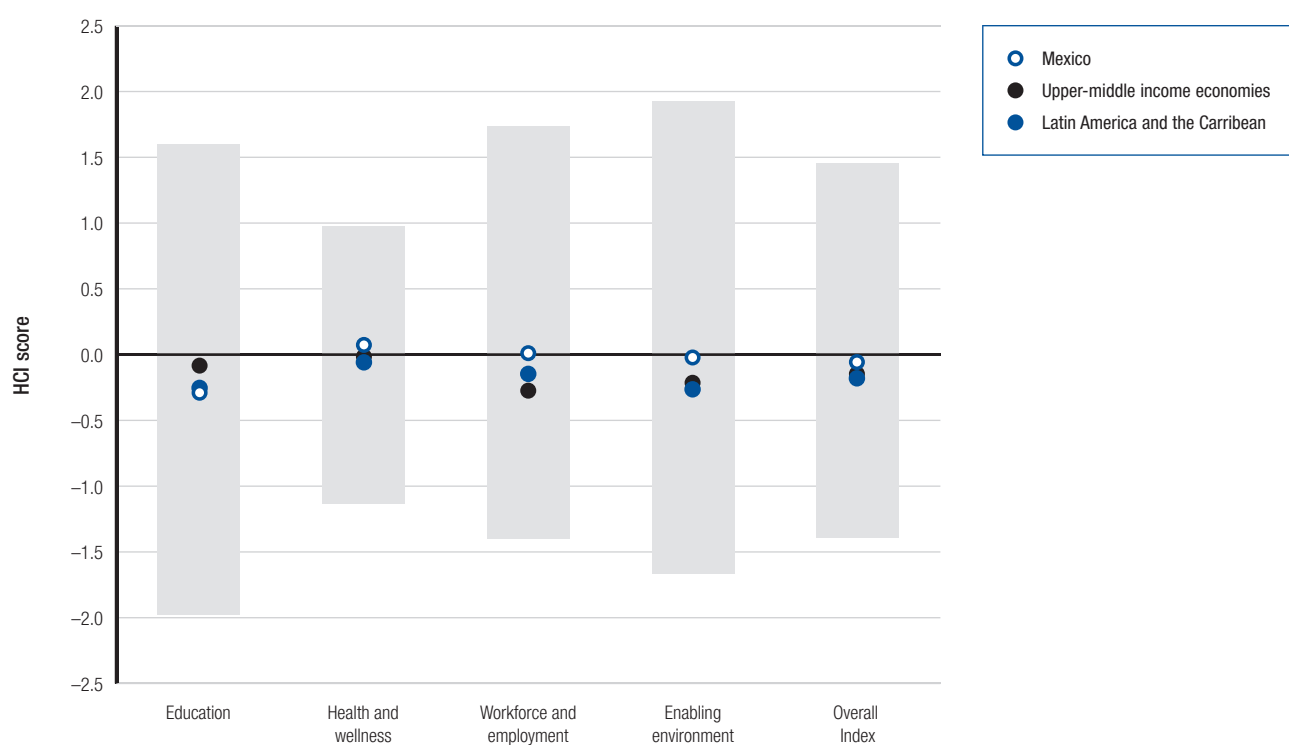


Mexico

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	8.8	17.6
Professionals	3.6	
Technicians and associate professionals	5.2	
Secondary requirements	33.2	38.5
Clerks	3.7	
Service workers and shop and market sales workers	9.8	
Skilled agricultural and fishery workers	6.8	
Craft and related trade workers	8.4	
Plant and machine operators and assemblers	4.4	
Primary requirements	10.1	18.3
Elementary occupations	10.1	
Various	1.1	
Legislators, senior officials and managers	1.0	
Unclassified	0.0	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Mexico

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	13	-0.721	99	58	100
Secondary enrolment rate (%)	65	-0.017	73	16	100
Tertiary enrolment ratio (%)	70	-0.447	29	1	103
Education gender gap ²	62	-0.434	0.991	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	79	-0.448	3.76	1.64	6.64
Quality of the education system ¹	102	-0.904	2.99	1.99	5.98
Quality of primary schools ¹	105	-1.057	2.79	1.97	6.82
Quality of math & science education ¹	109	-1.378	2.72	1.88	6.29
Quality of management schools ¹	57	-0.041	4.33	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	47	-0.096	74	5	100
Secondary education attainment (% population age 25+)	50	-0.263	56	2	100
Tertiary education attainment (% population age 25+)	45	-0.118	18	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	25	-0.747	8.8	1.2	36.5
Unhealthy life years (% of life expectancy)	21	-0.660	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	66	-0.072	27.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	114	-1.505	32.8	1.1	42.8
Business impact of non-communicable diseases ¹	88	-0.579	4.22	2.74	5.87
Business impact of communicable diseases ¹	45	-0.604	6.08	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	86	-0.560	38	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	69	-0.287	89.7	31.1	100.0
Healthcare quality ¹	60	-0.117	3.97	1.78	6.75
Healthcare accessibility ¹	63	-0.157	4.47	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	86	-0.428	65.0	43.4	90.6
Labour force participation rate, age 65+ (%)	43	-0.188	28.3	1.6	91.2
Economic participation gender gap ²	99	-0.894	0.538	0.310	0.839
Unemployment rate (%)	29	-0.649	5.3	0.3	32.0
Youth unemployment rate (%)	19	-0.936	9.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	64	-0.114	3.32	1.48	6.08
Country capacity to retain talent ¹	51	-0.055	3.58	1.81	5.97
Ease of finding skilled employees ¹	55	-0.016	4.00	2.13	5.69
Pay related to productivity ¹	76	-0.244	3.77	2.37	5.25
Capacity for innovation ¹	65	-0.313	3.45	2.31	5.84
Index of Economic Complexity ³	19	-1.099	1.16	-1.96	2.37
Firm level technology absorption ¹	57	-0.074	4.76	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	59	-0.506	0.037	0.000	1.242
Median age of the working population	68	-0.291	34	28	42
<i>Training</i>					
Staff training ¹	62	-0.071	4.00	2.51	5.57
Training services ¹	46	-0.165	4.44	2.67	6.47

Mexico

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	98	-0.726	82	17	191
Internet users (per 100 people)	71	-0.275	36	1	95
Quality of domestic transport ¹	38	0.412	4.83	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	32	0.545	4.28	2.33	5.49
Business and university R&D collaboration ¹	40	0.337	4.08	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	44	0.620	48	1	180
Social safety net protection ¹	84	-0.657	3.07	2.10	6.26
Intellectual property protection and property rights ¹	64	-0.194	3.89	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	65	-0.260	4.15	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	47.0	Freedom in the World ⁸	3
Aged dependency ratio (%)	9.4	Democracy Index (rank/165)	51
Fertility rate (births per woman)	2.4	Population living in urban area (%)	78.4
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	47.2
Population below age 20 (%)	39.7	Accessibility of digital content ¹	4.66
Population above age 60 (%)	8.6	Extent of virtual social networks use ¹	5.44
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.3	Economic activity (agriculture) — % of total activity	13.1
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	25.5
Adult literacy (%)	93.5	Economic activity (services) — % of total activity	60.6
Boys not in primary school (%)	1	GDP per person employed (US\$)	19,726
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.63
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	15.5
Private enrolment in primary school (% of primary)	8.3	Labour force with tertiary education (%)	17.3
Private enrolment in secondary school (% of secondary)	13.3	Number of patent applications (per 1,000 people)	0.1192
PIRLS ⁶	—	Hiring and firing practices ¹	3.37
PISA math scores ⁶	419	Retirement age, male	65
PISA reading scores ⁶	425	Retirement age, female	65
PISA science scores ⁶	416	Number of informal sector workers (1,000s)	20,258
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	45,600
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,572
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	2.0
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	3,878.6
<i>Health</i>		Unemployment for 12 months or more (1,000s)	52.3
Prevalence of visual impairment (%)	2.8	Global Innovation Index (rank/142)	63
Public spending on health (% of GDP)	6.2	Global Talent Index (rank/60)	38
Business impact of heart disease ¹	3.97	Quality of Labour Force (rank/60)	40
Business impact of cancer ¹	4.07	Talent Environment (rank/60)	31
Business impact of mental illness ¹	5.33	IQ measure ⁹	87.7
Business impact of diabetes ¹	3.42		
Business impact of chronic respiratory disease ¹	4.31		
Business impact of HIV/AIDS ¹	5.58		
Business impact of tuberculosis ¹	6.18		
Business impact of malaria ¹	6.47		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Moldova

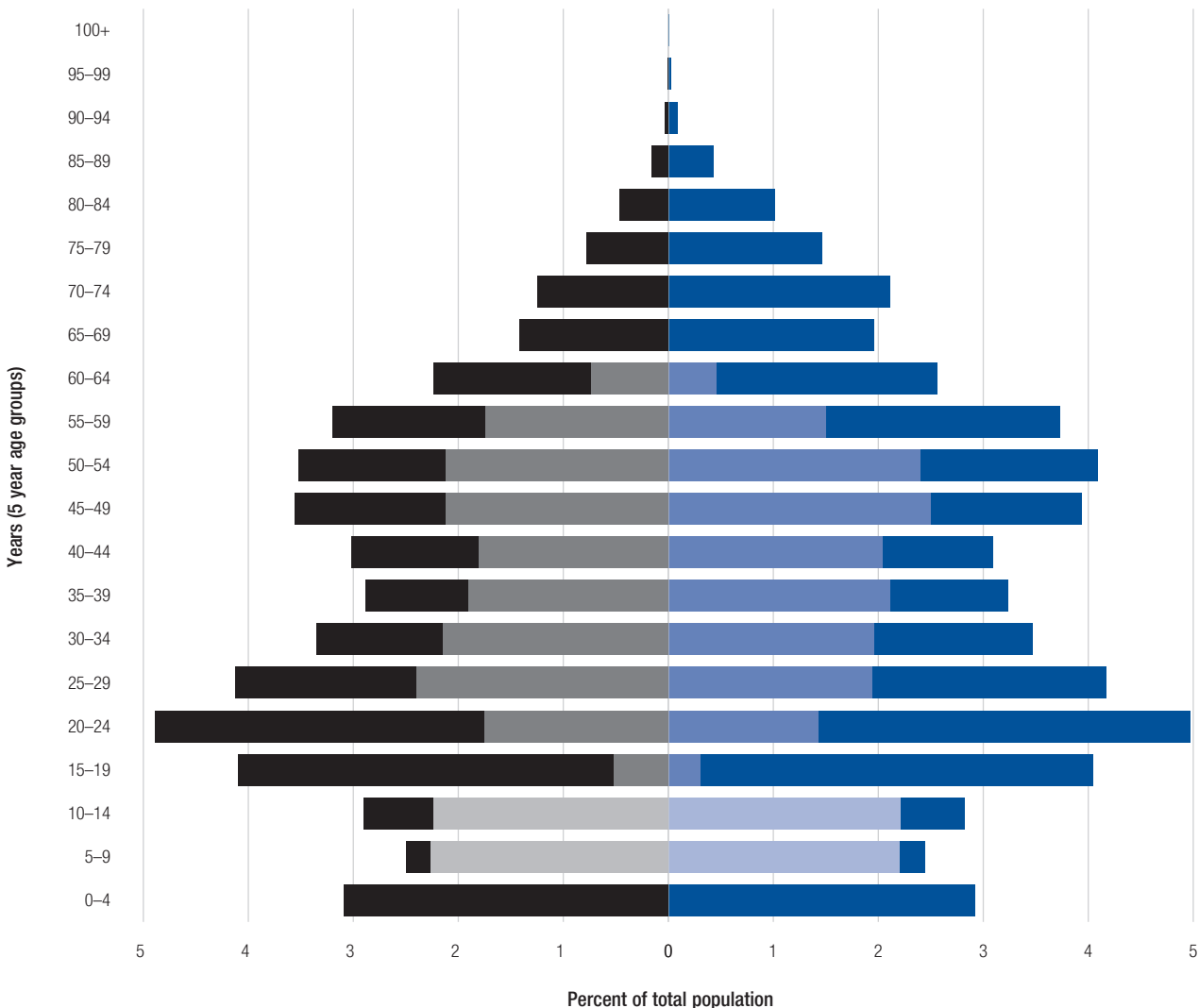
	Rank/122	Score
Human Capital Index 2013	83	-0.337
Pillar 1: Education	64	0.014
Pillar 2: Health and wellness	53	0.092
Pillar 3: Workforce and employment	110	-0.654
Pillar 4: Enabling environment	102	-0.801

Key Indicators

Total population (1,000s)	3,573.0
Median age of population	35
GDP per capita PPP (constant 2005, international \$)	2,951
GDP growth (annual %)	-0.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 15.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 23.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.3%

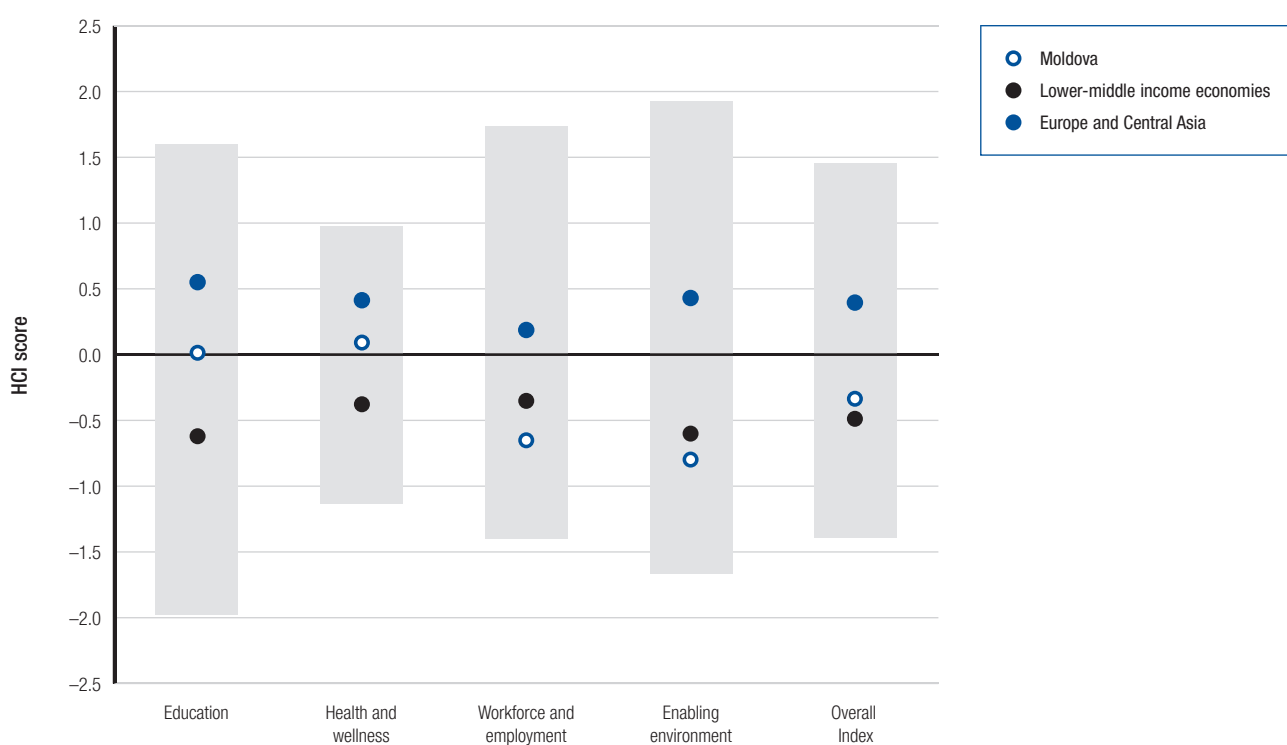


Moldova

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	17.0
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	62.1
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	5.1
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Moldova

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	90	-0.331	91	58	100
Secondary enrolment rate (%)	56	-0.238	78	16	100
Tertiary enrolment ratio (%)	58	-0.042	39	1	103
Education gender gap ²	37	-0.497	0.996	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	52	-0.207	4.58	1.64	6.64
Quality of the education system ¹	100	-0.837	3.05	1.99	5.98
Quality of primary schools ¹	66	-0.173	3.75	1.97	6.82
Quality of math & science education ¹	65	-0.023	4.06	1.88	6.29
Quality of management schools ¹	113	-1.311	3.20	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	9	-0.918	99	5	100
Secondary education attainment (% population age 25+)	14	-1.158	94	2	100
Tertiary education attainment (% population age 25+)	47	-0.174	17	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	64	-0.338	14	2	98
Life expectancy	82	-0.187	71	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	23	-0.769	8.6	1.2	36.5
Unhealthy life years (% of life expectancy)	69	-0.091	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	58	-0.195	24.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	64	-0.197	20.4	1.1	42.8
Business impact of non-communicable diseases ¹	95	-0.637	4.19	2.74	5.87
Business impact of communicable diseases ¹	63	-0.256	5.73	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	15	-0.990	18	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	66	-0.359	91.1	31.1	100.0
Healthcare quality ¹	106	-1.062	2.82	1.78	6.75
Healthcare accessibility ¹	69	-0.315	4.28	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	118	-2.330	46.4	43.4	90.6
Labour force participation rate, age 65+ (%)	101	-0.952	6.2	1.6	91.2
Economic participation gender gap ²	18	-0.995	0.761	0.310	0.839
Unemployment rate (%)	57	-0.237	7.5	0.3	32.0
Youth unemployment rate (%)	48	-0.330	15.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	117	-1.647	1.74	1.48	6.08
Country capacity to retain talent ¹	120	-1.703	1.88	1.81	5.97
Ease of finding skilled employees ¹	110	-1.384	3.02	2.13	5.69
Pay related to productivity ¹	29	-0.735	4.37	2.37	5.25
Capacity for innovation ¹	115	-1.205	2.75	2.31	5.84
Index of Economic Complexity ³	46	-0.141	0.24	-1.96	2.37
Firm level technology absorption ¹	108	-1.209	3.95	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	69	-0.555	0.022	0.000	1.242
Median age of the working population	46	-0.599	37	28	42
<i>Training</i>					
Staff training ¹	107	-1.259	3.24	2.51	5.57
Training services ¹	112	-1.250	3.32	2.67	6.47

Moldova

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	68	-0.067	105	17	191
Internet users (per 100 people)	68	-0.209	38	1	95
Quality of domestic transport ¹	69	-0.228	4.27	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	122	-2.184	2.33	2.33	5.49
Business and university R&D collaboration ¹	111	-1.226	2.68	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	65	-0.059	83	1	180
Social safety net protection ¹	99	-0.878	2.83	2.10	6.26
Intellectual property protection and property rights ¹	111	-1.125	2.94	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	111	-1.236	3.27	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	23.1	Freedom in the World ⁸	3
Aged dependency ratio (%)	15.5	Democracy Index (rank/165)	67
Fertility rate (births per woman)	1.5	Population living in urban area (%)	48.4
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	33.0
Population below age 20 (%)	24.8	Accessibility of digital content ¹	5.39
Population above age 60 (%)	16.0	Extent of virtual social networks use ¹	5.50
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	8.6	Economic activity (agriculture) — % of total activity	27.5
Technical/vocational enrolment as % of total enrolment in secondary school	12	Economic activity (industry) — % of total activity	18.7
Adult literacy (%)	99.0	Economic activity (services) — % of total activity	53.7
Boys not in primary school (%)	9	GDP per person employed (US\$)	14,655
Girls not in primary school (%)	10	Cooperation in labour-employer relations ¹	4.21
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	4.1
Private enrolment in primary school (% of primary)	0.9	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	1.3	Number of patent applications (per 1,000 people)	0.0302
PIRLS ⁶	—	Hiring and firing practices ¹	3.63
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	136
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,143
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	92
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	30.8
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	184.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	28.3
Prevalence of visual impairment (%)	2.0	Global Innovation Index (rank/142)	45
Public spending on health (% of GDP)	11.4	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.49	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.80	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.08	IQ measure ⁹	92.5
Business impact of diabetes ¹	4.36		
Business impact of chronic respiratory disease ¹	4.24		
Business impact of HIV/AIDS ¹	5.74		
Business impact of tuberculosis ¹	4.98		
Business impact of malaria ¹	6.48		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Mongolia

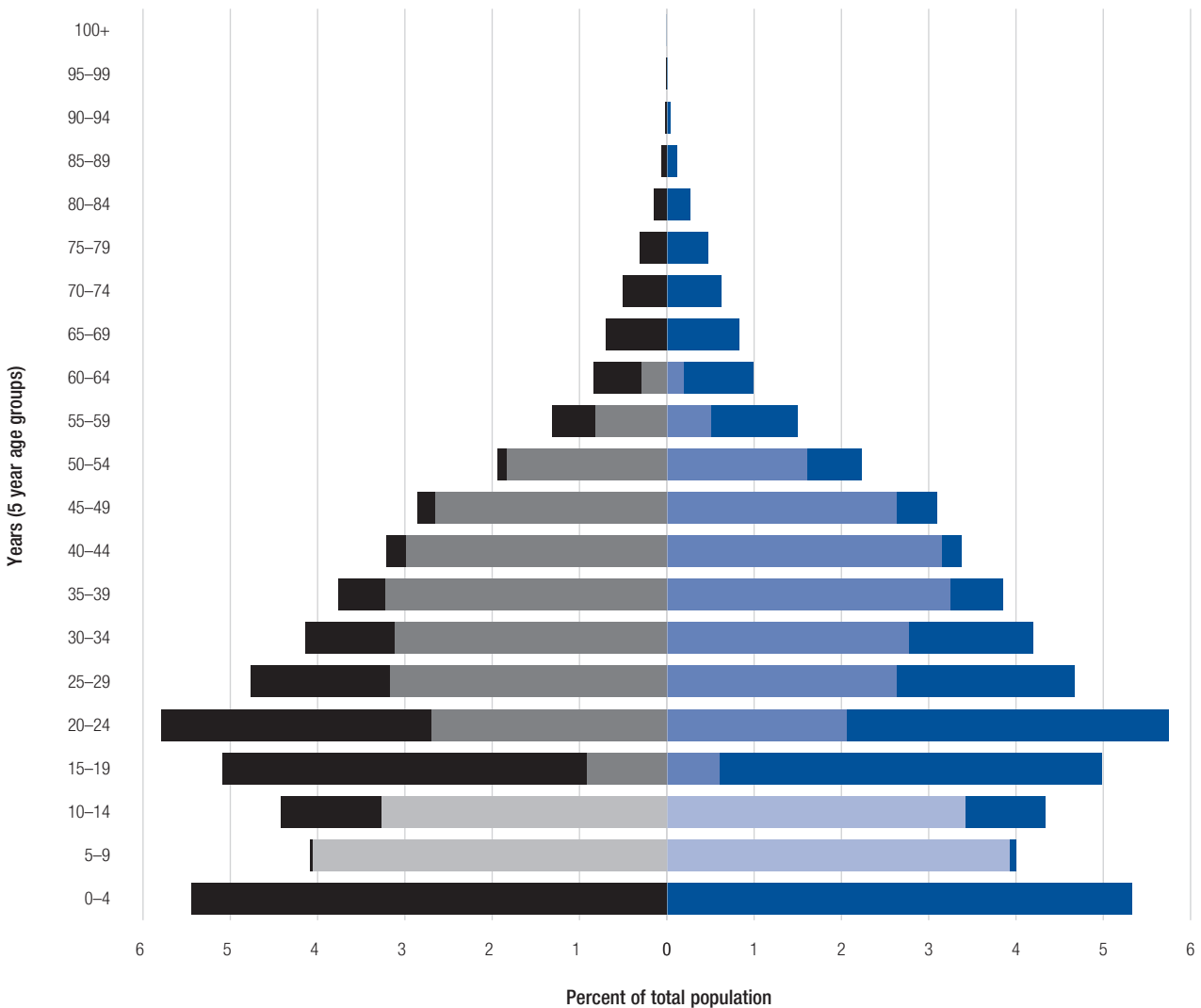
	Rank/122	Score
Human Capital Index 2013	89	-0.400
Pillar 1: Education	76	-0.198
Pillar 2: Health and wellness	80	-0.139
Pillar 3: Workforce and employment	106	-0.610
Pillar 4: Enabling environment	92	-0.651

Key Indicators

Total population (1,000s)	2,712.7
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	4,708
GDP growth (annual %)	12.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 38.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: 0.2%

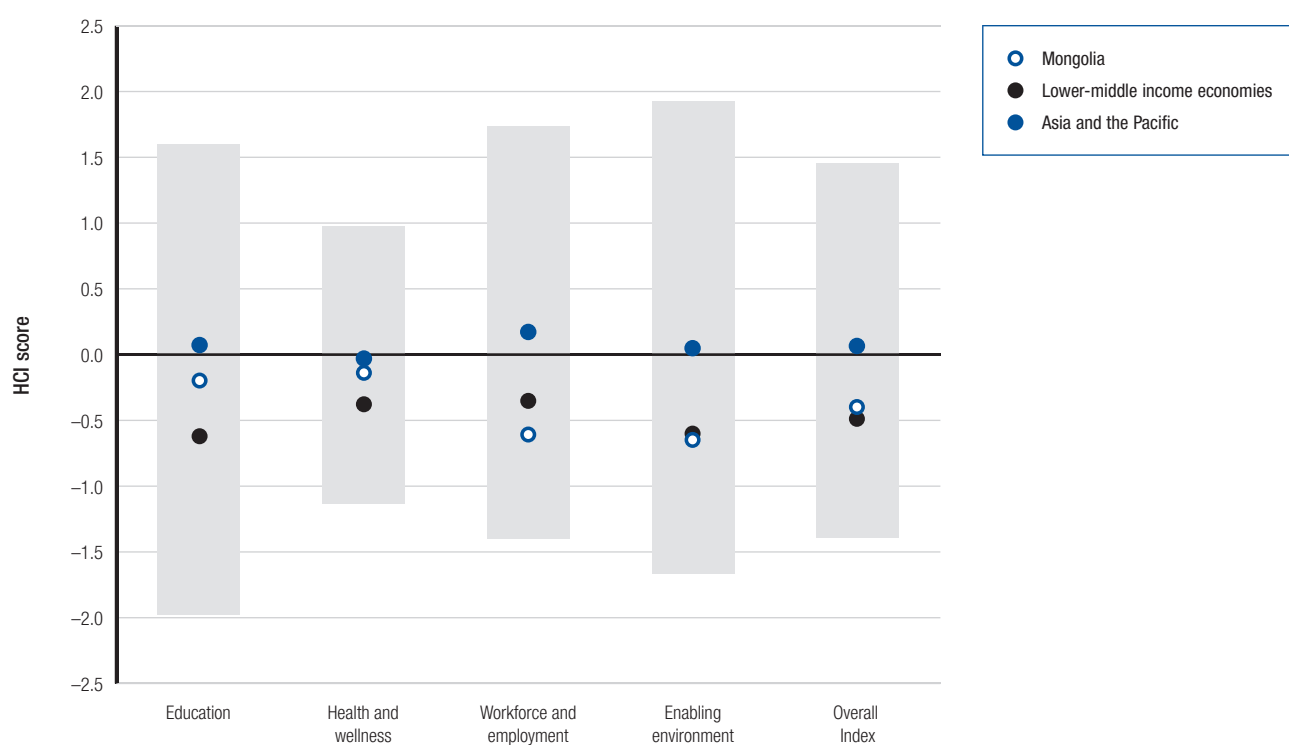


Mongolia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	12.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	49.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	14.3
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Mongolia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	31	-0.641	99	58	100
Secondary enrolment rate (%)	58	-0.181	76	16	100
Tertiary enrolment ratio (%)	38	-0.631	57	1	103
Education gender gap ²	45	-0.475	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	72	-0.321	3.92	1.64	6.64
Quality of the education system ¹	115	-1.374	2.57	1.99	5.98
Quality of primary schools ¹	75	-0.394	3.51	1.97	6.82
Quality of math & science education ¹	60	-0.097	4.13	1.88	6.29
Quality of management schools ¹	116	-1.718	2.86	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	89	-0.201	26	2	98
Life expectancy	93	-0.552	68	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	41	-0.024	15.1	1.2	36.5
Unhealthy life years (% of life expectancy)	76	-0.012	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	103	-1.244	42.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	40	-0.225	16.4	1.1	42.8
Business impact of non-communicable diseases ¹	79	-0.365	4.32	2.74	5.87
Business impact of communicable diseases ¹	47	-0.506	5.98	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	4	1.532	11	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	94	-0.770	69.1	31.1	100.0
Healthcare quality ¹	116	-1.234	2.61	1.78	6.75
Healthcare accessibility ¹	96	-0.908	3.55	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	100	-0.725	62.1	43.4	90.6
Labour force participation rate, age 65+ (%)	73	-0.596	13.1	1.6	91.2
Economic participation gender gap ²	1	1.656	0.839	0.310	0.839
Unemployment rate (%)	78	-0.222	9.9	0.3	32.0
Youth unemployment rate (%)	60	-0.143	20.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	104	-1.195	2.21	1.48	6.08
Country capacity to retain talent ¹	100	-0.904	2.66	1.81	5.97
Ease of finding skilled employees ¹	119	-2.679	2.13	2.13	5.69
Pay related to productivity ¹	25	-0.807	4.42	2.37	5.25
Capacity for innovation ¹	94	-0.705	3.14	2.31	5.84
Index of Economic Complexity ³	103	-1.399	-1.22	-1.96	2.37
Firm level technology absorption ¹	69	-0.274	4.62	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	77	-0.577	0.015	0.000	1.242
Median age of the working population	83	-0.663	32	28	42
<i>Training</i>					
Staff training ¹	63	-0.075	4.00	2.51	5.57
Training services ¹	122	-2.073	2.67	2.67	6.47

Mongolia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	66	-0.059	105	17	191
Internet users (per 100 people)	90	-0.851	20	1	95
Quality of domestic transport ¹	115	-1.401	3.25	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	118	-1.536	2.80	2.33	5.49
Business and university R&D collaboration ¹	99	-0.820	3.05	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	61	0.077	76	1	180
Social safety net protection ¹	66	-0.223	3.54	2.10	6.26
Intellectual property protection and property rights ¹	107	-1.046	3.02	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	57	0.003	4.39	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	38.9	Freedom in the World ⁸	1
Aged dependency ratio (%)	5.5	Democracy Index (rank/165)	65
Fertility rate (births per woman)	2.4	Population living in urban area (%)	69.3
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	36.5
Population below age 20 (%)	37.1	Accessibility of digital content ¹	5.09
Population above age 60 (%)	5.7	Extent of virtual social networks use ¹	5.57
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.5	Economic activity (agriculture) — % of total activity	40.0
Technical/vocational enrolment as % of total enrolment in secondary school	12	Economic activity (industry) — % of total activity	14.9
Adult literacy (%)	97.4	Economic activity (services) — % of total activity	45.0
Boys not in primary school (%)	1	GDP per person employed (US\$)	—
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	3.97
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.137	Emigration rate of the tertiary educated (%)	7.4
Private enrolment in primary school (% of primary)	5.0	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	8.6	Number of patent applications (per 1,000 people)	0.0660
PIRLS ⁶	—	Hiring and firing practices ¹	4.05
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,034
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	113
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	2.5	Global Innovation Index (rank/142)	72
Public spending on health (% of GDP)	5.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.09	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.20	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.30	IQ measure ⁹	100.0
Business impact of diabetes ¹	4.44		
Business impact of chronic respiratory disease ¹	3.55		
Business impact of HIV/AIDS ¹	5.71		
Business impact of tuberculosis ¹	5.25		
Business impact of malaria ¹	6.98		

NOTES

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Morocco

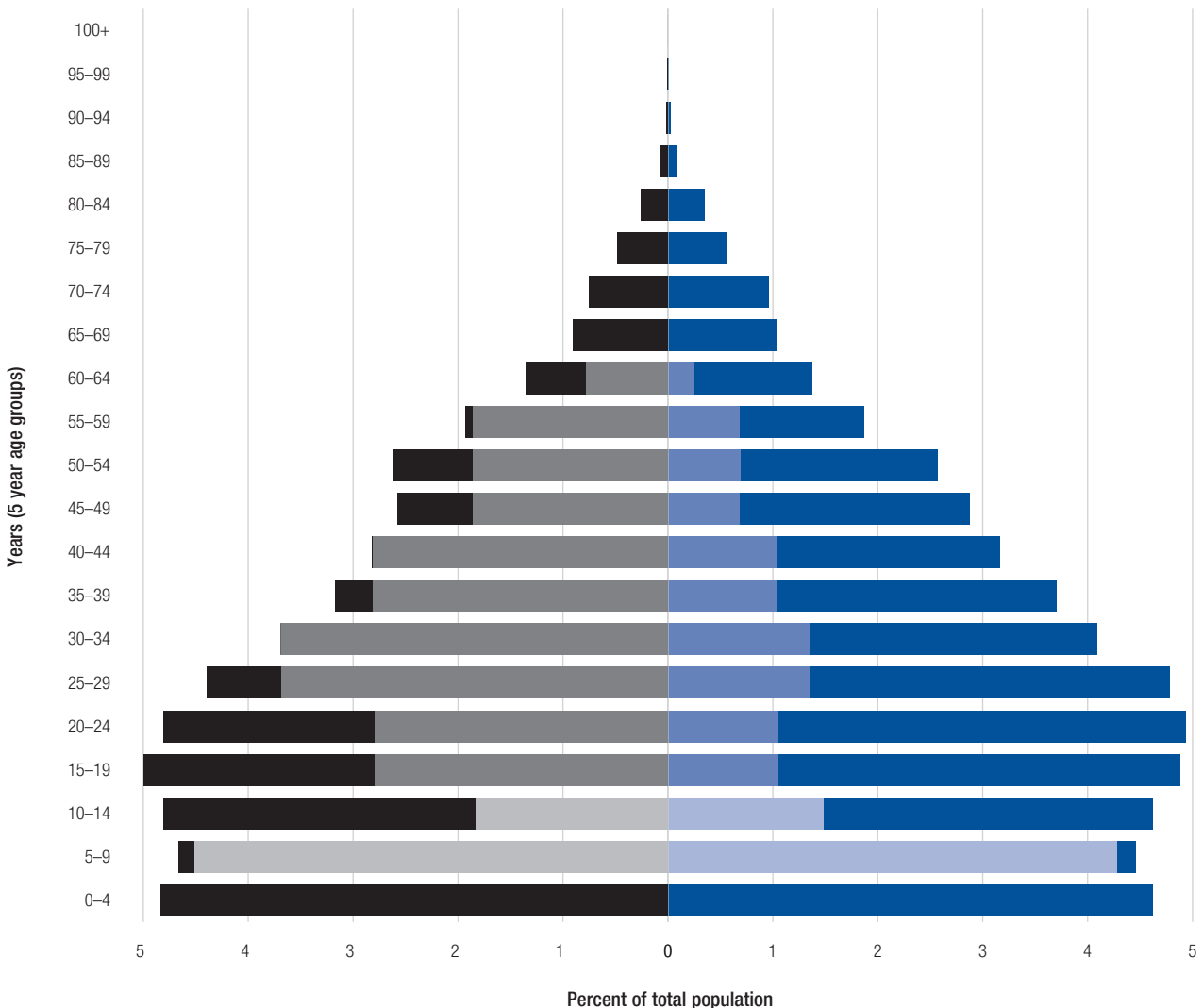
	Rank/122	Score
Human Capital Index 2013	82	-0.336
Pillar 1: Education	93	-0.590
Pillar 2: Health and wellness	59	0.061
Pillar 3: Workforce and employment	99	-0.485
Pillar 4: Enabling environment	77	-0.328

Key Indicators

Total population (1,000s)	31,642.4
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	4,475
GDP growth (annual %)	2.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 42.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

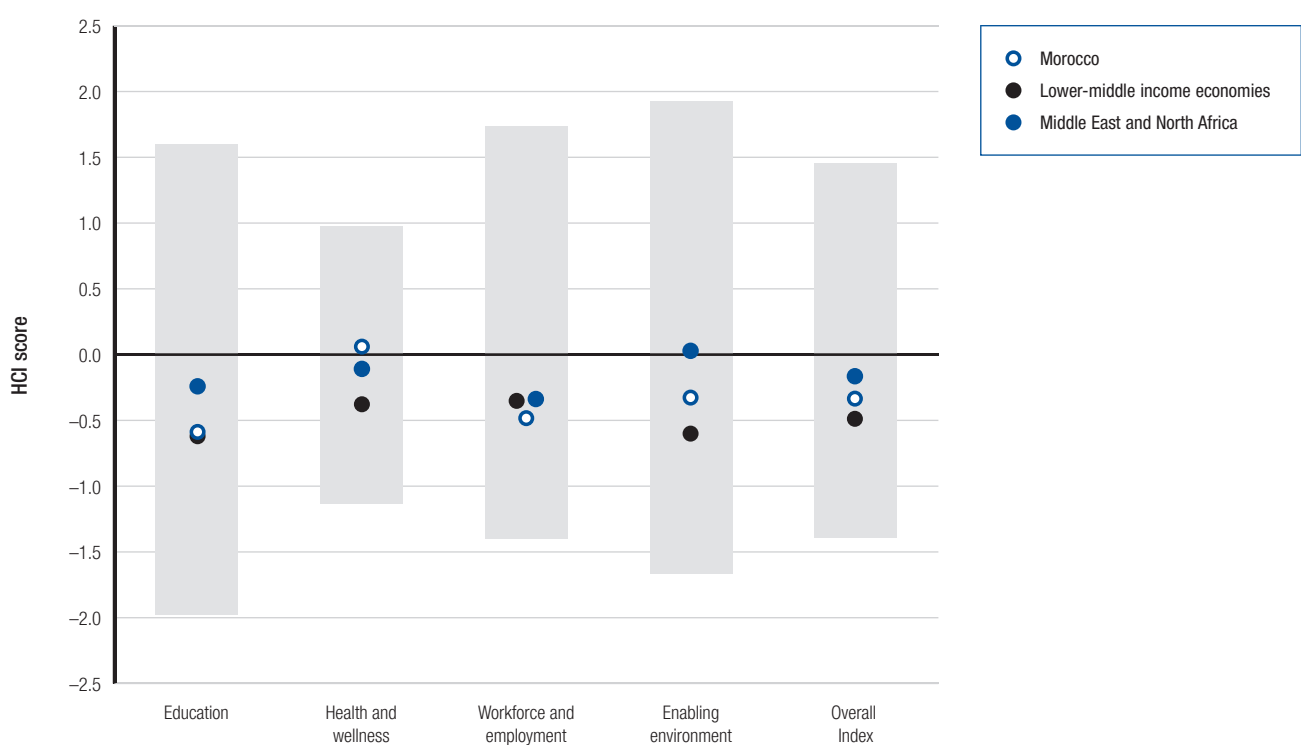


Morocco

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	3.0	n/a
Professionals	0.7	
Technicians and associate professionals	2.2	
Secondary requirements	35.6	n/a
Clerks	4.1	
Service workers and shop and market sales workers	3.2	
Skilled agricultural and fishery workers	18.9	
Craft and related trade workers	7.9	
Plant and machine operators and assemblers	1.5	
Primary requirements	7.5	n/a
Elementary occupations	7.5	
Various	2.3	
Legislators, senior officials and managers	0.5	
Unclassified	1.8	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Morocco

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	58	-0.368	96	58	100
Secondary enrolment rate (%)	90	-1.623	35	16	100
Tertiary enrolment ratio (%)	90	-1.005	14	1	103
Education gender gap ²	103	-1.114	0.874	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	98	-0.944	3.14	1.64	6.64
Quality of the education system ¹	94	-0.748	3.13	1.99	5.98
Quality of primary schools ¹	100	-0.928	2.93	1.97	6.82
Quality of math & science education ¹	47	-0.316	4.34	1.88	6.29
Quality of management schools ¹	40	-0.364	4.60	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	93	-0.290	28	2	98
Life expectancy	77	-0.066	72	50	83
Survival gender gap ²	78	-0.018	0.971	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	24	-0.764	8.6	1.2	36.5
Unhealthy life years (% of life expectancy)	68	-0.124	14	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	62	-0.038	26.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	47	-0.130	17.3	1.1	42.8
Business impact of non-communicable diseases ¹	11	-1.157	5.00	2.74	5.87
Business impact of communicable diseases ¹	34	-0.728	6.20	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	76	-0.328	35	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	90	-0.414	76.1	31.1	100.0
Healthcare quality ¹	85	-0.691	3.27	1.78	6.75
Healthcare accessibility ¹	98	-0.934	3.52	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	113	-1.798	51.6	43.4	90.6
Labour force participation rate, age 65+ (%)	48	-0.039	23.9	1.6	91.2
Economic participation gender gap ²	112	-1.936	0.415	0.310	0.839
Unemployment rate (%)	73	-0.061	9.1	0.3	32.0
Youth unemployment rate (%)	67	-0.339	21.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	35	-0.430	3.88	1.48	6.08
Country capacity to retain talent ¹	49	-0.095	3.62	1.81	5.97
Ease of finding skilled employees ¹	63	-0.106	3.91	2.13	5.69
Pay related to productivity ¹	60	-0.054	3.96	2.37	5.25
Capacity for innovation ¹	111	-1.082	2.84	2.31	5.84
Index of Economic Complexity ³	77	-0.579	-0.44	-1.96	2.37
Firm level technology absorption ¹	82	-0.591	4.39	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	80	-0.587	0.012	0.000	1.242
Median age of the working population	78	-0.432	33	28	42
<i>Training</i>					
Staff training ¹	82	-0.501	3.72	2.51	5.57
Training services ¹	74	-0.292	4.07	2.67	6.47

Morocco

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	51	0.182	113	17	191
Internet users (per 100 people)	49	0.255	51	1	95
Quality of domestic transport ¹	92	-0.699	3.86	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	54	0.114	3.97	2.33	5.49
Business and university R&D collaboration ¹	101	-0.830	3.04	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	75	-0.330	97	1	180
Social safety net protection ¹	120	-1.406	2.26	2.10	6.26
Intellectual property protection and property rights ¹	55	-0.039	4.05	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	63	-0.196	4.21	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	42.1	Freedom in the World ⁸	5
Aged dependency ratio (%)	7.5	Democracy Index (rank/165)	115
Fertility rate (births per woman)	2.4	Population living in urban area (%)	57.4
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	40.9
Population below age 20 (%)	38.3	Accessibility of digital content ¹	4.55
Population above age 60 (%)	7.3	Extent of virtual social networks use ¹	5.44
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.4	Economic activity (agriculture) — % of total activity	39.8
Technical/vocational enrolment as % of total enrolment in secondary school	6	Economic activity (industry) — % of total activity	21.9
Adult literacy (%)	67.1	Economic activity (services) — % of total activity	38.2
Boys not in primary school (%)	3	GDP per person employed (US\$)	11,223
Girls not in primary school (%)	4	Cooperation in labour-employer relations ¹	4.10
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.670	Emigration rate of the tertiary educated (%)	18.6
Private enrolment in primary school (% of primary)	12.9	Labour force with tertiary education (%)	8.9
Private enrolment in secondary school (% of secondary)	4.8	Number of patent applications (per 1,000 people)	0.0332
PIRLS ⁶	310	Hiring and firing practices ¹	3.68
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	335	Total employed (1,000s)	10,405
TIMSS 4th grade science ⁶	264	Total unemployed (1,000s)	1,037
TIMSS 8th grade math ⁶	371	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	376	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	6.2	Global Innovation Index (rank/142)	92
Public spending on health (% of GDP)	6.0	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.88	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.78	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.70	IQ measure ⁹	82.4
Business impact of diabetes ¹	4.66		
Business impact of chronic respiratory disease ¹	4.98		
Business impact of HIV/AIDS ¹	6.06		
Business impact of tuberculosis ¹	6.15		
Business impact of malaria ¹	6.39		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
- Data from -1.960 (worst score) to 2.367 (best score)
- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Mozambique

Rank/122 Score

Human Capital Index 2013

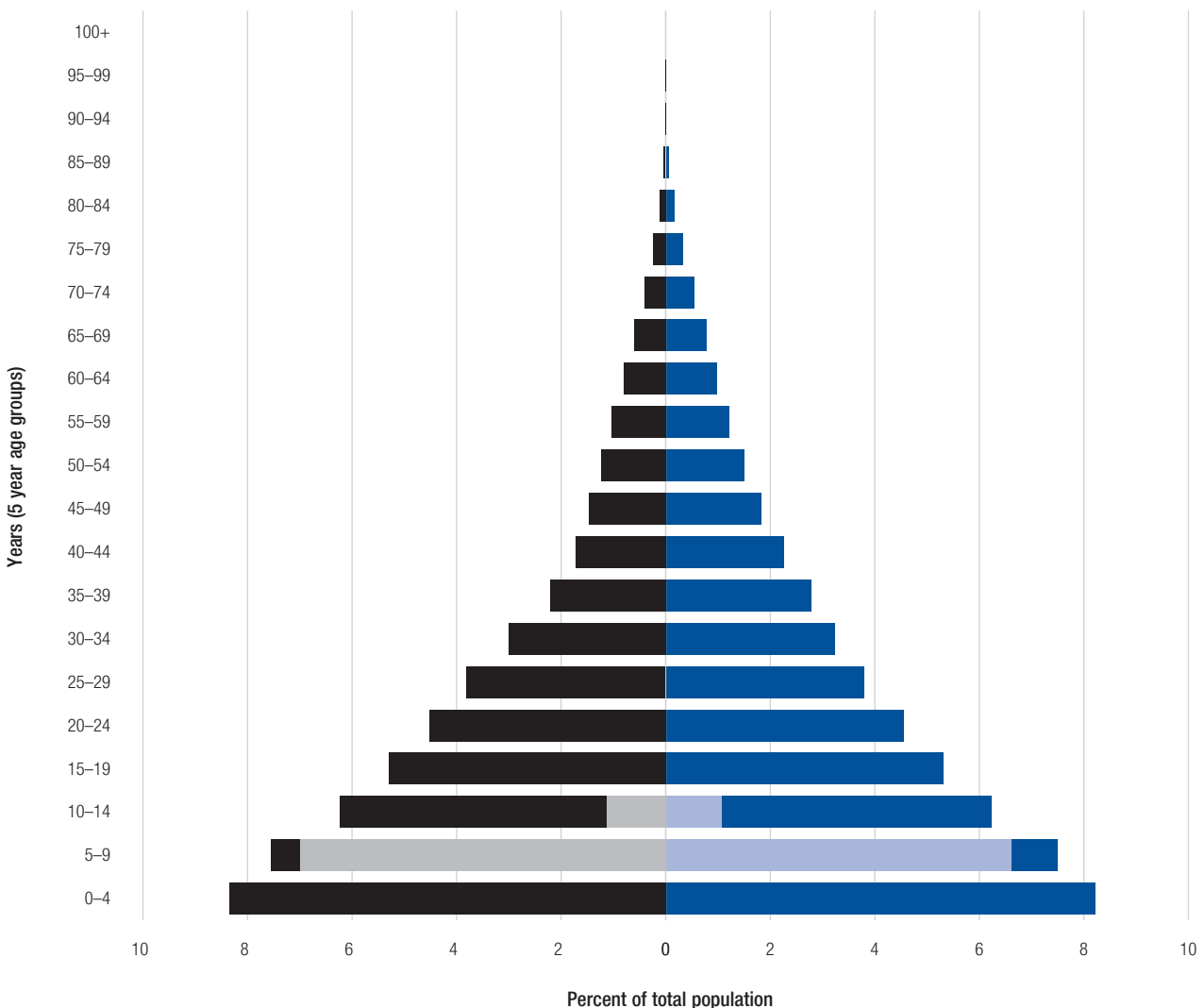
Pillar 1: Education	117	-1.474
Pillar 2: Health and wellness	114	-0.916
Pillar 3: Workforce and employment	82	-0.337
Pillar 4: Enabling environment	115	-1.135

Key Indicators

Total population (1,000s)	23,967.3
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	882
GDP growth (annual %)	7.4

Education and workforce distribution

<p>Male</p> <ul style="list-style-type: none"> Total population Labour force participation Primary and secondary enrolment 	<p>Female</p> <ul style="list-style-type: none"> Total population Labour force participation Primary and secondary enrolment 	<p>Additional indicators</p> <ul style="list-style-type: none"> Aged dependency: 6.3% Youth dependency: 88.2% Male labour force participation, age 65+: n/a Female labour force participation, age 65+: n/a
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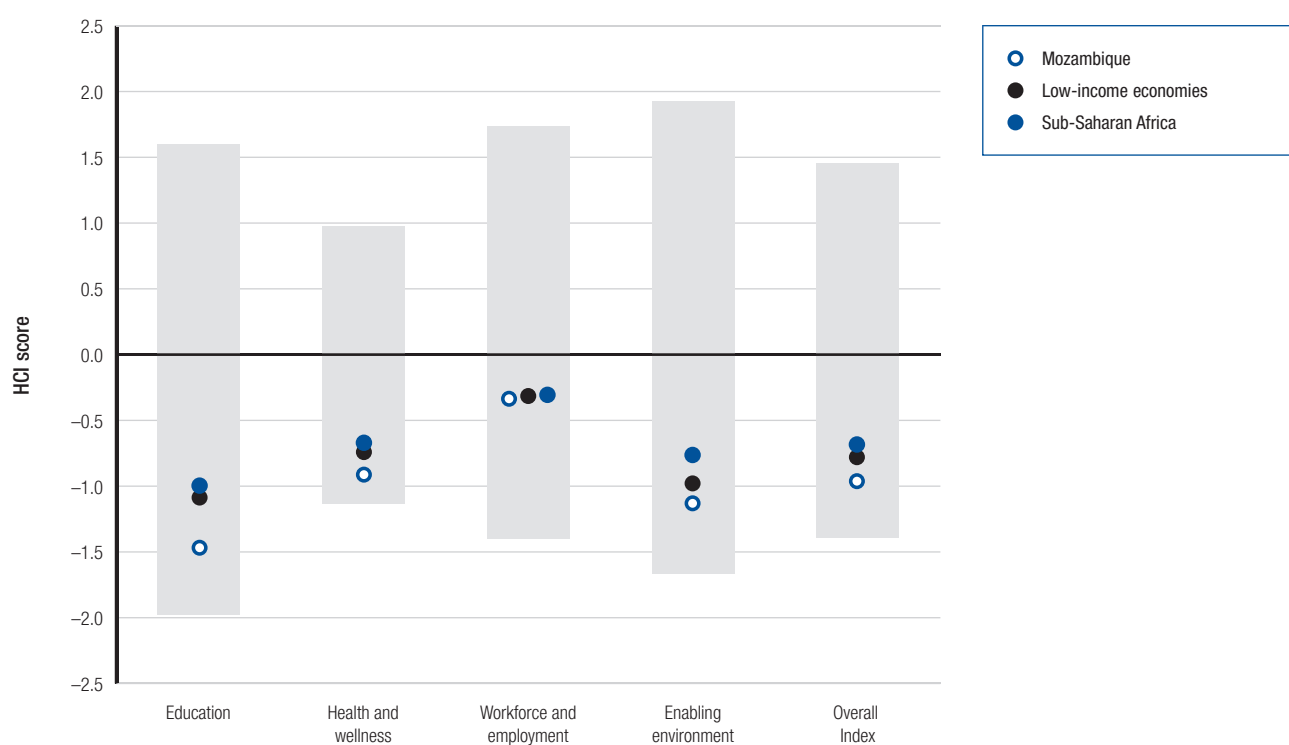


Mozambique

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Mozambique

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	89	-0.331	91	58	100
Secondary enrolment rate (%)	99	-2.375	18	16	100
Tertiary enrolment ratio (%)	109	-1.356	5	1	103
Education gender gap ²	109	-1.746	0.827	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	111	-1.351	2.63	1.64	6.64
Quality of the education system ¹	110	-1.229	2.70	1.99	5.98
Quality of primary schools ¹	117	-1.591	2.21	1.97	6.82
Quality of math & science education ¹	113	-1.555	2.55	1.88	6.29
Quality of management schools ¹	117	-1.730	2.85	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	115	-2.266	72	2	98
Life expectancy	118	-2.375	53	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	63	-0.984	24.0	1.2	36.5
Unhealthy life years (% of life expectancy)	113	-1.019	21	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	113	-1.519	45.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	17	1.386	5.4	1.1	42.8
Business impact of non-communicable diseases ¹	52	0.250	4.59	2.74	5.87
Business impact of communicable diseases ¹	121	-2.108	3.38	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	13	1.067	17	8	69
Depression (% of respondents) ⁷	24	0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	119	-2.620	33.1	31.1	100.0
Healthcare quality ¹	119	-1.324	2.50	1.78	6.75
Healthcare accessibility ¹	101	-1.066	3.36	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	6	1.606	84.9	43.4	90.6
Labour force participation rate, age 65+ (%)	2	2.954	81.9	1.6	91.2
Economic participation gender gap ²	7	1.317	0.799	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	47	0.229	3.68	1.48	6.08
Country capacity to retain talent ¹	72	-0.308	3.23	1.81	5.97
Ease of finding skilled employees ¹	106	-1.286	3.09	2.13	5.69
Pay related to productivity ¹	114	-1.769	2.84	2.37	5.25
Capacity for innovation ¹	113	-1.145	2.79	2.31	5.84
Index of Economic Complexity ³	99	-1.300	-1.13	-1.96	2.37
Firm level technology absorption ¹	92	-0.787	4.25	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	115	-0.624	0.001	0.000	1.242
Median age of the working population	109	-1.277	29	28	42
<i>Training</i>					
Staff training ¹	102	-1.085	3.35	2.51	5.57
Training services ¹	111	-1.245	3.32	2.67	6.47

Mozambique

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	120	-2.183	33	17	191
Internet users (per 100 people)	112	-1.412	4	1	95
Quality of domestic transport ¹	113	-1.347	3.30	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	89	-0.641	3.43	2.33	5.49
Business and university R&D collaboration ¹	83	-0.569	3.27	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	107	-1.281	146	1	180
Social safety net protection ¹	95	-0.823	2.89	2.10	6.26
Intellectual property protection and property rights ¹	104	-0.999	3.07	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	103	-0.961	3.52	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	88.2	Freedom in the World ⁸	4
Aged dependency ratio (%)	6.3	Democracy Index (rank/165)	102
Fertility rate (births per woman)	5.6	Population living in urban area (%)	31.5
Sex ratio at birth (female/male)	0.98	Gini Index (income) ⁵	45.7
Population below age 20 (%)	55.8	Accessibility of digital content ¹	3.81
Population above age 60 (%)	5.0	Extent of virtual social networks use ¹	4.36
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.0	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	—
Adult literacy (%)	50.6	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	7	GDP per person employed (US\$)	5,306
Girls not in primary school (%)	12	Cooperation in labour-employer relations ¹	3.60
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.967	Emigration rate of the tertiary educated (%)	22.6
Private enrolment in primary school (% of primary)	1.5	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	12.5	Number of patent applications (per 1,000 people)	0.0017
PIRLS ⁶	—	Hiring and firing practices ¹	3.61
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	5.6	Global Innovation Index (rank/142)	121
Public spending on health (% of GDP)	6.6	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.25	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.74	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.16	IQ measure ⁹	70.4
Business impact of diabetes ¹	4.36		
Business impact of chronic respiratory disease ¹	4.46		
Business impact of HIV/AIDS ¹	3.31		
Business impact of tuberculosis ¹	3.62		
Business impact of malaria ¹	3.22		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Namibia

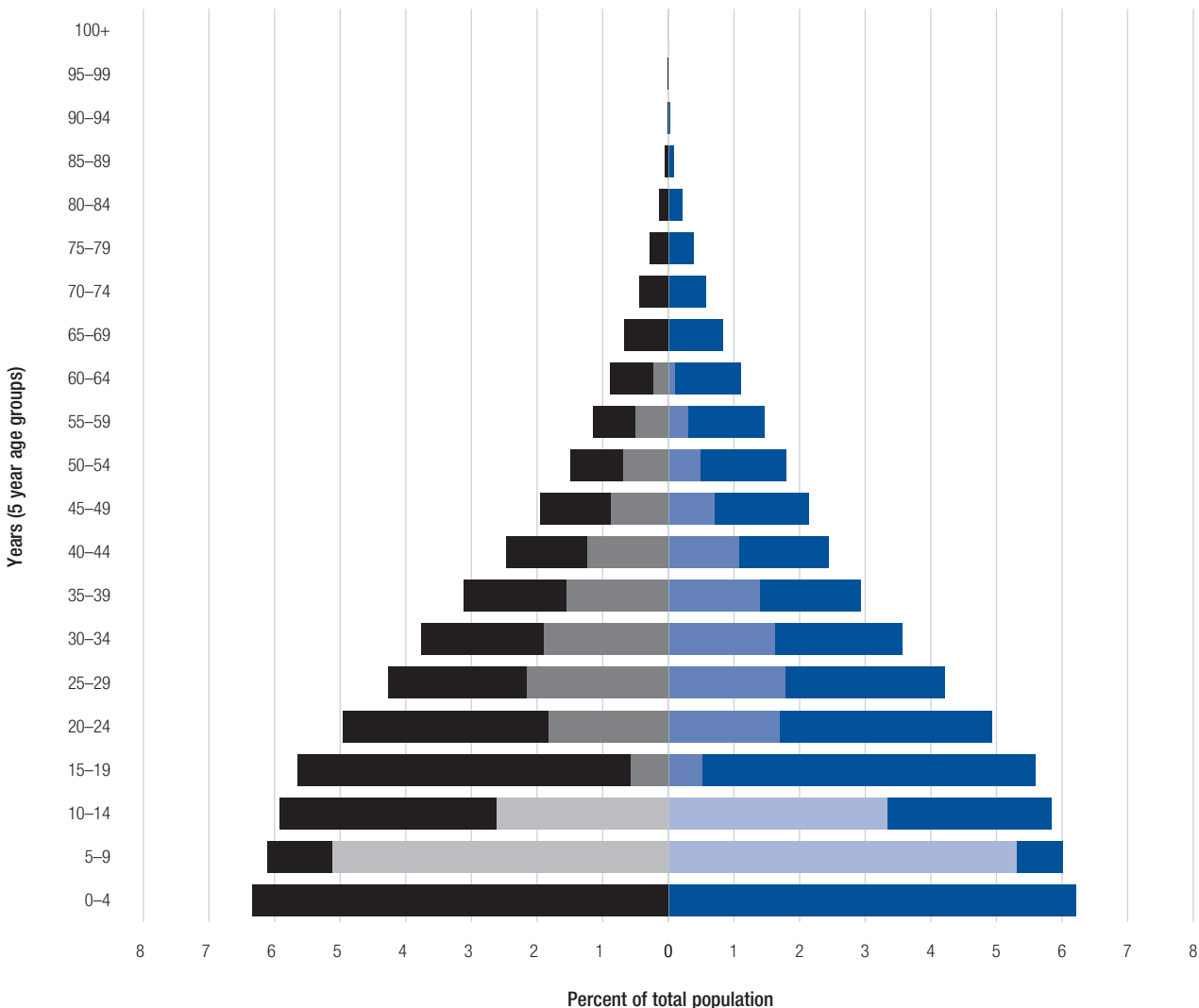
	Rank/122	Score
Human Capital Index 2013	97	-0.539
Pillar 1: Education	98	-0.817
Pillar 2: Health and wellness	100	-0.560
Pillar 3: Workforce and employment	108	-0.620
Pillar 4: Enabling environment	61	-0.160

Key Indicators

Total population (1,000s)	2,179.0
Median age of population	20
GDP per capita PPP (constant 2005, international \$)	6,453
GDP growth (annual %)	5.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 64.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.1%
		Female labour force participation, age 65+: 0.1%

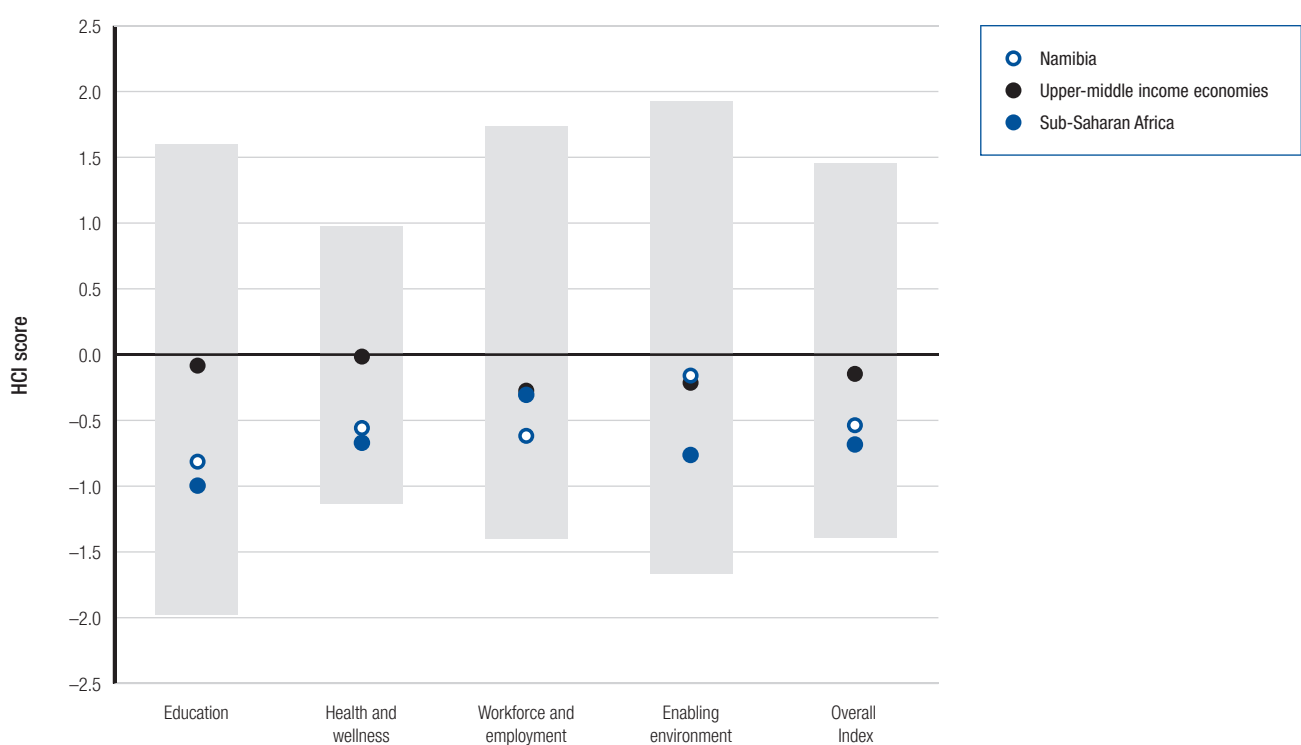


Namibia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	2.2
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	22.3
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	20.9
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Namibia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	100	-0.859	86	58	100
Secondary enrolment rate (%)	80	-0.943	51	16	100
Tertiary enrolment ratio (%)	101	-1.201	9	1	103
Education gender gap ²	26	0.533	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	97	-0.864	3.24	1.64	6.64
Quality of the education system ¹	102	-0.904	2.99	1.99	5.98
Quality of primary schools ¹	94	-0.836	3.03	1.97	6.82
Quality of math & science education ¹	107	-1.231	2.86	1.88	6.29
Quality of management schools ¹	105	-1.048	3.42	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	94	-0.380	30	2	98
Life expectancy	101	-0.917	65	50	83
Survival gender gap ²	94	-0.347	0.967	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	49	-0.369	18.6	1.2	36.5
Unhealthy life years (% of life expectancy)	108	-0.893	20	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	104	-1.275	42.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	31	0.806	10.9	1.1	42.8
Business impact of non-communicable diseases ¹	63	0.048	4.50	2.74	5.87
Business impact of communicable diseases ¹	116	-1.963	3.53	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	—	—	—	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	102	-1.098	62.7	31.1	100.0
Healthcare quality ¹	67	-0.447	3.56	1.78	6.75
Healthcare accessibility ¹	70	-0.421	4.15	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	82	-0.326	66.0	43.4	90.6
Labour force participation rate, age 65+ (%)	33	0.384	32.1	1.6	91.2
Economic participation gender gap ²	38	0.564	0.710	0.310	0.839
Unemployment rate (%)	106	-2.515	21.9	0.3	32.0
Youth unemployment rate (%)	101	-2.375	41.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	57	0.018	3.46	1.48	6.08
Country capacity to retain talent ¹	60	-0.074	3.46	1.81	5.97
Ease of finding skilled employees ¹	113	-1.495	2.95	2.13	5.69
Pay related to productivity ¹	87	-0.553	3.58	2.37	5.25
Capacity for innovation ¹	73	-0.405	3.38	2.31	5.84
Index of Economic Complexity ³	68	-0.434	-0.30	-1.96	2.37
Firm level technology absorption ¹	54	0.101	4.89	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	87	-0.608	0.006	0.000	1.242
Median age of the working population	100	-1.150	30	28	42
<i>Training</i>					
Staff training ¹	60	-0.043	4.02	2.51	5.57
Training services ¹	103	-1.007	3.51	2.67	6.47

Namibia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	84	-0.314	96	17	191
Internet users (per 100 people)	101	-1.137	12	1	95
Quality of domestic transport ¹	57	0.068	4.53	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	71	-0.341	3.65	2.33	5.49
Business and university R&D collaboration ¹	63	-0.291	3.52	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	69	-0.137	87	1	180
Social safety net protection ¹	51	0.007	3.79	2.10	6.26
Intellectual property protection and property rights ¹	34	0.599	4.70	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	53	0.107	4.48	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	64.0	Freedom in the World ⁸	2
Aged dependency ratio (%)	5.9	Democracy Index (rank/165)	72
Fertility rate (births per woman)	3.4	Population living in urban area (%)	39.0
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	63.9
Population below age 20 (%)	49.3	Accessibility of digital content ¹	4.49
Population above age 60 (%)	5.3	Extent of virtual social networks use ¹	5.47
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	8.4	Economic activity (agriculture) — % of total activity	16.3
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	17.7
Adult literacy (%)	76.5	Economic activity (services) — % of total activity	65.9
Boys not in primary school (%)	16	GDP per person employed (US\$)	—
Girls not in primary school (%)	12	Cooperation in labour-employer relations ¹	4.02
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.145	Emigration rate of the tertiary educated (%)	3.4
Private enrolment in primary school (% of primary)	4.9	Labour force with tertiary education (%)	8.0
Private enrolment in secondary school (% of secondary)	4.9	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	2.88
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	121
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	385
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	108
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.3	Global Innovation Index (rank/142)	109
Public spending on health (% of GDP)	5.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.40	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.30	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.94	IQ measure ⁹	70.4
Business impact of diabetes ¹	4.36		
Business impact of chronic respiratory disease ¹	4.52		
Business impact of HIV/AIDS ¹	2.88		
Business impact of tuberculosis ¹	3.44		
Business impact of malaria ¹	4.26		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Netherlands

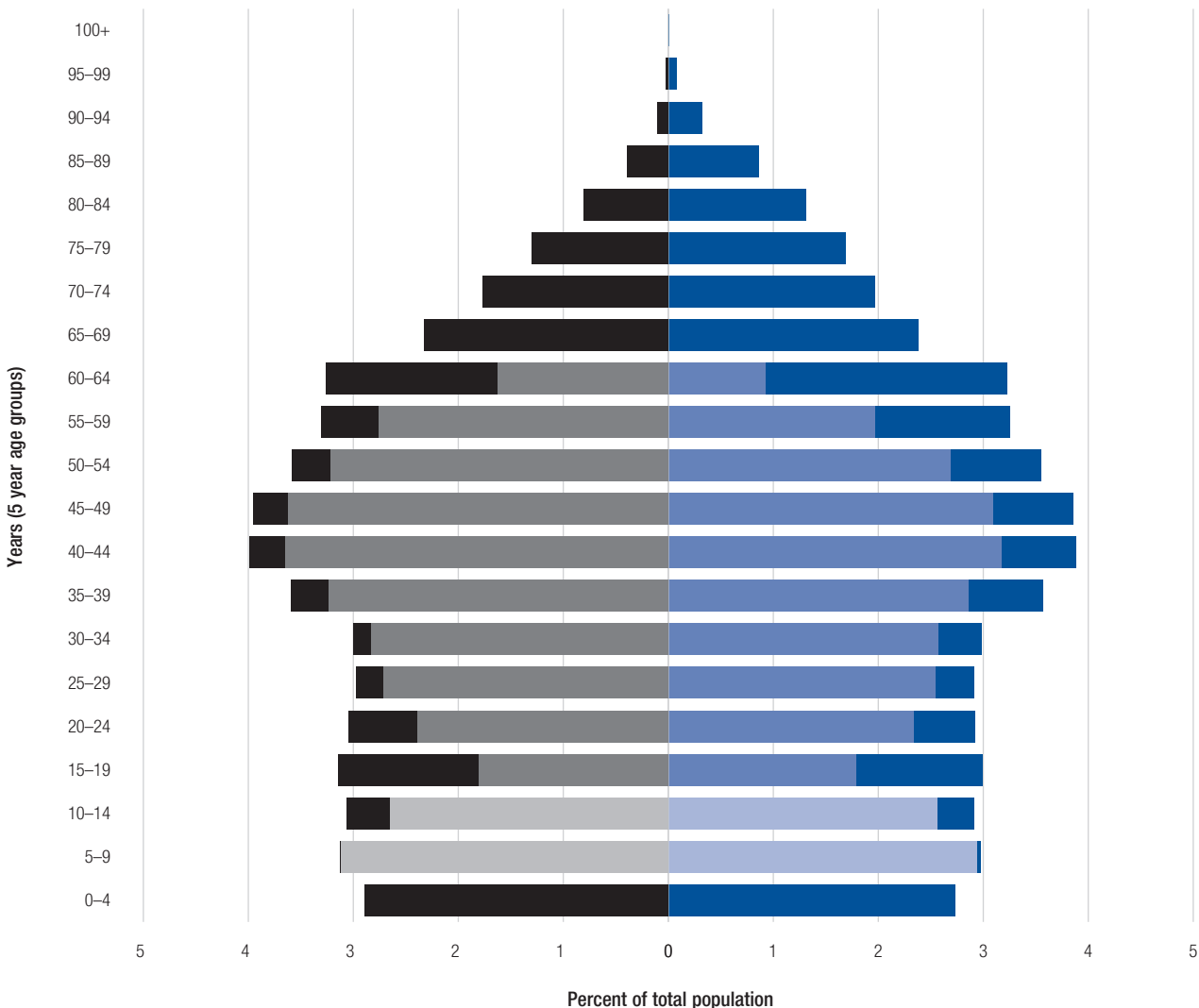
	Rank/122	Score
Human Capital Index 2013	4	1.161
Pillar 1: Education	7	1.106
Pillar 2: Health and wellness	4	0.901
Pillar 3: Workforce and employment	8	1.150
Pillar 4: Enabling environment	4	1.484

Key Indicators

Total population (1,000s)	16,615.2
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	36,599
GDP growth (annual %)	-1.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 23.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 26.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.3%

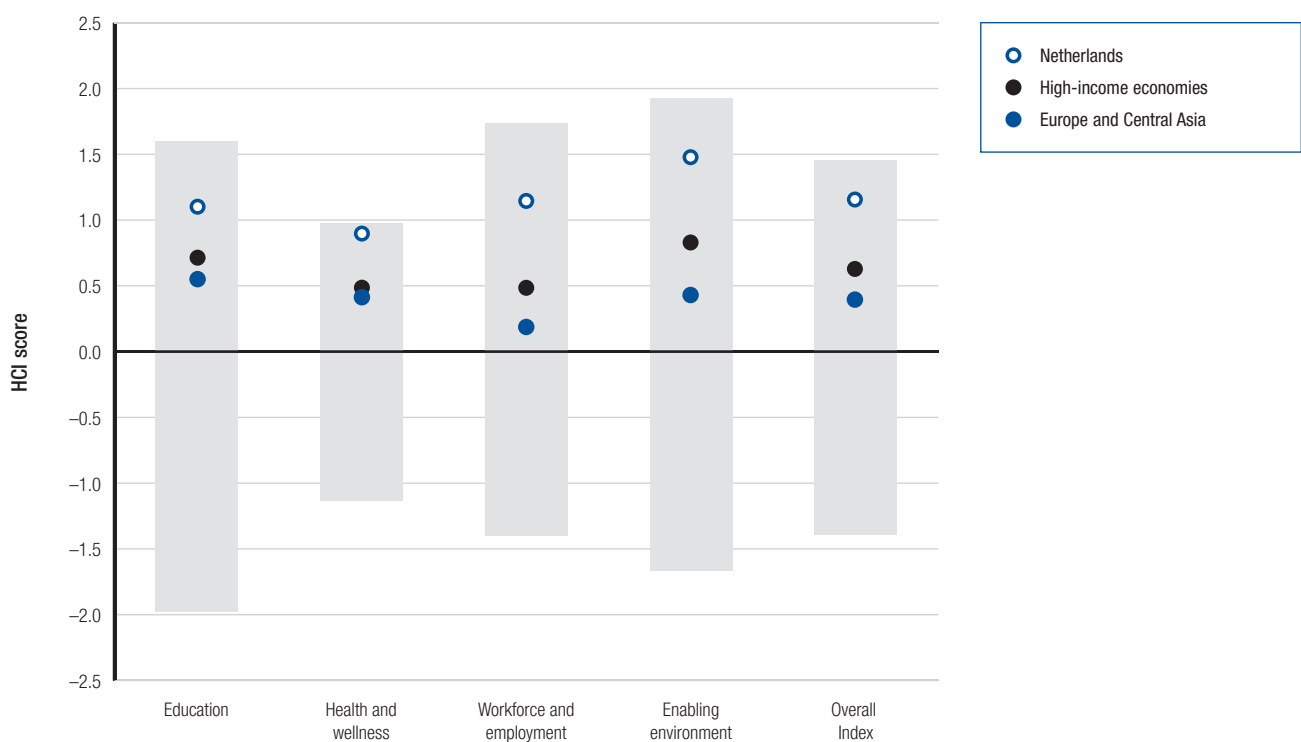


Netherlands

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	22.6	28.6
Professionals	11.6	
Technicians and associate professionals	11.0	
Secondary requirements	25.9	56.9
Clerks	7.5	
Service workers and shop and market sales workers	8.7	
Skilled agricultural and fishery workers	0.8	
Craft and related trade workers	5.4	
Plant and machine operators and assemblers	3.5	
Primary requirements	5.6	8.7
Elementary occupations	5.6	
Various	7.5	
Legislators, senior officials and managers	6.5	
Unclassified	0.8	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Netherlands

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	2	0.781	100	58	100
Secondary enrolment rate (%)	33	0.660	87	16	100
Tertiary enrolment ratio (%)	24	0.944	65	1	103
Education gender gap ²	1	0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	6	1.541	6.25	1.64	6.64
Quality of the education system ¹	12	1.534	5.17	1.99	5.98
Quality of primary schools ¹	10	1.585	5.66	1.97	6.82
Quality of math & science education ¹	11	1.330	5.31	1.88	6.29
Quality of management schools ¹	8	1.632	5.66	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	18	0.863	98	5	100
Secondary education attainment (% population age 25+)	20	0.972	89	2	100
Tertiary education attainment (% population age 25+)	20	0.886	29	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	0.832	3	2	98
Life expectancy	14	1.028	81	50	83
Survival gender gap ²	84	-0.117	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	10	0.791	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	17	1.147	12.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	38	0.247	16.2	1.1	42.8
Business impact of non-communicable diseases ¹	19	0.987	4.92	2.74	5.87
Business impact of communicable diseases ¹	9	1.166	6.64	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	33	0.370	26	8	69
Depression (% of respondents) ⁷	12	1.093	5	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	6	1.741	6.23	1.78	6.75
Healthcare accessibility ¹	7	1.618	6.64	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	21	0.931	78.3	43.4	90.6
Labour force participation rate, age 65+ (%)	102	-0.968	5.9	1.6	91.2
Economic participation gender gap ²	21	0.969	0.758	0.310	0.839
Unemployment rate (%)	15	0.905	4.0	0.3	32.0
Youth unemployment rate (%)	13	1.019	8.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	14	1.252	4.73	1.48	6.08
Country capacity to retain talent ¹	13	1.347	4.84	1.81	5.97
Ease of finding skilled employees ¹	15	1.263	4.86	2.13	5.69
Pay related to productivity ¹	69	-0.160	3.82	2.37	5.25
Capacity for innovation ¹	9	1.764	5.11	2.31	5.84
Index of Economic Complexity ³	21	0.986	1.05	-1.96	2.37
Firm level technology absorption ¹	20	1.215	5.68	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	6	2.369	0.898	0.000	1.242
Median age of the working population	3	1.537	41	28	42
<i>Training</i>					
Staff training ¹	9	1.713	5.14	2.51	5.57
Training services ¹	3	2.262	6.09	2.67	6.47

Netherlands

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	49	0.246	115	17	191
Internet users (per 100 people)	3	1.730	92	1	95
Quality of domestic transport ¹	9	1.601	5.86	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	8	1.799	5.17	2.33	5.49
Business and university R&D collaboration ¹	11	1.638	5.25	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	29	0.950	31	1	180
Social safety net protection ¹	8	1.987	5.94	2.10	6.26
Intellectual property protection and property rights ¹	8	1.729	5.86	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	9	1.679	5.90	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	26.1	Freedom in the World ⁸	1
Aged dependency ratio (%)	23.0	Democracy Index (rank/165)	10
Fertility rate (births per woman)	1.7	Population living in urban area (%)	83.5
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	30.9
Population below age 20 (%)	23.6	Accessibility of digital content ¹	6.42
Population above age 60 (%)	22.1	Extent of virtual social networks use ¹	6.57
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.0	Economic activity (agriculture) — % of total activity	2.5
Technical/vocational enrolment as % of total enrolment in secondary school	47	Economic activity (industry) — % of total activity	15.3
Adult literacy (%)	—	Economic activity (services) — % of total activity	71.5
Boys not in primary school (%)	1	GDP per person employed (US\$)	47,698
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.68
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	9.6
Private enrolment in primary school (% of primary)	68.9	Labour force with tertiary education (%)	31.5
Private enrolment in secondary school (% of secondary)	82.8	Number of patent applications (per 1,000 people)	0.1742
PIRLS ⁶	546	Hiring and firing practices ¹	3.17
PISA math scores ⁶	526	Retirement age, male	65
PISA reading scores ⁶	508	Retirement age, female	65
PISA science scores ⁶	522	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	540	Total employed (1,000s)	8,371
TIMSS 4th grade science ⁶	531	Total unemployed (1,000s)	390
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	0.7	Global Innovation Index (rank/142)	4
Public spending on health (% of GDP)	12.0	Global Talent Index (rank/60)	10
Business impact of heart disease ¹	4.83	Quality of Labour Force (rank/60)	10
Business impact of cancer ¹	4.64	Talent Environment (rank/60)	14
Business impact of mental illness ¹	4.72	IQ measure ⁹	100.4
Business impact of diabetes ¹	5.05		
Business impact of chronic respiratory disease ¹	5.38		
Business impact of HIV/AIDS ¹	6.42		
Business impact of tuberculosis ¹	6.68		
Business impact of malaria ¹	6.81		

NOTES

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New Zealand

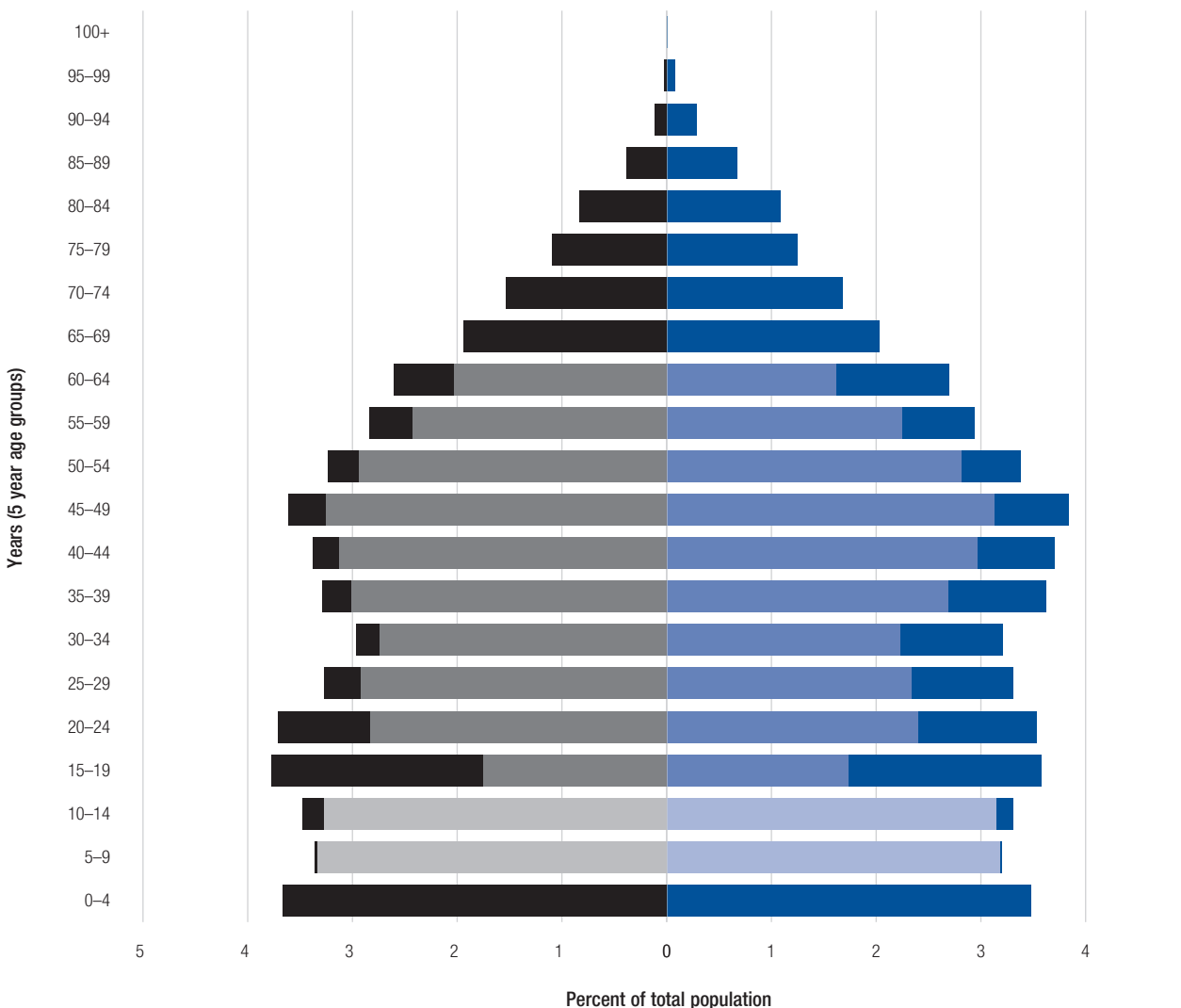
	Rank/122	Score
Human Capital Index 2013	12	0.978
Pillar 1: Education	5	1.204
Pillar 2: Health and wellness	15	0.743
Pillar 3: Workforce and employment	17	0.804
Pillar 4: Enabling environment	18	1.163

Key Indicators

Total population (1,000s)	4,368.1
Median age of population	37
GDP per capita PPP (constant 2005, international \$)	25,689
GDP growth (annual %)	3.0

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 19.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 30.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.8%

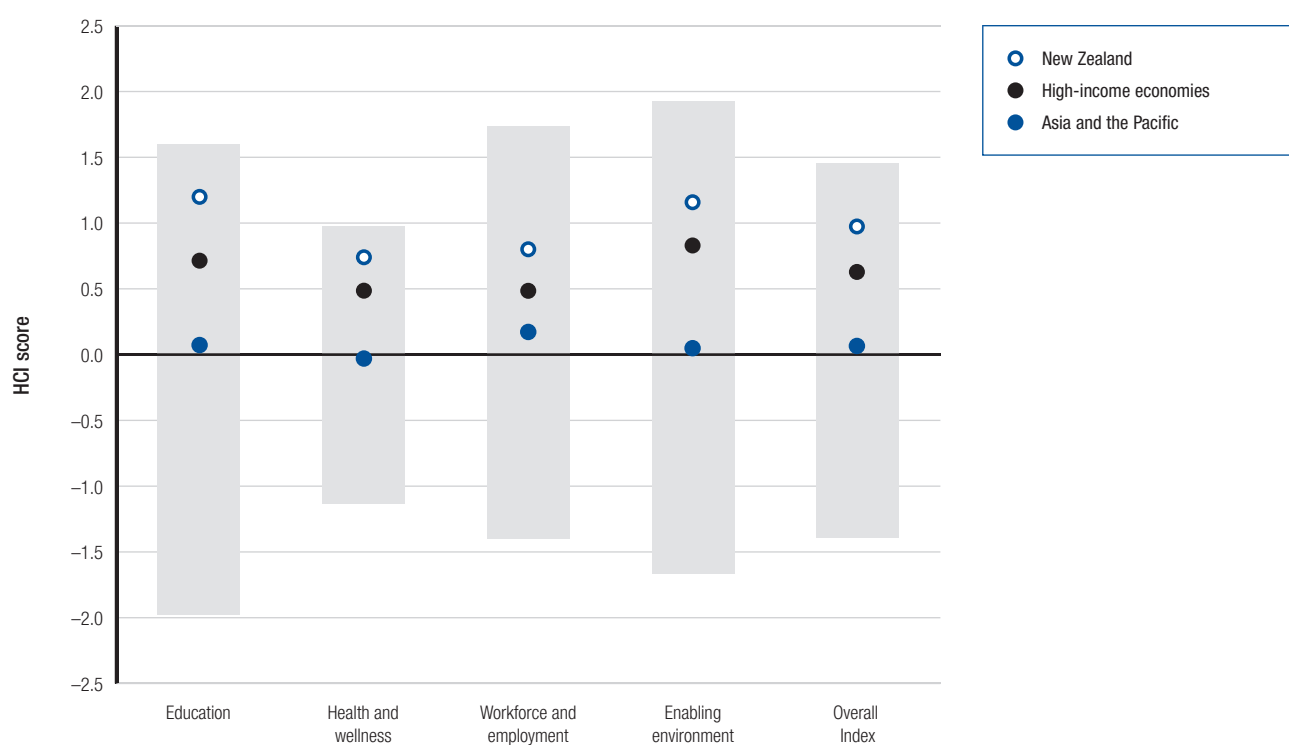


New Zealand

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	18.4	34.8
Professionals	10.6	
Technicians and associate professionals	7.8	
Secondary requirements	32.2	n/a
Clerks	7.6	
Service workers and shop and market sales workers	9.4	
Skilled agricultural and fishery workers	4.2	
Craft and related trade workers	5.9	
Plant and machine operators and assemblers	5.1	
Primary requirements	3.5	n/a
Elementary occupations	3.5	
Various	8.9	
Legislators, senior officials and managers	8.6	
Unclassified	n/a	
Armed forces	0.3	

Spread of scores (by pillar and overall)



New Zealand

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	14	-0.720	99	58	100
Secondary enrolment rate (%)	9	-0.979	95	16	100
Tertiary enrolment ratio (%)	7	-1.596	83	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	26	-1.078	5.67	1.64	6.64
Quality of the education system ¹	11	-1.557	5.19	1.99	5.98
Quality of primary schools ¹	6	-1.677	5.76	1.97	6.82
Quality of math & science education ¹	10	-1.403	5.38	1.88	6.29
Quality of management schools ¹	23	-1.034	5.16	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	8	-1.448	35	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	-0.742	5	2	98
Life expectancy	14	-1.028	81	50	83
Survival gender gap ²	84	-0.117	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	10	-0.791	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	20	-1.100	12.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	103	-0.893	27.0	1.1	42.8
Business impact of non-communicable diseases ¹	7	-1.336	5.08	2.74	5.87
Business impact of communicable diseases ¹	4	-1.290	6.76	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	50	-0.060	30	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	13	-1.458	5.88	1.78	6.75
Healthcare accessibility ¹	15	-1.431	6.41	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	25	-0.860	77.6	43.4	90.6
Labour force participation rate, age 65+ (%)	64	-0.395	17.0	1.6	91.2
Economic participation gender gap ²	13	-1.176	0.782	0.310	0.839
Unemployment rate (%)	37	-0.428	6.5	0.3	32.0
Youth unemployment rate (%)	52	-0.155	17.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	23	-0.842	4.31	1.48	6.08
Country capacity to retain talent ¹	69	-0.273	3.27	1.81	5.97
Ease of finding skilled employees ¹	18	-1.225	4.84	2.13	5.69
Pay related to productivity ¹	14	-1.225	4.67	2.37	5.25
Capacity for innovation ¹	20	-1.094	4.57	2.31	5.84
Index of Economic Complexity ³	44	-0.168	0.27	-1.96	2.37
Firm level technology absorption ¹	17	-1.295	5.74	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	13	-1.834	0.737	0.000	1.242
Median age of the working population	28	-1.023	39	28	42
<i>Training</i>					
Staff training ¹	15	-1.413	4.95	2.51	5.57
Training services ¹	25	-0.790	4.93	2.67	6.47

New Zealand

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	55	0.062	109	17	191
Internet users (per 100 people)	9	1.505	86	1	95
Quality of domestic transport ¹	37	0.483	4.89	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	63	-0.121	3.81	2.33	5.49
Business and university R&D collaboration ¹	19	1.209	4.87	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	2	1.493	3	1	180
Social safety net protection ¹	9	1.869	5.81	2.10	6.26
Intellectual property protection and property rights ¹	5	1.857	5.99	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	3	2.110	6.29	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	30.8	Freedom in the World ⁸	1
Aged dependency ratio (%)	19.6	Democracy Index (rank/165)	5
Fertility rate (births per woman)	2.1	Population living in urban area (%)	86.3
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	36.2
Population below age 20 (%)	27.8	Accessibility of digital content ¹	5.91
Population above age 60 (%)	18.3	Extent of virtual social networks use ¹	6.25
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.2	Economic activity (agriculture) — % of total activity	6.6
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	20.9
Adult literacy (%)	—	Economic activity (services) — % of total activity	72.5
Boys not in primary school (%)	1	GDP per person employed (US\$)	36,994
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.50
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	21.8
Private enrolment in primary school (% of primary)	2.1	Labour force with tertiary education (%)	36.2
Private enrolment in secondary school (% of secondary)	19.5	Number of patent applications (per 1,000 people)	1.4214
PIRLS ⁶	531	Hiring and firing practices ¹	4.10
PISA math scores ⁶	519	Retirement age, male	65
PISA reading scores ⁶	521	Retirement age, female	65
PISA science scores ⁶	532	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	486	Total employed (1,000s)	2,180
TIMSS 4th grade science ⁶	497	Total unemployed (1,000s)	152
TIMSS 8th grade math ⁶	488	Unemployment for 12 months or more as a % of total unemployment	8.1
TIMSS 8th grade science ⁶	512	Total youth not in education or employment (1,000s)	84.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	12.4
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	17
Public spending on health (% of GDP)	10.1	Global Talent Index (rank/60)	15
Business impact of heart disease ¹	4.95	Quality of Labour Force (rank/60)	17
Business impact of cancer ¹	4.86	Talent Environment (rank/60)	15
Business impact of mental illness ¹	5.29	IQ measure ⁹	99.3
Business impact of diabetes ¹	4.84		
Business impact of chronic respiratory disease ¹	5.47		
Business impact of HIV/AIDS ¹	6.57		
Business impact of tuberculosis ¹	6.76		
Business impact of malaria ¹	6.94		

NOTES

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Nicaragua

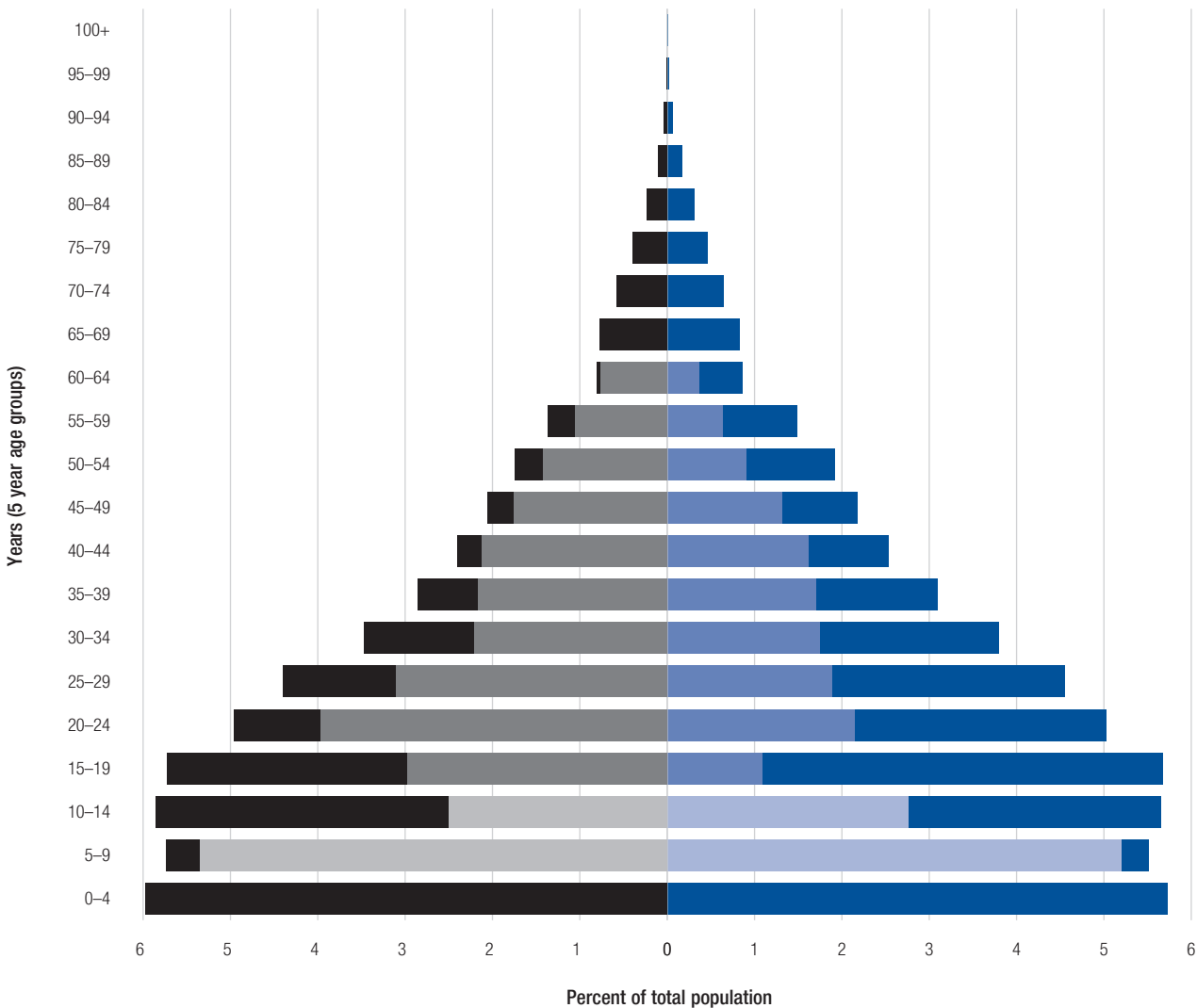
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	94	-0.594
Pillar 2: Health and wellness	78	-0.100
Pillar 3: Workforce and employment	89	-0.386
Pillar 4: Enabling environment	94	-0.704

Key Indicators	Value
Total population (1,000s)	5,822.2
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	3,510
GDP growth (annual %)	5.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 56.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.5%

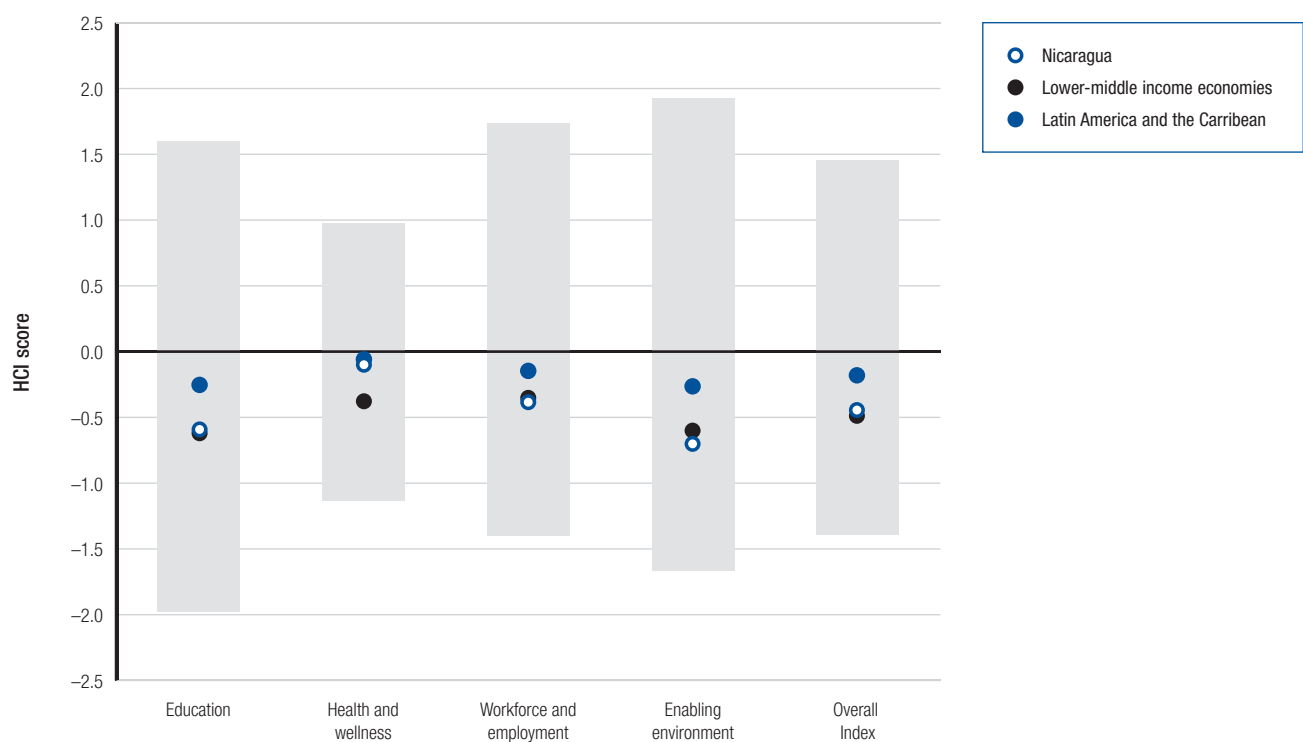


Nicaragua

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	7.0	n/a
Professionals	2.0	
Technicians and associate professionals	5.1	
Secondary requirements	30.7	n/a
Clerks	1.4	
Service workers and shop and market sales workers	12.4	
Skilled agricultural and fishery workers	6.4	
Craft and related trade workers	6.9	
Plant and machine operators and assemblers	3.6	
Primary requirements	18.0	n/a
Elementary occupations	18.0	
Various	1.5	
Legislators, senior officials and managers	1.4	
Unclassified	0.0	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Nicaragua

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	76	-0.058	94	58	100
Secondary enrolment rate (%)	85	-1.156	46	16	100
Tertiary enrolment ratio (%)	84	-0.859	18	1	103
Education gender gap ²	21	-0.543	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	90	-0.688	3.46	1.64	6.64
Quality of the education system ¹	90	-0.725	3.15	1.99	5.98
Quality of primary schools ¹	93	-0.827	3.04	1.97	6.82
Quality of math & science education ¹	101	-1.001	3.08	1.88	6.29
Quality of management schools ¹	90	-0.689	3.72	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	.5	100
Secondary education attainment (% population age 25+)	—	—	—	.2	100
Tertiary education attainment (% population age 25+)	—	—	—	.0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	84	-0.021	22	2	98
Life expectancy	72	-0.056	73	50	83
Survival gender gap ²	50	-0.417	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	36	-0.348	12.3	1.2	36.5
Unhealthy life years (% of life expectancy)	45	-0.383	12	.8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	96	-1.000	39.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	86	-0.598	24.2	1.1	42.8
Business impact of non-communicable diseases ¹	6	1.470	5.14	2.74	5.87
Business impact of communicable diseases ¹	60	-0.287	5.76	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	38	-0.292	27	.8	69
Depression (% of respondents) ⁷	97	-0.978	18	.2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	96	-0.803	68.5	31.1	100.0
Healthcare quality ¹	82	-0.662	3.30	1.78	6.75
Healthcare accessibility ¹	80	-0.591	3.94	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	86	-0.428	65.0	43.4	90.6
Labour force participation rate, age 65+ (%)	34	-0.374	31.9	1.6	91.2
Economic participation gender gap ²	78	-0.244	0.615	0.310	0.839
Unemployment rate (%)	59	-0.179	7.8	0.3	32.0
Youth unemployment rate (%)	12	1.029	8.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	63	-0.100	3.34	1.48	6.08
Country capacity to retain talent ¹	71	-0.282	3.26	1.81	5.97
Ease of finding skilled employees ¹	92	-0.763	3.46	2.13	5.69
Pay related to productivity ¹	77	-0.375	3.69	2.37	5.25
Capacity for innovation ¹	68	-0.362	3.42	2.31	5.84
Index of Economic Complexity ³	89	-0.861	-0.71	-1.96	2.37
Firm level technology absorption ¹	113	-1.342	3.86	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	106	-0.622	0.002	0.000	1.242
Median age of the working population	98	-1.096	30	28	42
<i>Training</i>					
Staff training ¹	74	-0.309	3.85	2.51	5.57
Training services ¹	102	-0.971	3.54	2.67	6.47

Nicaragua

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	99	-0.733	82	17	191
Internet users (per 100 people)	104	-1.187	11	1	95
Quality of domestic transport ¹	102	-0.871	3.71	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	88	-0.639	3.44	2.33	5.49
Business and university R&D collaboration ¹	78	-0.516	3.32	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	88	-0.757	119	1	180
Social safety net protection ¹	63	-0.183	3.58	2.10	6.26
Intellectual property protection and property rights ¹	85	-0.649	3.43	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	95	-0.804	3.66	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	56.6	Freedom in the World ⁸	5
Aged dependency ratio (%)	7.5	Democracy Index (rank/165)	92
Fertility rate (births per woman)	2.8	Population living in urban area (%)	57.9
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	40.5
Population below age 20 (%)	45.9	Accessibility of digital content ¹	4.18
Population above age 60 (%)	6.2	Extent of virtual social networks use ¹	4.59
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.7	Economic activity (agriculture) — % of total activity	32.2
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	16.5
Adult literacy (%)	78.0	Economic activity (services) — % of total activity	51.2
Boys not in primary school (%)	7	GDP per person employed (US\$)	—
Girls not in primary school (%)	5	Cooperation in labour-employer relations ¹	4.12
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.368	Emigration rate of the tertiary educated (%)	30.2
Private enrolment in primary school (% of primary)	15.6	Labour force with tertiary education (%)	6.3
Private enrolment in secondary school (% of secondary)	21.8	Number of patent applications (per 1,000 people)	0.0246
PIRLS ⁶	—	Hiring and firing practices ¹	3.93
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	1,024
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,592
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	220
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.7	Global Innovation Index (rank/142)	115
Public spending on health (% of GDP)	10.1	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	5.06	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	5.04	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.64	IQ measure ⁹	78.8
Business impact of diabetes ¹	5.01		
Business impact of chronic respiratory disease ¹	4.95		
Business impact of HIV/AIDS ¹	5.50		
Business impact of tuberculosis ¹	5.98		
Business impact of malaria ¹	5.80		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Nigeria

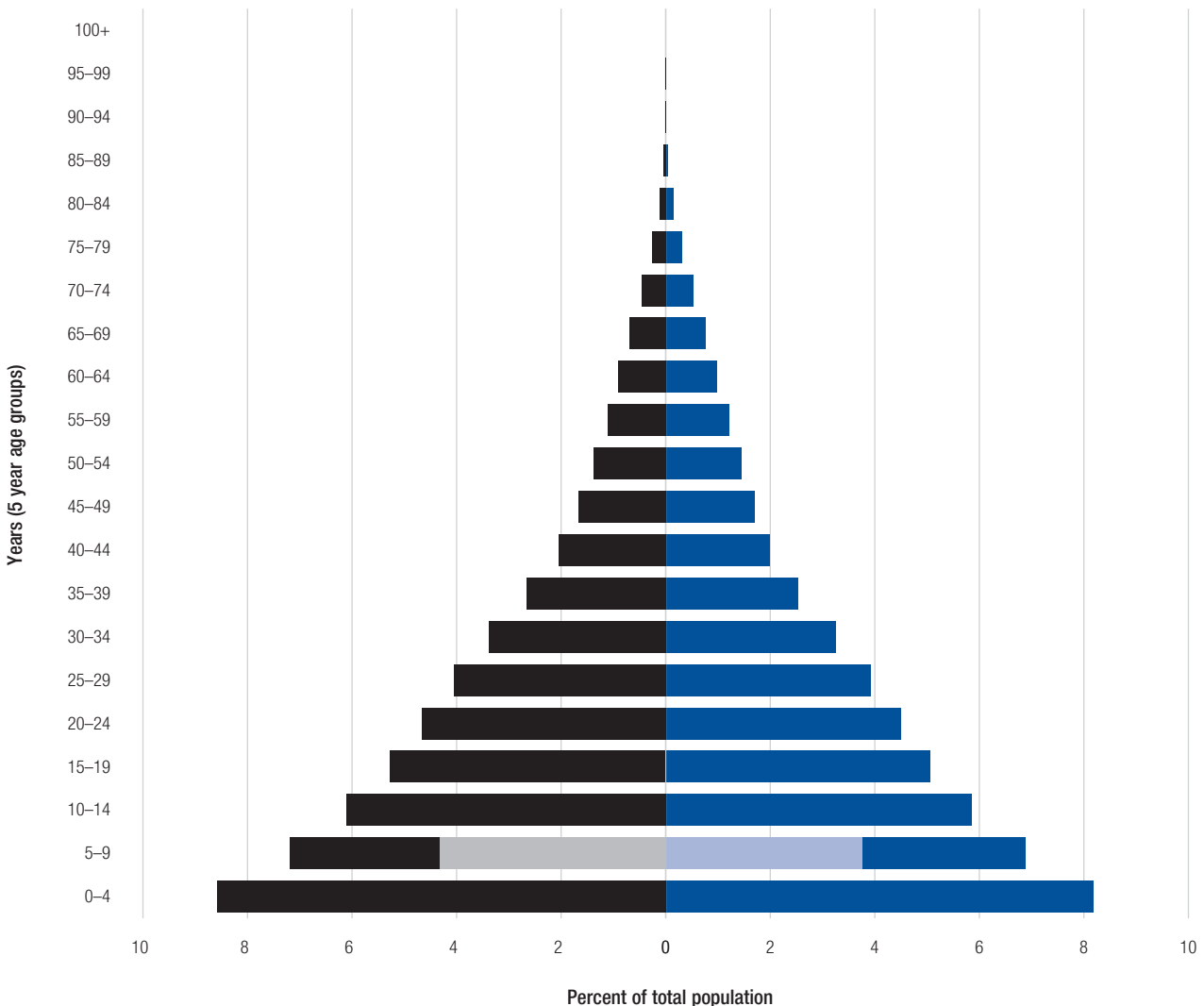
	Rank/122	Score
Human Capital Index 2013	114	-0.878
Pillar 1: Education	116	-1.411
Pillar 2: Health and wellness	120	-1.034
Pillar 3: Workforce and employment	81	-0.328
Pillar 4: Enabling environment	98	-0.740

Key Indicators

Total population (1,000s)	159,707.8
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	2,294
GDP growth (annual %)	6.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.1%
■ Labour force participation	■ Labour force participation	Youth dependency: 82.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

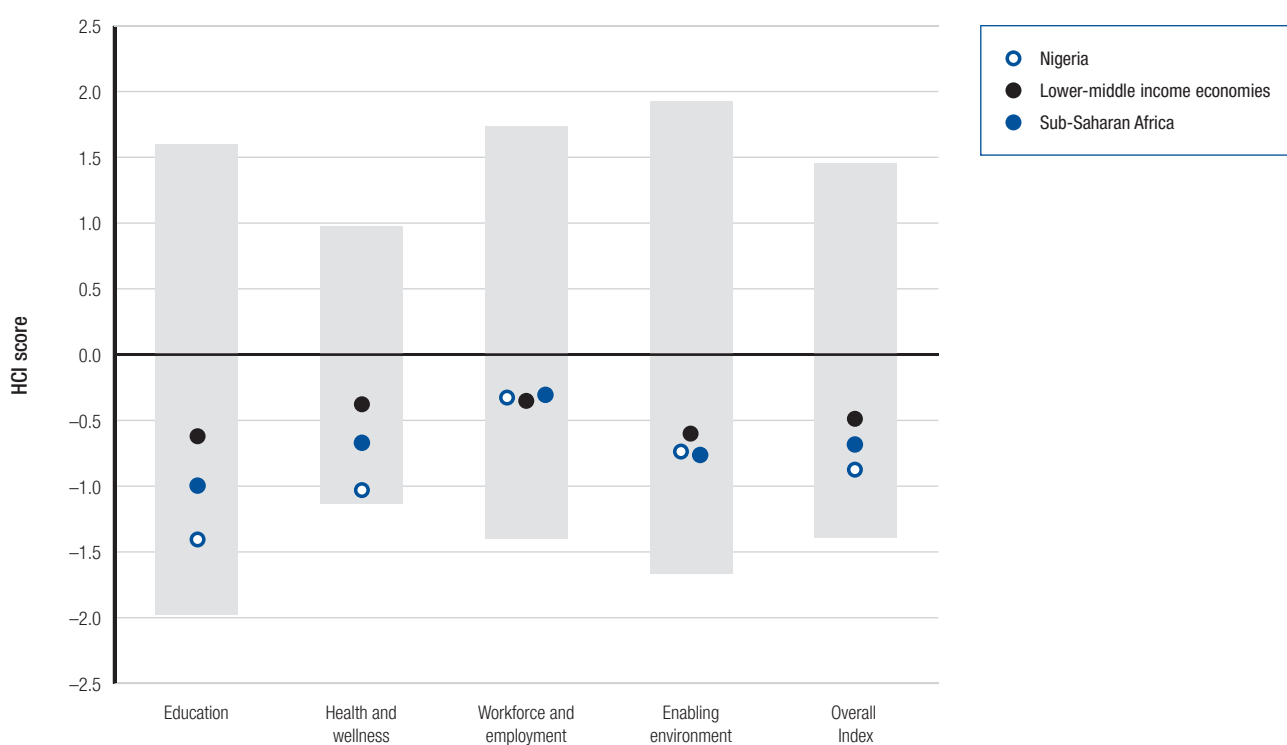


Nigeria

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Nigeria

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	115	-4.236	58	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	98	-1.152	10	1	103
Education gender gap ²	110	-1.889	0.816	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	89	-0.640	3.52	1.64	6.64
Quality of the education system ¹	98	-0.792	3.09	1.99	5.98
Quality of primary schools ¹	101	-0.937	2.92	1.97	6.82
Quality of math & science education ¹	100	-0.991	3.09	1.88	6.29
Quality of management schools ¹	89	-0.653	3.75	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	117	-2.535	78	2	98
Life expectancy	118	-2.375	53	50	83
Survival gender gap ²	105	-0.901	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	74	-1.411	27.7	1.2	36.5
Unhealthy life years (% of life expectancy)	113	-1.019	21	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	102	-1.189	41.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	26	1.207	7.1	1.1	42.8
Business impact of non-communicable diseases ¹	57	-0.141	4.54	2.74	5.87
Business impact of communicable diseases ¹	104	-1.242	4.24	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	94	-0.793	41	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	112	-1.955	46.0	31.1	100.0
Healthcare quality ¹	104	-1.004	2.89	1.78	6.75
Healthcare accessibility ¹	115	-1.373	2.99	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	106	-1.400	55.5	43.4	90.6
Labour force participation rate, age 65+ (%)	11	1.519	54.1	1.6	91.2
Economic participation gender gap ²	73	-0.116	0.630	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	39	-0.369	3.82	1.48	6.08
Country capacity to retain talent ¹	86	-0.608	2.94	1.81	5.97
Ease of finding skilled employees ¹	65	-0.135	3.89	2.13	5.69
Pay related to productivity ¹	67	-0.129	3.84	2.37	5.25
Capacity for innovation ¹	69	-0.372	3.41	2.31	5.84
Index of Economic Complexity ³	107	-1.636	-1.45	-1.96	2.37
Firm level technology absorption ¹	70	-0.286	4.61	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	99	-0.619	0.003	0.000	1.242
Median age of the working population	101	-1.152	30	28	42
<i>Training</i>					
Staff training ¹	39	-0.392	4.30	2.51	5.57
Training services ¹	76	-0.418	3.97	2.67	6.47

Nigeria

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	110	-1.426	59	17	191
Internet users (per 100 people)	83	-0.550	28	1	95
Quality of domestic transport ¹	95	-0.732	3.83	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	59	0.018	3.90	2.33	5.49
Business and university R&D collaboration ¹	81	-0.543	3.29	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	97	-0.990	131	1	180
Social safety net protection ¹	108	-1.125	2.56	2.10	6.26
Intellectual property protection and property rights ¹	102	-0.954	3.11	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	70	-0.361	4.06	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	82.7	Freedom in the World ⁸	4
Aged dependency ratio (%)	5.1	Democracy Index (rank/165)	120
Fertility rate (births per woman)	6.0	Population living in urban area (%)	50.2
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	39.7
Population below age 20 (%)	54.3	Accessibility of digital content ¹	4.52
Population above age 60 (%)	4.5	Extent of virtual social networks use ¹	5.61
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.1	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	—
Adult literacy (%)	51.1	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	40	GDP per person employed (US\$)	6,230
Girls not in primary school (%)	45	Cooperation in labour-employer relations ¹	4.06
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.532	Emigration rate of the tertiary educated (%)	10.5
Private enrolment in primary school (% of primary)	7.8	Labour force with tertiary education (%)	27.3
Private enrolment in secondary school (% of secondary)	21.5	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	4.80
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	—
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	6.1	Global Innovation Index (rank/142)	120
Public spending on health (% of GDP)	5.3	Global Talent Index (rank/60)	60
Business impact of heart disease ¹	4.43	Quality of Labour Force (rank/60)	53
Business impact of cancer ¹	4.73	Talent Environment (rank/60)	58
Business impact of mental illness ¹	4.67	IQ measure ⁹	73.7
Business impact of diabetes ¹	4.29		
Business impact of chronic respiratory disease ¹	4.60		
Business impact of HIV/AIDS ¹	4.34		
Business impact of tuberculosis ¹	4.80		
Business impact of malaria ¹	3.58		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Norway

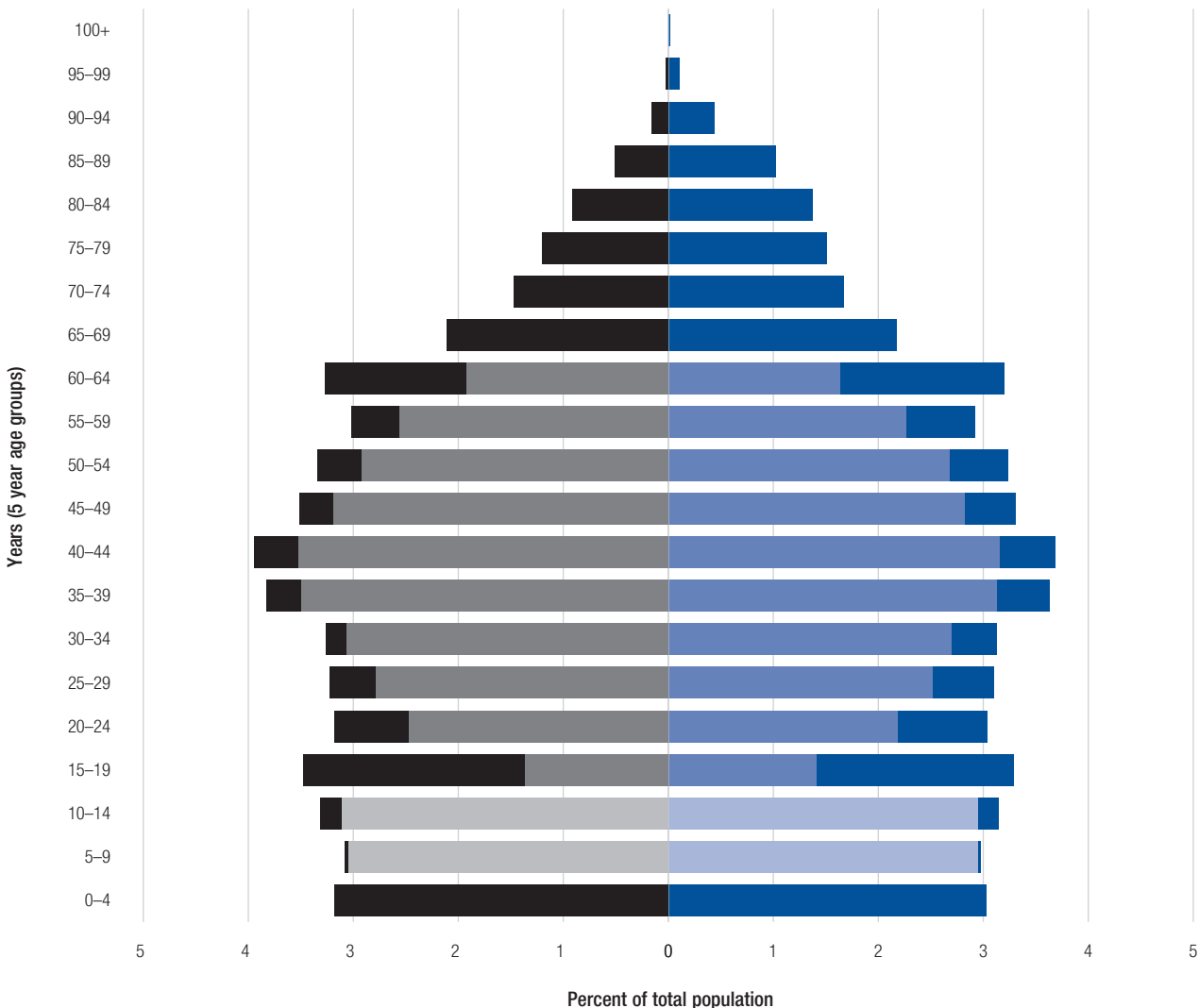
	Rank/122	Score
Human Capital Index 2013	7	1.104
Pillar 1: Education	15	0.970
Pillar 2: Health and wellness	6	0.890
Pillar 3: Workforce and employment	5	1.182
Pillar 4: Enabling environment	8	1.373

Key Indicators

Total population (1,000s)	4,891.3
Median age of population	39
GDP per capita PPP (constant 2005, international \$)	47,547
GDP growth (annual %)	3.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 22.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 28.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 0.6%

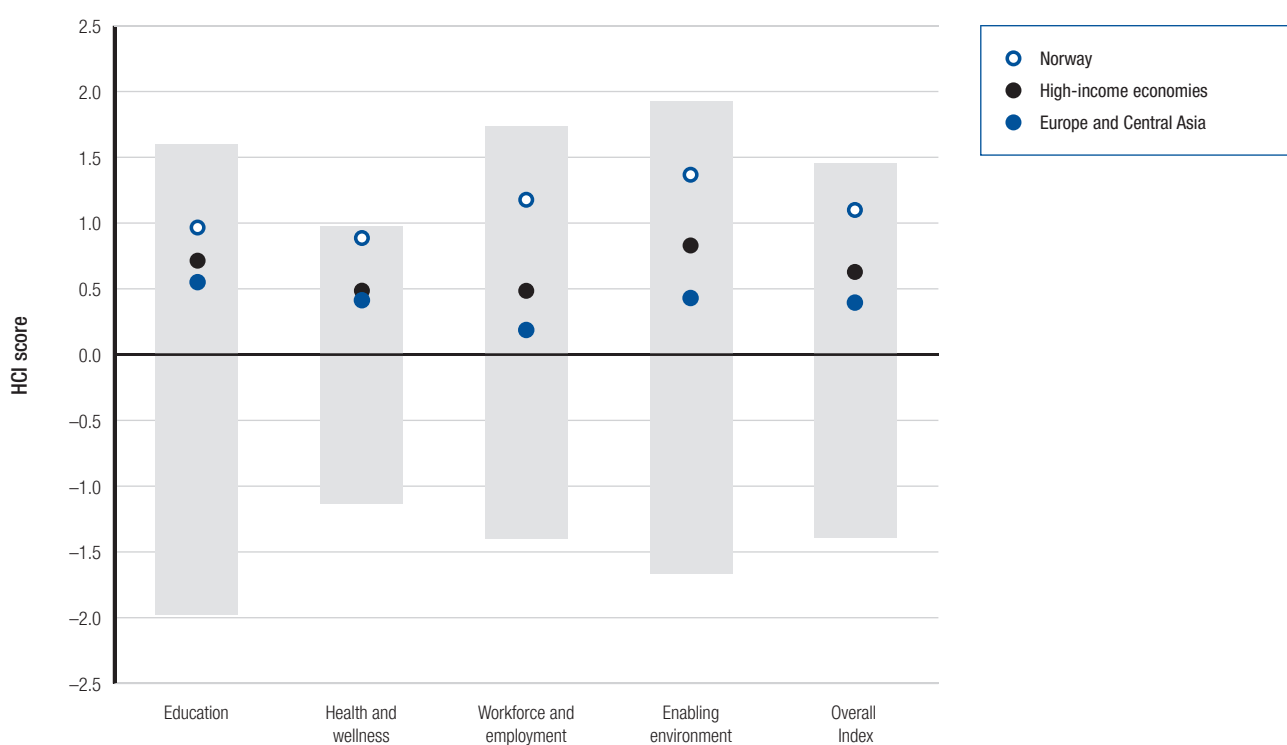


Norway

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	23.8	29.4
Professionals	7.6	
Technicians and associate professionals	16.3	
Secondary requirements	32.7	61.7
Clerks	4.4	
Service workers and shop and market sales workers	15.2	
Skilled agricultural and fishery workers	1.5	
Craft and related trade workers	7.0	
Plant and machine operators and assemblers	4.7	
Primary requirements	2.8	0.3
Elementary occupations	2.8	
Various	4.3	
Legislators, senior officials and managers	3.8	
Unclassified	n/a	
Armed forces	0.5	

Spread of scores (by pillar and overall)



Norway

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	22	-0.682	99	58	100
Secondary enrolment rate (%)	12	-0.944	94	16	100
Tertiary enrolment ratio (%)	14	-1.285	74	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	5	1.549	6.26	1.64	6.64
Quality of the education system ¹	18	-1.344	5.00	1.99	5.98
Quality of primary schools ¹	25	-0.904	4.92	1.97	6.82
Quality of math & science education ¹	42	-0.410	4.43	1.88	6.29
Quality of management schools ¹	19	-1.129	5.24	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	23	-0.722	94	5	100
Secondary education attainment (% population age 25+)	13	-1.161	94	2	100
Tertiary education attainment (% population age 25+)	18	-0.956	29	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	14	-1.028	81	50	83
Survival gender gap ²	84	-0.117	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	10	-0.791	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	4	1.360	9.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	59	-0.133	19.8	1.1	42.8
Business impact of non-communicable diseases ¹	3	-2.082	5.42	2.74	5.87
Business impact of communicable diseases ¹	2	-1.420	6.89	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	15	-1.439	5.86	1.78	6.75
Healthcare accessibility ¹	8	-1.607	6.63	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	22	-0.901	78.0	43.4	90.6
Labour force participation rate, age 65+ (%)	86	-0.730	10.5	1.6	91.2
Economic participation gender gap ²	2	-1.582	0.830	0.310	0.839
Unemployment rate (%)	10	-0.981	3.6	0.3	32.0
Youth unemployment rate (%)	17	-0.957	9.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	9	-1.561	5.05	1.48	6.08
Country capacity to retain talent ¹	5	-2.154	5.62	1.81	5.97
Ease of finding skilled employees ¹	29	-0.751	4.51	2.13	5.69
Pay related to productivity ¹	73	-0.198	3.80	2.37	5.25
Capacity for innovation ¹	12	-1.686	5.04	2.31	5.84
Index of Economic Complexity ³	30	-0.707	0.78	-1.96	2.37
Firm level technology absorption ¹	8	-1.675	6.01	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	5	-2.438	0.918	0.000	1.242
Median age of the working population	21	-1.181	40	28	42
<i>Training</i>					
Staff training ¹	8	-1.800	5.20	2.51	5.57
Training services ¹	11	-1.462	5.46	2.67	6.47

Norway

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	48	0.251	116	17	191
Internet users (per 100 people)	2	1.790	94	1	95
Quality of domestic transport ¹	51	0.141	4.59	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	13	1.563	5.01	2.33	5.49
Business and university R&D collaboration ¹	13	1.453	5.08	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	5	1.434	6	1	180
Social safety net protection ¹	5	2.164	6.13	2.10	6.26
Intellectual property protection and property rights ¹	11	1.618	5.74	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	4	1.943	6.14	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	28.4	Freedom in the World ⁸	1
Aged dependency ratio (%)	22.7	Democracy Index (rank/165)	1
Fertility rate (births per woman)	1.9	Population living in urban area (%)	79.6
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	25.8
Population below age 20 (%)	25.4	Accessibility of digital content ¹	6.43
Population above age 60 (%)	21.0	Extent of virtual social networks use ¹	6.58
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.9	Economic activity (agriculture) — % of total activity	2.5
Technical/vocational enrolment as % of total enrolment in secondary school	30	Economic activity (industry) — % of total activity	19.7
Adult literacy (%)	—	Economic activity (services) — % of total activity	77.6
Boys not in primary school (%)	1	GDP per person employed (US\$)	51,456
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.76
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	6.2
Private enrolment in primary school (% of primary)	2.3	Labour force with tertiary education (%)	36.5
Private enrolment in secondary school (% of secondary)	7.9	Number of patent applications (per 1,000 people)	0.3631
PIRLS ⁶	507	Hiring and firing practices ¹	2.71
PISA math scores ⁶	498	Retirement age, male	62-75
PISA reading scores ⁶	503	Retirement age, female	62-75
PISA science scores ⁶	500	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	495	Total employed (1,000s)	2,508
TIMSS 4th grade science ⁶	494	Total unemployed (1,000s)	94
TIMSS 8th grade math ⁶	475	Unemployment for 12 months or more as a % of total unemployment	17.0
TIMSS 8th grade science ⁶	494	Total youth not in education or employment (1,000s)	40.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	16.0
Prevalence of visual impairment (%)	0.8	Global Innovation Index (rank/142)	16
Public spending on health (% of GDP)	9.1	Global Talent Index (rank/60)	4
Business impact of heart disease ¹	5.27	Quality of Labour Force (rank/60)	11
Business impact of cancer ¹	4.99	Talent Environment (rank/60)	16
Business impact of mental illness ¹	5.67	IQ measure ⁹	97.0
Business impact of diabetes ¹	5.38		
Business impact of chronic respiratory disease ¹	5.77		
Business impact of HIV/AIDS ¹	6.76		
Business impact of tuberculosis ¹	6.93		
Business impact of malaria ¹	6.98		

NOTES

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- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Oman

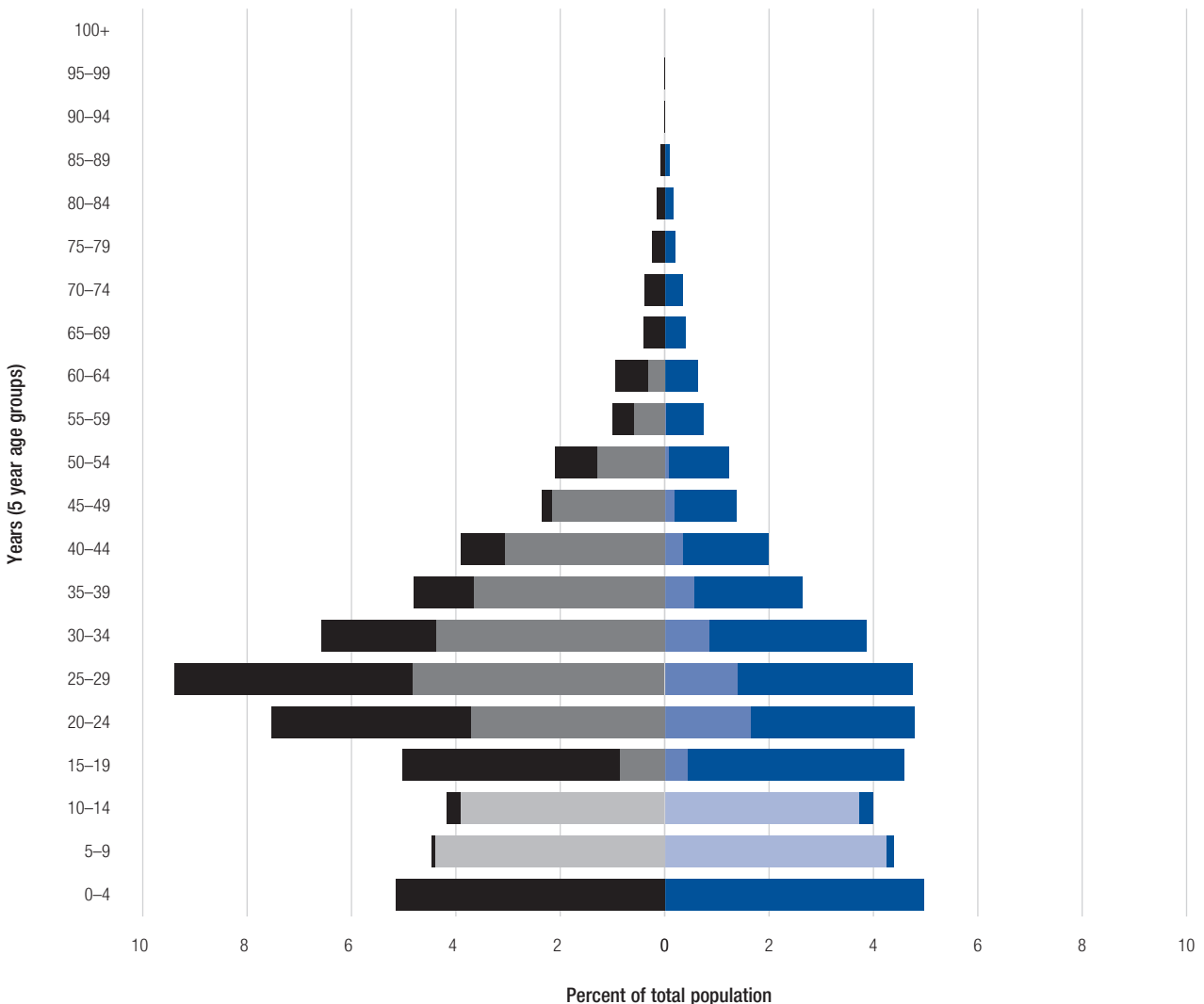
	Rank/122	Score
Human Capital Index 2013	41	0.220
Pillar 1: Education	62	0.032
Pillar 2: Health and wellness	37	0.307
Pillar 3: Workforce and employment	78	-0.280
Pillar 4: Enabling environment	25	0.822

Key Indicators

Total population (1,000s)	2,802.8
Median age of population	25
GDP per capita PPP (constant 2005, international \$)	23,834
GDP growth (annual %)	5.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 3.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 39.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: n/a

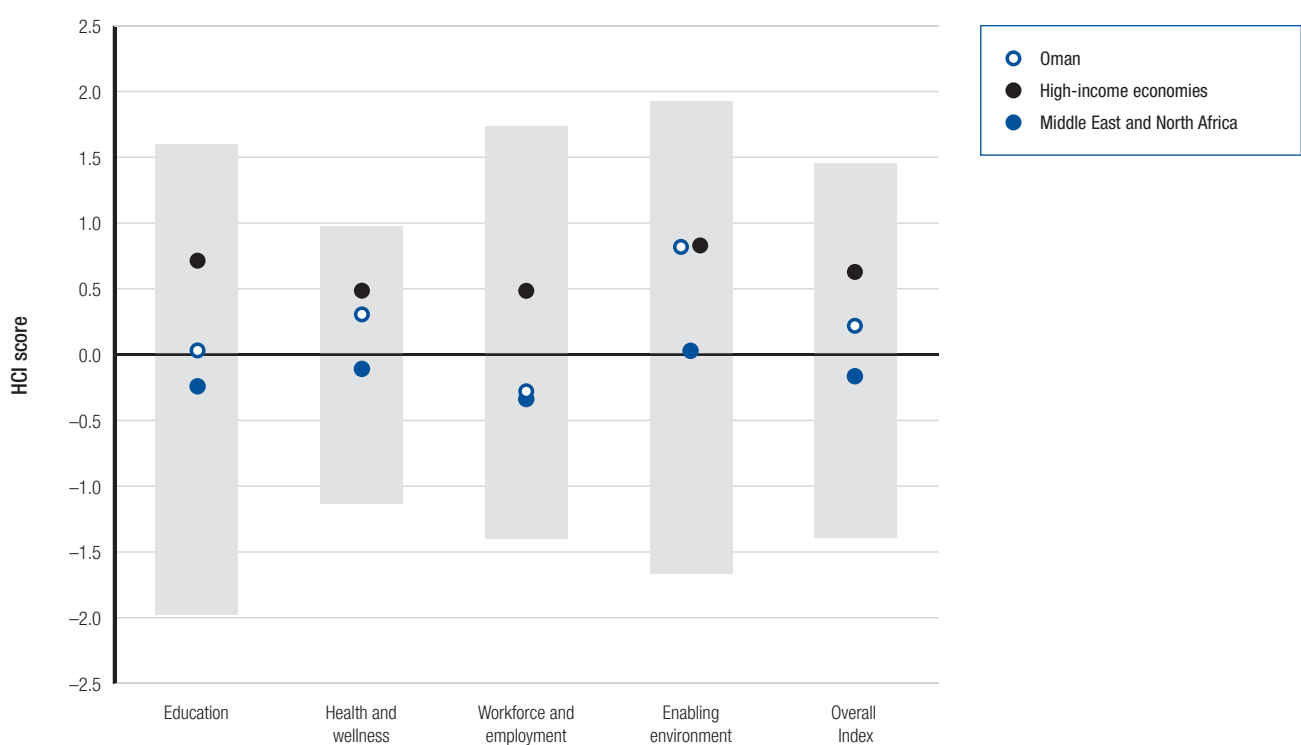


Oman

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.0	14.0
Professionals	2.6	
Technicians and associate professionals	3.3	
Secondary requirements	25.2	34.0
Clerks	1.9	
Service workers and shop and market sales workers	9.1	
Skilled agricultural and fishery workers	3.0	
Craft and related trade workers	1.9	
Plant and machine operators and assemblers	9.3	
Primary requirements	3.3	12.4
Elementary occupations	3.3	
Various	1.8	
Legislators, senior officials and managers	1.5	
Unclassified	0.3	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Oman

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	45	-0.505	98	58	100
Secondary enrolment rate (%)	13	-0.933	94	16	100
Tertiary enrolment ratio (%)	71	-0.452	29	1	103
Education gender gap ²	89	-0.130	0.968	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	42	-0.478	4.92	1.64	6.64
Quality of the education system ¹	43	-0.248	4.02	1.99	5.98
Quality of primary schools ¹	48	-0.250	4.21	1.97	6.82
Quality of math & science education ¹	76	-0.133	3.91	1.88	6.29
Quality of management schools ¹	77	-0.354	4.00	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	53	-0.432	66	5	100
Secondary education attainment (% population age 25+)	52	-0.345	54	2	100
Tertiary education attainment (% population age 25+)	55	-0.443	14	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	40	-0.652	7	2	98
Life expectancy	77	-0.066	72	50	83
Survival gender gap ²	53	-0.397	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	21	-0.781	8.5	1.2	36.5
Unhealthy life years (% of life expectancy)	4	-0.817	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	98	-1.079	40.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	75	-0.366	22.0	1.1	42.8
Business impact of non-communicable diseases ¹	34	-0.523	4.72	2.74	5.87
Business impact of communicable diseases ¹	72	-0.041	5.52	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	56	-0.540	94.6	31.1	100.0
Healthcare quality ¹	32	-0.806	5.09	1.78	6.75
Healthcare accessibility ¹	31	-0.961	5.84	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	101	-0.756	61.8	43.4	90.6
Labour force participation rate, age 65+ (%)	82	-0.704	11.0	1.6	91.2
Economic participation gender gap ²	111	-1.826	0.428	0.310	0.839
Unemployment rate (%)	—	—	—	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	—	—	—	1.48	6.08
Country capacity to retain talent ¹	15	1.327	4.82	1.81	5.97
Ease of finding skilled employees ¹	—	—	—	2.13	5.69
Pay related to productivity ¹	35	-0.575	4.27	2.37	5.25
Capacity for innovation ¹	54	-0.145	3.59	2.31	5.84
Index of Economic Complexity ³	84	-0.786	-0.64	-1.96	2.37
Firm level technology absorption ¹	50	-0.198	4.96	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	56	-0.488	0.042	0.000	1.242
Median age of the working population	107	-1.267	29	28	42
<i>Training</i>					
Staff training ¹	28	-0.675	4.48	2.51	5.57
Training services ¹	67	-0.166	4.17	2.67	6.47

Oman

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	6	1.820	169	17	191
Internet users (per 100 people)	34	0.862	68	1	95
Quality of domestic transport ¹	50	0.143	4.59	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	33	0.535	4.27	2.33	5.49
Business and university R&D collaboration ¹	41	0.244	4.00	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	43	0.639	47	1	180
Social safety net protection ¹	30	0.666	4.51	2.10	6.26
Intellectual property protection and property rights ¹	18	1.286	5.40	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	24	1.202	5.47	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	39.1	Freedom in the World ⁸	6
Aged dependency ratio (%)	3.6	Democracy Index (rank/165)	135
Fertility rate (births per woman)	2.9	Population living in urban area (%)	73.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	—
Population below age 20 (%)	37.3	Accessibility of digital content ¹	5.06
Population above age 60 (%)	4.0	Extent of virtual social networks use ¹	5.29
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.3	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	—
Adult literacy (%)	86.9	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	2	GDP per person employed (US\$)	25,157
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	5.30
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	0.4
Private enrolment in primary school (% of primary)	17.2	Labour force with tertiary education (%)	13.8
Private enrolment in secondary school (% of secondary)	7.0	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	391	Hiring and firing practices ¹	4.17
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	385	Total employed (1,000s)	1,099
TIMSS 4th grade science ⁶	377	Total unemployed (1,000s)	—
TIMSS 8th grade math ⁶	366	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	420	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.0	Global Innovation Index (rank/142)	80
Public spending on health (% of GDP)	2.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.69	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.63	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.27	IQ measure ⁹	84.4
Business impact of diabetes ¹	4.18		
Business impact of chronic respiratory disease ¹	4.80		
Business impact of HIV/AIDS ¹	5.22		
Business impact of tuberculosis ¹	5.52		
Business impact of malaria ¹	5.82		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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Pakistan

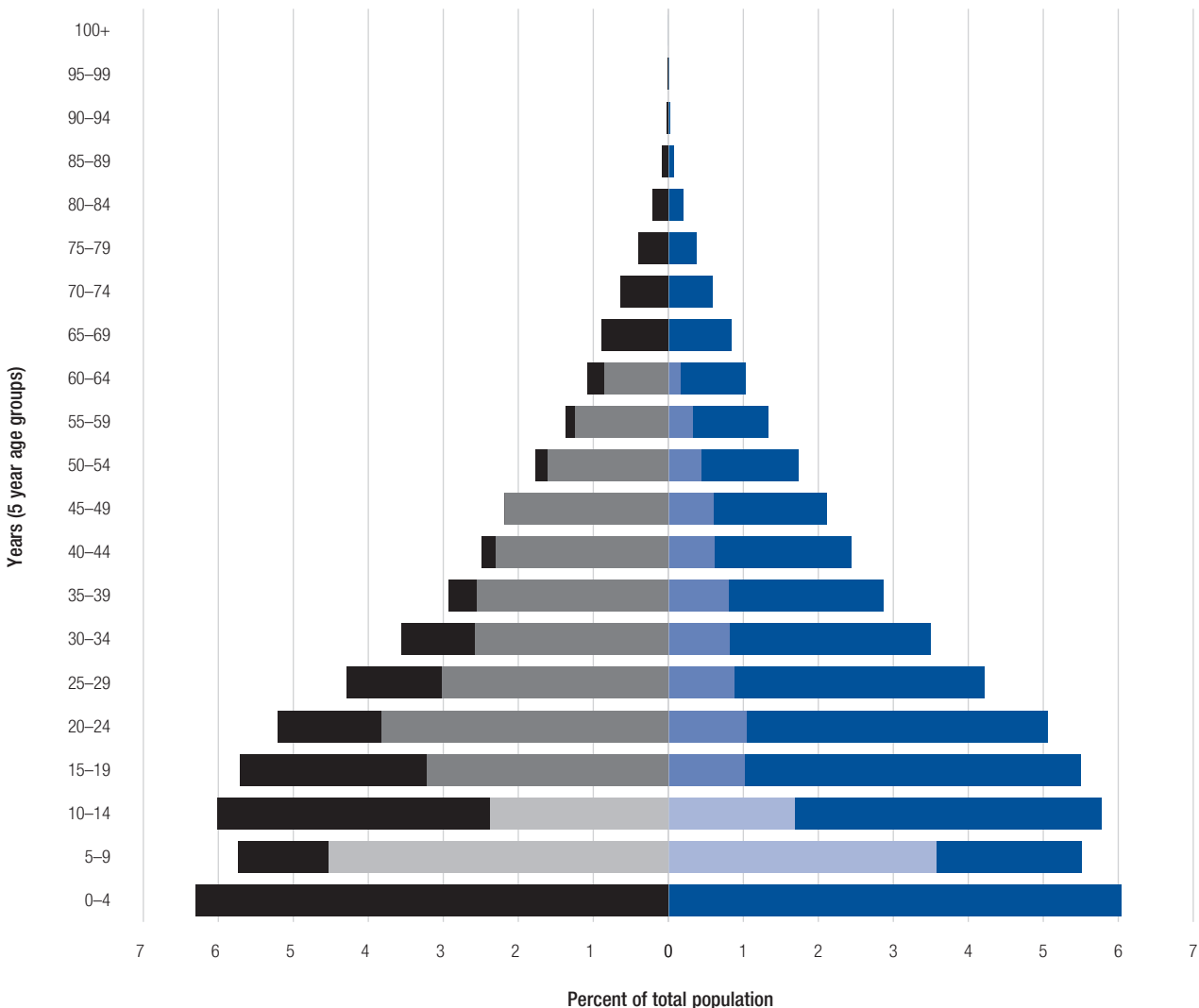
	Rank/122	Score
Human Capital Index 2013	112	-0.837
Pillar 1: Education	111	-1.166
Pillar 2: Health and wellness	115	-0.920
Pillar 3: Workforce and employment	104	-0.545
Pillar 4: Enabling environment	95	-0.718

Key Indicators

Total population (1,000s)	173,149.3
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	2,491
GDP growth (annual %)	4.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 7.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 58.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.1%

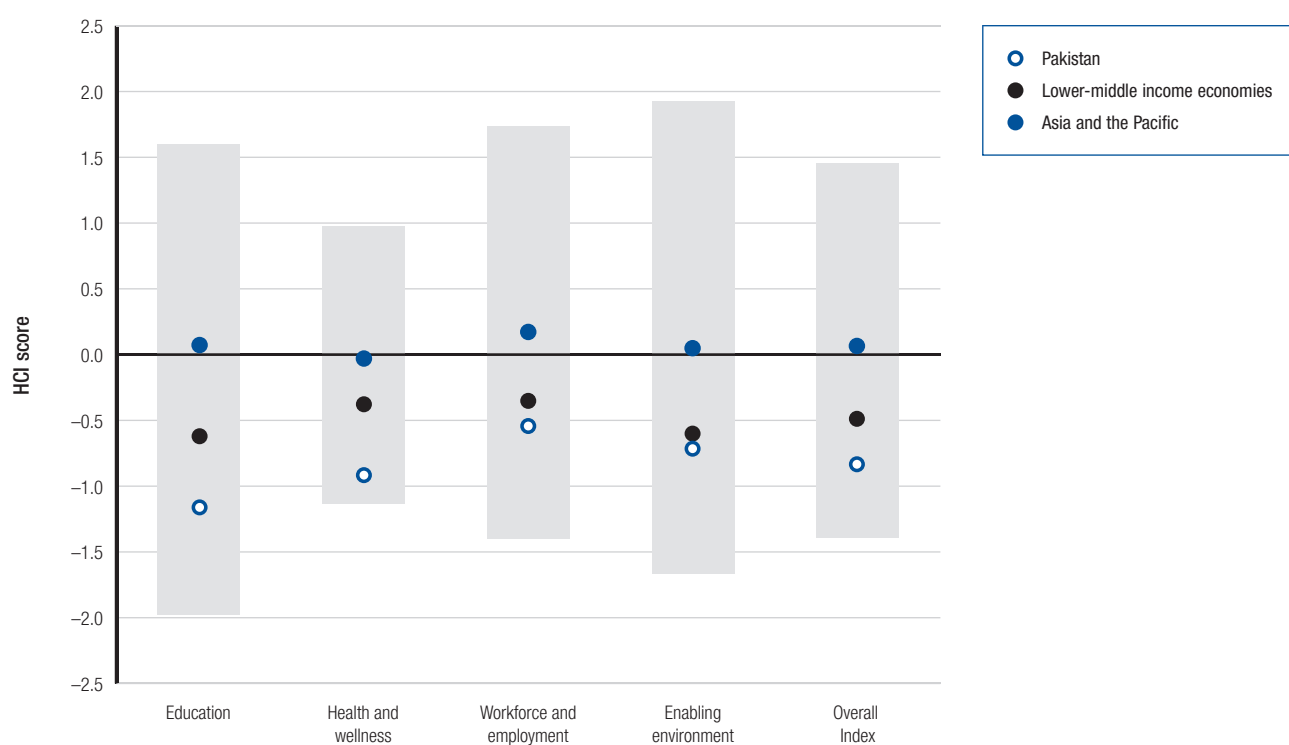


Pakistan

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	2.8	6.7
Professionals	0.7	
Technicians and associate professionals	2.1	
Secondary requirements	26.8	25.5
Clerks	0.6	
Service workers and shop and market sales workers	2.4	
Skilled agricultural and fishery workers	15.5	
Craft and related trade workers	6.5	
Plant and machine operators and assemblers	1.7	
Primary requirements	n/a	12.8
Elementary occupations	n/a	
Various	13.0	
Legislators, senior officials and managers	5.2	
Unclassified	7.8	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Pakistan

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	111	-2.510	72	58	100
Secondary enrolment rate (%)	92	-1.644	35	16	100
Tertiary enrolment ratio (%)	103	-1.226	8	1	103
Education gender gap ²	113	-2.609	0.762	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	80	-0.456	3.75	1.64	6.64
Quality of the education system ¹	71	-0.345	3.49	1.99	5.98
Quality of primary schools ¹	97	-0.919	2.94	1.97	6.82
Quality of math & science education ¹	87	-0.667	3.40	1.88	6.29
Quality of management schools ¹	63	-0.031	4.27	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	64	-1.313	45	5	100
Secondary education attainment (% population age 25+)	73	-1.160	32	2	100
Tertiary education attainment (% population age 25+)	74	-1.112	7	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	112	-1.682	59	2	98
Life expectancy	95	-0.674	67	50	83
Survival gender gap ²	106	-1.345	0.956	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	75	-1.548	28.9	1.2	36.5
Unhealthy life years (% of life expectancy)	103	-0.545	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	88	-0.607	34.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	21	1.333	5.9	1.1	42.8
Business impact of non-communicable diseases ¹	114	-1.298	3.90	2.74	5.87
Business impact of communicable diseases ¹	100	-1.117	4.37	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	38	0.292	27	8	69
Depression (% of respondents) ⁷	113	-2.572	28	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	93	-0.765	69.2	31.1	100.0
Healthcare quality ¹	111	-1.129	2.73	1.78	6.75
Healthcare accessibility ¹	110	-1.228	3.16	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	108	-1.461	54.9	43.4	90.6
Labour force participation rate, age 65+ (%)	37	0.297	30.4	1.6	91.2
Economic participation gender gap ²	118	-2.828	0.310	0.310	0.839
Unemployment rate (%)	31	0.626	5.5	0.3	32.0
Youth unemployment rate (%)	11	1.121	7.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	88	-0.753	2.66	1.48	6.08
Country capacity to retain talent ¹	88	-0.656	2.90	1.81	5.97
Ease of finding skilled employees ¹	67	-0.184	3.86	2.13	5.69
Pay related to productivity ¹	75	-0.226	3.78	2.37	5.25
Capacity for innovation ¹	45	0.043	3.74	2.31	5.84
Index of Economic Complexity ³	76	-0.573	-0.44	-1.96	2.37
Firm level technology absorption ¹	71	-0.299	4.60	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	86	-0.608	0.006	0.000	1.242
Median age of the working population	97	-1.086	30	28	42
<i>Training</i>					
Staff training ¹	109	-1.271	3.23	2.51	5.57
Training services ¹	94	-0.859	3.63	2.67	6.47

Pakistan

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	109	-1.337	62	17	191
Internet users (per 100 people)	106	-1.244	9	1	95
Quality of domestic transport ¹	71	-0.286	4.22	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	56	0.081	3.95	2.33	5.49
Business and university R&D collaboration ¹	86	-0.597	3.25	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	80	-0.524	107	1	180
Social safety net protection ¹	109	-1.135	2.55	2.10	6.26
Intellectual property protection and property rights ¹	101	-0.947	3.12	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	77	-0.473	3.96	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	58.8	Freedom in the World ⁸	4
Aged dependency ratio (%)	7.2	Democracy Index (rank/165)	108
Fertility rate (births per woman)	3.7	Population living in urban area (%)	36.5
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	30.0
Population below age 20 (%)	46.7	Accessibility of digital content ¹	4.67
Population above age 60 (%)	6.4	Extent of virtual social networks use ¹	4.95
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.4	Economic activity (agriculture) — % of total activity	44.7
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	20.1
Adult literacy (%)	54.9	Economic activity (services) — % of total activity	35.2
Boys not in primary school (%)	21	GDP per person employed (US\$)	8,300
Girls not in primary school (%)	35	Cooperation in labour-employer relations ¹	4.02
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.652	Emigration rate of the tertiary educated (%)	12.7
Private enrolment in primary school (% of primary)	32.3	Labour force with tertiary education (%)	25.1
Private enrolment in secondary school (% of secondary)	30.9	Number of patent applications (per 1,000 people)	0.0055
PIRLS ⁶	—	Hiring and firing practices ¹	4.32
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	55
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	21,913
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	49,090
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,694
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	7.3	Global Innovation Index (rank/142)	137
Public spending on health (% of GDP)	2.5	Global Talent Index (rank/60)	56
Business impact of heart disease ¹	3.68	Quality of Labour Force (rank/60)	50
Business impact of cancer ¹	4.08	Talent Environment (rank/60)	54
Business impact of mental illness ¹	4.16	IQ measure ⁹	84.0
Business impact of diabetes ¹	3.65		
Business impact of chronic respiratory disease ¹	3.92		
Business impact of HIV/AIDS ¹	4.80		
Business impact of tuberculosis ¹	4.33		
Business impact of malaria ¹	3.97		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Panama

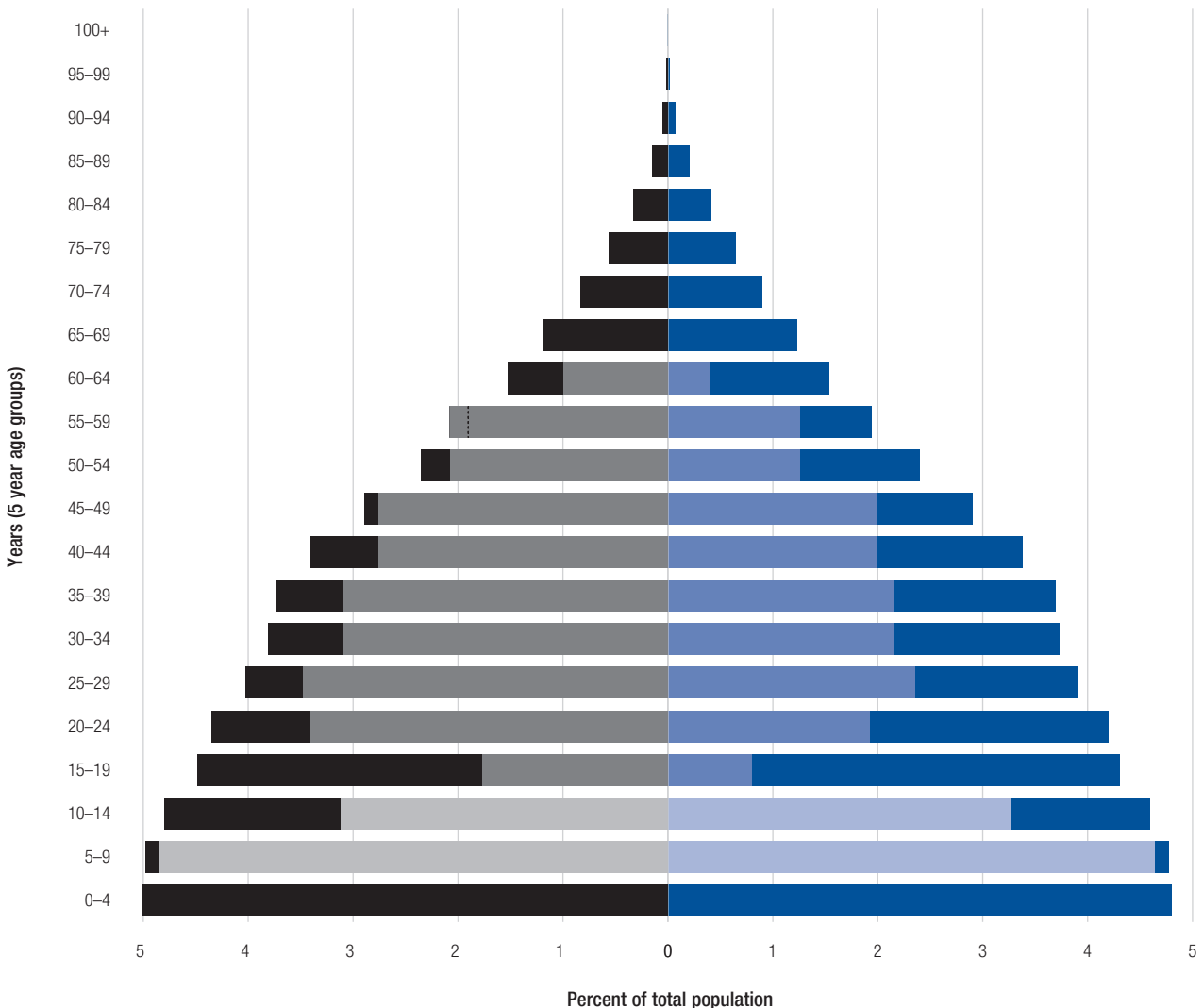
	Rank/122	Score
Human Capital Index 2013	42	0.207
Pillar 1: Education	66	-0.006
Pillar 2: Health and wellness	60	0.055
Pillar 3: Workforce and employment	31	0.301
Pillar 4: Enabling environment	34	0.477

Key Indicators

Total population (1,000s)	3,678.1
Median age of population	27
GDP per capita PPP (constant 2005, international \$)	14,320
GDP growth (annual %)	10.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 10.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

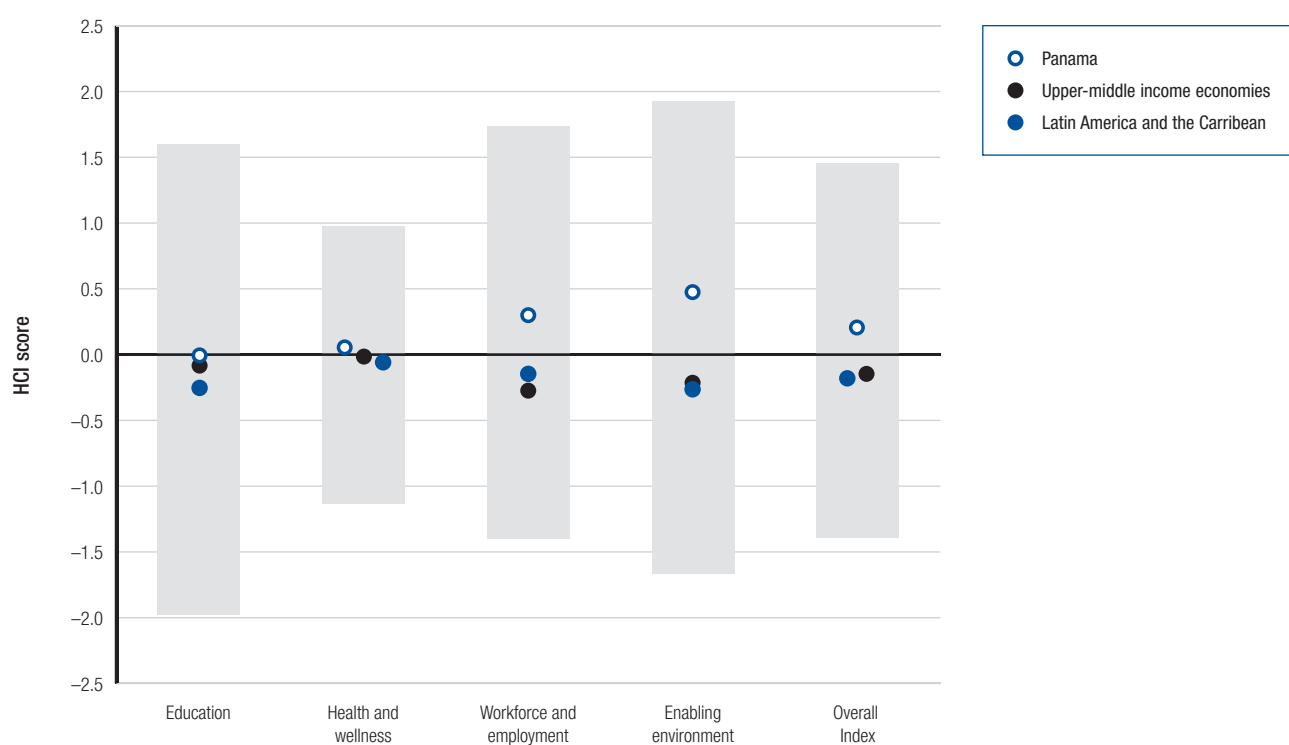


Panama

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	7.7	21.3
Professionals	5.0	
Technicians and associate professionals	2.7	
Secondary requirements	33.9	29.3
Clerks	6.3	
Service workers and shop and market sales workers	8.9	
Skilled agricultural and fishery workers	7.1	
Craft and related trade workers	7.8	
Plant and machine operators and assemblers	3.8	
Primary requirements	10.7	21.0
Elementary occupations	10.7	
Various	2.2	
Legislators, senior officials and managers	1.6	
Unclassified	0.5	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Panama

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	46	-0.489	98	58	100
Secondary enrolment rate (%)	71	-0.184	68	16	100
Tertiary enrolment ratio (%)	48	-0.197	46	1	103
Education gender gap ²	56	-0.452	0.993	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	30	-0.838	5.37	1.64	6.64
Quality of the education system ¹	63	-0.211	3.61	1.99	5.98
Quality of primary schools ¹	80	-0.495	3.40	1.97	6.82
Quality of math & science education ¹	97	-0.865	3.21	1.88	6.29
Quality of management schools ¹	55	-0.053	4.34	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	48	-0.153	73	5	100
Secondary education attainment (% population age 25+)	56	-0.415	52	2	100
Tertiary education attainment (% population age 25+)	33	-0.222	21	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	71	-0.203	17	2	98
Life expectancy	38	-0.542	77	50	83
Survival gender gap ²	55	-0.378	0.975	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	28	-0.587	10.2	1.2	36.5
Unhealthy life years (% of life expectancy)	48	-0.274	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	64	-0.033	27.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	99	-0.767	25.8	1.1	42.8
Business impact of non-communicable diseases ¹	83	-0.433	4.29	2.74	5.87
Business impact of communicable diseases ¹	71	-0.052	5.53	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	86	-0.560	38	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	82	-0.077	82.6	31.1	100.0
Healthcare quality ¹	47	-0.144	4.28	1.78	6.75
Healthcare accessibility ¹	54	-0.010	4.68	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	59	-0.093	70.1	43.4	90.6
Labour force participation rate, age 65+ (%)	46	-0.059	25.8	1.6	91.2
Economic participation gender gap ²	43	-0.477	0.700	0.310	0.839
Unemployment rate (%)	38	-0.425	6.5	0.3	32.0
Youth unemployment rate (%)	46	-0.381	14.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	8	1.630	5.12	1.48	6.08
Country capacity to retain talent ¹	19	1.116	4.61	1.81	5.97
Ease of finding skilled employees ¹	84	-0.511	3.63	2.13	5.69
Pay related to productivity ¹	94	-0.740	3.47	2.37	5.25
Capacity for innovation ¹	46	-0.033	3.73	2.31	5.84
Index of Economic Complexity ³	27	-0.756	0.83	-1.96	2.37
Firm level technology absorption ¹	25	1.034	5.55	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	71	-0.559	0.021	0.000	1.242
Median age of the working population	60	-0.130	34	28	42
<i>Training</i>					
Staff training ¹	37	-0.437	4.33	2.51	5.57
Training services ¹	42	-0.314	4.55	2.67	6.47

Panama

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	2	2.397	189	17	191
Internet users (per 100 people)	59	-0.041	43	1	95
Quality of domestic transport ¹	54	0.104	4.56	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	53	0.157	4.00	2.33	5.49
Business and university R&D collaboration ¹	39	0.518	4.25	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	51	0.368	61	1	180
Social safety net protection ¹	59	-0.162	3.61	2.10	6.26
Intellectual property protection and property rights ¹	33	0.631	4.74	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	36	0.318	4.67	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.9	Freedom in the World ⁸	1
Aged dependency ratio (%)	10.6	Democracy Index (rank/165)	46
Fertility rate (births per woman)	2.6	Population living in urban area (%)	75.8
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	51.9
Population below age 20 (%)	38.2	Accessibility of digital content ¹	5.30
Population above age 60 (%)	9.7	Extent of virtual social networks use ¹	6.13
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.1	Economic activity (agriculture) — % of total activity	17.0
Technical/vocational enrolment as % of total enrolment in secondary school	16	Economic activity (industry) — % of total activity	18.6
Adult literacy (%)	94.1	Economic activity (services) — % of total activity	64.4
Boys not in primary school (%)	2	GDP per person employed (US\$)	—
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.44
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	16.7
Private enrolment in primary school (% of primary)	12.0	Labour force with tertiary education (%)	24.8
Private enrolment in secondary school (% of secondary)	16.2	Number of patent applications (per 1,000 people)	0.1199
PIRLS ⁶	—	Hiring and firing practices ¹	3.71
PISA math scores ⁶	360	Retirement age, male	—
PISA reading scores ⁶	371	Retirement age, female	—
PISA science scores ⁶	376	Number of informal sector workers (1,000s)	517
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,456
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	101
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	21.2
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	121.3
<i>Health</i>		Unemployment for 12 months or more (1,000s)	21.5
Prevalence of visual impairment (%)	3.0	Global Innovation Index (rank/142)	86
Public spending on health (% of GDP)	8.2	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.88	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.74	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.38	IQ measure ⁹	80.5
Business impact of diabetes ¹	3.63		
Business impact of chronic respiratory disease ¹	4.79		
Business impact of HIV/AIDS ¹	4.35		
Business impact of tuberculosis ¹	5.98		
Business impact of malaria ¹	6.26		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Paraguay

Rank/122 Score

Human Capital Index 2013

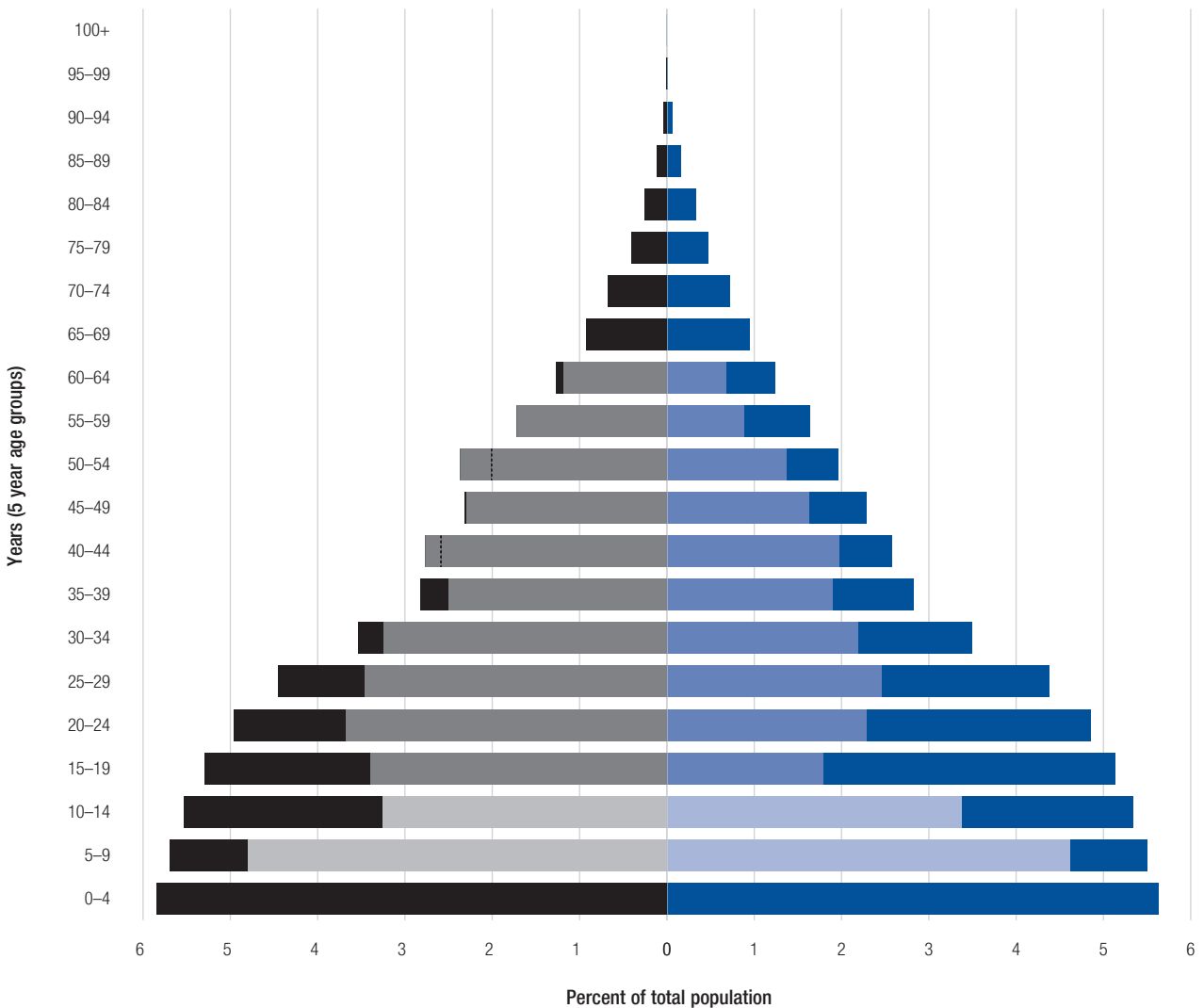
Pillar 1: Education	102	-0.906
Pillar 2: Health and wellness	57	0.072
Pillar 3: Workforce and employment	94	-0.433
Pillar 4: Enabling environment	108	-0.916

Key Indicators

Total population (1,000s)	6,459.7
Median age of population	23
GDP per capita PPP (constant 2005, international \$)	5,290
GDP growth (annual %)	-1.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 54.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.4%
		Female labour force participation, age 65+: 0.8%

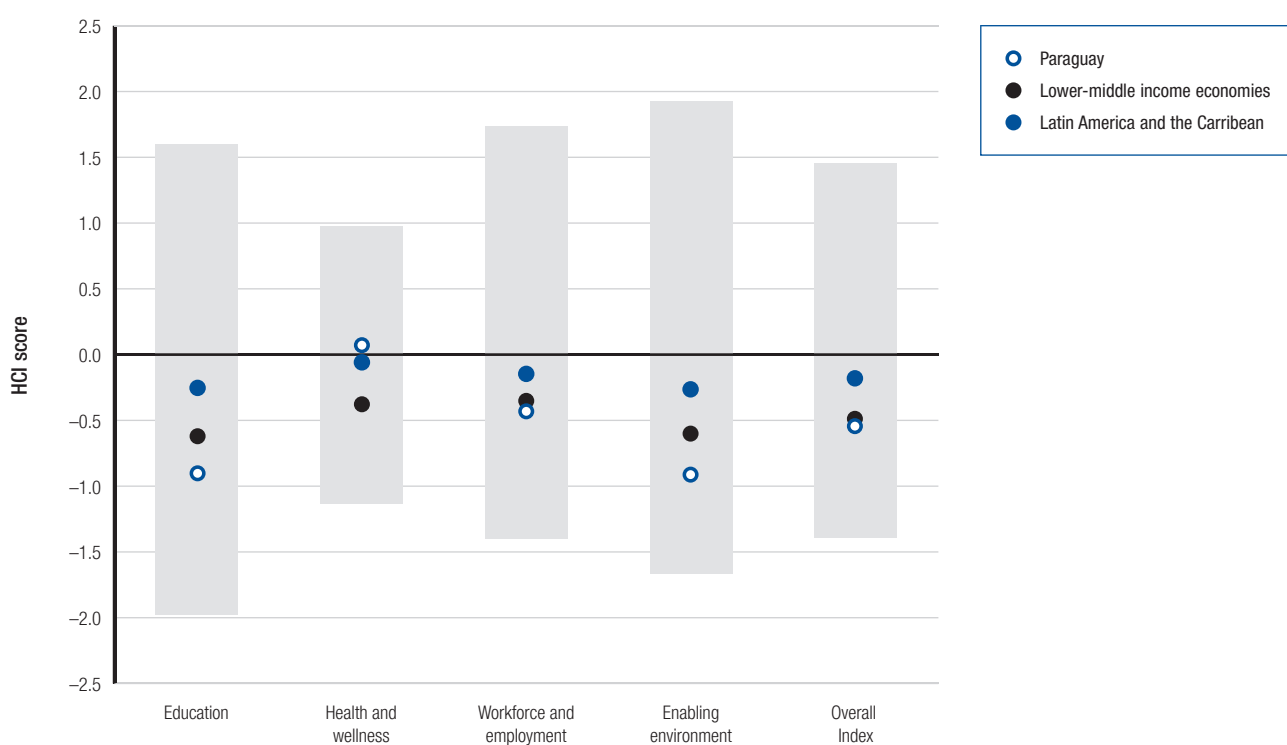


Paraguay

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	7.1	10.4
Professionals	3.9	
Technicians and associate professionals	3.3	
Secondary requirements	43.9	28.4
Clerks	3.7	
Service workers and shop and market sales workers	10.6	
Skilled agricultural and fishery workers	15.8	
Craft and related trade workers	10.6	
Plant and machine operators and assemblers	3.2	
Primary requirements	15.0	28.2
Elementary occupations	15.0	
Various	3.4	
Legislators, senior officials and managers	2.2	
Unclassified	1.0	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Paraguay

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	101	-1.087	84	58	100
Secondary enrolment rate (%)	76	-0.488	61	16	100
Tertiary enrolment ratio (%)	64	-0.228	35	1	103
Education gender gap ²	39	0.487	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	112	-1.383	2.59	1.64	6.64
Quality of the education system ¹	116	-1.385	2.56	1.99	5.98
Quality of primary schools ¹	119	-1.627	2.17	1.97	6.82
Quality of math & science education ¹	117	-1.775	2.34	1.88	6.29
Quality of management schools ¹	112	-1.299	3.21	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	52	-0.402	67	5	100
Secondary education attainment (% population age 25+)	70	-0.913	39	2	100
Tertiary education attainment (% population age 25+)	65	-0.771	10	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	78	0.114	19	2	98
Life expectancy	51	0.299	75	50	83
Survival gender gap ²	50	0.417	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	26	0.684	9.3	1.2	36.5
Unhealthy life years (% of life expectancy)	73	-0.006	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	67	-0.103	27.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	57	-0.070	19.2	1.1	42.8
Business impact of non-communicable diseases ¹	65	0.032	4.50	2.74	5.87
Business impact of communicable diseases ¹	59	0.293	5.77	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	6	1.455	12	8	69
Depression (% of respondents) ⁷	12	1.093	5	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	100	-0.945	65.7	31.1	100.0
Healthcare quality ¹	112	-1.191	2.66	1.78	6.75
Healthcare accessibility ¹	102	-1.068	3.36	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	34	0.553	74.6	43.4	90.6
Labour force participation rate, age 65+ (%)	23	0.802	40.2	1.6	91.2
Economic participation gender gap ²	64	0.063	0.651	0.310	0.839
Unemployment rate (%)	33	0.585	5.7	0.3	32.0
Youth unemployment rate (%)	29	0.700	11.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	86	-0.712	2.70	1.48	6.08
Country capacity to retain talent ¹	76	-0.412	3.13	1.81	5.97
Ease of finding skilled employees ¹	116	-1.855	2.70	2.13	5.69
Pay related to productivity ¹	93	-0.720	3.48	2.37	5.25
Capacity for innovation ¹	101	-0.845	3.03	2.31	5.84
Index of Economic Complexity ³	79	-0.655	-0.52	-1.96	2.37
Firm level technology absorption ¹	88	-0.745	4.28	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	110	-0.623	0.002	0.000	1.242
Median age of the working population	90	-0.856	31	28	42
<i>Training</i>					
Staff training ¹	94	-0.682	3.61	2.51	5.57
Training services ¹	117	-1.533	3.09	2.67	6.47

Paraguay

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	76	-0.226	99	17	191
Internet users (per 100 people)	85	-0.712	24	1	95
Quality of domestic transport ¹	116	-1.491	3.17	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	106	-1.030	3.16	2.33	5.49
Business and university R&D collaboration ¹	109	-1.135	2.76	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	78	-0.447	103	1	180
Social safety net protection ¹	122	-1.552	2.10	2.10	6.26
Intellectual property protection and property rights ¹	116	-1.374	2.69	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	66	-0.279	4.14	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	54.7	Freedom in the World ⁸	3
Aged dependency ratio (%)	8.4	Democracy Index (rank/165)	70
Fertility rate (births per woman)	3.1	Population living in urban area (%)	62.4
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	52.4
Population below age 20 (%)	44.0	Accessibility of digital content ¹	4.36
Population above age 60 (%)	7.7	Extent of virtual social networks use ¹	5.33
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.1	Economic activity (agriculture) — % of total activity	26.4
Technical/vocational enrolment as % of total enrolment in secondary school	10	Economic activity (industry) — % of total activity	17.1
Adult literacy (%)	93.9	Economic activity (services) — % of total activity	56.3
Boys not in primary school (%)	16	GDP per person employed (US\$)	—
Girls not in primary school (%)	16	Cooperation in labour-employer relations ¹	4.29
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	3.8
Private enrolment in primary school (% of primary)	18.3	Labour force with tertiary education (%)	15.5
Private enrolment in secondary school (% of secondary)	21.6	Number of patent applications (per 1,000 people)	0.0565
PIRLS ⁶	—	Hiring and firing practices ¹	3.29
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	1,473
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	2,919
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	176
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	19.6
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	242.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	34.4
Prevalence of visual impairment (%)	3.6	Global Innovation Index (rank/142)	100
Public spending on health (% of GDP)	9.7	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.33	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.48	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.42	IQ measure ⁹	83.3
Business impact of diabetes ¹	4.00		
Business impact of chronic respiratory disease ¹	4.25		
Business impact of HIV/AIDS ¹	5.53		
Business impact of tuberculosis ¹	5.85		
Business impact of malaria ¹	5.93		

NOTES

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Peru

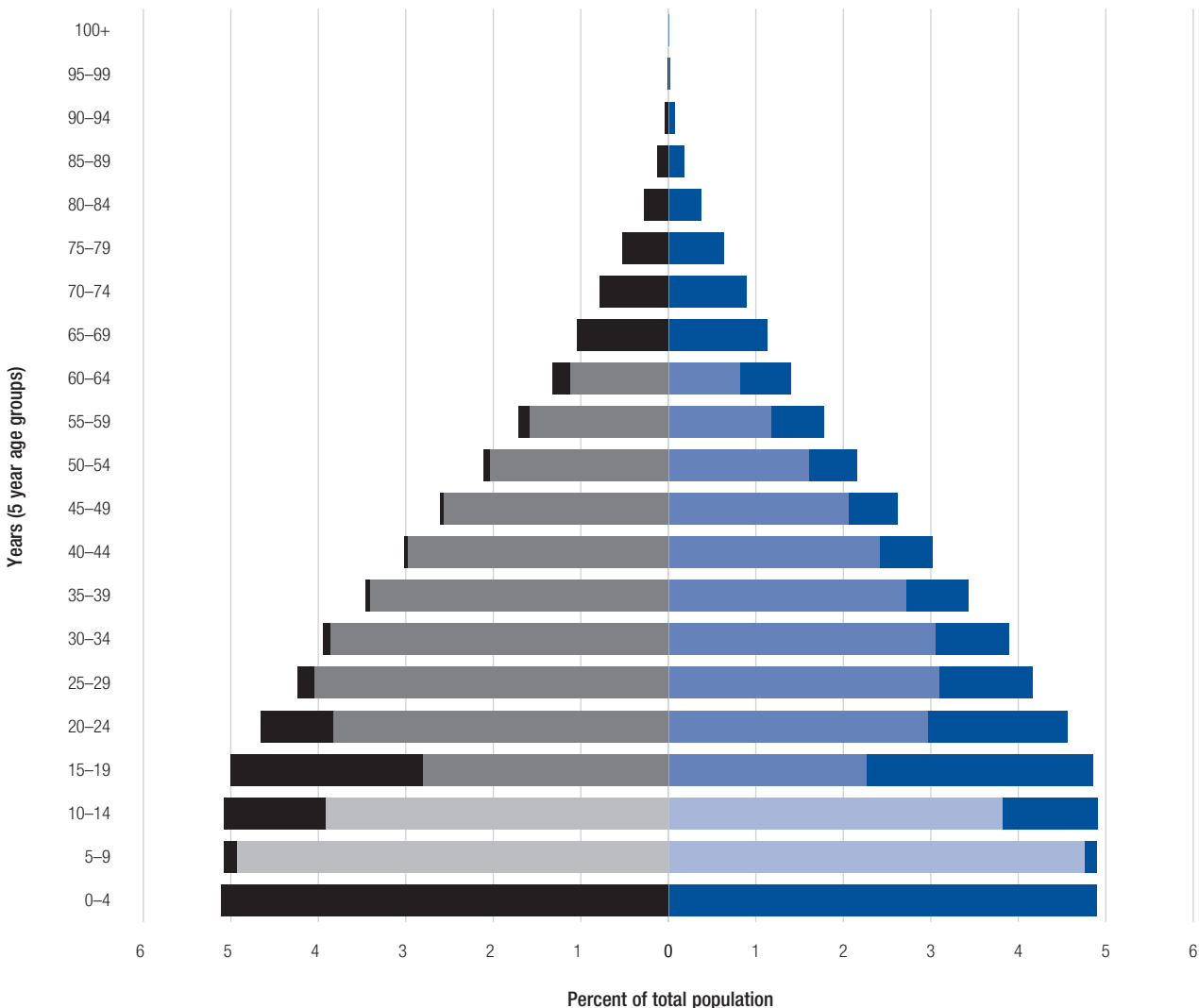
	Rank/122	Score
Human Capital Index 2013	75	-0.227
Pillar 1: Education	84	-0.323
Pillar 2: Health and wellness	82	-0.204
Pillar 3: Workforce and employment	50	-0.003
Pillar 4: Enabling environment	81	-0.377

Key Indicators

Total population (1,000s)	29,262.8
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	9,429
GDP growth (annual %)	6.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 9.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 46.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.6%
		Female labour force participation, age 65+: 1.2%

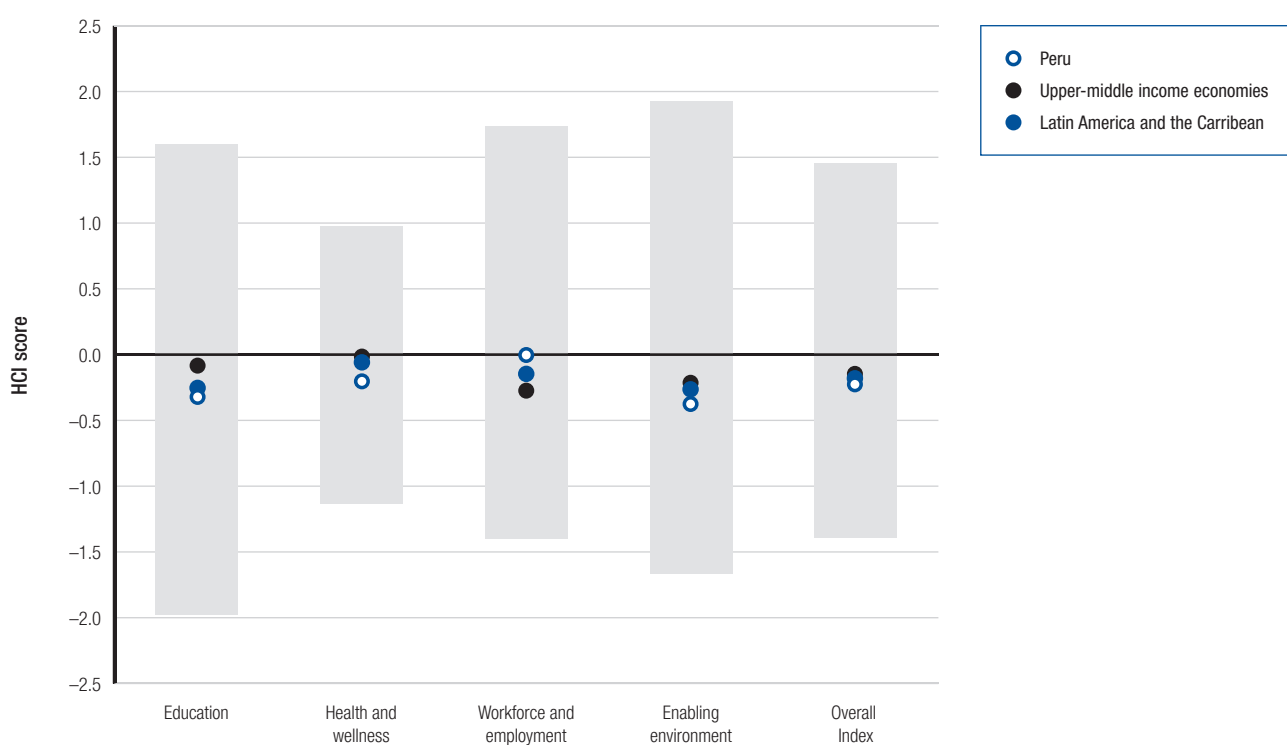


Peru

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	4.3	20.9
Professionals	2.0	
Technicians and associate professionals	2.3	
Secondary requirements	10.1	38.3
Clerks	1.9	
Service workers and shop and market sales workers	3.3	
Skilled agricultural and fishery workers	0.1	
Craft and related trade workers	2.4	
Plant and machine operators and assemblers	2.4	
Primary requirements	6.0	18.9
Elementary occupations	6.0	
Various	0.5	
Legislators, senior officials and managers	0.2	
Unclassified	n/a	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Peru

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	54	-0.444	97	58	100
Secondary enrolment rate (%)	57	-0.230	78	16	100
Tertiary enrolment ratio (%)	51	-0.092	43	1	103
Education gender gap ²	81	-0.278	0.980	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	82	-0.488	3.71	1.64	6.64
Quality of the education system ¹	112	-1.273	2.66	1.99	5.98
Quality of primary schools ¹	113	-1.508	2.30	1.97	6.82
Quality of math & science education ¹	116	-1.764	2.35	1.88	6.29
Quality of management schools ¹	58	-0.017	4.31	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	43	-0.054	78	5	100
Secondary education attainment (% population age 25+)	47	-0.148	59	2	100
Tertiary education attainment (% population age 25+)	35	-0.185	21	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	64	-0.338	14	2	98
Life expectancy	38	-0.542	77	50	83
Survival gender gap ²	97	-0.457	0.966	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	40	-0.092	14.5	1.2	36.5
Unhealthy life years (% of life expectancy)	48	-0.274	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	68	-0.111	28.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	41	-0.215	16.5	1.1	42.8
Business impact of non-communicable diseases ¹	70	-0.180	4.40	2.74	5.87
Business impact of communicable diseases ¹	77	-0.131	5.35	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	94	-0.793	41	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	87	-0.282	78.6	31.1	100.0
Healthcare quality ¹	91	-0.847	3.08	1.78	6.75
Healthcare accessibility ¹	107	-1.178	3.22	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	20	-0.942	78.4	43.4	90.6
Labour force participation rate, age 65+ (%)	15	-1.370	51.2	1.6	91.2
Economic participation gender gap ²	79	-0.286	0.610	0.310	0.839
Unemployment rate (%)	16	-0.886	4.1	0.3	32.0
Youth unemployment rate (%)	38	-0.474	14.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	30	-0.600	4.06	1.48	6.08
Country capacity to retain talent ¹	38	-0.466	3.98	1.81	5.97
Ease of finding skilled employees ¹	85	-0.545	3.61	2.13	5.69
Pay related to productivity ¹	66	-0.112	3.85	2.37	5.25
Capacity for innovation ¹	93	-0.705	3.14	2.31	5.84
Index of Economic Complexity ³	82	-0.770	-0.62	-1.96	2.37
Firm level technology absorption ¹	73	-0.358	4.56	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	89	-0.610	0.006	0.000	1.242
Median age of the working population	79	-0.453	33	28	42
<i>Training</i>					
Staff training ¹	77	-0.417	3.78	2.51	5.57
Training services ¹	81	-0.525	3.89	2.67	6.47

Peru

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	54	0.098	110	17	191
Internet users (per 100 people)	70	-0.262	37	1	95
Quality of domestic transport ¹	100	-0.846	3.73	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	90	-0.659	3.42	2.33	5.49
Business and university R&D collaboration ¹	95	-0.720	3.14	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	40	0.717	43	1	180
Social safety net protection ¹	93	-0.793	2.92	2.10	6.26
Intellectual property protection and property rights ¹	93	-0.821	3.25	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	62	-0.103	4.30	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	46.9	Freedom in the World ⁸	2
Aged dependency ratio (%)	9.4	Democracy Index (rank/165)	61
Fertility rate (births per woman)	2.6	Population living in urban area (%)	77.6
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	48.1
Population below age 20 (%)	39.8	Accessibility of digital content ¹	4.42
Population above age 60 (%)	8.7	Extent of virtual social networks use ¹	5.22
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.6	Economic activity (agriculture) — % of total activity	1.3
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	23.7
Adult literacy (%)	89.6	Economic activity (services) — % of total activity	75.0
Boys not in primary school (%)	3	GDP per person employed (US\$)	15,714
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.18
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.047	Emigration rate of the tertiary educated (%)	5.8
Private enrolment in primary school (% of primary)	23.5	Labour force with tertiary education (%)	39.2
Private enrolment in secondary school (% of secondary)	26.0	Number of patent applications (per 1,000 people)	0.0399
PIRLS ⁶	—	Hiring and firing practices ¹	3.14
PISA math scores ⁶	365	Retirement age, male	65
PISA reading scores ⁶	370	Retirement age, female	65
PISA science scores ⁶	369	Number of informal sector workers (1,000s)	7,168
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	15,030
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	646
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	2.9
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	937.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	19.0
Prevalence of visual impairment (%)	3.9	Global Innovation Index (rank/142)	69
Public spending on health (% of GDP)	4.8	Global Talent Index (rank/60)	47
Business impact of heart disease ¹	4.24	Quality of Labour Force (rank/60)	49
Business impact of cancer ¹	3.88	Talent Environment (rank/60)	40
Business impact of mental illness ¹	5.29	IQ measure ⁹	84.2
Business impact of diabetes ¹	4.40		
Business impact of chronic respiratory disease ¹	4.19		
Business impact of HIV/AIDS ¹	5.26		
Business impact of tuberculosis ¹	4.99		
Business impact of malaria ¹	5.79		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Philippines

Rank/122 Score

Human Capital Index 2013

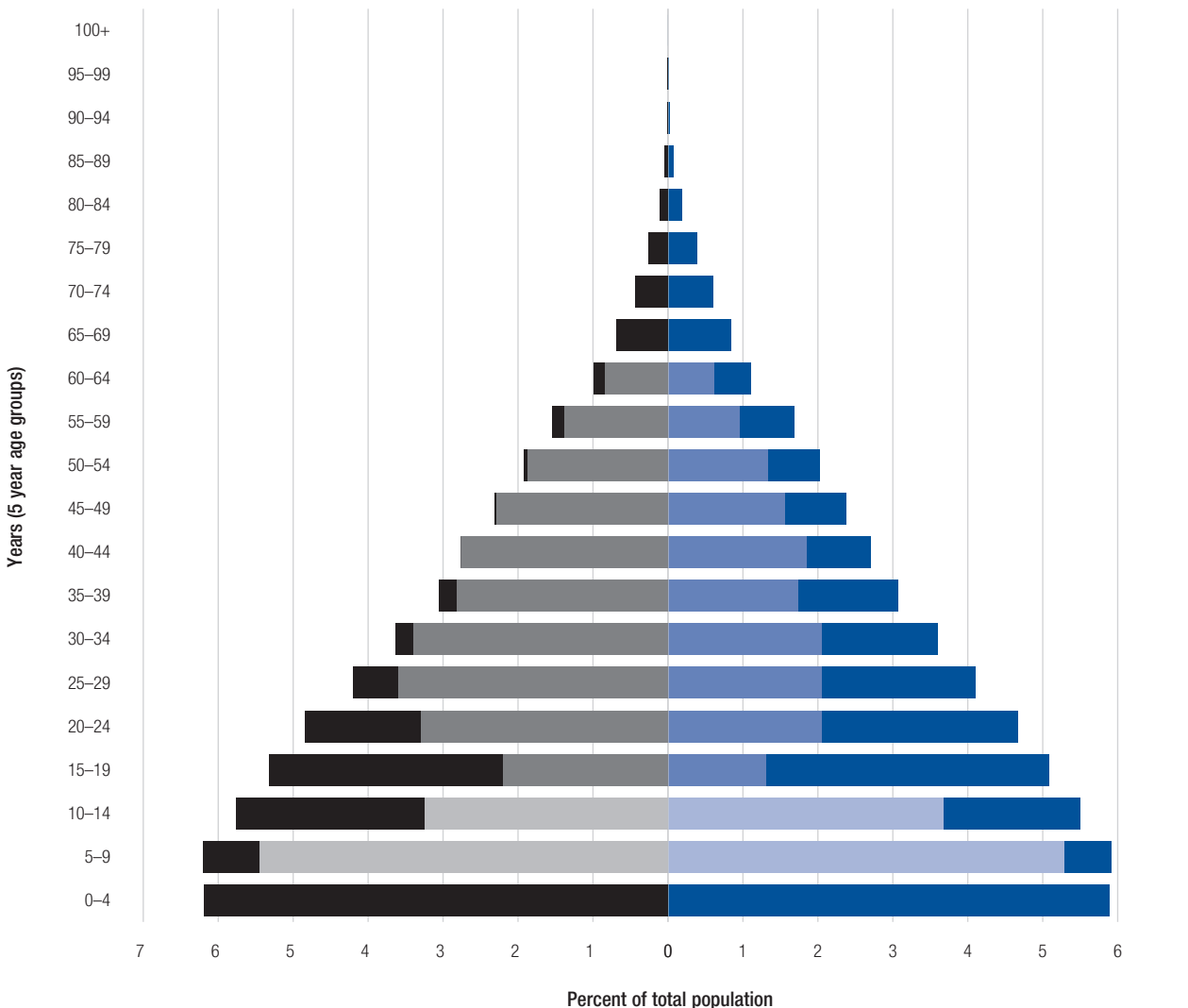
Pillar 1: Education	65	0.011
Pillar 2: Health and wellness	96	-0.473
Pillar 3: Workforce and employment	38	0.164
Pillar 4: Enabling environment	78	-0.344

Key Indicators

Total population (1,000s)	93,444.3
Median age of population	22
GDP per capita PPP (constant 2005, international \$)	3,803
GDP growth (annual %)	6.6

Education and workforce distribution

Male ■ Total population ■ Labour force participation ■ Primary and secondary enrolment	Female ■ Total population ■ Labour force participation ■ Primary and secondary enrolment	Additional indicators Aged dependency: 6.1% Youth dependency: 57.8% Male labour force participation, age 65+: 0.9% Female labour force participation, age 65+: 0.7%
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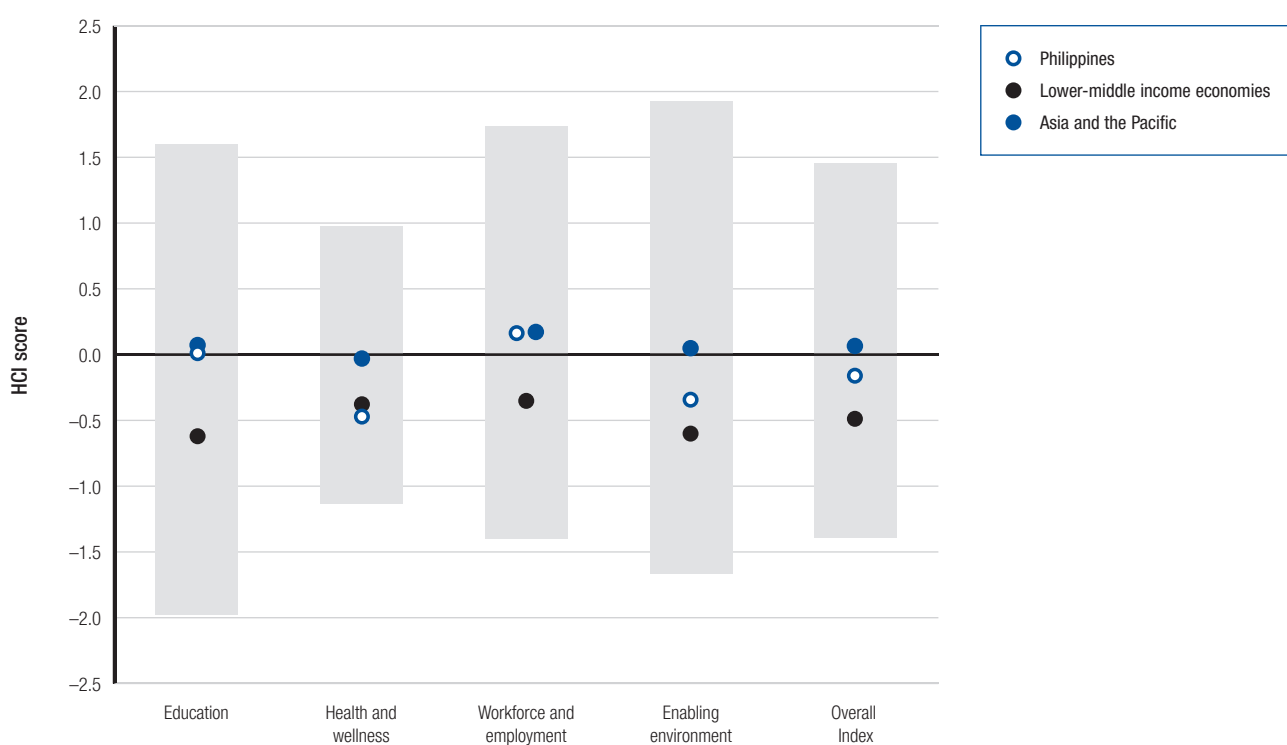


Philippines

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	4.1	24.2
Professionals	2.6	
Technicians and associate professionals	1.5	
Secondary requirements	27.1	35.1
Clerks	2.9	
Service workers and shop and market sales workers	5.7	
Skilled agricultural and fishery workers	10.1	
Craft and related trade workers	4.5	
Plant and machine operators and assemblers	3.9	
Primary requirements	18.6	n/a
Elementary occupations	18.6	
Various	7.4	
Legislators, senior officials and managers	7.1	
Unclassified	0.2	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Philippines

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	95	-0.552	89	58	100
Secondary enrolment rate (%)	74	-0.468	62	16	100
Tertiary enrolment ratio (%)	72	-0.469	28	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	65	-0.137	4.15	1.64	6.64
Quality of the education system ¹	33	-0.539	4.28	1.99	5.98
Quality of primary schools ¹	63	-0.127	3.80	1.97	6.82
Quality of math & science education ¹	81	-0.311	3.74	1.88	6.29
Quality of management schools ¹	35	-0.543	4.75	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	42	-0.068	65	2	100
Tertiary education attainment (% population age 25+)	30	-0.486	24	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	79	-0.069	20	2	98
Life expectancy	88	-0.430	69	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	54	-0.489	19.6	1.2	36.5
Unhealthy life years (% of life expectancy)	18	-0.746	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	99	-1.102	40.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	22	-1.281	6.4	1.1	42.8
Business impact of non-communicable diseases ¹	108	-1.159	3.96	2.74	5.87
Business impact of communicable diseases ¹	92	-0.687	4.79	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	116	-2.343	61	8	69
Depression (% of respondents) ⁷	107	-1.616	22	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	80	-0.048	83.2	31.1	100.0
Healthcare quality ¹	78	-0.614	3.36	1.78	6.75
Healthcare accessibility ¹	100	-0.984	3.46	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	83	-0.336	65.9	43.4	90.6
Labour force participation rate, age 65+ (%)	28	-0.647	37.2	1.6	91.2
Economic participation gender gap ²	15	-1.089	0.772	0.310	0.839
Unemployment rate (%)	50	-0.275	7.3	0.3	32.0
Youth unemployment rate (%)	54	-0.124	17.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	69	-0.189	3.24	1.48	6.08
Country capacity to retain talent ¹	61	-0.101	3.43	1.81	5.97
Ease of finding skilled employees ¹	40	-0.455	4.30	2.13	5.69
Pay related to productivity ¹	38	-0.512	4.24	2.37	5.25
Capacity for innovation ¹	44	-0.073	3.76	2.31	5.84
Index of Economic Complexity ³	55	-0.108	0.01	-1.96	2.37
Firm level technology absorption ¹	37	-0.564	5.22	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	103	-0.620	0.002	0.000	1.242
Median age of the working population	84	-0.708	32	28	42
<i>Training</i>					
Staff training ¹	24	-0.792	4.55	2.51	5.57
Training services ¹	47	-0.159	4.43	2.67	6.47

Philippines

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	77	-0.229	99	17	191
Internet users (per 100 people)	82	-0.530	29	1	95
Quality of domestic transport ¹	98	-0.807	3.77	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	50	0.200	4.03	2.33	5.49
Business and university R&D collaboration ¹	60	-0.221	3.58	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	103	-1.126	138	1	180
Social safety net protection ¹	77	-0.550	3.18	2.10	6.26
Intellectual property protection and property rights ¹	61	-0.119	3.97	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	40	0.283	4.64	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	57.8	Freedom in the World ⁸	3
Aged dependency ratio (%)	6.1	Democracy Index (rank/165)	69
Fertility rate (births per woman)	3.3	Population living in urban area (%)	49.1
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	43.0
Population below age 20 (%)	45.7	Accessibility of digital content ¹	5.07
Population above age 60 (%)	5.9	Extent of virtual social networks use ¹	6.20
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.7	Economic activity (agriculture) — % of total activity	33.0
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	14.9
Adult literacy (%)	95.4	Economic activity (services) — % of total activity	52.2
Boys not in primary school (%)	12	GDP per person employed (US\$)	8,601
Girls not in primary school (%)	10	Cooperation in labour-employer relations ¹	4.81
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.068	Emigration rate of the tertiary educated (%)	13.6
Private enrolment in primary school (% of primary)	8.1	Labour force with tertiary education (%)	28.0
Private enrolment in secondary school (% of secondary)	19.8	Number of patent applications (per 1,000 people)	0.0342
PIRLS ⁶	—	Hiring and firing practices ¹	3.30
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	15,150
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	36,035
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,859
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	0.3
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	4,591.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	8.0
Prevalence of visual impairment (%)	3.9	Global Innovation Index (rank/142)	90
Public spending on health (% of GDP)	4.1	Global Talent Index (rank/60)	44
Business impact of heart disease ¹	3.62	Quality of Labour Force (rank/60)	34
Business impact of cancer ¹	3.93	Talent Environment (rank/60)	34
Business impact of mental illness ¹	4.99	IQ measure ⁹	84.6
Business impact of diabetes ¹	3.64		
Business impact of chronic respiratory disease ¹	3.62		
Business impact of HIV/AIDS ¹	5.02		
Business impact of tuberculosis ¹	4.32		
Business impact of malaria ¹	5.05		

NOTES

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9 Reported in relation to UK score (100)

Poland

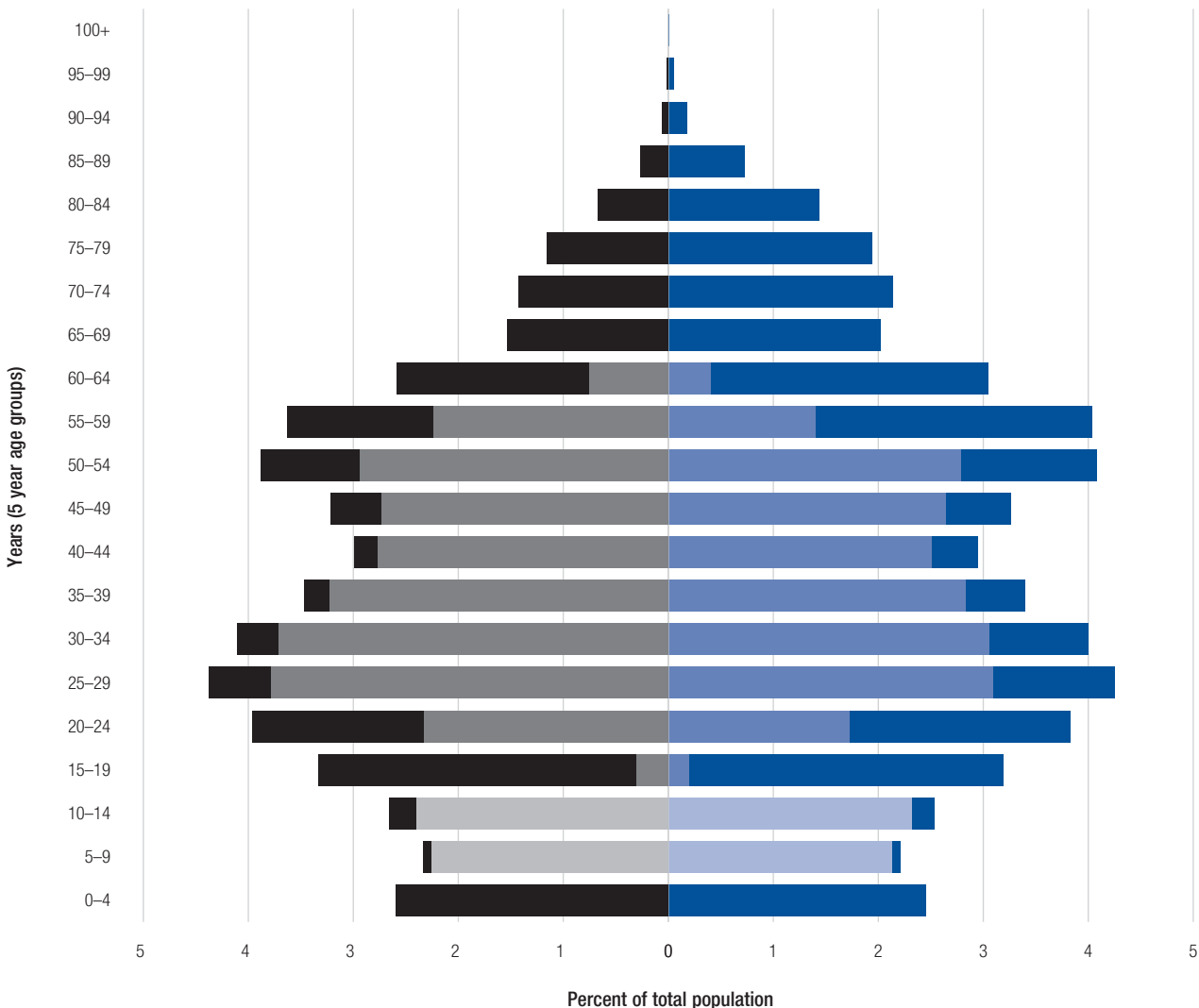
	Rank/122	Score
Human Capital Index 2013	49	0.087
Pillar 1: Education	42	0.376
Pillar 2: Health and wellness	47	0.173
Pillar 3: Workforce and employment	63	-0.139
Pillar 4: Enabling environment	57	-0.064

Key Indicators

Total population (1,000s)	38,198.8
Median age of population	38
GDP per capita PPP (constant 2005, international \$)	18,297
GDP growth (annual %)	1.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 18.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.4%
		Female labour force participation, age 65+: 0.2%

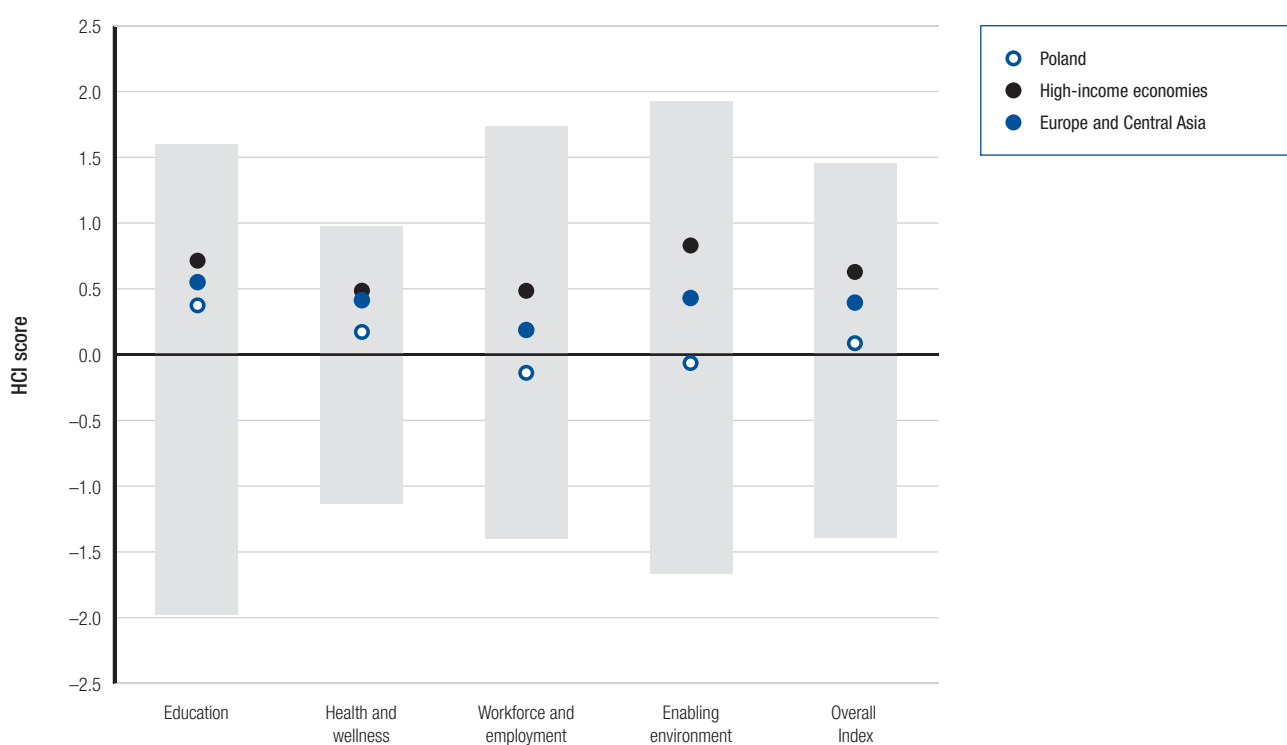


Poland

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.2	21.1
Professionals	7.5	
Technicians and associate professionals	5.7	
Secondary requirements	30.2	57.3
Clerks	3.6	
Service workers and shop and market sales workers	6.2	
Skilled agricultural and fishery workers	6.2	
Craft and related trade workers	8.8	
Plant and machine operators and assemblers	5.4	
Primary requirements	4.3	16.9
Elementary occupations	4.3	
Various	4.7	
Legislators, senior officials and managers	3.1	
Unclassified	1.4	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Poland

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	56	-0.404	97	58	100
Secondary enrolment rate (%)	21	-0.816	91	16	100
Tertiary enrolment ratio (%)	17	-1.209	72	1	103
Education gender gap ²	29	-0.523	0.998	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	51	-0.231	4.61	1.64	6.64
Quality of the education system ¹	74	-0.401	3.44	1.99	5.98
Quality of primary schools ¹	49	-0.223	4.18	1.97	6.82
Quality of math & science education ¹	60	-0.097	4.13	1.88	6.29
Quality of management schools ¹	78	-0.402	3.96	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	11	-0.905	99	5	100
Secondary education attainment (% population age 25+)	27	-0.702	82	2	100
Tertiary education attainment (% population age 25+)	34	-0.206	21	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	29	-0.742	5	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	37	-0.464	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	47	-0.542	19.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	79	-0.492	23.2	1.1	42.8
Business impact of non-communicable diseases ¹	98	-0.697	4.17	2.74	5.87
Business impact of communicable diseases ¹	31	-0.806	6.28	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	8	69
Depression (% of respondents) ⁷	4	1.412	3	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	—	—	—	31.1	100.0
Healthcare quality ¹	107	-1.062	2.81	1.78	6.75
Healthcare accessibility ¹	88	-0.758	3.74	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	85	-0.367	65.6	43.4	90.6
Labour force participation rate, age 65+ (%)	107	-1.024	4.8	1.6	91.2
Economic participation gender gap ²	65	-0.057	0.650	0.310	0.839
Unemployment rate (%)	76	-0.164	9.6	0.3	32.0
Youth unemployment rate (%)	78	-0.524	23.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	97	-0.964	2.44	1.48	6.08
Country capacity to retain talent ¹	101	-0.906	2.65	1.81	5.97
Ease of finding skilled employees ¹	60	-0.058	3.94	2.13	5.69
Pay related to productivity ¹	39	-0.491	4.22	2.37	5.25
Capacity for innovation ¹	55	-0.156	3.58	2.31	5.84
Index of Economic Complexity ³	22	-0.962	1.03	-1.96	2.37
Firm level technology absorption ¹	99	-0.934	4.15	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	32	-0.013	0.192	0.000	1.242
Median age of the working population	38	-0.848	39	28	42
<i>Training</i>					
Staff training ¹	65	-0.089	3.99	2.51	5.57
Training services ¹	30	-0.597	4.78	2.67	6.47

Poland

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	26	0.703	131	17	191
Internet users (per 100 people)	37	0.751	65	1	95
Quality of domestic transport ¹	65	-0.172	4.32	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	92	-0.678	3.41	2.33	5.49
Business and university R&D collaboration ¹	62	-0.268	3.54	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	48	0.484	55	1	180
Social safety net protection ¹	100	-0.887	2.82	2.10	6.26
Intellectual property protection and property rights ¹	60	-0.115	3.97	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	73	-0.394	4.03	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.0	Freedom in the World ⁸	1
Aged dependency ratio (%)	18.9	Democracy Index (rank/165)	44
Fertility rate (births per woman)	1.3	Population living in urban area (%)	60.8
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	32.7
Population below age 20 (%)	21.5	Accessibility of digital content ¹	5.11
Population above age 60 (%)	19.3	Extent of virtual social networks use ¹	5.06
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.2	Economic activity (agriculture) — % of total activity	12.8
Technical/vocational enrolment as % of total enrolment in secondary school	29	Economic activity (industry) — % of total activity	30.2
Adult literacy (%)	99.7	Economic activity (services) — % of total activity	56.9
Boys not in primary school (%)	3	GDP per person employed (US\$)	26,867
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.13
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	14.3
Private enrolment in primary school (% of primary)	2.8	Labour force with tertiary education (%)	27.2
Private enrolment in secondary school (% of secondary)	4.1	Number of patent applications (per 1,000 people)	0.1079
PIRLS ⁶	526	Hiring and firing practices ¹	3.39
PISA math scores ⁶	495	Retirement age, male	65
PISA reading scores ⁶	500	Retirement age, female	60
PISA science scores ⁶	508	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	481	Total employed (1,000s)	15,961
TIMSS 4th grade science ⁶	505	Total unemployed (1,000s)	1,699
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	31.4
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	546.3
<i>Health</i>		Unemployment for 12 months or more (1,000s)	533.8
Prevalence of visual impairment (%)	1.8	Global Innovation Index (rank/142)	49
Public spending on health (% of GDP)	6.7	Global Talent Index (rank/60)	29
Business impact of heart disease ¹	3.53	Quality of Labour Force (rank/60)	37
Business impact of cancer ¹	3.61	Talent Environment (rank/60)	33
Business impact of mental illness ¹	4.82	IQ measure ⁹	96.1
Business impact of diabetes ¹	4.32		
Business impact of chronic respiratory disease ¹	4.56		
Business impact of HIV/AIDS ¹	6.03		
Business impact of tuberculosis ¹	5.99		
Business impact of malaria ¹	6.81		

NOTES

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- Rank number on a list of 185 countries
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- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Portugal

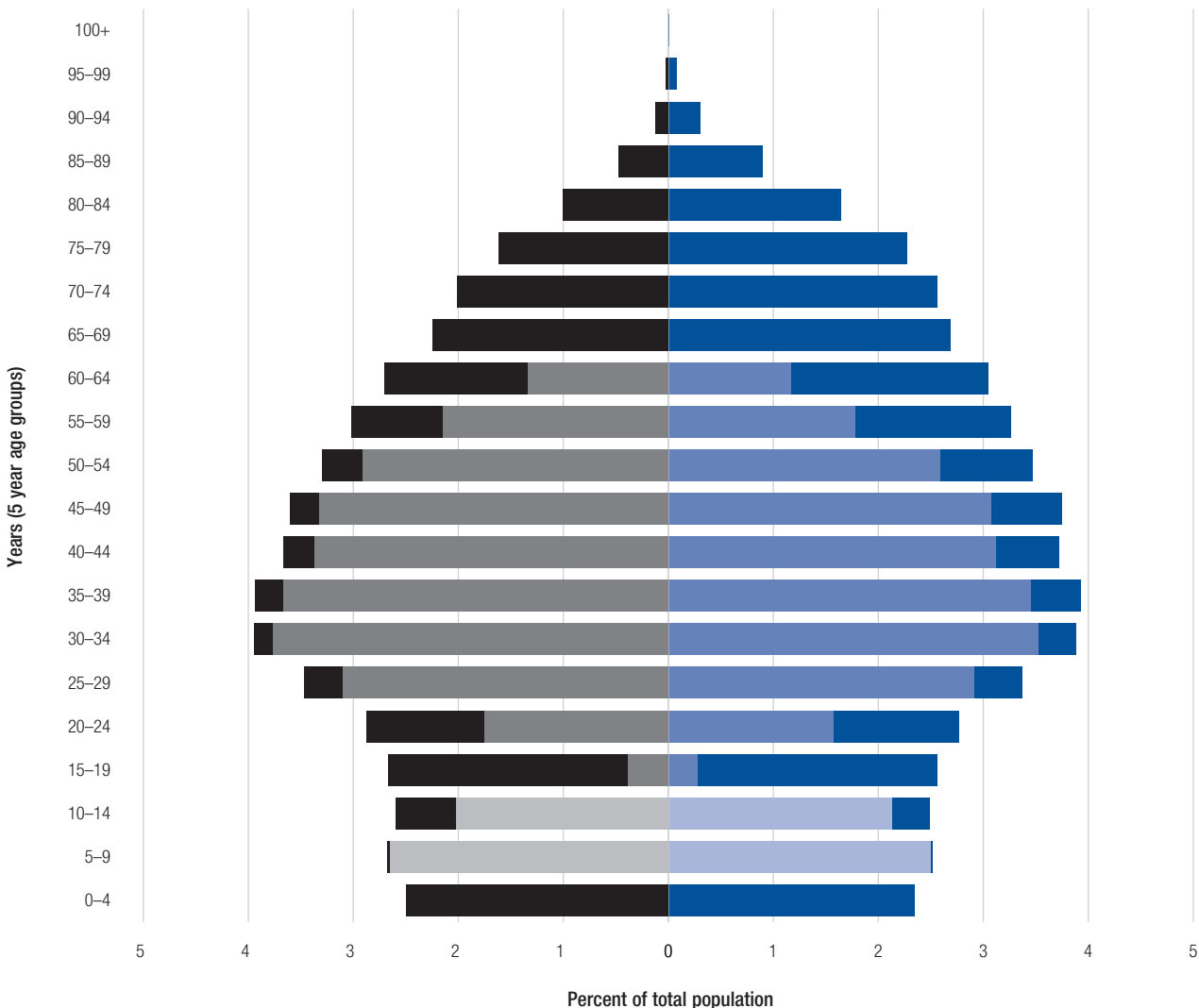
	Rank/122	Score
Human Capital Index 2013	30	0.453
Pillar 1: Education	37	0.411
Pillar 2: Health and wellness	23	0.532
Pillar 3: Workforce and employment	34	0.243
Pillar 4: Enabling environment	29	0.624

Key Indicators

Total population (1,000s)	10,589.8
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	20,962
GDP growth (annual %)	-3.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 27.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.7%
		Female labour force participation, age 65+: 1.3%

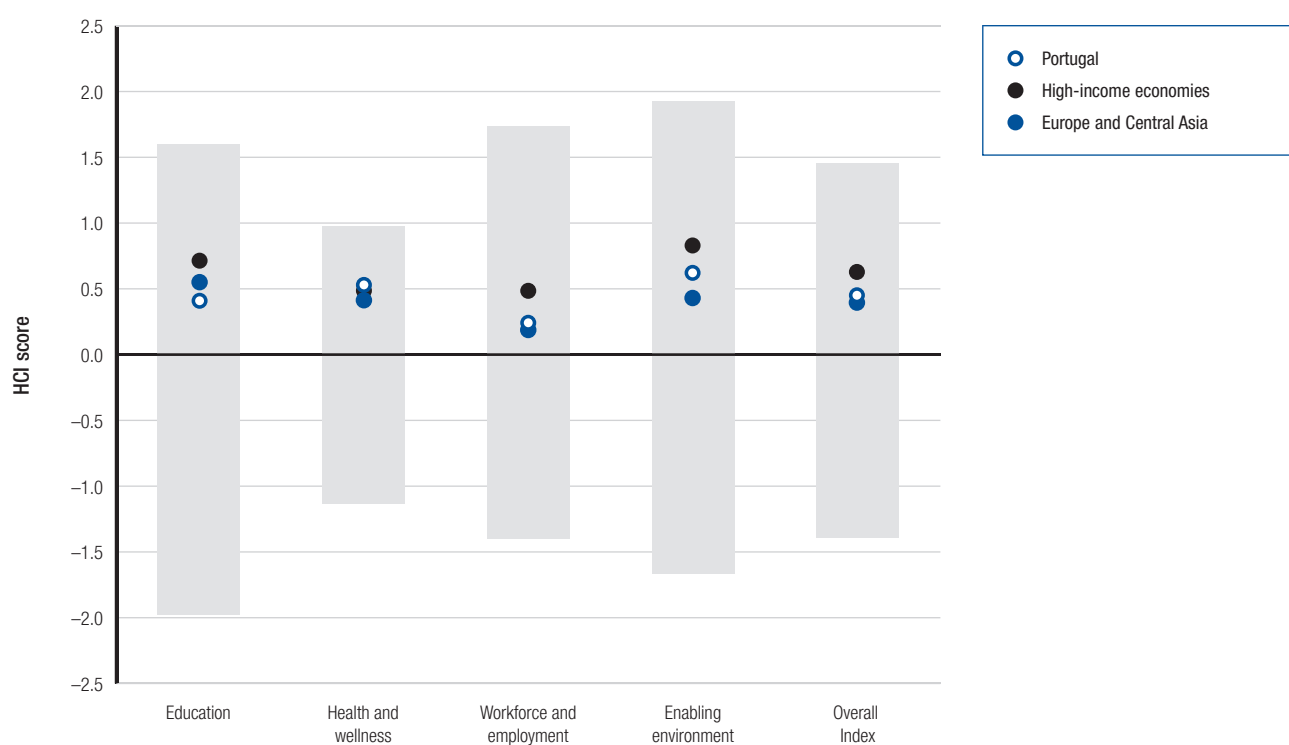


Portugal

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.0	12.7
Professionals	5.4	
Technicians and associate professionals	5.6	
Secondary requirements	38.7	28.7
Clerks	5.8	
Service workers and shop and market sales workers	9.6	
Skilled agricultural and fishery workers	6.4	
Craft and related trade workers	12.1	
Plant and machine operators and assemblers	4.7	
Primary requirements	8.2	46.3
Elementary occupations	8.2	
Various	8.8	
Legislators, senior officials and managers	3.7	
Unclassified	4.8	
Armed forces	0.4	

Spread of scores (by pillar and overall)



Portugal

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	18	-0.708	99	58	100
Secondary enrolment rate (%)	49	-0.408	82	16	100
Tertiary enrolment ratio (%)	23	-0.948	65	1	103
Education gender gap ²	51	-0.464	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	26	1.078	5.67	1.64	6.64
Quality of the education system ¹	47	-0.181	3.96	1.99	5.98
Quality of primary schools ¹	40	-0.527	4.51	1.97	6.82
Quality of math & science education ¹	63	-0.034	4.07	1.88	6.29
Quality of management schools ¹	11	1.464	5.52	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	32	-0.478	88	5	100
Secondary education attainment (% population age 25+)	66	-0.795	42	2	100
Tertiary education attainment (% population age 25+)	59	-0.561	13	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	8	-0.832	3	2	98
Life expectancy	24	-0.907	80	50	83
Survival gender gap ²	73	-0.122	0.972	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	32	-0.563	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	17	1.147	12.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	71	-0.323	21.6	1.1	42.8
Business impact of non-communicable diseases ¹	32	-0.610	4.75	2.74	5.87
Business impact of communicable diseases ¹	36	-0.706	6.18	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	96	-0.870	42	8	69
Depression (% of respondents) ⁷	47	-0.297	10	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	28	-0.807	99.8	31.1	100.0
Healthcare quality ¹	26	1.119	5.47	1.78	6.75
Healthcare accessibility ¹	28	1.004	5.89	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	36	-0.502	74.1	43.4	90.6
Labour force participation rate, age 65+ (%)	65	-0.416	16.6	1.6	91.2
Economic participation gender gap ²	50	-0.299	0.679	0.310	0.839
Unemployment rate (%)	82	-0.393	10.8	0.3	32.0
Youth unemployment rate (%)	71	-0.380	22.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	71	-0.246	3.19	1.48	6.08
Country capacity to retain talent ¹	94	-0.750	2.81	1.81	5.97
Ease of finding skilled employees ¹	4	1.618	5.11	2.13	5.69
Pay related to productivity ¹	102	-0.919	3.36	2.37	5.25
Capacity for innovation ¹	38	-0.251	3.90	2.31	5.84
Index of Economic Complexity ³	32	-0.608	0.69	-1.96	2.37
Firm level technology absorption ¹	26	1.011	5.54	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	26	-0.674	0.390	0.000	1.242
Median age of the working population	20	1.208	40	28	42
<i>Training</i>					
Staff training ¹	61	-0.059	4.01	2.51	5.57
Training services ¹	24	0.876	5.00	2.67	6.47

Portugal

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	50	0.244	115	17	191
Internet users (per 100 people)	43	0.409	55	1	95
Quality of domestic transport ¹	12	1.502	5.78	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	37	0.381	4.16	2.33	5.49
Business and university R&D collaboration ¹	25	0.910	4.60	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	28	0.969	30	1	180
Social safety net protection ¹	29	0.697	4.54	2.10	6.26
Intellectual property protection and property rights ¹	35	0.569	4.67	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	60	-0.064	4.33	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.7	Freedom in the World ⁸	1
Aged dependency ratio (%)	27.0	Democracy Index (rank/165)	26
Fertility rate (births per woman)	1.4	Population living in urban area (%)	61.6
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	38.5
Population below age 20 (%)	20.4	Accessibility of digital content ¹	5.99
Population above age 60 (%)	23.7	Extent of virtual social networks use ¹	5.90
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.8	Economic activity (agriculture) — % of total activity	10.9
Technical/vocational enrolment as % of total enrolment in secondary school	25	Economic activity (industry) — % of total activity	27.7
Adult literacy (%)	95.4	Economic activity (services) — % of total activity	61.4
Boys not in primary school (%)	1	GDP per person employed (US\$)	30,855
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	4.08
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	19.0
Private enrolment in primary school (% of primary)	11.8	Labour force with tertiary education (%)	18.3
Private enrolment in secondary school (% of secondary)	16.1	Number of patent applications (per 1,000 people)	0.0610
PIRLS ⁶	541	Hiring and firing practices ¹	3.24
PISA math scores ⁶	487	Retirement age, male	65
PISA reading scores ⁶	489	Retirement age, female	65
PISA science scores ⁶	493	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	532	Total employed (1,000s)	4,978
TIMSS 4th grade science ⁶	522	Total unemployed (1,000s)	603
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	54.3
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	133.6
<i>Health</i>		Unemployment for 12 months or more (1,000s)	327.0
Prevalence of visual impairment (%)	1.5	Global Innovation Index (rank/142)	34
Public spending on health (% of GDP)	10.4	Global Talent Index (rank/60)	26
Business impact of heart disease ¹	4.39	Quality of Labour Force (rank/60)	29
Business impact of cancer ¹	4.50	Talent Environment (rank/60)	23
Business impact of mental illness ¹	5.16	IQ measure ⁹	94.5
Business impact of diabetes ¹	4.77		
Business impact of chronic respiratory disease ¹	4.95		
Business impact of HIV/AIDS ¹	5.92		
Business impact of tuberculosis ¹	6.11		
Business impact of malaria ¹	6.50		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Qatar

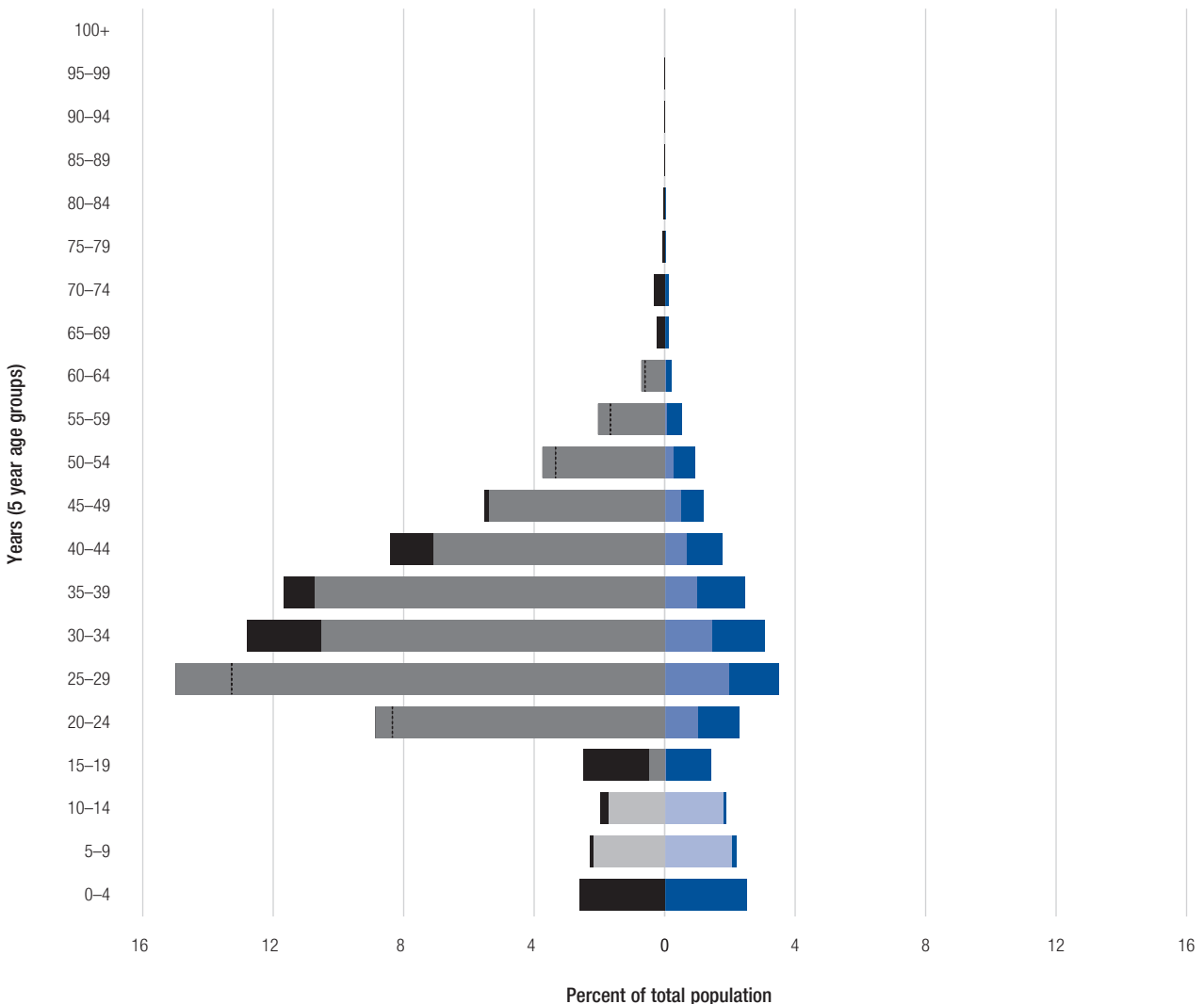
	Rank/122	Score
Human Capital Index 2013	18	0.834
Pillar 1: Education	26	0.684
Pillar 2: Health and wellness	44	0.206
Pillar 3: Workforce and employment	7	1.154
Pillar 4: Enabling environment	15	1.294

Key Indicators

Total population (1,000s)	1,749.7
Median age of population	32
GDP per capita PPP (constant 2005, international \$)	76,319
GDP growth (annual %)	18.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 1.3%
■ Labour force participation	■ Labour force participation	Youth dependency: 16.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: n/a

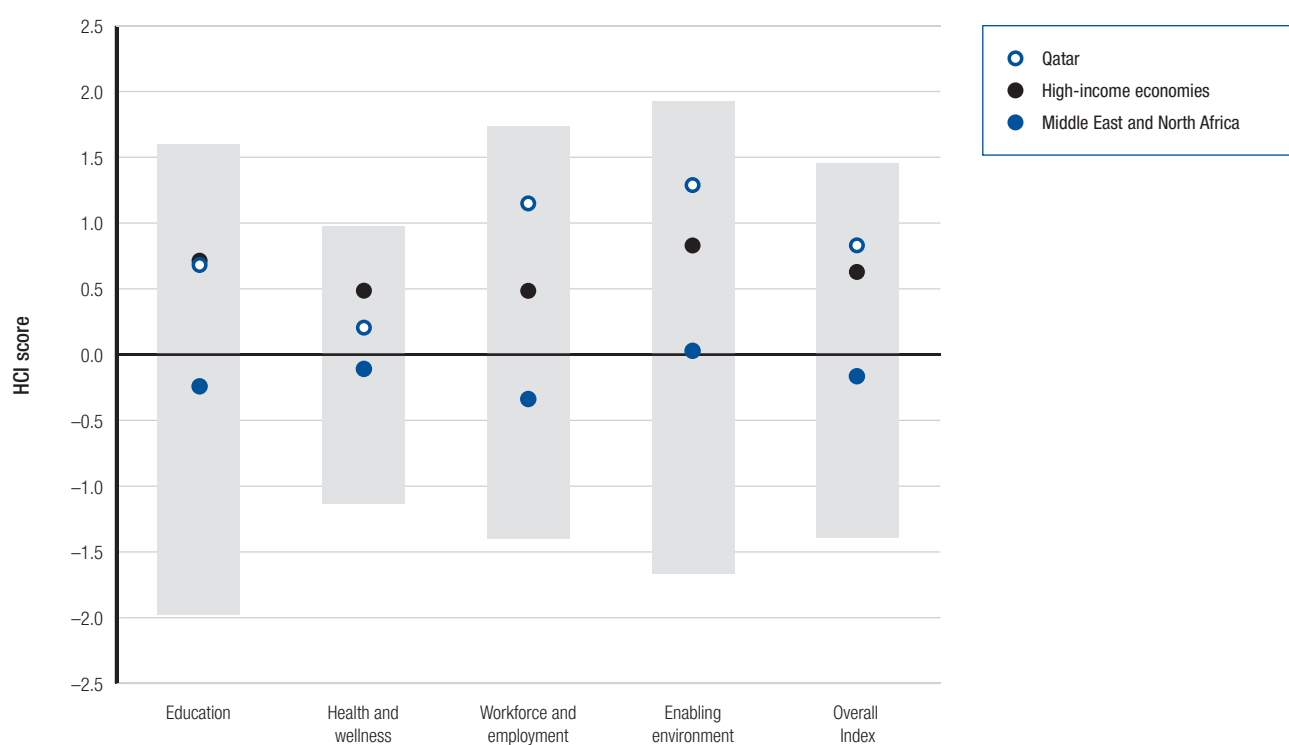


Qatar

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	11.7	18.8
Professionals	7.3	
Technicians and associate professionals	4.4	
Secondary requirements	30.1	30.4
Clerks	4.9	
Service workers and shop and market sales workers	4.9	
Skilled agricultural and fishery workers	0.5	
Craft and related trade workers	14.0	
Plant and machine operators and assemblers	5.9	
Primary requirements	11.4	18.4
Elementary occupations	11.4	
Various	1.6	
Legislators, senior officials and managers	1.6	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Qatar

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	72	0.183	95	58	100
Secondary enrolment rate (%)	19	0.817	91	16	100
Tertiary enrolment ratio (%)	94	-1.101	12	1	103
Education gender gap ²	31	0.519	0.998	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	13	1.381	6.05	1.64	6.64
Quality of the education system ¹	4	2.194	5.76	1.99	5.98
Quality of primary schools ¹	11	1.567	5.64	1.97	6.82
Quality of math & science education ¹	6	1.654	5.62	1.88	6.29
Quality of management schools ¹	8	1.632	5.66	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	51	-0.235	71	5	100
Secondary education attainment (% population age 25+)	55	-0.393	53	2	100
Tertiary education attainment (% population age 25+)	40	-0.007	19	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	35	0.697	6	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	110	-1.656	0.952	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	105	-0.609	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	120	-2.046	52.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	115	-1.537	33.1	1.1	42.8
Business impact of non-communicable diseases ¹	2	2.196	5.47	2.74	5.87
Business impact of communicable diseases ¹	24	0.937	6.41	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	76	-0.328	35	8	69
Depression (% of respondents) ⁷	24	0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	21	1.231	5.61	1.78	6.75
Healthcare accessibility ¹	23	1.209	6.14	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	3	1.821	87.0	43.4	90.6
Labour force participation rate, age 65+ (%)	22	0.807	40.3	1.6	91.2
Economic participation gender gap ²	93	-0.745	0.556	0.310	0.839
Unemployment rate (%)	1	1.610	0.3	0.3	32.0
Youth unemployment rate (%)	1	1.749	1.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	3	2.469	5.99	1.48	6.08
Country capacity to retain talent ¹	1	2.519	5.97	1.81	5.97
Ease of finding skilled employees ¹	14	1.270	4.87	2.13	5.69
Pay related to productivity ¹	4	2.119	5.22	2.37	5.25
Capacity for innovation ¹	17	1.411	4.83	2.31	5.84
Index of Economic Complexity ³	78	-0.588	-0.45	-1.96	2.37
Firm level technology absorption ¹	10	1.528	5.91	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	57	-0.494	0.040	0.000	1.242
Median age of the working population	67	-0.285	34	28	42
<i>Training</i>					
Staff training ¹	5	1.904	5.27	2.51	5.57
Training services ¹	14	1.365	5.38	2.67	6.47

Qatar

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	38	0.472	123	17	191
Internet users (per 100 people)	8	1.512	86	1	95
Quality of domestic transport ¹	25	0.836	5.20	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	9	1.775	5.16	2.33	5.49
Business and university R&D collaboration ¹	7	1.885	5.47	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	38	0.775	40	1	180
Social safety net protection ¹	26	0.800	4.65	2.10	6.26
Intellectual property protection and property rights ¹	7	1.851	5.98	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	7	1.739	5.96	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	16.1	Freedom in the World ⁸	6
Aged dependency ratio (%)	1.3	Democracy Index (rank/165)	138
Fertility rate (births per woman)	2.2	Population living in urban area (%)	98.9
Sex ratio at birth (female/male)	0.98	Gini Index (income) ⁵	41.1
Population below age 20 (%)	17.2	Accessibility of digital content ¹	6.16
Population above age 60 (%)	1.9	Extent of virtual social networks use ¹	6.29
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.5	Economic activity (agriculture) — % of total activity	1.4
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	54.1
Adult literacy (%)	96.3	Economic activity (services) — % of total activity	44.6
Boys not in primary school (%)	5	GDP per person employed (US\$)	18,585
Girls not in primary school (%)	5	Cooperation in labour-employer relations ¹	5.58
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	2.1
Private enrolment in primary school (% of primary)	56.7	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	39.6	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	425	Hiring and firing practices ¹	5.41
PISA math scores ⁶	368	Retirement age, male	—
PISA reading scores ⁶	372	Retirement age, female	—
PISA science scores ⁶	379	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	413	Total employed (1,000s)	1,270
TIMSS 4th grade science ⁶	394	Total unemployed (1,000s)	6
TIMSS 8th grade math ⁶	410	Unemployment for 12 months or more as a % of total unemployment	24.1
TIMSS 8th grade science ⁶	419	Total youth not in education or employment (1,000s)	24.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1.4
Prevalence of visual impairment (%)	3.6	Global Innovation Index (rank/142)	43
Public spending on health (% of GDP)	1.9	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	5.32	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	5.65	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.69	IQ measure ⁹	80.1
Business impact of diabetes ¹	5.03		
Business impact of chronic respiratory disease ¹	5.64		
Business impact of HIV/AIDS ¹	6.30		
Business impact of tuberculosis ¹	6.39		
Business impact of malaria ¹	6.54		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Romania

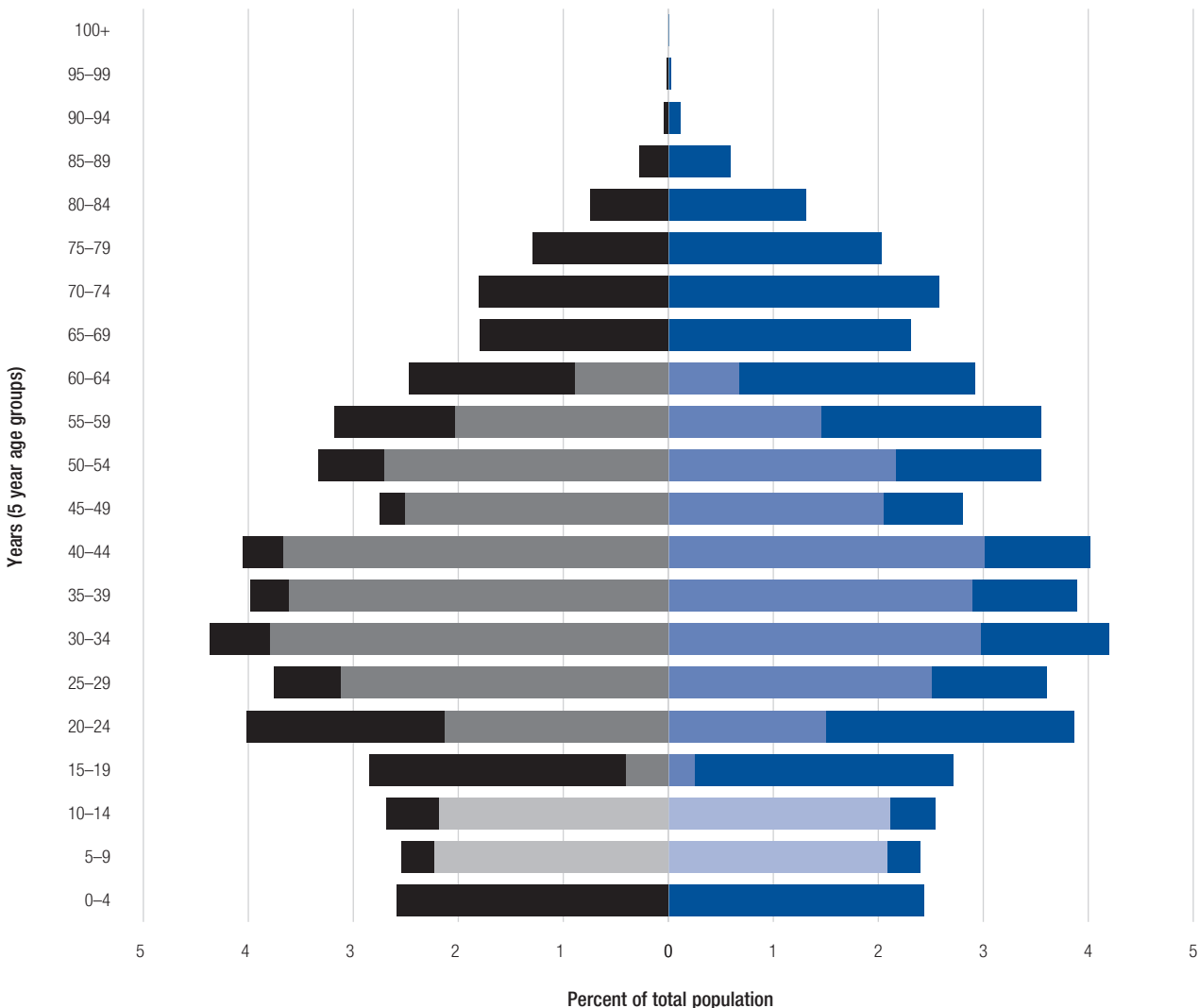
	Rank/122	Score
Human Capital Index 2013	69	-0.176
Pillar 1: Education	57	0.077
Pillar 2: Health and wellness	61	0.048
Pillar 3: Workforce and employment	85	-0.364
Pillar 4: Enabling environment	83	-0.463

Key Indicators

Total population (1,000s)	21,861.5
Median age of population	38
GDP per capita PPP (constant 2005, international \$)	11,443
GDP growth (annual %)	3.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 21.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 21.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.9%
		Female labour force participation, age 65+: 1.0%

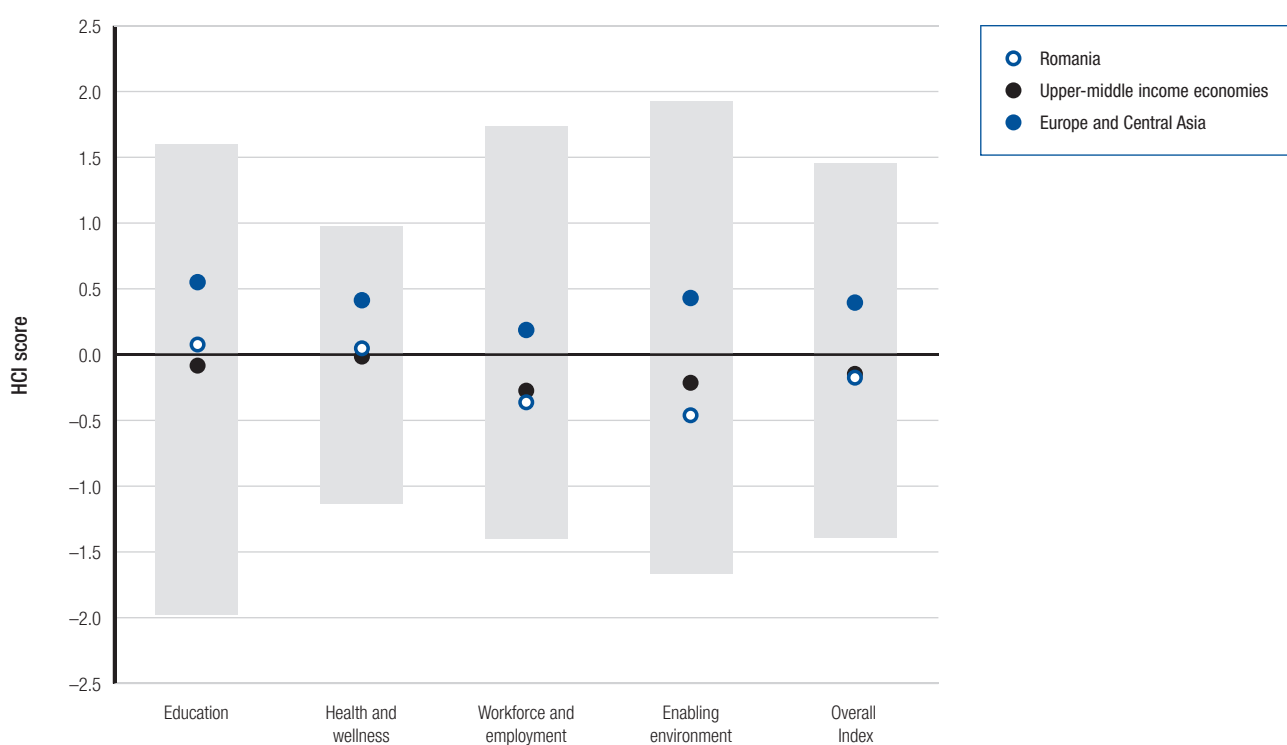


Romania

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.8	11.9
Professionals	5.2	
Technicians and associate professionals	4.7	
Secondary requirements	28.4	71.4
Clerks	2.5	
Service workers and shop and market sales workers	5.3	
Skilled agricultural and fishery workers	12.0	
Craft and related trade workers	8.6	
Plant and machine operators and assemblers	n/a	
Primary requirements	6.0	10.9
Elementary occupations	6.0	
Various	2.6	
Legislators, senior officials and managers	1.3	
Unclassified	1.3	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Romania

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	96	-0.685	88	58	100
Secondary enrolment rate (%)	47	-0.436	82	16	100
Tertiary enrolment ratio (%)	34	-0.695	59	1	103
Education gender gap ²	47	-0.473	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	55	-0.143	4.50	1.64	6.64
Quality of the education system ¹	84	-0.613	3.25	1.99	5.98
Quality of primary schools ¹	69	-0.265	3.65	1.97	6.82
Quality of math & science education ¹	51	-0.274	4.30	1.88	6.29
Quality of management schools ¹	91	-0.701	3.71	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	15	-0.888	98	5	100
Secondary education attainment (% population age 25+)	21	-0.913	87	2	100
Tertiary education attainment (% population age 25+)	62	-0.640	12	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	52	-0.473	11	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	42	-0.411	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	38	-0.738	17.2	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	50	-0.088	17.7	1.1	42.8
Business impact of non-communicable diseases ¹	51	-0.255	4.60	2.74	5.87
Business impact of communicable diseases ¹	75	-0.071	5.41	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	92	-0.715	40	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	89	-0.314	78.0	31.1	100.0
Healthcare quality ¹	114	-1.210	2.63	1.78	6.75
Healthcare accessibility ¹	77	-0.542	4.00	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	95	-0.551	63.8	43.4	90.6
Labour force participation rate, age 65+ (%)	56	-0.271	19.4	1.6	91.2
Economic participation gender gap ²	49	-0.322	0.681	0.310	0.839
Unemployment rate (%)	50	-0.275	7.3	0.3	32.0
Youth unemployment rate (%)	68	-0.359	22.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	106	-1.230	2.17	1.48	6.08
Country capacity to retain talent ¹	115	-1.498	2.08	1.81	5.97
Ease of finding skilled employees ¹	69	-0.232	3.82	2.13	5.69
Pay related to productivity ¹	79	-0.426	3.66	2.37	5.25
Capacity for innovation ¹	79	-0.440	3.35	2.31	5.84
Index of Economic Complexity ³	24	-0.867	0.93	-1.96	2.37
Firm level technology absorption ¹	89	-0.758	4.27	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	49	-0.417	0.063	0.000	1.242
Median age of the working population	37	-0.857	39	28	42
<i>Training</i>					
Staff training ¹	113	-1.404	3.14	2.51	5.57
Training services ¹	83	-0.553	3.87	2.67	6.47

Romania

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	56	0.061	109	17	191
Internet users (per 100 people)	58	0.006	44	1	95
Quality of domestic transport ¹	106	-0.921	3.67	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	84	-0.578	3.48	2.33	5.49
Business and university R&D collaboration ¹	77	-0.506	3.33	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	59	0.154	72	1	180
Social safety net protection ¹	56	-0.108	3.67	2.10	6.26
Intellectual property protection and property rights ¹	86	-0.655	3.42	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	119	-1.618	2.93	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	21.4	Freedom in the World ⁸	2
Aged dependency ratio (%)	21.2	Democracy Index (rank/165)	59
Fertility rate (births per woman)	1.3	Population living in urban area (%)	52.8
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	27.4
Population below age 20 (%)	20.7	Accessibility of digital content ¹	5.34
Population above age 60 (%)	20.0	Extent of virtual social networks use ¹	5.48
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.2	Economic activity (agriculture) — % of total activity	30.1
Technical/vocational enrolment as % of total enrolment in secondary school	33	Economic activity (industry) — % of total activity	28.7
Adult literacy (%)	97.7	Economic activity (services) — % of total activity	41.2
Boys not in primary school (%)	12	GDP per person employed (US\$)	11,452
Girls not in primary school (%)	13	Cooperation in labour-employer relations ¹	3.31
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	11.3
Private enrolment in primary school (% of primary)	0.3	Labour force with tertiary education (%)	17.2
Private enrolment in secondary school (% of secondary)	1.8	Number of patent applications (per 1,000 people)	0.0669
PIRLS ⁶	502	Hiring and firing practices ¹	3.86
PISA math scores ⁶	427	Retirement age, male	65
PISA reading scores ⁶	424	Retirement age, female	63
PISA science scores ⁶	428	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	482	Total employed (1,000s)	9,239
TIMSS 4th grade science ⁶	505	Total unemployed (1,000s)	725
TIMSS 8th grade math ⁶	458	Unemployment for 12 months or more as a % of total unemployment	34.9
TIMSS 8th grade science ⁶	465	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	253.2
Prevalence of visual impairment (%)	2.0	Global Innovation Index (rank/142)	48
Public spending on health (% of GDP)	5.8	Global Talent Index (rank/60)	36
Business impact of heart disease ¹	4.19	Quality of Labour Force (rank/60)	35
Business impact of cancer ¹	4.50	Talent Environment (rank/60)	47
Business impact of mental illness ¹	4.88	IQ measure ⁹	90.8
Business impact of diabetes ¹	4.65		
Business impact of chronic respiratory disease ¹	4.75		
Business impact of HIV/AIDS ¹	5.32		
Business impact of tuberculosis ¹	5.17		
Business impact of malaria ¹	5.73		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Russian Federation

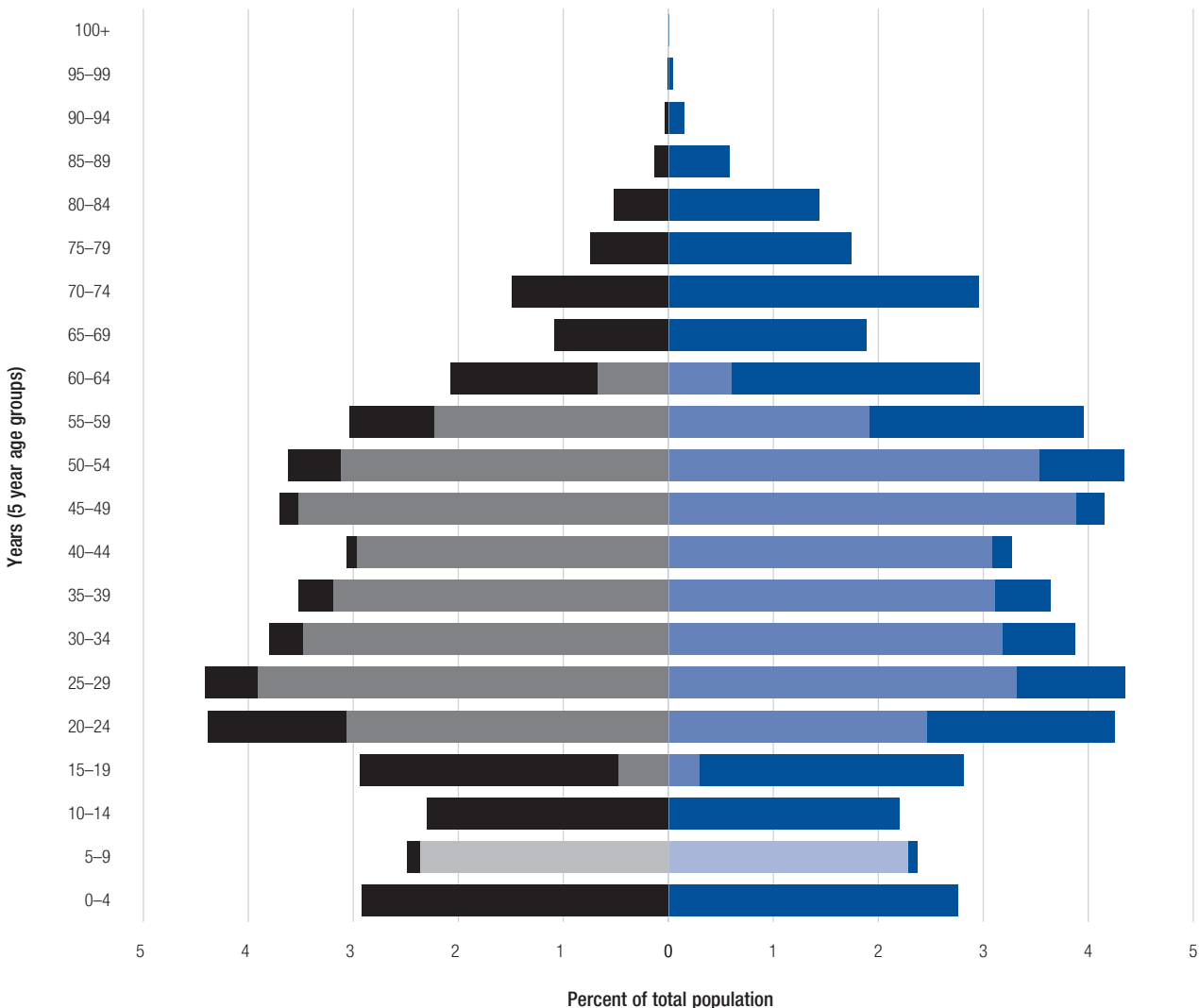
	Rank/122	Score
Human Capital Index 2013	51	0.010
Pillar 1: Education	41	0.377
Pillar 2: Health and wellness	62	0.027
Pillar 3: Workforce and employment	66	-0.163
Pillar 4: Enabling environment	63	-0.201

Key Indicators

Total population (1,000s)	143,617.9
Median age of population	38
GDP per capita PPP (constant 2005, international \$)	15,177
GDP growth (annual %)	3.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 18.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 20.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: 0.4%

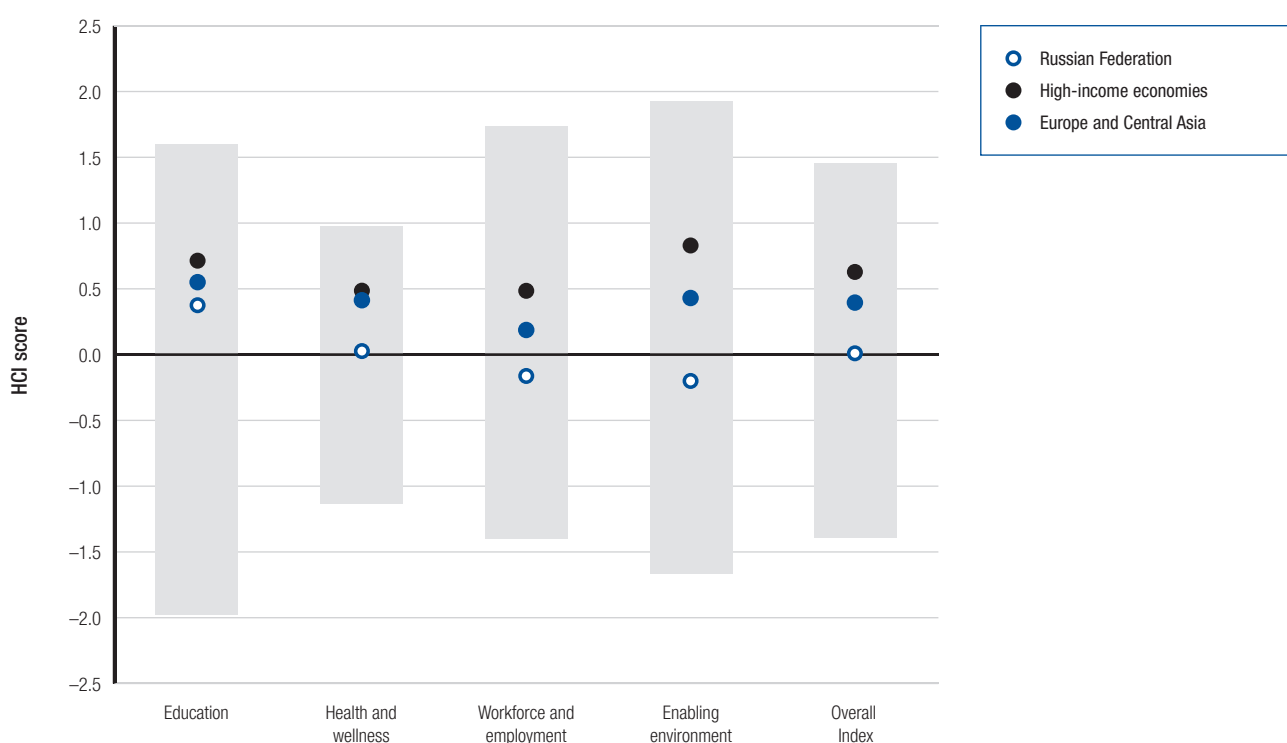


Russian Federation

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	19.0	25.1
Professionals	10.4	
Technicians and associate professionals	8.6	
Secondary requirements	28.2	25.4
Clerks	1.7	
Service workers and shop and market sales workers	8.1	
Skilled agricultural and fishery workers	2.6	
Craft and related trade workers	8.7	
Plant and machine operators and assemblers	7.1	
Primary requirements	6.6	5.5
Elementary occupations	6.6	
Various	4.0	
Legislators, senior officials and managers	4.0	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Russian Federation

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	68	0.270	96	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	12	1.343	76	1	103
Education gender gap ²	30	0.522	0.998	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	50	0.263	4.65	1.64	6.64
Quality of the education system ¹	72	-0.356	3.48	1.99	5.98
Quality of primary schools ¹	52	0.168	4.12	1.97	6.82
Quality of math & science education ¹	50	0.285	4.31	1.88	6.29
Quality of management schools ¹	98	-0.785	3.64	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	19	0.816	96	5	100
Secondary education attainment (% population age 25+)	19	1.049	91	2	100
Tertiary education attainment (% population age 25+)	26	0.569	25	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	51	0.518	10	2	98
Life expectancy	88	-0.430	69	50	83
Survival gender gap ²	28	0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	51	0.264	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	55	0.290	22.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	95	-0.672	24.9	1.1	42.8
Business impact of non-communicable diseases ¹	107	-0.984	4.04	2.74	5.87
Business impact of communicable diseases ¹	56	0.352	5.83	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	4	1.532	11	8	69
Depression (% of respondents) ⁷	56	0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	79	-0.031	83.5	31.1	100.0
Healthcare quality ¹	98	-0.919	2.99	1.78	6.75
Healthcare accessibility ¹	71	-0.425	4.14	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	46	0.379	72.9	43.4	90.6
Labour force participation rate, age 65+ (%)	103	-0.999	5.3	1.6	91.2
Economic participation gender gap ²	35	0.646	0.720	0.310	0.839
Unemployment rate (%)	56	0.242	7.5	0.3	32.0
Youth unemployment rate (%)	53	0.145	17.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	78	-0.423	3.00	1.48	6.08
Country capacity to retain talent ¹	95	-0.761	2.79	1.81	5.97
Ease of finding skilled employees ¹	102	-1.099	3.22	2.13	5.69
Pay related to productivity ¹	40	0.470	4.21	2.37	5.25
Capacity for innovation ¹	57	-0.205	3.54	2.31	5.84
Index of Economic Complexity ³	41	0.215	0.31	-1.96	2.37
Firm level technology absorption ¹	110	-1.230	3.94	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	39	-0.301	0.098	0.000	1.242
Median age of the working population	35	0.882	39	28	42
<i>Training</i>					
Staff training ¹	76	-0.367	3.81	2.51	5.57
Training services ¹	70	-0.208	4.14	2.67	6.47

Russian Federation

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	3	2.124	179	17	191
Internet users (per 100 people)	52	0.184	49	1	95
Quality of domestic transport ¹	60	0.053	4.52	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	107	-1.162	3.06	2.33	5.49
Business and university R&D collaboration ¹	56	-0.156	3.64	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	83	-0.621	112	1	180
Social safety net protection ¹	81	-0.594	3.14	2.10	6.26
Intellectual property protection and property rights ¹	110	-1.106	2.96	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	79	-0.527	3.91	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	20.7	<i>Society</i>	
Aged dependency ratio (%)	18.2	Freedom in the World ⁸	6
Fertility rate (births per woman)	1.4	Democracy Index (rank/165)	122
Sex ratio at birth (female/male)	0.94	Population living in urban area (%)	74.0
Population below age 20 (%)	21.1	Gini Index (income) ⁵	40.1
Population above age 60 (%)	18.0	Accessibility of digital content ¹	5.22
<i>Education</i>			
Public spending on education (% of GDP)	4.1	Extent of virtual social networks use ¹	5.40
Technical/vocational enrolment as % of total enrolment in secondary school	16	<i>Workforce</i>	
Adult literacy (%)	99.7	Economic activity (agriculture) — % of total activity	9.7
Boys not in primary school (%)	5	Economic activity (industry) — % of total activity	27.9
Girls not in primary school (%)	4	Economic activity (services) — % of total activity	62.3
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	19,078
Private enrolment in primary school (% of primary)	0.6	Cooperation in labour-employer relations ¹	3.92
Private enrolment in secondary school (% of secondary)	0.7	Emigration rate of the tertiary educated (%)	1.4
PIRLS ⁶	568	Labour force with tertiary education (%)	54.0
PISA math scores ⁶	468	Number of patent applications (per 1,000 people)	0.2884
PISA reading scores ⁶	459	Hiring and firing practices ¹	3.95
PISA science scores ⁶	478	Retirement age, male	63
TIMSS 4th grade math ⁶	542	Retirement age, female	60
TIMSS 4th grade science ⁶	552	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	539	Total employed (1,000s)	69,804
TIMSS 8th grade science ⁶	542	Total unemployed (1,000s)	5,636
<i>Health</i>			
Prevalence of visual impairment (%)	2.1	Unemployment for 12 months or more as a % of total unemployment	29.9
Public spending on health (% of GDP)	6.2	Total youth not in education or employment (1,000s)	30,149.5
Business impact of heart disease ¹	3.38	Unemployment for 12 months or more (1,000s)	1,686.7
Business impact of cancer ¹	4.05	Global Innovation Index (rank/142)	62
Business impact of mental illness ¹	4.61	Global Talent Index (rank/60)	34
Business impact of diabetes ¹	4.50	Quality of Labour Force (rank/60)	31
Business impact of chronic respiratory disease ¹	3.66	Talent Environment (rank/60)	32
Business impact of HIV/AIDS ¹	5.61	IQ measure ⁹	96.5
Business impact of tuberculosis ¹	5.48		
Business impact of malaria ¹	6.39		

NOTES

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9 Reported in relation to UK score (100)

Saudi Arabia

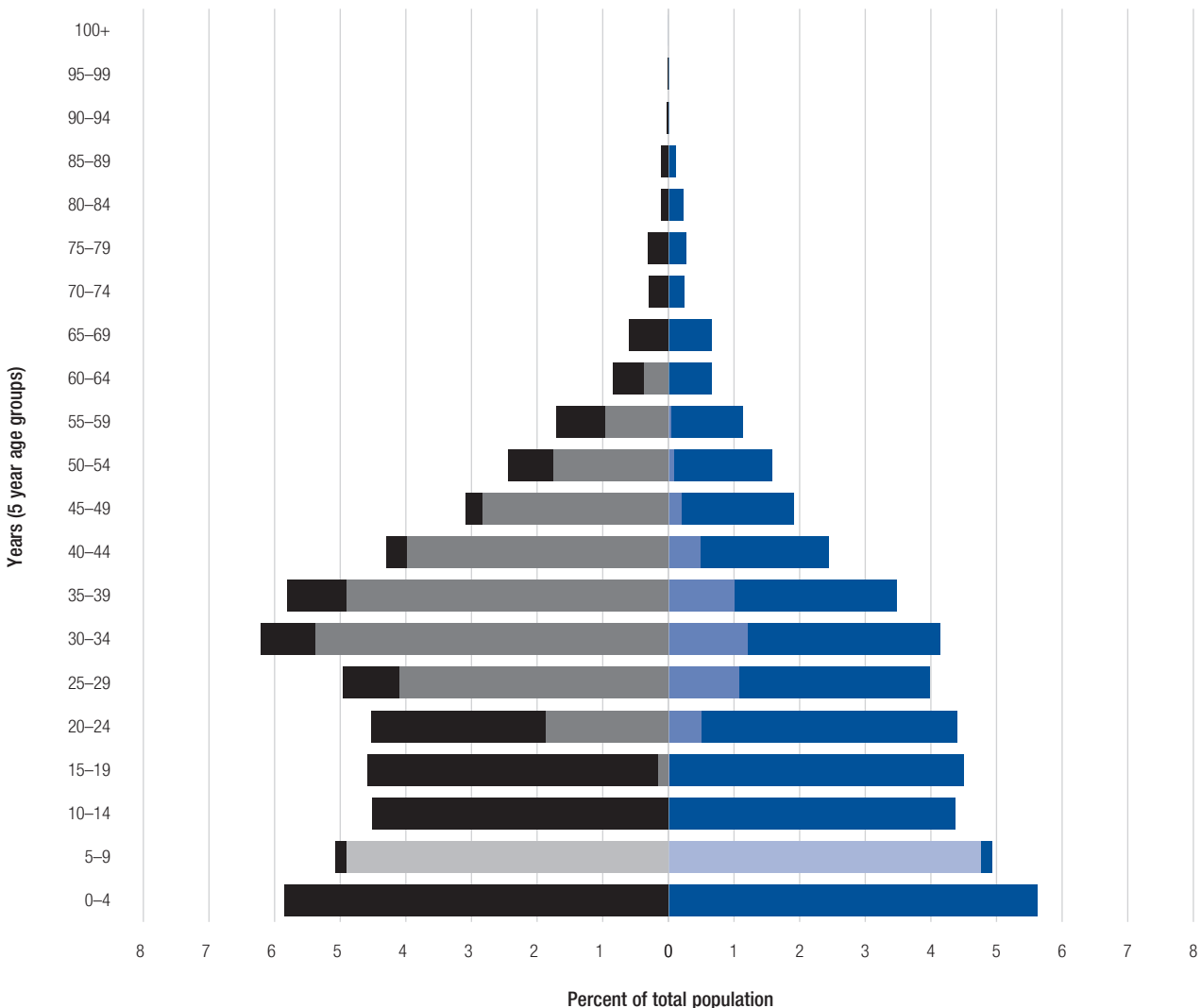
	Rank/122	Score
Human Capital Index 2013	39	0.245
Pillar 1: Education	55	0.098
Pillar 2: Health and wellness	72	-0.041
Pillar 3: Workforce and employment	61	-0.099
Pillar 4: Enabling environment	21	1.023

Key Indicators

Total population (1,000s)	27,258.4
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	21,678
GDP growth (annual %)	6.8

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 4.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 46.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.3%
		Female labour force participation, age 65+: n/a

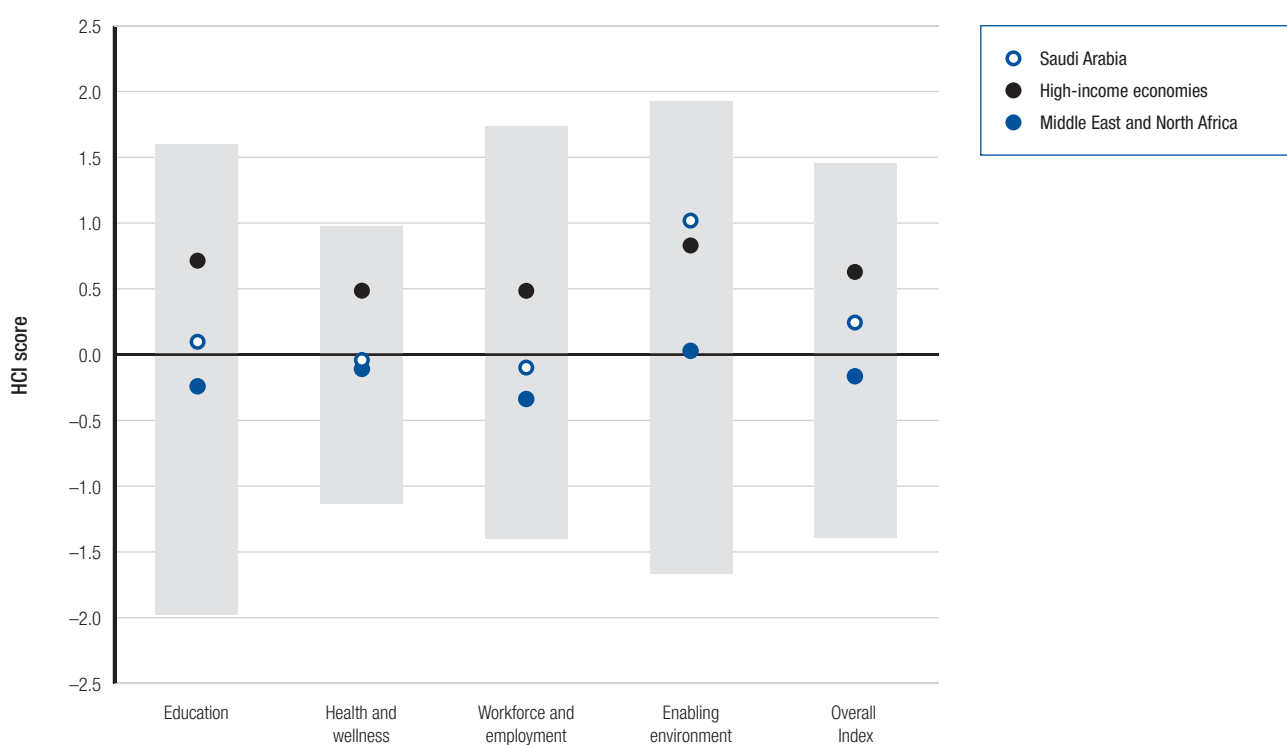


Saudi Arabia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	14.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	29.3
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	15.4
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Saudi Arabia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	57	-0.378	97	58	100
Secondary enrolment rate (%)	37	-0.590	86	16	100
Tertiary enrolment ratio (%)	56	-0.024	41	1	103
Education gender gap ²	84	-0.227	0.976	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	45	-0.375	4.79	1.64	6.64
Quality of the education system ¹	32	-0.550	4.29	1.99	5.98
Quality of primary schools ¹	50	-0.195	4.15	1.97	6.82
Quality of math & science education ¹	57	-0.191	4.22	1.88	6.29
Quality of management schools ¹	55	-0.053	4.34	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	54	-0.516	64	5	100
Secondary education attainment (% population age 25+)	60	-0.536	49	2	100
Tertiary education attainment (% population age 25+)	53	-0.359	15	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	42	-0.608	8	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	47	-0.459	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	31	-0.542	10.6	1.2	36.5
Unhealthy life years (% of life expectancy)	106	-0.630	18	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	100	-1.126	40.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	121	-1.759	35.2	1.1	42.8
Business impact of non-communicable diseases ¹	28	-0.688	4.79	2.74	5.87
Business impact of communicable diseases ¹	64	-0.252	5.73	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	108	-1.775	23	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	41	-0.739	98.5	31.1	100.0
Healthcare quality ¹	33	-0.797	5.08	1.78	6.75
Healthcare accessibility ¹	38	-0.622	5.42	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	113	-1.798	51.6	43.4	90.6
Labour force participation rate, age 65+ (%)	73	-0.596	13.1	1.6	91.2
Economic participation gender gap ²	117	-2.572	0.340	0.310	0.839
Unemployment rate (%)	30	-0.642	5.4	0.3	32.0
Youth unemployment rate (%)	90	-0.986	28.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	12	1.390	4.87	1.48	6.08
Country capacity to retain talent ¹	16	1.148	4.64	1.81	5.97
Ease of finding skilled employees ¹	81	-0.362	3.73	2.13	5.69
Pay related to productivity ¹	21	-0.980	4.52	2.37	5.25
Capacity for innovation ¹	39	-0.187	3.85	2.31	5.84
Index of Economic Complexity ³	64	-0.339	-0.21	-1.96	2.37
Firm level technology absorption ¹	14	1.353	5.78	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	67	-0.540	0.026	0.000	1.242
Median age of the working population	73	-0.371	33	28	42
<i>Training</i>					
Staff training ¹	51	-0.144	4.14	2.51	5.57
Training services ¹	51	-0.138	4.41	2.67	6.47

Saudi Arabia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	1	2.475	191	17	191
Internet users (per 100 people)	55	0.130	48	1	95
Quality of domestic transport ¹	24	0.843	5.20	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	21	1.114	4.69	2.33	5.49
Business and university R&D collaboration ¹	29	0.767	4.47	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	20	1.124	22	1	180
Social safety net protection ¹	32	0.590	4.42	2.10	6.26
Intellectual property protection and property rights ¹	25	1.055	5.17	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	25	1.112	5.39	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	46.3	Freedom in the World ⁸	7
Aged dependency ratio (%)	4.5	Democracy Index (rank/165)	163
Fertility rate (births per woman)	3.0	Population living in urban area (%)	82.5
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	—
Population below age 20 (%)	39.0	Accessibility of digital content ¹	5.65
Population above age 60 (%)	4.3	Extent of virtual social networks use ¹	6.07
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.6	Economic activity (agriculture) — % of total activity	4.1
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	20.4
Adult literacy (%)	87.2	Economic activity (services) — % of total activity	75.5
Boys not in primary school (%)	3	GDP per person employed (US\$)	26,046
Girls not in primary school (%)	3	Cooperation in labour-employer relations ¹	4.52
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	0.9
Private enrolment in primary school (% of primary)	9.7	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	12.6	Number of patent applications (per 1,000 people)	0.0363
PIRLS ⁶	430	Hiring and firing practices ¹	4.32
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	55
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	410	Total employed (1,000s)	8,148
TIMSS 4th grade science ⁶	429	Total unemployed (1,000s)	463
TIMSS 8th grade math ⁶	394	Unemployment for 12 months or more as a % of total unemployment	18.9
TIMSS 8th grade science ⁶	436	Total youth not in education or employment (1,000s)	842.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	87.5
Prevalence of visual impairment (%)	3.6	Global Innovation Index (rank/142)	42
Public spending on health (% of GDP)	3.7	Global Talent Index (rank/60)	41
Business impact of heart disease ¹	4.77	Quality of Labour Force (rank/60)	57
Business impact of cancer ¹	4.93	Talent Environment (rank/60)	46
Business impact of mental illness ¹	5.14	IQ measure ⁹	79.5
Business impact of diabetes ¹	4.39		
Business impact of chronic respiratory disease ¹	4.73		
Business impact of HIV/AIDS ¹	5.70		
Business impact of tuberculosis ¹	5.70		
Business impact of malaria ¹	5.78		

NOTES

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4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Senegal

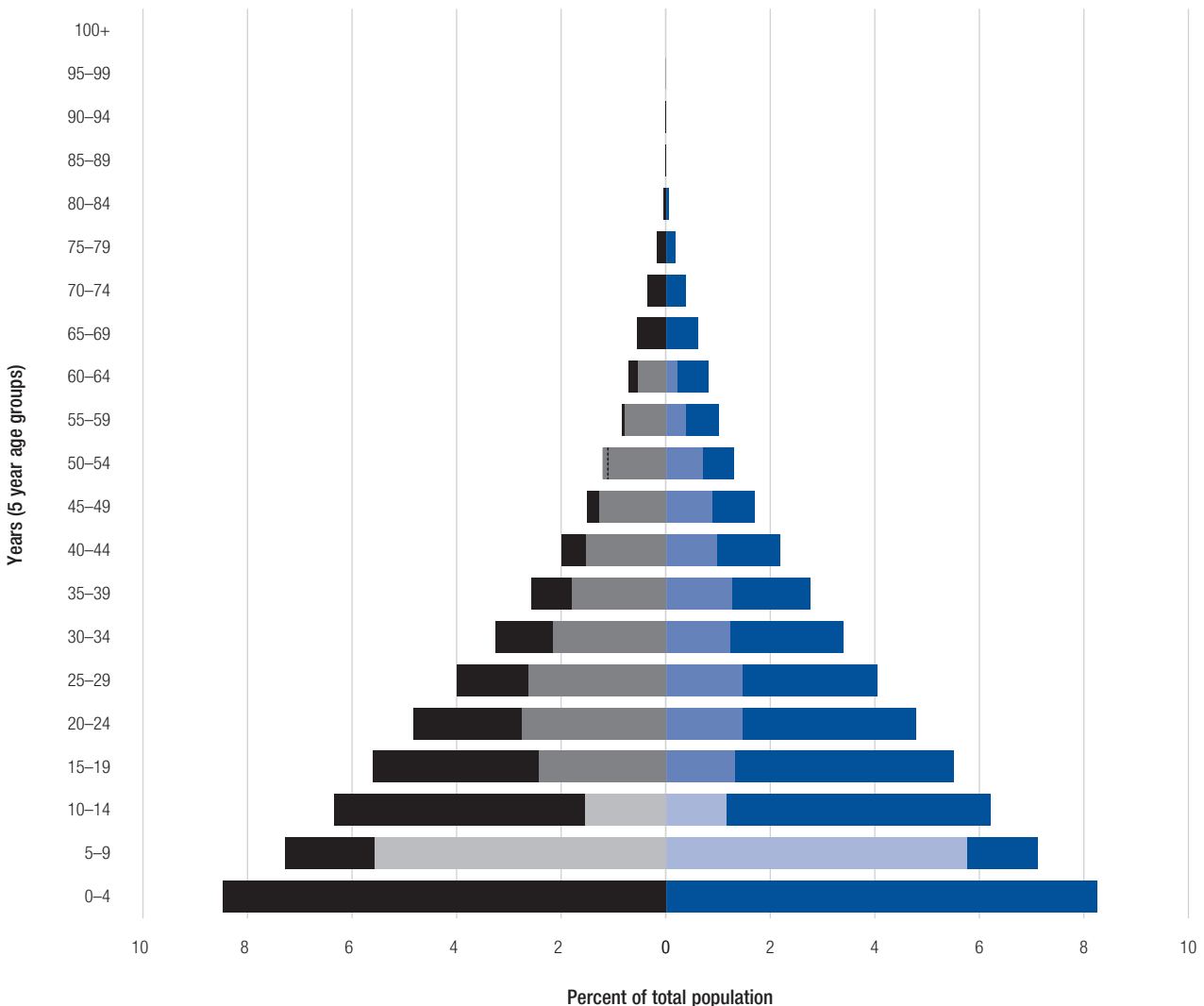
	Rank/122	Score
Human Capital Index 2013	102	-0.602
Pillar 1: Education	112	-1.202
Pillar 2: Health and wellness	90	-0.404
Pillar 3: Workforce and employment	51	-0.006
Pillar 4: Enabling environment	101	-0.794

Key Indicators

Total population (1,000s)	12,950.6
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	1,675
GDP growth (annual %)	3.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 81.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.2%

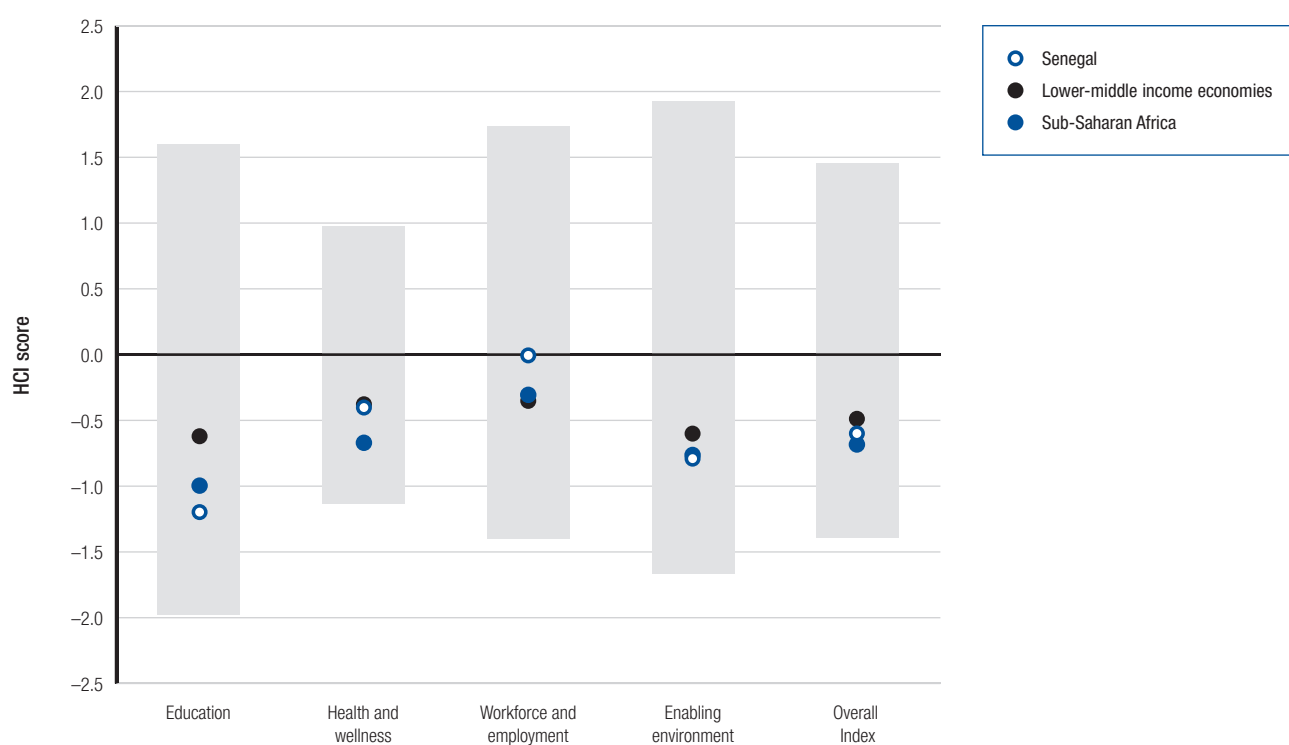


Senegal

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	0.8
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	4.2
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	3.3
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Senegal

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	107	-1.716	79	58	100
Secondary enrolment rate (%)	97	-2.209	22	16	100
Tertiary enrolment ratio (%)	105	-1.241	8	1	103
Education gender gap ²	108	-1.743	0.827	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	81	-0.480	3.72	1.64	6.64
Quality of the education system ¹	68	-0.300	3.53	1.99	5.98
Quality of primary schools ¹	86	-0.624	3.26	1.97	6.82
Quality of math & science education ¹	69	-0.029	4.01	1.88	6.29
Quality of management schools ¹	39	0.388	4.62	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	71	-2.729	11	5	100
Secondary education attainment (% population age 25+)	82	-2.092	7	2	100
Tertiary education attainment (% population age 25+)	84	-1.648	1	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	104	-1.143	47	2	98
Life expectancy	106	-1.403	61	50	83
Survival gender gap ²	65	0.212	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	51	-0.449	19.3	1.2	36.5
Unhealthy life years (% of life expectancy)	93	-0.293	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	112	-1.456	45.1	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	28	1.112	8.0	1.1	42.8
Business impact of non-communicable diseases ¹	67	-0.140	4.42	2.74	5.87
Business impact of communicable diseases ¹	98	-1.094	4.39	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	28	0.525	24	8	69
Depression (% of respondents) ⁷	8	1.253	4	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	103	-1.126	62.2	31.1	100.0
Healthcare quality ¹	70	-0.503	3.50	1.78	6.75
Healthcare accessibility ¹	106	-1.155	3.25	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	22	0.901	78.0	43.4	90.6
Labour force participation rate, age 65+ (%)	16	1.365	51.1	1.6	91.2
Economic participation gender gap ²	53	-0.256	0.674	0.310	0.839
Unemployment rate (%)	83	-0.451	11.1	0.3	32.0
Youth unemployment rate (%)	44	0.391	14.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	50	0.165	3.61	1.48	6.08
Country capacity to retain talent ¹	58	-0.068	3.47	1.81	5.97
Ease of finding skilled employees ¹	21	1.020	4.69	2.13	5.69
Pay related to productivity ¹	89	-0.660	3.52	2.37	5.25
Capacity for innovation ¹	81	-0.528	3.28	2.31	5.84
Index of Economic Complexity ³	70	-0.445	-0.31	-1.96	2.37
Firm level technology absorption ¹	36	0.585	5.23	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	91	-0.613	0.005	0.000	1.242
Median age of the working population	116	-1.378	29	28	42
<i>Training</i>					
Staff training ¹	106	-1.195	3.28	2.51	5.57
Training services ¹	32	0.561	4.75	2.67	6.47

Senegal

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	103	-0.994	73	17	191
Internet users (per 100 people)	94	-0.941	18	1	95
Quality of domestic transport ¹	96	-0.772	3.80	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	93	-0.704	3.39	2.33	5.49
Business and university R&D collaboration ¹	88	-0.612	3.23	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	117	-1.669	166	1	180
Social safety net protection ¹	91	-0.759	2.96	2.10	6.26
Intellectual property protection and property rights ¹	76	-0.467	3.61	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	64	-0.227	4.18	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	81.9	Freedom in the World ⁸	2
Aged dependency ratio (%)	5.8	Democracy Index (rank/165)	74
Fertility rate (births per woman)	5.1	Population living in urban area (%)	42.9
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	40.3
Population below age 20 (%)	54.6	Accessibility of digital content ¹	4.58
Population above age 60 (%)	4.6	Extent of virtual social networks use ¹	5.60
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.6	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	4	Economic activity (industry) — % of total activity	—
Adult literacy (%)	49.7	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	23	GDP per person employed (US\$)	3,804
Girls not in primary school (%)	19	Cooperation in labour-employer relations ¹	4.45
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	1.078	Emigration rate of the tertiary educated (%)	17.2
Private enrolment in primary school (% of primary)	14.4	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	19.2	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.96
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	3,153
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	351
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	5.8	Global Innovation Index (rank/142)	96
Public spending on health (% of GDP)	6.0	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.35	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.44	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.90	IQ measure ⁹	70.6
Business impact of diabetes ¹	4.09		
Business impact of chronic respiratory disease ¹	4.30		
Business impact of HIV/AIDS ¹	4.51		
Business impact of tuberculosis ¹	4.62		
Business impact of malaria ¹	4.04		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Serbia

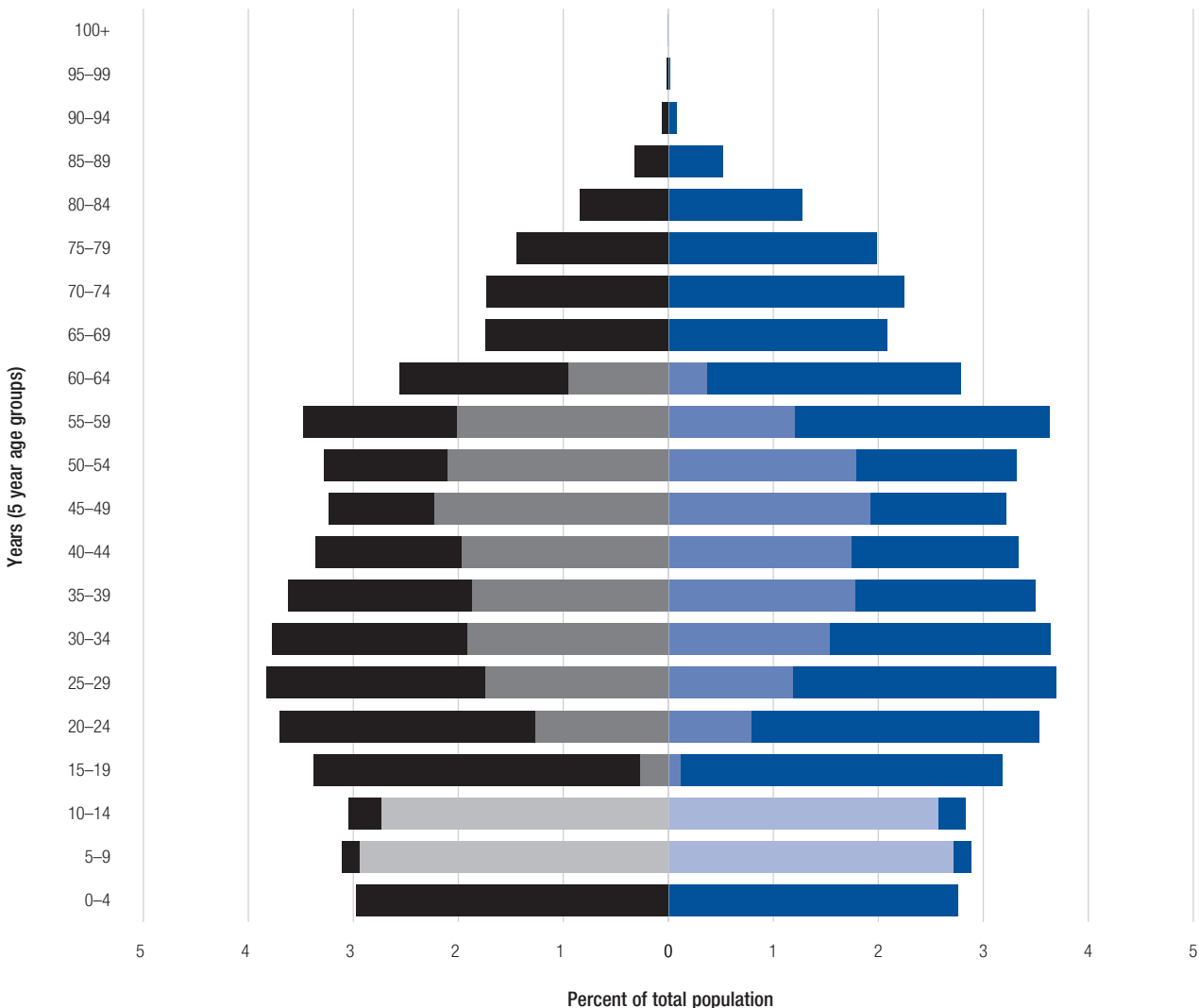
	Rank/122	Score
Human Capital Index 2013	85	-0.343
Pillar 1: Education	59	0.053
Pillar 2: Health and wellness	52	0.115
Pillar 3: Workforce and employment	118	-0.945
Pillar 4: Enabling environment	89	-0.596

Key Indicators

Total population (1,000s)	9,647.1
Median age of population	38
GDP per capita PPP (constant 2005, international \$)	9,683
GDP growth (annual %)	-1.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 19.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 24.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.5%

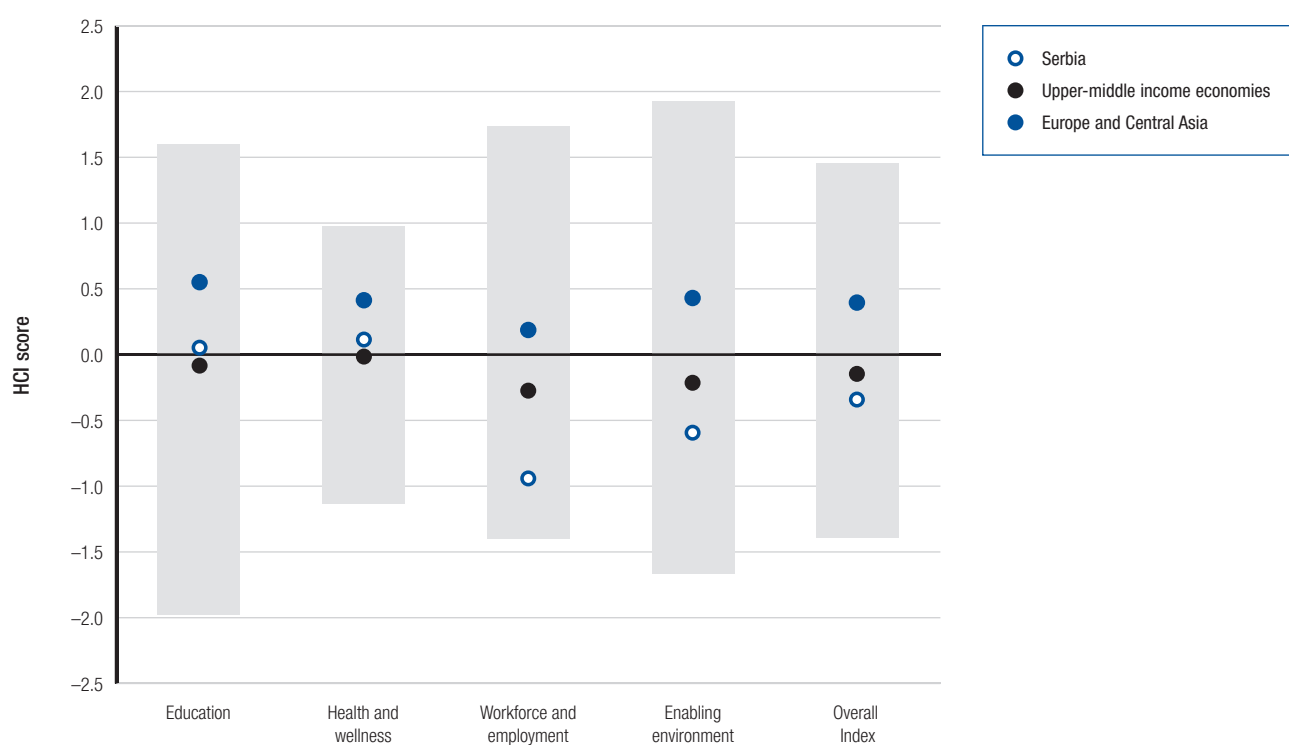


Serbia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	8.8	16.3
Professionals	3.7	
Technicians and associate professionals	5.1	
Secondary requirements	24.0	70.2
Clerks	2.3	
Service workers and shop and market sales workers	5.4	
Skilled agricultural and fishery workers	7.8	
Craft and related trade workers	5.6	
Plant and machine operators and assemblers	2.8	
Primary requirements	3.5	n/a
Elementary occupations	3.5	
Various	4.4	
Legislators, senior officials and managers	2.0	
Unclassified	2.3	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Serbia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	75	-0.131	94	58	100
Secondary enrolment rate (%)	23	-0.787	90	16	100
Tertiary enrolment ratio (%)	43	-0.373	50	1	103
Education gender gap ²	55	-0.452	0.993	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	74	-0.329	3.91	1.64	6.64
Quality of the education system ¹	96	-0.770	3.11	1.99	5.98
Quality of primary schools ¹	68	-0.201	3.72	1.97	6.82
Quality of math & science education ¹	48	-0.306	4.33	1.88	6.29
Quality of management schools ¹	100	-0.808	3.62	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	22	-0.883	86	2	100
Tertiary education attainment (% population age 25+)	49	-0.235	16	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	35	-0.697	6	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	81	-0.060	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	15	-1.026	6.3	1.2	36.5
Unhealthy life years (% of life expectancy)	42	-0.411	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	31	-0.919	14.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	78	-0.471	23.0	1.1	42.8
Business impact of non-communicable diseases ¹	89	-0.581	4.22	2.74	5.87
Business impact of communicable diseases ¹	32	-0.798	6.27	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	59	-0.095	32	8	69
Depression (% of respondents) ⁷	85	-0.500	15	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	43	-0.718	98.1	31.1	100.0
Healthcare quality ¹	90	-0.842	3.08	1.78	6.75
Healthcare accessibility ¹	79	-0.588	3.94	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	—	—	—	43.4	90.6
Labour force participation rate, age 65+ (%)	—	—	—	1.6	91.2
Economic participation gender gap ²	60	-0.136	0.660	0.310	0.839
Unemployment rate (%)	104	-1.998	19.2	0.3	32.0
Youth unemployment rate (%)	102	-2.457	42.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	118	-1.794	1.59	1.48	6.08
Country capacity to retain talent ¹	121	-1.745	1.84	1.81	5.97
Ease of finding skilled employees ¹	76	-0.313	3.77	2.13	5.69
Pay related to productivity ¹	100	-0.860	3.40	2.37	5.25
Capacity for innovation ¹	114	-1.145	2.79	2.31	5.84
Index of Economic Complexity ³	34	-0.552	0.63	-1.96	2.37
Firm level technology absorption ¹	117	-1.534	3.72	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	34	-0.231	0.119	0.000	1.242
Median age of the working population	32	-0.936	39	28	42
<i>Training</i>					
Staff training ¹	119	-1.606	3.01	2.51	5.57
Training services ¹	107	-1.173	3.38	2.67	6.47

Serbia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	34	0.539	125	17	191
Internet users (per 100 people)	60	-0.059	42	1	95
Quality of domestic transport ¹	86	-0.537	4.00	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	112	-1.304	2.96	2.33	5.49
Business and university R&D collaboration ¹	91	-0.659	3.19	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	68	-0.117	86	1	180
Social safety net protection ¹	87	-0.708	3.01	2.10	6.26
Intellectual property protection and property rights ¹	106	-1.042	3.03	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	117	-1.479	3.05	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	24.3	Freedom in the World ⁸	2
Aged dependency ratio (%)	19.8	Democracy Index (rank/165)	66
Fertility rate (births per woman)	1.4	Population living in urban area (%)	56.7
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	29.6
Population below age 20 (%)	23.7	Accessibility of digital content ¹	4.54
Population above age 60 (%)	19.5	Extent of virtual social networks use ¹	5.02
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	4.7	Economic activity (agriculture) — % of total activity	21.9
Technical/vocational enrolment as % of total enrolment in secondary school	38	Economic activity (industry) — % of total activity	26.3
Adult literacy (%)	98.0	Economic activity (services) — % of total activity	51.8
Boys not in primary school (%)	5	GDP per person employed (US\$)	—
Girls not in primary school (%)	6	Cooperation in labour-employer relations ¹	3.22
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.021	Emigration rate of the tertiary educated (%)	—
Private enrolment in primary school (% of primary)	0.1	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	0.8	Number of patent applications (per 1,000 people)	0.0237
PIRLS ⁶	—	Hiring and firing practices ¹	3.52
PISA math scores ⁶	—	Retirement age, male	65
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	113
TIMSS 4th grade math ⁶	516	Total employed (1,000s)	2,396
TIMSS 4th grade science ⁶	516	Total unemployed (1,000s)	569
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	69.1
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	182.2
<i>Health</i>		Unemployment for 12 months or more (1,000s)	393.2
Prevalence of visual impairment (%)	2.1	Global Innovation Index (rank/142)	54
Public spending on health (% of GDP)	10.4	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.73	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.99	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.79	IQ measure ⁹	90.5
Business impact of diabetes ¹	4.27		
Business impact of chronic respiratory disease ¹	4.32		
Business impact of HIV/AIDS ¹	6.26		
Business impact of tuberculosis ¹	6.13		
Business impact of malaria ¹	6.42		

NOTES

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Singapore

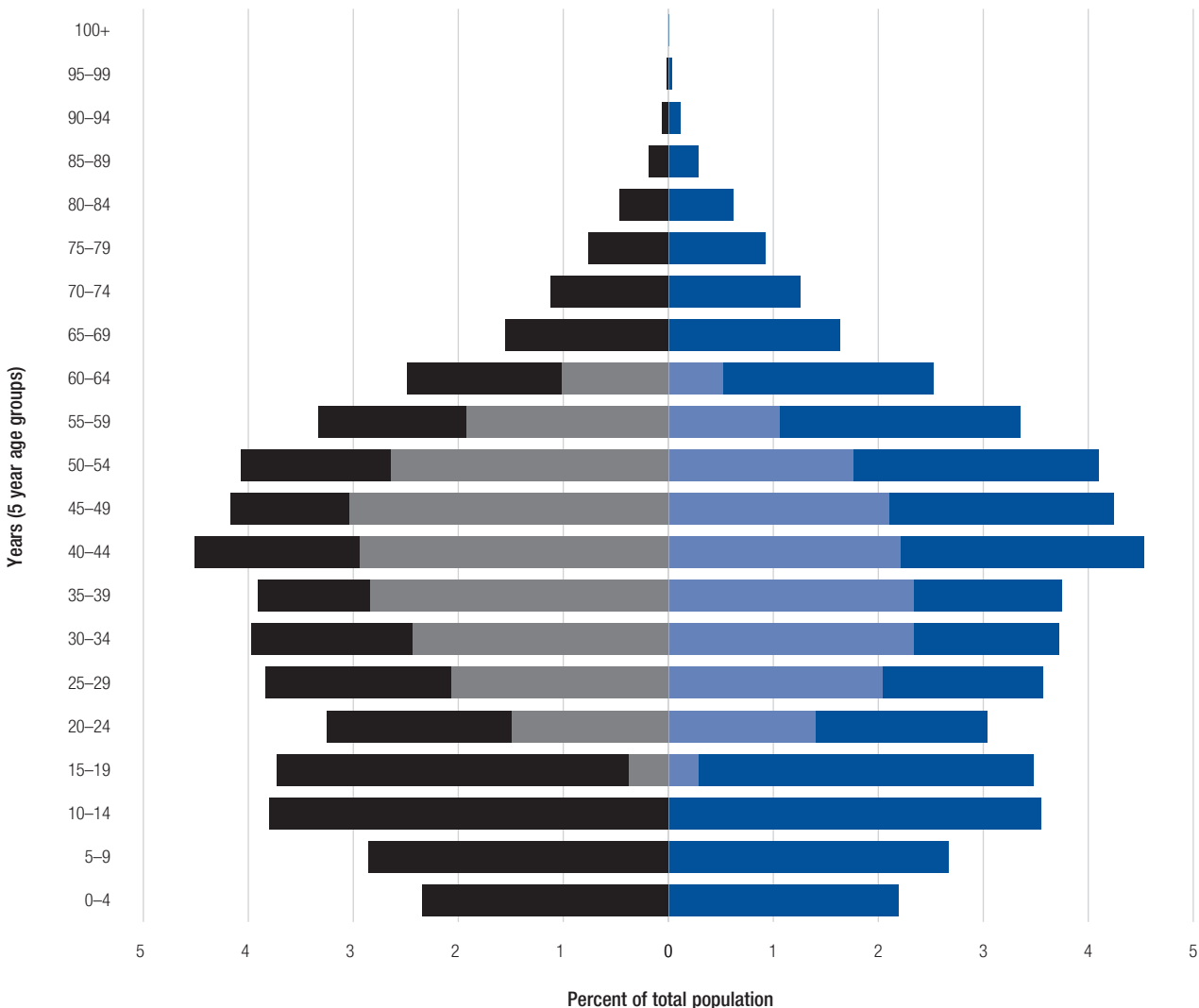
	Rank/122	Score
Human Capital Index 2013	3	1.232
Pillar 1: Education	3	1.348
Pillar 2: Health and wellness	13	0.762
Pillar 3: Workforce and employment	2	1.345
Pillar 4: Enabling environment	5	1.471

Key Indicators

Total population (1,000s)	5,079.0
Median age of population	37
GDP per capita PPP (constant 2005, international \$)	53,266
GDP growth (annual %)	1.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 12.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 23.5%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.3%

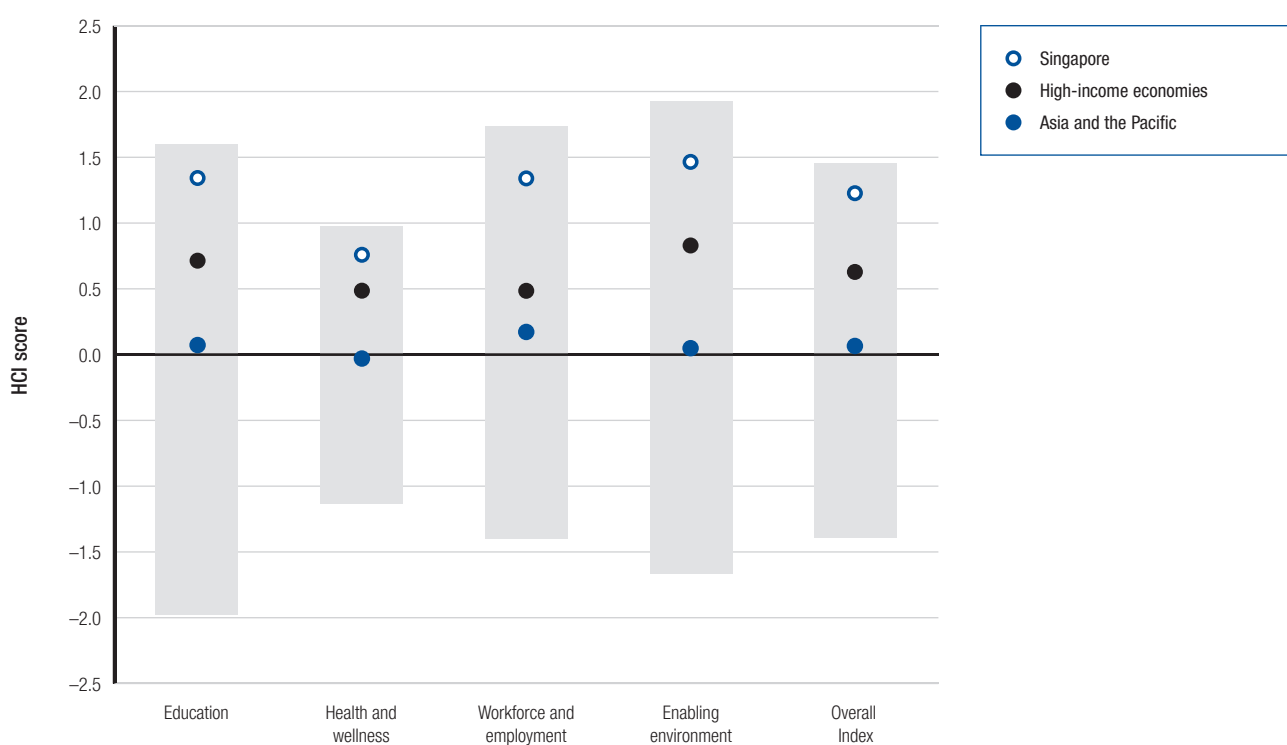


Singapore

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	41.6	33.0
Professionals	19.2	
Technicians and associate professionals	22.4	
Secondary requirements	48.7	57.3
Clerks	11.4	
Service workers and shop and market sales workers	13.9	
Skilled agricultural and fishery workers	4.2	
Craft and related trade workers	14.6	
Plant and machine operators and assemblers	4.6	
Primary requirements	5.9	4.2
Elementary occupations	5.9	
Various	8.0	
Legislators, senior officials and managers	6.8	
Unclassified	1.2	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Singapore

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	—	—	—	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	95	-0.234	0.941	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	4	1.581	6.30	1.64	6.64
Quality of the education system ¹	3	2.205	5.77	1.99	5.98
Quality of primary schools ¹	3	1.926	6.03	1.97	6.82
Quality of math & science education ¹	1	2.355	6.29	1.88	6.29
Quality of management schools ¹	6	1.740	5.75	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	38	-0.290	84	5	100
Secondary education attainment (% population age 25+)	31	-0.516	77	2	100
Tertiary education attainment (% population age 25+)	5	1.753	38	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	75	-0.078	0.972	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	23	-0.608	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	52	-0.361	22.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	22	1.281	6.4	1.1	42.8
Business impact of non-communicable diseases ¹	31	-0.618	4.76	2.74	5.87
Business impact of communicable diseases ¹	51	-0.458	5.93	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	4	1.412	3	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	12	1.532	5.97	1.78	6.75
Healthcare accessibility ¹	24	1.128	6.04	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	47	-0.369	72.8	43.4	90.6
Labour force participation rate, age 65+ (%)	59	-0.343	18.0	1.6	91.2
Economic participation gender gap ²	11	1.222	0.788	0.310	0.839
Unemployment rate (%)	4	1.077	3.1	0.3	32.0
Youth unemployment rate (%)	31	-0.587	12.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	2	2.490	6.01	1.48	6.08
Country capacity to retain talent ¹	7	1.664	5.14	1.81	5.97
Ease of finding skilled employees ¹	16	1.252	4.85	2.13	5.69
Pay related to productivity ¹	3	2.151	5.24	2.37	5.25
Capacity for innovation ¹	18	1.350	4.78	2.31	5.84
Index of Economic Complexity ³	7	1.642	1.67	-1.96	2.37
Firm level technology absorption ¹	12	1.427	5.83	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	10	2.198	0.847	0.000	1.242
Median age of the working population	22	1.146	40	28	42
<i>Training</i>					
Staff training ¹	6	1.846	5.23	2.51	5.57
Training services ¹	12	1.441	5.44	2.67	6.47

Singapore

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	12	1.269	150	17	191
Internet users (per 100 people)	29	0.969	71	1	95
Quality of domestic transport ¹	6	1.827	6.06	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	7	1.832	5.20	2.33	5.49
Business and university R&D collaboration ¹	4	2.046	5.62	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	1	1.531	1	1	180
Social safety net protection ¹	54	-0.062	3.72	2.10	6.26
Intellectual property protection and property rights ¹	2	2.092	6.23	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	8	1.735	5.95	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	23.5	Freedom in the World ⁸	4
Aged dependency ratio (%)	12.2	Democracy Index (rank/165)	81
Fertility rate (births per woman)	1.3	Population living in urban area (%)	100.0
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	42.5
Population below age 20 (%)	24.3	Accessibility of digital content ¹	6.34
Population above age 60 (%)	14.1	Extent of virtual social networks use ¹	6.33
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	—	Economic activity (agriculture) — % of total activity	1.1
Technical/vocational enrolment as % of total enrolment in secondary school	12	Economic activity (industry) — % of total activity	21.8
Adult literacy (%)	95.9	Economic activity (services) — % of total activity	77.1
Boys not in primary school (%)	—	GDP per person employed (US\$)	50,303
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	6.03
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	14.5
Private enrolment in primary school (% of primary)	7.6	Labour force with tertiary education (%)	28.3
Private enrolment in secondary school (% of secondary)	6.4	Number of patent applications (per 1,000 people)	1.9283
PIRLS ⁶	567	Hiring and firing practices ¹	5.58
PISA math scores ⁶	562	Retirement age, male	62
PISA reading scores ⁶	526	Retirement age, female	62
PISA science scores ⁶	542	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	606	Total employed (1,000s)	1,852
TIMSS 4th grade science ⁶	583	Total unemployed (1,000s)	65
TIMSS 8th grade math ⁶	611	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	590	Total youth not in education or employment (1,000s)	38.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	1.9	Global Innovation Index (rank/142)	8
Public spending on health (% of GDP)	4.6	Global Talent Index (rank/60)	5
Business impact of heart disease ¹	4.54	Quality of Labour Force (rank/60)	7
Business impact of cancer ¹	4.44	Talent Environment (rank/60)	6
Business impact of mental illness ¹	5.11	IQ measure ⁹	106.9
Business impact of diabetes ¹	4.60		
Business impact of chronic respiratory disease ¹	5.09		
Business impact of HIV/AIDS ¹	5.88		
Business impact of tuberculosis ¹	5.96		
Business impact of malaria ¹	5.96		

NOTES

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Slovenia

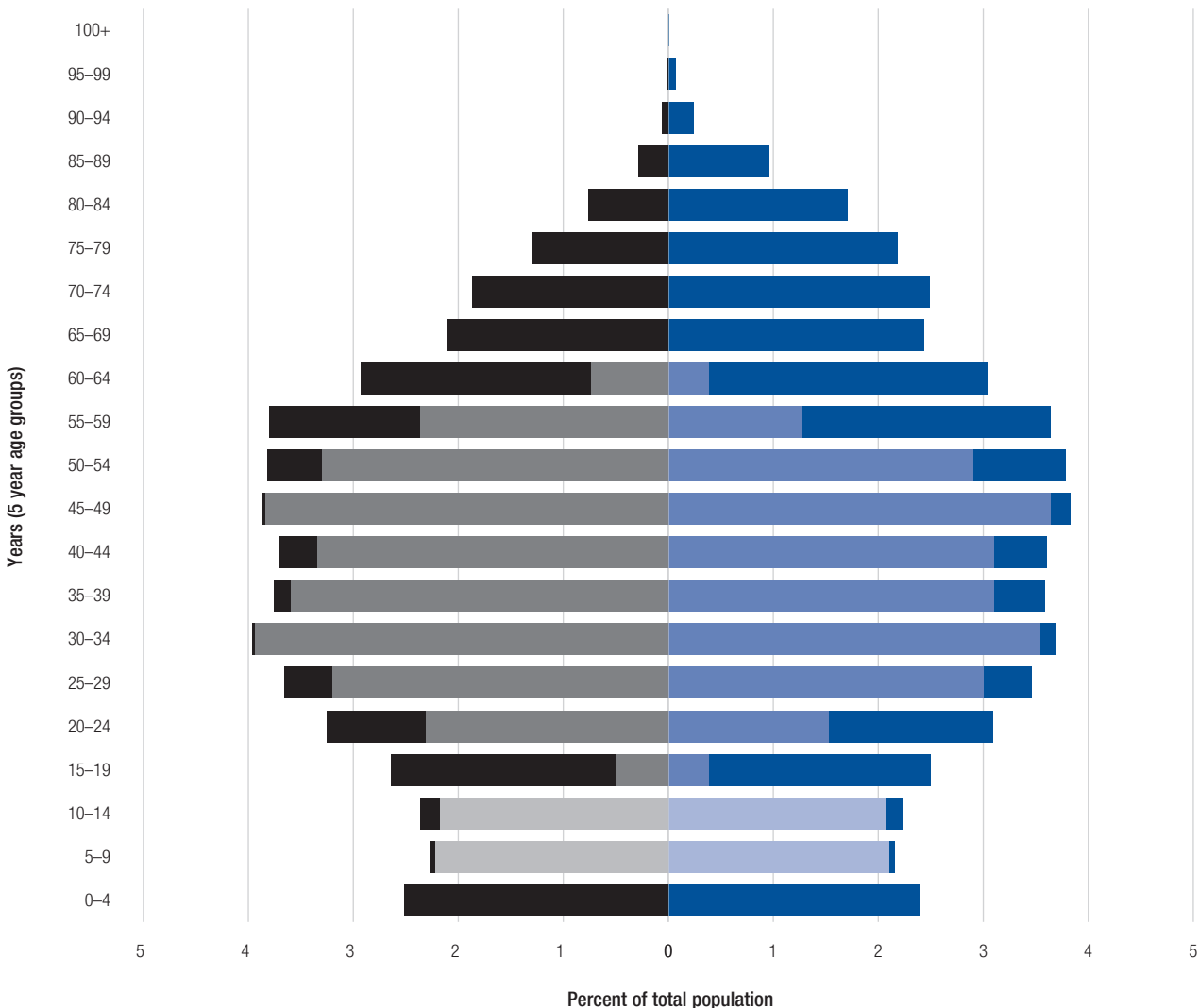
	Rank/122	Score
Human Capital Index 2013	32	0.445
Pillar 1: Education	21	0.825
Pillar 2: Health and wellness	26	0.516
Pillar 3: Workforce and employment	41	0.106
Pillar 4: Enabling environment	38	0.332

Key Indicators

Total population (1,000s)	2,054.2
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	24,320
GDP growth (annual %)	-2.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 24.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 20.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.5%

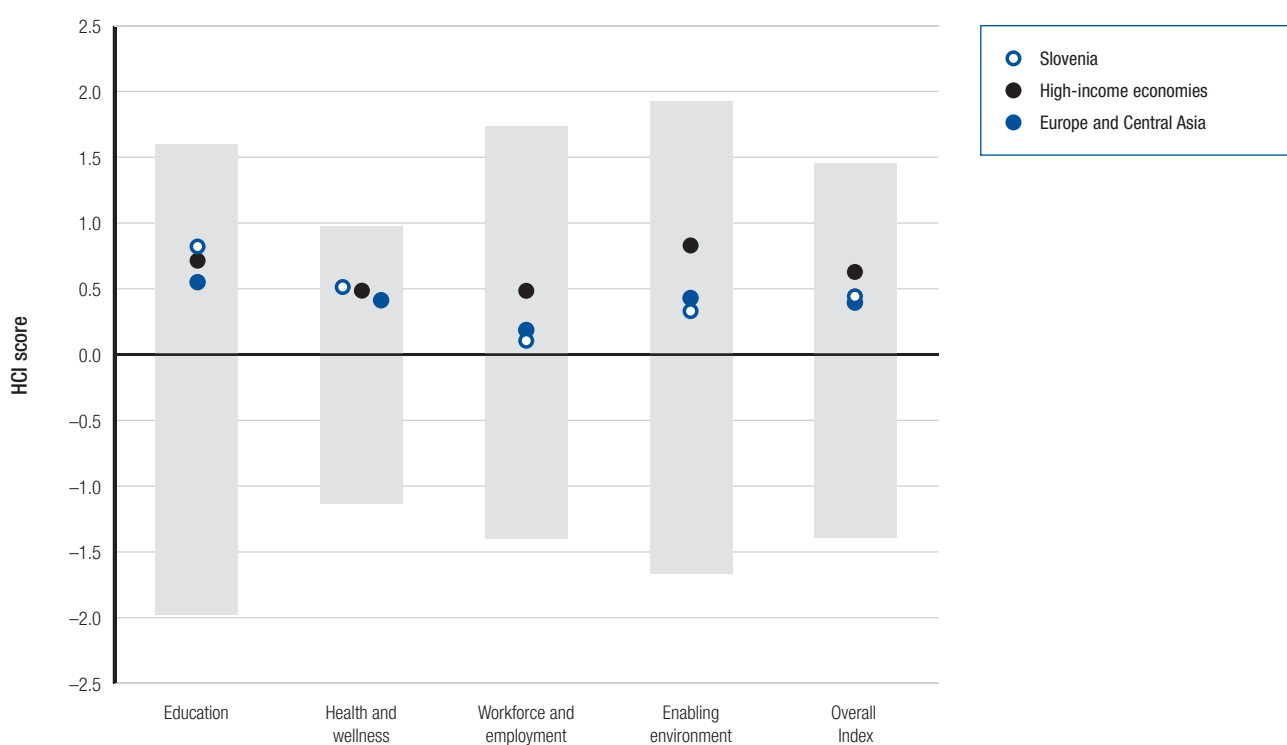


Slovenia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	34.6	22.2
Professionals	8.4	
Technicians and associate professionals	26.2	
Secondary requirements	30.1	73.8
Clerks	4.9	
Service workers and shop and market sales workers	7.2	
Skilled agricultural and fishery workers	2.6	
Craft and related trade workers	6.8	
Plant and machine operators and assemblers	8.5	
Primary requirements	4.0	3.4
Elementary occupations	4.0	
Various	4.4	
Legislators, senior officials and managers	3.7	
Unclassified	0.4	
Armed forces	0.3	

Spread of scores (by pillar and overall)



Slovenia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	41	-0.523	98	58	100
Secondary enrolment rate (%)	16	-0.891	93	16	100
Tertiary enrolment ratio (%)	5	-1.737	86	1	103
Education gender gap ²	28	-0.523	0.998	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	14	-1.341	6.00	1.64	6.64
Quality of the education system ¹	45	-0.237	4.01	1.99	5.98
Quality of primary schools ¹	17	-1.079	5.11	1.97	6.82
Quality of math & science education ¹	15	-1.142	5.13	1.88	6.29
Quality of management schools ¹	65	-0.055	4.25	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	8	-0.941	99	5	100
Secondary education attainment (% population age 25+)	8	-1.242	96	2	100
Tertiary education attainment (% population age 25+)	32	-0.304	22	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	2	98
Life expectancy	24	-0.907	80	50	83
Survival gender gap ²	68	-0.177	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	32	-0.563	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	29	-0.966	14.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	103	-0.893	27.0	1.1	42.8
Business impact of non-communicable diseases ¹	33	-0.546	4.73	2.74	5.87
Business impact of communicable diseases ¹	11	-1.124	6.59	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	70	-0.250	34	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	29	-0.805	99.8	31.1	100.0
Healthcare quality ¹	39	-0.600	4.84	1.78	6.75
Healthcare accessibility ¹	37	-0.669	5.48	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	53	-0.205	71.2	43.4	90.6
Labour force participation rate, age 65+ (%)	96	-0.901	7.2	1.6	91.2
Economic participation gender gap ²	37	-0.597	0.714	0.310	0.839
Unemployment rate (%)	50	-0.275	7.3	0.3	32.0
Youth unemployment rate (%)	43	-0.402	14.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	96	-0.907	2.50	1.48	6.08
Country capacity to retain talent ¹	90	-0.685	2.87	1.81	5.97
Ease of finding skilled employees ¹	80	-0.351	3.74	2.13	5.69
Pay related to productivity ¹	90	-0.677	3.51	2.37	5.25
Capacity for innovation ¹	49	-0.031	3.68	2.31	5.84
Index of Economic Complexity ³	10	-1.505	1.54	-1.96	2.37
Firm level technology absorption ¹	56	-0.002	4.82	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	17	-1.407	0.610	0.000	1.242
Median age of the working population	12	-1.340	41	28	42
<i>Training</i>					
Staff training ¹	90	-0.624	3.64	2.51	5.57
Training services ¹	52	-0.130	4.41	2.67	6.47

Slovenia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	63	-0.015	107	17	191
Internet users (per 100 people)	26	1.005	72	1	95
Quality of domestic transport ¹	32	0.615	5.00	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	82	-0.542	3.50	2.33	5.49
Business and university R&D collaboration ¹	51	-0.012	3.77	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	33	0.872	35	1	180
Social safety net protection ¹	28	0.712	4.56	2.10	6.26
Intellectual property protection and property rights ¹	45	0.130	4.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	45	0.224	4.59	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	20.2	Freedom in the World ⁸	1
Aged dependency ratio (%)	24.0	Democracy Index (rank/165)	28
Fertility rate (births per woman)	1.4	Population living in urban area (%)	49.9
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	31.2
Population below age 20 (%)	19.1	Accessibility of digital content ¹	5.91
Population above age 60 (%)	22.1	Extent of virtual social networks use ¹	5.81
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.7	Economic activity (agriculture) — % of total activity	8.8
Technical/vocational enrolment as % of total enrolment in secondary school	36	Economic activity (industry) — % of total activity	32.5
Adult literacy (%)	99.7	Economic activity (services) — % of total activity	58.3
Boys not in primary school (%)	2	GDP per person employed (US\$)	37,109
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	3.83
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	11.0
Private enrolment in primary school (% of primary)	0.4	Labour force with tertiary education (%)	27.5
Private enrolment in secondary school (% of secondary)	1.5	Number of patent applications (per 1,000 people)	0.2205
PIRLS ⁶	530	Hiring and firing practices ¹	2.37
PISA math scores ⁶	501	Retirement age, male	65
PISA reading scores ⁶	483	Retirement age, female	63
PISA science scores ⁶	512	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	513	Total employed (1,000s)	966
TIMSS 4th grade science ⁶	520	Total unemployed (1,000s)	76
TIMSS 8th grade math ⁶	505	Unemployment for 12 months or more as a % of total unemployment	50.0
TIMSS 8th grade science ⁶	543	Total youth not in education or employment (1,000s)	28.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	35.0
Prevalence of visual impairment (%)	1.9	Global Innovation Index (rank/142)	30
Public spending on health (% of GDP)	9.1	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.17	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.19	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.90	IQ measure ⁹	97.8
Business impact of diabetes ¹	4.97		
Business impact of chronic respiratory disease ¹	5.41		
Business impact of HIV/AIDS ¹	6.36		
Business impact of tuberculosis ¹	6.60		
Business impact of malaria ¹	6.82		

NOTES

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South Africa

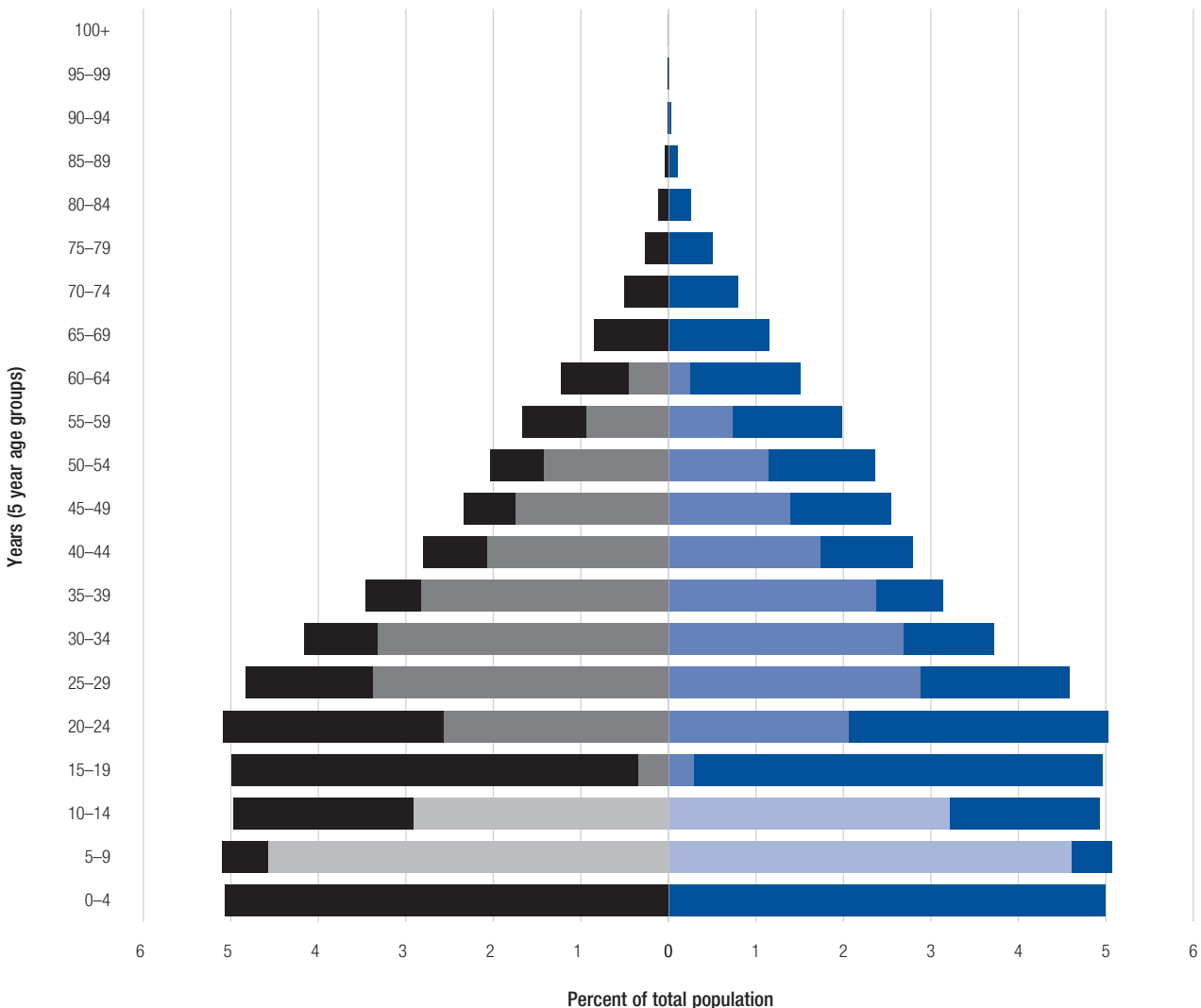
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	92	-0.589
Pillar 2: Health and wellness	98	-0.533
Pillar 3: Workforce and employment	105	-0.588
Pillar 4: Enabling environment	42	0.265

Key Indicators	Value
Total population (1,000s)	51,452.4
Median age of population	25
GDP per capita PPP (constant 2005, international \$)	9,860
GDP growth (annual %)	2.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

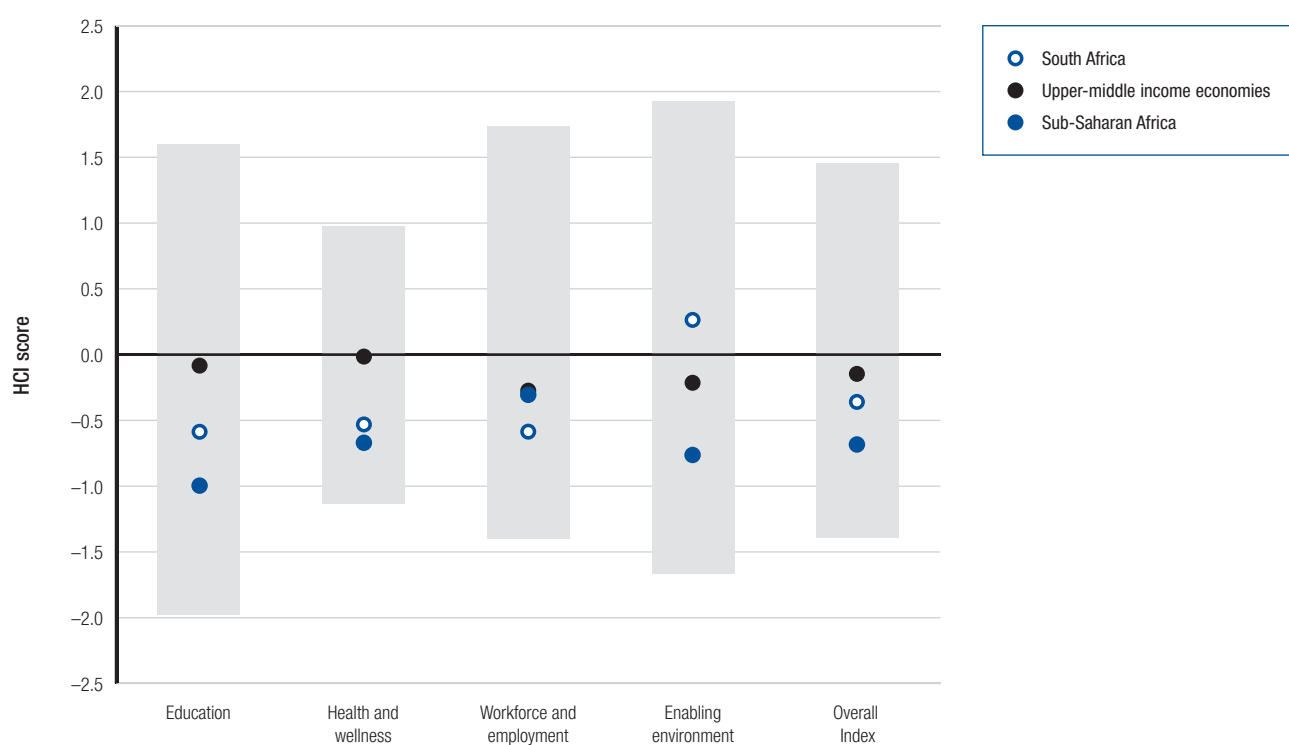


South Africa

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	6.2	6.1
Professionals	2.1	
Technicians and associate professionals	4.1	
Secondary requirements	17.8	59.7
Clerks	4.0	
Service workers and shop and market sales workers	4.9	
Skilled agricultural and fishery workers	0.3	
Craft and related trade workers	5.3	
Plant and machine operators and assemblers	3.3	
Primary requirements	11.2	5.9
Elementary occupations	11.2	
Various	2.8	
Legislators, senior officials and managers	2.8	
Unclassified	0.0	
Armed forces	n/a	

Spread of scores (by pillar and overall)



South Africa

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	91	-0.362	90	58	100
Secondary enrolment rate (%)	69	-0.109	70	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	80	-0.284	0.980	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	101	-0.976	3.10	1.64	6.64
Quality of the education system ¹	121	-1.866	2.13	1.99	5.98
Quality of primary schools ¹	112	-1.480	2.33	1.97	6.82
Quality of math & science education ¹	122	-2.256	1.88	1.88	6.29
Quality of management schools ¹	22	1.046	5.17	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	42	-0.058	78	5	100
Secondary education attainment (% population age 25+)	37	-0.346	72	2	100
Tertiary education attainment (% population age 25+)	75	-1.167	6	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	96	-0.605	35	2	98
Life expectancy	111	-1.768	58	50	83
Survival gender gap ²	91	-0.292	0.968	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	38	-0.115	14.3	1.2	36.5
Unhealthy life years (% of life expectancy)	99	-0.434	17	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	86	-0.583	34.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	117	-1.579	33.5	1.1	42.8
Business impact of non-communicable diseases ¹	56	-0.154	4.55	2.74	5.87
Business impact of communicable diseases ¹	112	-1.628	3.86	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	33	-0.370	26	8	69
Depression (% of respondents) ⁷	24	-0.615	8	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	81	-0.071	82.7	31.1	100.0
Healthcare quality ¹	97	-0.912	3.00	1.78	6.75
Healthcare accessibility ¹	92	-0.843	3.63	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	107	-1.430	55.2	43.4	90.6
Labour force participation rate, age 65+ (%)	98	-0.932	6.6	1.6	91.2
Economic participation gender gap ²	62	-0.129	0.659	0.310	0.839
Unemployment rate (%)	107	-3.086	24.9	0.3	32.0
Youth unemployment rate (%)	104	-3.043	48.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	46	-0.271	3.72	1.48	6.08
Country capacity to retain talent ¹	46	-0.249	3.77	1.81	5.97
Ease of finding skilled employees ¹	112	-1.442	2.98	2.13	5.69
Pay related to productivity ¹	118	-1.880	2.77	2.37	5.25
Capacity for innovation ¹	30	-0.523	4.12	2.31	5.84
Index of Economic Complexity ³	51	-0.000	0.11	-1.96	2.37
Firm level technology absorption ¹	32	-0.799	5.39	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	51	-0.436	0.058	0.000	1.242
Median age of the working population	82	-0.661	32	28	42
<i>Training</i>					
Staff training ¹	17	1.395	4.94	2.51	5.57
Training services ¹	50	-0.139	4.42	2.67	6.47

South Africa

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	33	0.581	127	17	191
Internet users (per 100 people)	87	-0.816	21	1	95
Quality of domestic transport ¹	104	-0.907	3.68	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	39	0.364	4.15	2.33	5.49
Business and university R&D collaboration ¹	27	0.843	4.54	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	37	0.794	39	1	180
Social safety net protection ¹	57	-0.108	3.67	2.10	6.26
Intellectual property protection and property rights ¹	17	1.420	5.54	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	46	0.217	4.58	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.7	Freedom in the World ⁸	2
Aged dependency ratio (%)	8.0	Democracy Index (rank/165)	31
Fertility rate (births per woman)	2.6	Population living in urban area (%)	62.4
Sex ratio at birth (female/male)	0.98	Gini Index (income) ⁵	63.1
Population below age 20 (%)	39.4	Accessibility of digital content ¹	4.79
Population above age 60 (%)	8.1	Extent of virtual social networks use ¹	5.50
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.0	Economic activity (agriculture) — % of total activity	4.6
Technical/vocational enrolment as % of total enrolment in secondary school	6	Economic activity (industry) — % of total activity	24.3
Adult literacy (%)	93.0	Economic activity (services) — % of total activity	62.7
Boys not in primary school (%)	10	GDP per person employed (US\$)	13,610
Girls not in primary school (%)	9	Cooperation in labour-employer relations ¹	2.60
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	7.4
Private enrolment in primary school (% of primary)	2.9	Labour force with tertiary education (%)	16.5
Private enrolment in secondary school (% of secondary)	3.2	Number of patent applications (per 1,000 people)	0.1408
PIRLS ⁶	—	Hiring and firing practices ¹	1.93
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	60
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	4,089
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	13,061
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	4,332
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	65.3
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	2,829.0
Prevalence of visual impairment (%)	2.7	Global Innovation Index (rank/142)	58
Public spending on health (% of GDP)	8.5	Global Talent Index (rank/60)	45
Business impact of heart disease ¹	4.39	Quality of Labour Force (rank/60)	38
Business impact of cancer ¹	4.49	Talent Environment (rank/60)	26
Business impact of mental illness ¹	5.29	IQ measure ⁹	71.6
Business impact of diabetes ¹	4.16		
Business impact of chronic respiratory disease ¹	4.41		
Business impact of HIV/AIDS ¹	2.99		
Business impact of tuberculosis ¹	3.39		
Business impact of malaria ¹	5.20		

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9 Reported in relation to UK score (100)

Spain

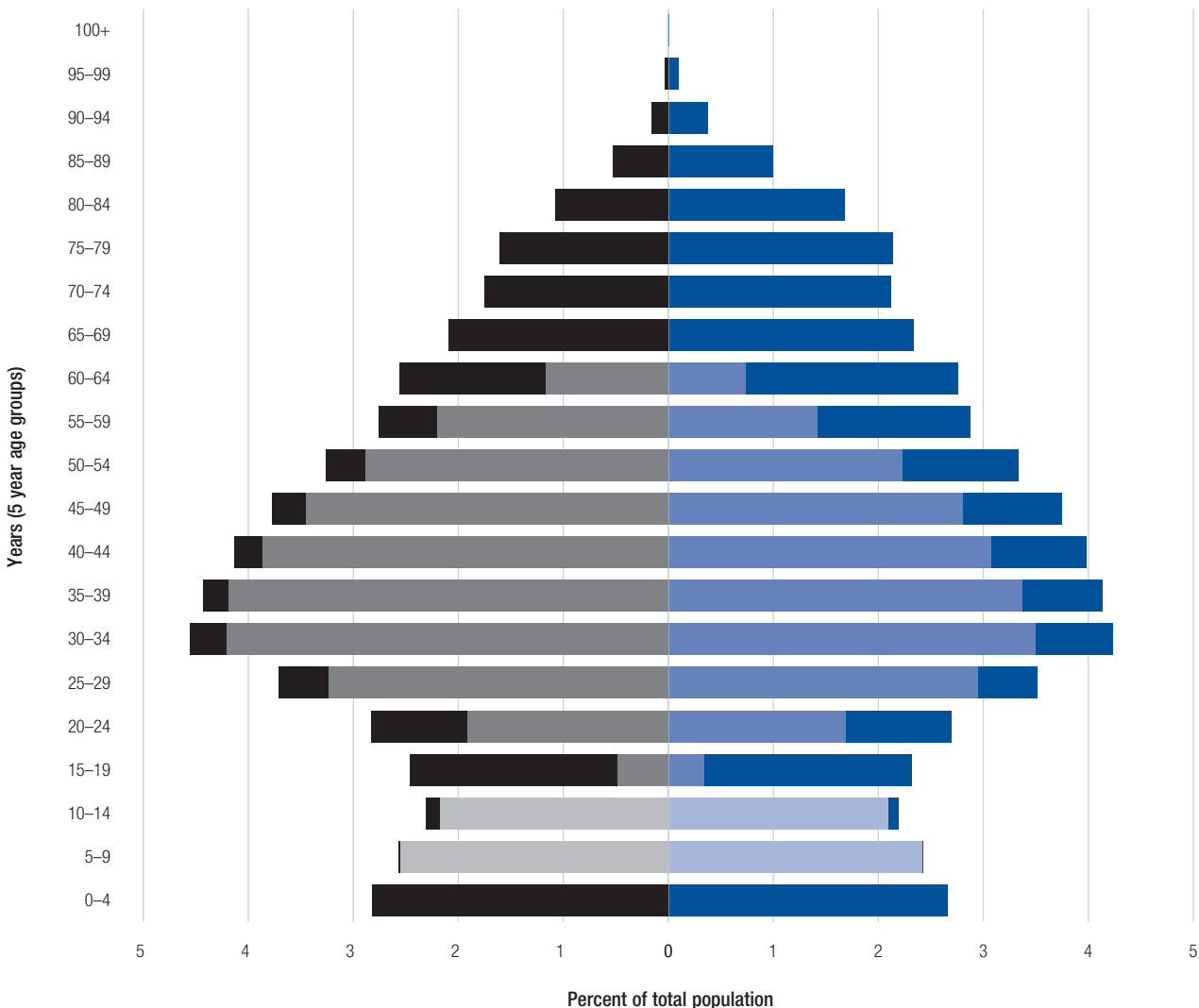
	Rank/122	Score
Human Capital Index 2013	29	0.465
Pillar 1: Education	31	0.590
Pillar 2: Health and wellness	12	0.778
Pillar 3: Workforce and employment	70	-0.185
Pillar 4: Enabling environment	28	0.679

Key Indicators

Total population (1,000s)	46,182.0
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	26,545
GDP growth (annual %)	-1.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 25.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 22.0%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.2%
		Female labour force participation, age 65+: 0.1%

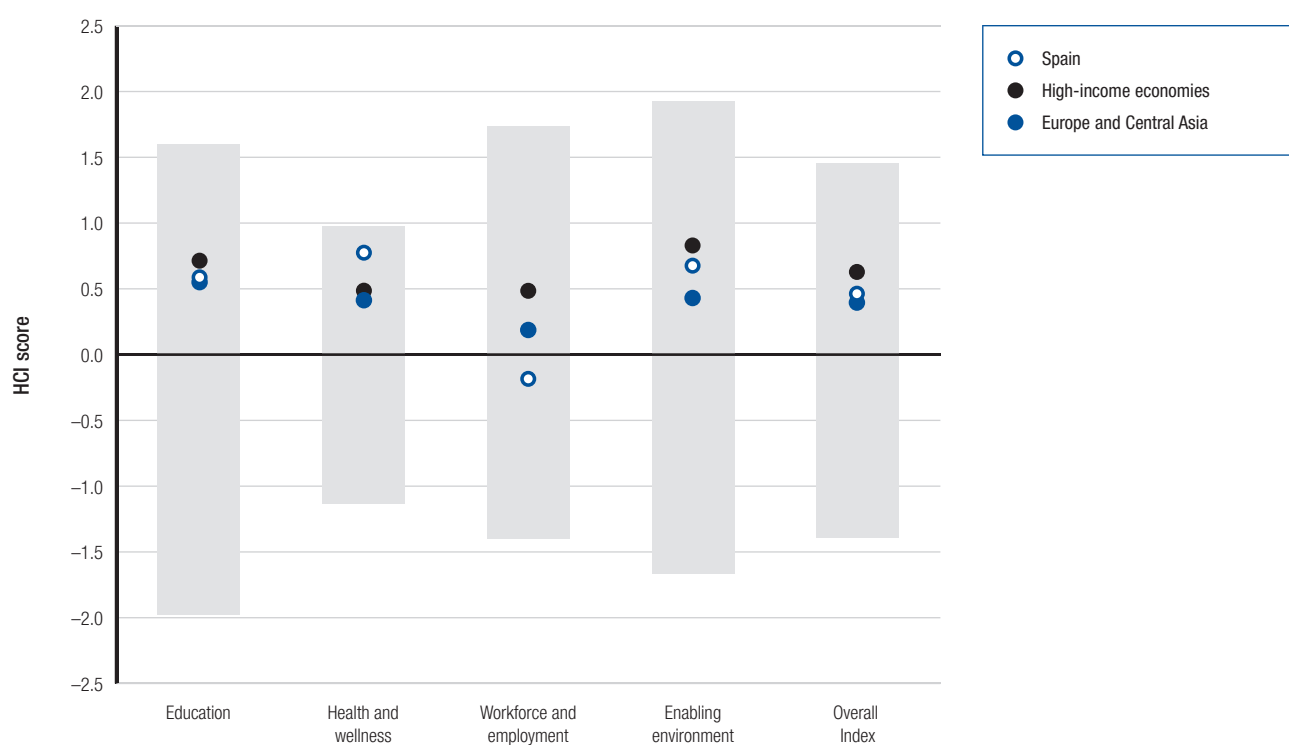


Spain

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	13.2	25.7
Professionals	6.7	
Technicians and associate professionals	6.5	
Secondary requirements	29.7	41.7
Clerks	5.0	
Service workers and shop and market sales workers	9.2	
Skilled agricultural and fishery workers	1.3	
Craft and related trade workers	9.1	
Plant and machine operators and assemblers	5.1	
Primary requirements	8.7	20.8
Elementary occupations	8.7	
Various	4.3	
Legislators, senior officials and managers	4.0	
Unclassified	n/a	
Armed forces	0.2	

Spread of scores (by pillar and overall)



Spain

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	7	0.750	100	58	100
Secondary enrolment rate (%)	8	0.990	95	16	100
Tertiary enrolment ratio (%)	6	1.599	83	1	103
Education gender gap ²	33	0.510	0.997	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	42	-0.478	4.92	1.64	6.64
Quality of the education system ¹	64	-0.222	3.60	1.99	5.98
Quality of primary schools ¹	55	-0.066	4.01	1.97	6.82
Quality of math & science education ¹	77	-0.186	3.86	1.88	6.29
Quality of management schools ¹	4	1.835	5.83	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	33	0.476	88	5	100
Secondary education attainment (% population age 25+)	40	0.164	67	2	100
Tertiary education attainment (% population age 25+)	24	0.620	26	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	0.787	4	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	28	0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	5	0.811	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	8	1.281	10.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	85	-0.587	24.1	1.1	42.8
Business impact of non-communicable diseases ¹	25	0.870	4.87	2.74	5.87
Business impact of communicable diseases ¹	10	1.136	6.61	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	56	0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	25	0.814	100.0	31.1	100.0
Healthcare quality ¹	4	1.768	6.26	1.78	6.75
Healthcare accessibility ¹	4	1.633	6.66	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	41	0.451	73.6	43.4	90.6
Labour force participation rate, age 65+ (%)	119	-1.169	2.0	1.6	91.2
Economic participation gender gap ²	68	0.022	0.646	0.310	0.839
Unemployment rate (%)	105	-2.162	20.1	0.3	32.0
Youth unemployment rate (%)	100	-2.364	41.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	81	-0.570	2.85	1.48	6.08
Country capacity to retain talent ¹	91	-0.691	2.86	1.81	5.97
Ease of finding skilled employees ¹	8	1.541	5.05	2.13	5.69
Pay related to productivity ¹	111	-1.333	3.11	2.37	5.25
Capacity for innovation ¹	52	-0.054	3.66	2.31	5.84
Index of Economic Complexity ³	25	0.866	0.93	-1.96	2.37
Firm level technology absorption ¹	46	0.321	5.04	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	21	0.947	0.472	0.000	1.242
Median age of the working population	26	1.082	40	28	42
<i>Training</i>					
Staff training ¹	83	-0.502	3.72	2.51	5.57
Training services ¹	27	0.653	4.82	2.67	6.47

Spain

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	52	0.181	113	17	191
Internet users (per 100 people)	35	0.848	68	1	95
Quality of domestic transport ¹	4	1.965	6.18	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	38	0.368	4.15	2.33	5.49
Business and university R&D collaboration ¹	43	0.221	3.98	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	41	0.697	44	1	180
Social safety net protection ¹	18	1.247	5.14	2.10	6.26
Intellectual property protection and property rights ¹	42	0.246	4.34	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	34	0.333	4.69	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.0	Freedom in the World ⁸	1
Aged dependency ratio (%)	25.2	Democracy Index (rank/165)	25
Fertility rate (births per woman)	1.4	Population living in urban area (%)	77.6
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	34.7
Population below age 20 (%)	19.7	Accessibility of digital content ¹	5.84
Population above age 60 (%)	22.4	Extent of virtual social networks use ¹	5.92
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.0	Economic activity (agriculture) — % of total activity	4.2
Technical/vocational enrolment as % of total enrolment in secondary school	17	Economic activity (industry) — % of total activity	21.8
Adult literacy (%)	97.7	Economic activity (services) — % of total activity	74.0
Boys not in primary school (%)	—	GDP per person employed (US\$)	42,383
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.00
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	4.2
Private enrolment in primary school (% of primary)	32.6	Labour force with tertiary education (%)	34.0
Private enrolment in secondary school (% of secondary)	27.3	Number of patent applications (per 1,000 people)	0.0785
PIRLS ⁶	513	Hiring and firing practices ¹	3.27
PISA math scores ⁶	483	Retirement age, male	67
PISA reading scores ⁶	481	Retirement age, female	67
PISA science scores ⁶	488	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	482	Total employed (1,000s)	18,457
TIMSS 4th grade science ⁶	505	Total unemployed (1,000s)	4,632
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	42.5
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	864.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	1,970.2
Prevalence of visual impairment (%)	1.0	Global Innovation Index (rank/142)	26
Public spending on health (% of GDP)	9.4	Global Talent Index (rank/60)	21
Business impact of heart disease ¹	4.41	Quality of Labour Force (rank/60)	24
Business impact of cancer ¹	4.34	Talent Environment (rank/60)	35
Business impact of mental illness ¹	5.27	IQ measure ⁹	96.3
Business impact of diabetes ¹	5.19		
Business impact of chronic respiratory disease ¹	5.15		
Business impact of HIV/AIDS ¹	6.37		
Business impact of tuberculosis ¹	6.66		
Business impact of malaria ¹	6.79		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Sri Lanka

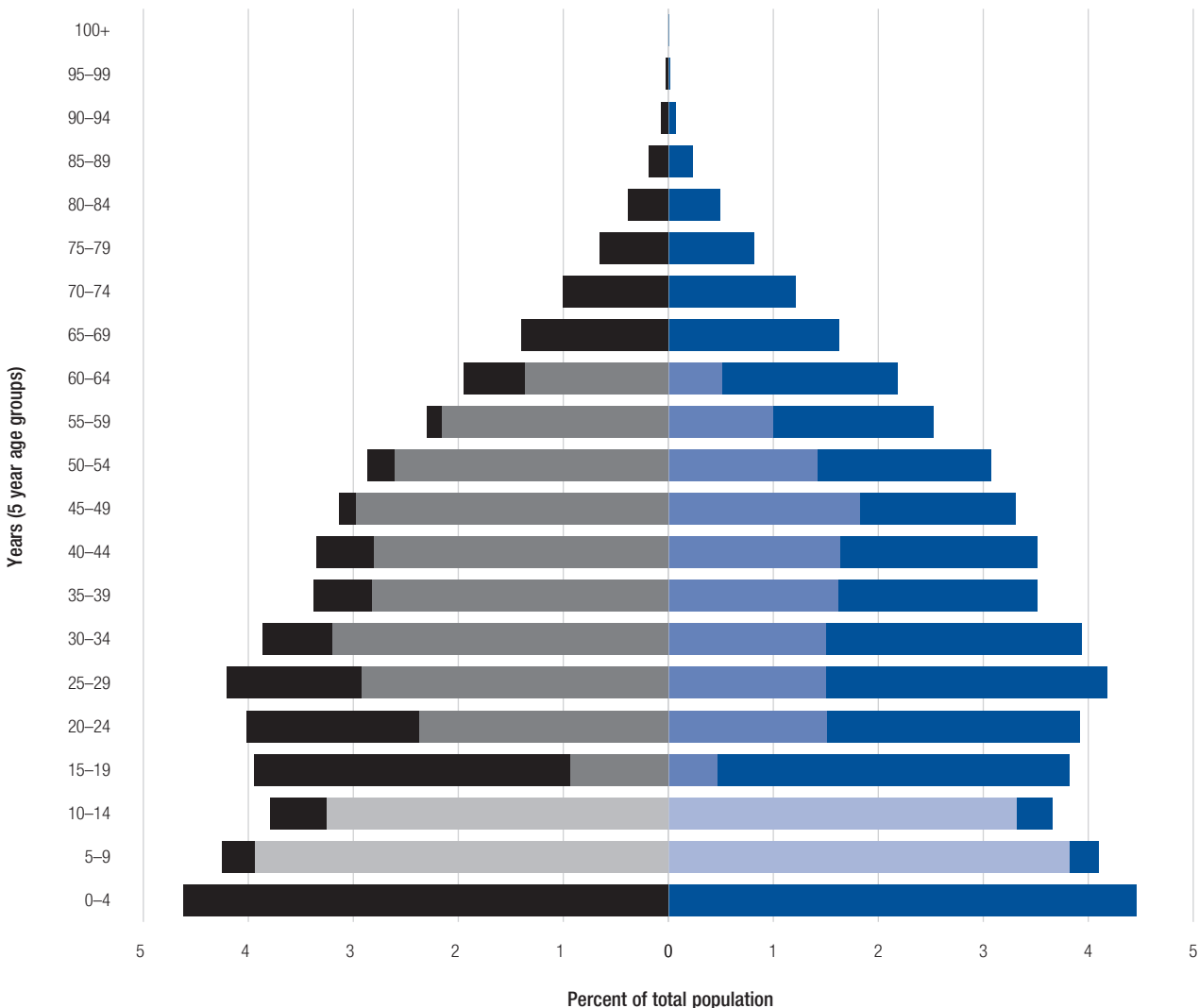
	Rank/122	Score
Human Capital Index 2013	50	0.020
Pillar 1: Education	51	0.172
Pillar 2: Health and wellness	35	0.323
Pillar 3: Workforce and employment	62	-0.127
Pillar 4: Enabling environment	70	-0.288

Key Indicators

Total population (1,000s)	20,758.8
Median age of population	31
GDP per capita PPP (constant 2005, international \$)	5,384
GDP growth (annual %)	6.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 11.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 37.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.4%

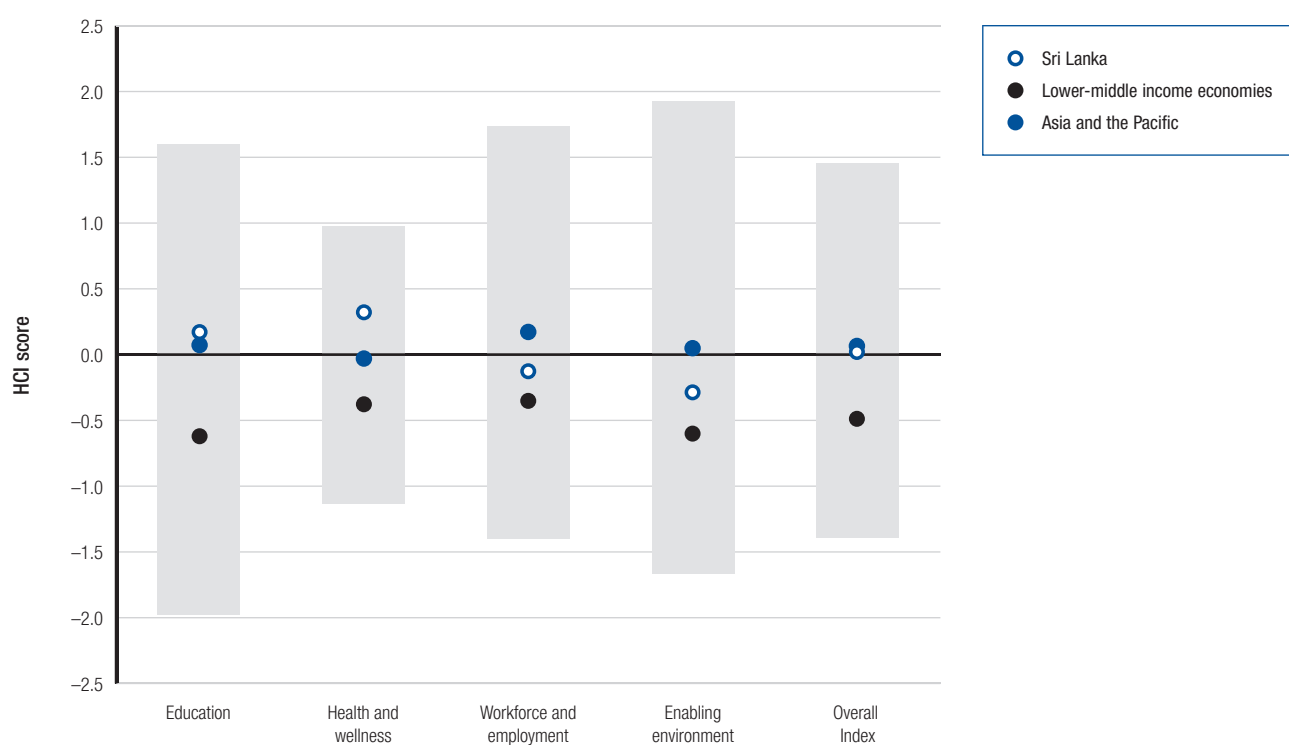


Sri Lanka

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	4.8	14.1
Professionals	2.6	
Technicians and associate professionals	2.2	
Secondary requirements	28.1	n/a
Clerks	1.9	
Service workers and shop and market sales workers	6.8	
Skilled agricultural and fishery workers	9.7	
Craft and related trade workers	6.7	
Plant and machine operators and assemblers	2.9	
Primary requirements	12.8	n/a
Elementary occupations	12.8	
Various	5.7	
Legislators, senior officials and managers	0.9	
Unclassified	n/a	
Armed forces	4.8	

Spread of scores (by pillar and overall)



Sri Lanka

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	82	-0.049	93	58	100
Secondary enrolment rate (%)	31	-0.694	88	16	100
Tertiary enrolment ratio (%)	89	-0.997	14	1	103
Education gender gap ²	43	-0.477	0.995	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	94	-0.760	3.37	1.64	6.64
Quality of the education system ¹	27	-0.863	4.57	1.99	5.98
Quality of primary schools ¹	37	-0.646	4.64	1.97	6.82
Quality of math & science education ¹	40	-0.473	4.49	1.88	6.29
Quality of management schools ¹	34	-0.567	4.77	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	35	-0.414	74	2	100
Tertiary education attainment (% population age 25+)	54	-0.434	14	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	52	-0.473	11	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	42	-0.022	15.5	1.2	36.5
Unhealthy life years (% of life expectancy)	88	-0.228	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	53	-0.306	22.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	16	-1.428	5.0	1.1	42.8
Business impact of non-communicable diseases ¹	38	-0.449	4.68	2.74	5.87
Business impact of communicable diseases ¹	42	-0.624	6.10	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	108	-1.335	48	8	69
Depression (% of respondents) ⁷	56	-0.137	11	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	65	-0.394	91.8	31.1	100.0
Healthcare quality ¹	40	-0.504	4.72	1.78	6.75
Healthcare accessibility ¹	36	-0.745	5.57	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	103	-1.011	59.3	43.4	90.6
Labour force participation rate, age 65+ (%)	56	-0.271	19.4	1.6	91.2
Economic participation gender gap ²	91	-0.712	0.560	0.310	0.839
Unemployment rate (%)	25	-0.724	5.0	0.3	32.0
Youth unemployment rate (%)	64	-0.277	21.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	94	-0.865	2.55	1.48	6.08
Country capacity to retain talent ¹	87	-0.625	2.93	1.81	5.97
Ease of finding skilled employees ¹	49	-0.207	4.13	2.13	5.69
Pay related to productivity ¹	34	-0.610	4.30	2.37	5.25
Capacity for innovation ¹	40	-0.174	3.84	2.31	5.84
Index of Economic Complexity ³	67	-0.432	-0.30	-1.96	2.37
Firm level technology absorption ¹	44	-0.372	5.08	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	84	-0.607	0.007	0.000	1.242
Median age of the working population	50	-0.342	36	28	42
<i>Training</i>					
Staff training ¹	46	-0.199	4.17	2.51	5.57
Training services ¹	49	-0.140	4.42	2.67	6.47

Sri Lanka

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	93	-0.589	87	17	191
Internet users (per 100 people)	96	-1.030	15	1	95
Quality of domestic transport ¹	49	0.144	4.59	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	55	0.093	3.96	2.33	5.49
Business and university R&D collaboration ¹	103	-0.854	3.02	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	63	-0.020	81	1	180
Social safety net protection ¹	114	-1.201	2.48	2.10	6.26
Intellectual property protection and property rights ¹	51	-0.010	4.08	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	28	0.878	5.18	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	37.4	Freedom in the World ⁸	5
Aged dependency ratio (%)	11.6	Democracy Index (rank/165)	89
Fertility rate (births per woman)	2.3	Population living in urban area (%)	15.2
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	36.4
Population below age 20 (%)	33.0	Accessibility of digital content ¹	4.65
Population above age 60 (%)	11.8	Extent of virtual social networks use ¹	5.00
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.0	Economic activity (agriculture) — % of total activity	32.7
Technical/vocational enrolment as % of total enrolment in secondary school	6	Economic activity (industry) — % of total activity	24.2
Adult literacy (%)	91.2	Economic activity (services) — % of total activity	40.4
Boys not in primary school (%)	7	GDP per person employed (US\$)	17,068
Girls not in primary school (%)	7	Cooperation in labour-employer relations ¹	4.52
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	28.2
Private enrolment in primary school (% of primary)	3.0	Labour force with tertiary education (%)	16.8
Private enrolment in secondary school (% of secondary)	7.1	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	2.94
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	3,184
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	7,707
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	401
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	49.6
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	720.9
<i>Health</i>		Unemployment for 12 months or more (1,000s)	198.9
Prevalence of visual impairment (%)	2.8	Global Innovation Index (rank/142)	98
Public spending on health (% of GDP)	3.4	Global Talent Index (rank/60)	59
Business impact of heart disease ¹	4.65	Quality of Labour Force (rank/60)	39
Business impact of cancer ¹	4.97	Talent Environment (rank/60)	49
Business impact of mental illness ¹	5.34	IQ measure ⁹	79.0
Business impact of diabetes ¹	3.81		
Business impact of chronic respiratory disease ¹	4.63		
Business impact of HIV/AIDS ¹	6.01		
Business impact of tuberculosis ¹	6.04		
Business impact of malaria ¹	6.24		

NOTES

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7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Suriname

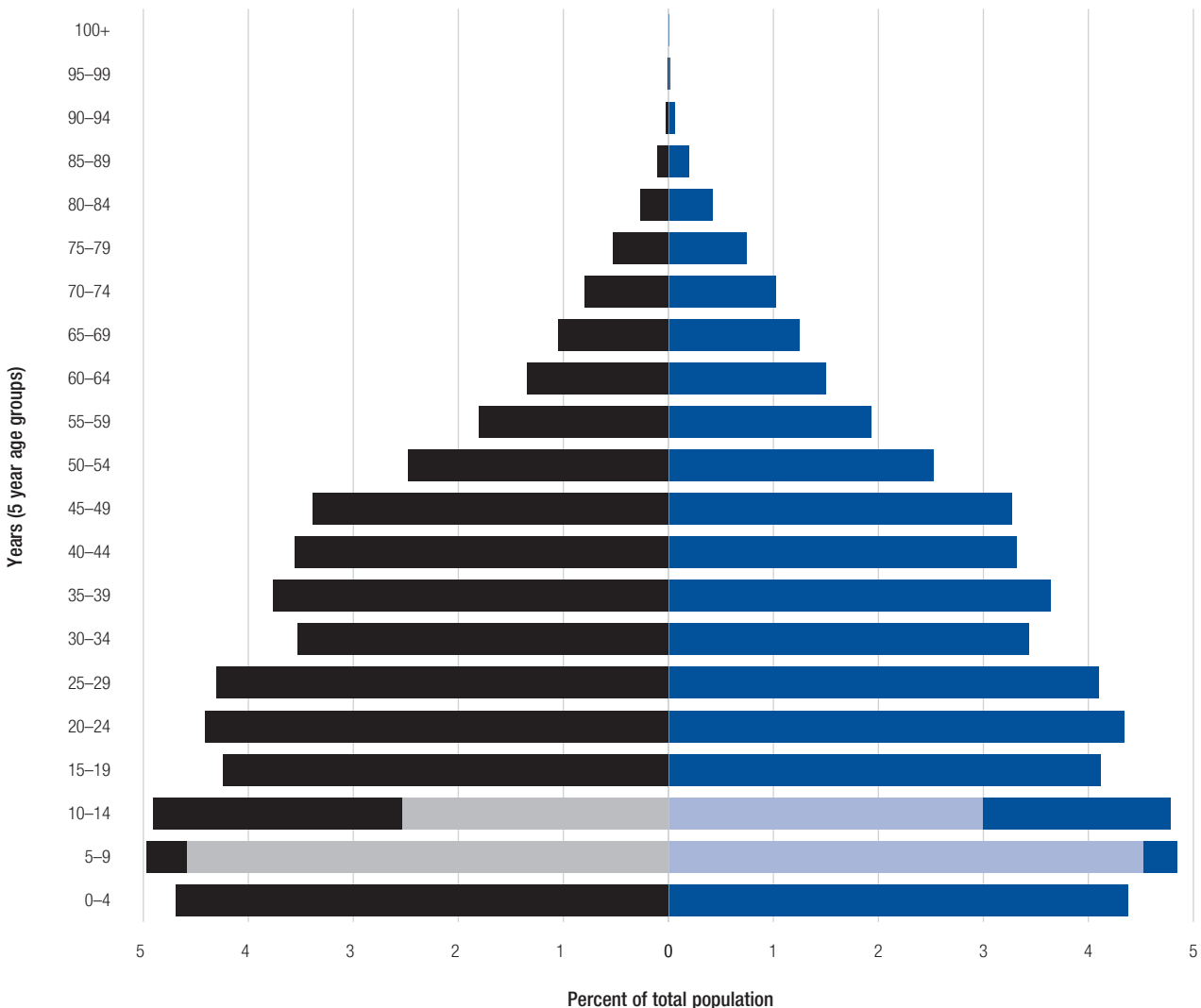
	Rank/122	Score
Human Capital Index 2013	91	-0.420
Pillar 1: Education	87	-0.423
Pillar 2: Health and wellness	67	-0.010
Pillar 3: Workforce and employment	109	-0.640
Pillar 4: Enabling environment	90	-0.607

Key Indicators

Total population (1,000s)	525.0
Median age of population	28
GDP per capita PPP (constant 2005, international \$)	7,634
GDP growth (annual %)	4.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 9.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 44.1%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

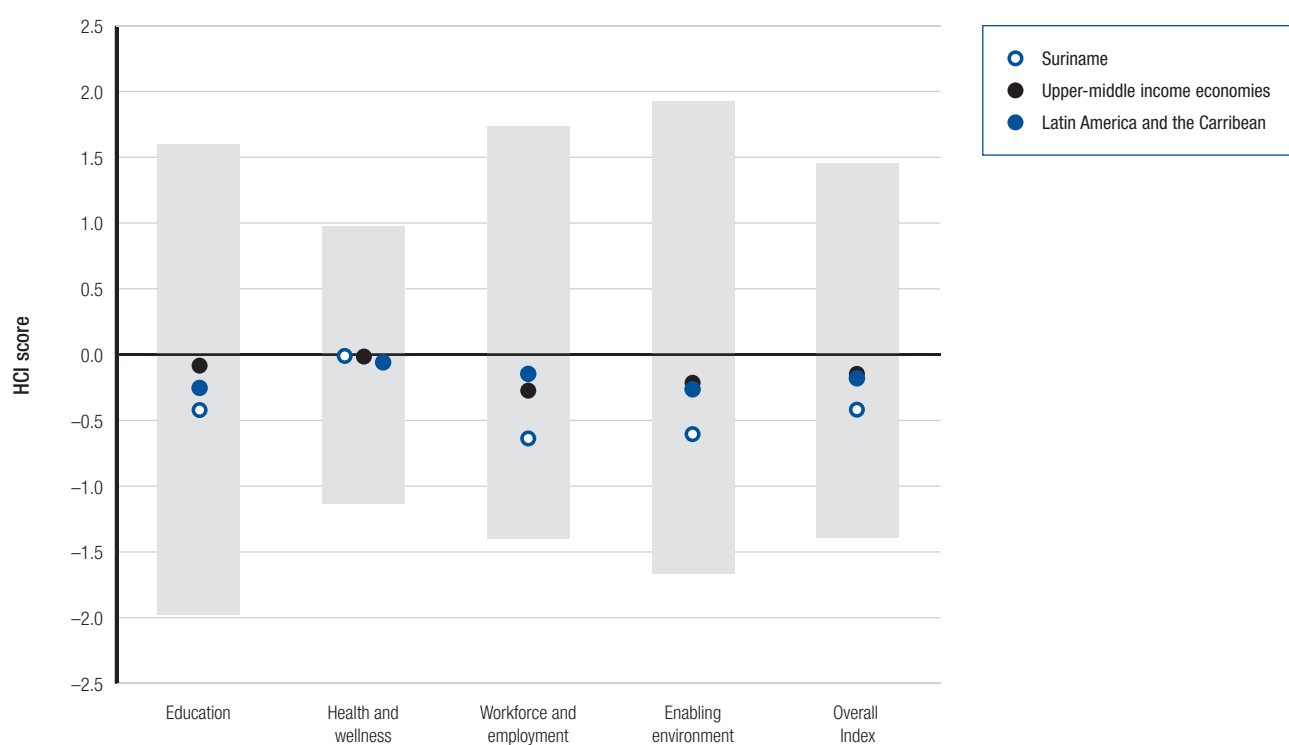


Suriname

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	3.4
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	40.3
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	31.8
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Suriname

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	83	-0.063	93	58	100
Secondary enrolment rate (%)	79	-0.661	57	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	32	-0.512	0.997	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	113	-1.391	2.58	1.64	6.64
Quality of the education system ¹	87	-0.647	3.22	1.99	5.98
Quality of primary schools ¹	57	-0.030	3.97	1.97	6.82
Quality of math & science education ¹	71	-0.071	3.97	1.88	6.29
Quality of management schools ¹	70	-0.174	4.15	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	45	-0.051	75	5	100
Secondary education attainment (% population age 25+)	62	-0.729	44	2	100
Tertiary education attainment (% population age 25+)	79	-1.412	3	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	89	-0.201	26	2	98
Life expectancy	77	-0.066	72	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	19	-0.855	7.8	1.2	36.5
Unhealthy life years (% of life expectancy)	82	-0.107	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	75	-0.237	29.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	99	-0.767	25.8	1.1	42.8
Business impact of non-communicable diseases ¹	86	-0.529	4.24	2.74	5.87
Business impact of communicable diseases ¹	82	-0.248	5.23	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	—	—	—	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	73	-0.171	87.5	31.1	100.0
Healthcare quality ¹	50	-0.098	4.23	1.78	6.75
Healthcare accessibility ¹	58	-0.070	4.58	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	104	-1.042	59.0	43.4	90.6
Labour force participation rate, age 65+ (%)	95	-0.885	7.5	1.6	91.2
Economic participation gender gap ²	101	-1.096	0.514	0.310	0.839
Unemployment rate (%)	61	-0.141	8.0	0.3	32.0
Youth unemployment rate (%)	65	-0.298	21.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	52	-0.082	3.52	1.48	6.08
Country capacity to retain talent ¹	85	-0.596	2.95	1.81	5.97
Ease of finding skilled employees ¹	117	-1.902	2.67	2.13	5.69
Pay related to productivity ¹	95	-0.746	3.47	2.37	5.25
Capacity for innovation ¹	99	-0.790	3.08	2.31	5.84
Index of Economic Complexity ³	—	—	—	-1.96	2.37
Firm level technology absorption ¹	90	-0.770	4.27	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	105	-0.622	0.002	0.000	1.242
Median age of the working population	55	-0.042	35	28	42
<i>Training</i>					
Staff training ¹	64	-0.082	3.99	2.51	5.57
Training services ¹	105	-1.044	3.48	2.67	6.47

Suriname

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	4	2.111	179	17	191
Internet users (per 100 people)	76	-0.423	32	1	95
Quality of domestic transport ¹	114	-1.356	3.29	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	99	-0.914	3.24	2.33	5.49
Business and university R&D collaboration ¹	94	-0.701	3.15	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	116	-1.630	164	1	180
Social safety net protection ¹	119	-1.403	2.26	2.10	6.26
Intellectual property protection and property rights ¹	95	-0.853	3.22	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	67	-0.294	4.12	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	44.1	Freedom in the World ⁸	2
Aged dependency ratio (%)	9.9	Democracy Index (rank/165)	56
Fertility rate (births per woman)	2.4	Population living in urban area (%)	70.1
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	52.9
Population below age 20 (%)	37.0	Accessibility of digital content ¹	3.94
Population above age 60 (%)	9.3	Extent of virtual social networks use ¹	5.08
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	—	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	43	Economic activity (industry) — % of total activity	—
Adult literacy (%)	94.7	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	8	GDP per person employed (US\$)	—
Girls not in primary school (%)	7	Cooperation in labour-employer relations ¹	3.89
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.177	Emigration rate of the tertiary educated (%)	65.8
Private enrolment in primary school (% of primary)	43.6	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	18.2	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	2.79
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	131
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	11
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.8	Global Innovation Index (rank/142)	—
Public spending on health (% of GDP)	5.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	3.79	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.25	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.97	IQ measure ⁹	89.0
Business impact of diabetes ¹	3.67		
Business impact of chronic respiratory disease ¹	4.53		
Business impact of HIV/AIDS ¹	4.78		
Business impact of tuberculosis ¹	5.26		
Business impact of malaria ¹	5.65		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
- Data from -1.960 (worst score) to 2.367 (best score)
- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Sweden

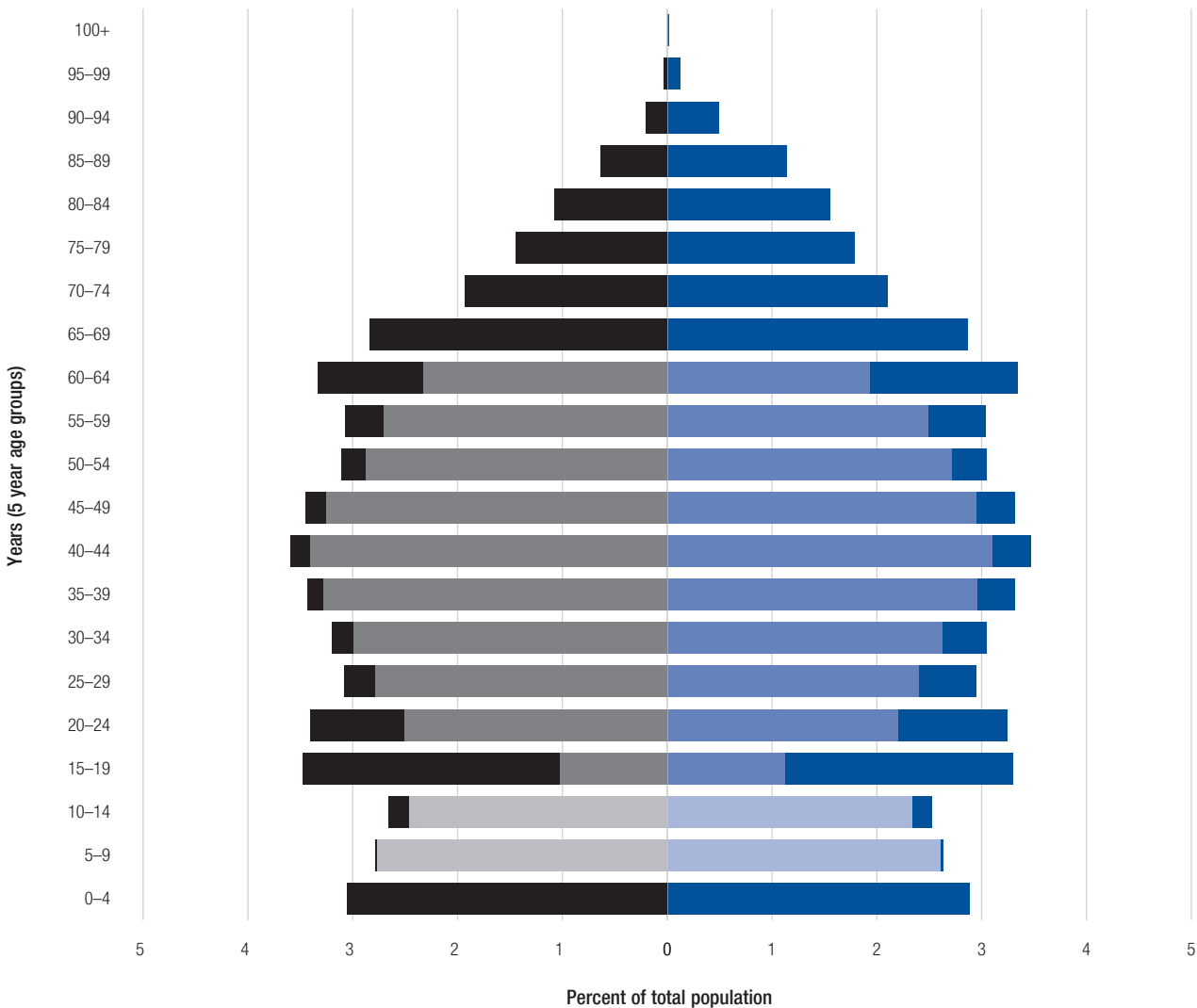
	Rank/122	Score
Human Capital Index 2013	5	1.111
Pillar 1: Education	14	0.977
Pillar 2: Health and wellness	2	0.960
Pillar 3: Workforce and employment	6	1.154
Pillar 4: Enabling environment	10	1.351

Key Indicators

Total population (1,000s)	9,382.3
Median age of population	41
GDP per capita PPP (constant 2005, international \$)	35,134
GDP growth (annual %)	0.7

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 27.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 25.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.4%

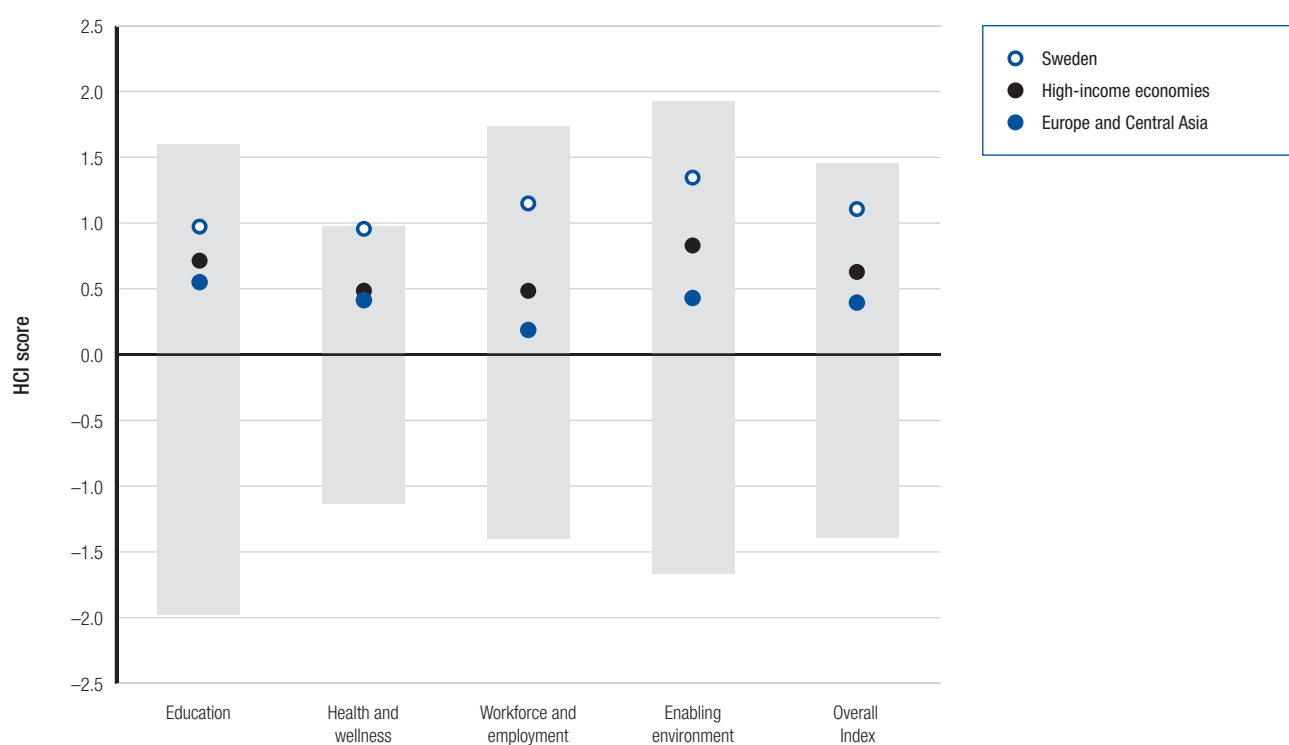


Sweden

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	23.1	28.1
Professionals	11.5	
Technicians and associate professionals	11.6	
Secondary requirements	29.4	52.3
Clerks	5.1	
Service workers and shop and market sales workers	11.1	
Skilled agricultural and fishery workers	1.2	
Craft and related trade workers	6.3	
Plant and machine operators and assemblers	5.7	
Primary requirements	3.0	n/a
Elementary occupations	3.0	
Various	3.2	
Legislators, senior officials and managers	3.0	
Unclassified	0.1	
Armed forces	0.1	

Spread of scores (by pillar and overall)



Sweden

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	15	-0.719	99	58	100
Secondary enrolment rate (%)	15	-0.892	93	16	100
Tertiary enrolment ratio (%)	16	-1.237	73	1	103
Education gender gap ²	34	-0.507	0.997	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	7	1.485	6.18	1.64	6.64
Quality of the education system ¹	17	-1.389	5.04	1.99	5.98
Quality of primary schools ¹	21	-0.987	5.01	1.97	6.82
Quality of math & science education ¹	36	-0.536	4.55	1.88	6.29
Quality of management schools ¹	14	1.297	5.38	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	23	-0.849	86	2	100
Tertiary education attainment (% population age 25+)	21	-0.845	28	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	1	-0.877	2	2	98
Life expectancy	3	1.150	82	50	83
Survival gender gap ²	63	-0.220	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	5	-0.811	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	1	1.517	7.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	42	-0.204	16.6	1.1	42.8
Business impact of non-communicable diseases ¹	5	1.764	5.27	2.74	5.87
Business impact of communicable diseases ¹	8	1.224	6.69	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	42	-0.215	28	8	69
Depression (% of respondents) ⁷	17	-0.934	6	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	-0.815	100.0	31.1	100.0
Healthcare quality ¹	16	-1.403	5.82	1.78	6.75
Healthcare accessibility ¹	19	-1.349	6.31	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	15	1.044	79.4	43.4	90.6
Labour force participation rate, age 65+ (%)	93	-0.870	7.8	1.6	91.2
Economic participation gender gap ²	8	1.291	0.796	0.310	0.839
Unemployment rate (%)	67	-0.064	8.4	0.3	32.0
Youth unemployment rate (%)	82	-0.678	25.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	20	-0.942	4.41	1.48	6.08
Country capacity to retain talent ¹	9	1.605	5.09	1.81	5.97
Ease of finding skilled employees ¹	10	1.430	4.98	2.13	5.69
Pay related to productivity ¹	64	-0.019	3.91	2.37	5.25
Capacity for innovation ¹	7	2.218	5.47	2.31	5.84
Index of Economic Complexity ³	4	1.871	1.89	-1.96	2.37
Firm level technology absorption ¹	1	1.988	6.23	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	2	2.770	1.018	0.000	1.242
Median age of the working population	17	-1.224	40	28	42
<i>Training</i>					
Staff training ¹	7	1.842	5.23	2.51	5.57
Training services ¹	7	1.749	5.69	2.67	6.47

Sweden

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	41	0.338	119	17	191
Internet users (per 100 people)	4	1.684	91	1	95
Quality of domestic transport ¹	16	1.238	5.55	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	17	1.310	4.83	2.33	5.49
Business and university R&D collaboration ¹	10	1.738	5.34	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	12	1.299	13	1	180
Social safety net protection ¹	12	1.661	5.59	2.10	6.26
Intellectual property protection and property rights ¹	13	1.567	5.69	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	18	1.329	5.59	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	25.3	Freedom in the World ⁸	1
Aged dependency ratio (%)	27.9	Democracy Index (rank/165)	2
Fertility rate (births per woman)	1.9	Population living in urban area (%)	85.4
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	25.0
Population below age 20 (%)	23.4	Accessibility of digital content ¹	6.25
Population above age 60 (%)	25.0	Extent of virtual social networks use ¹	6.54
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	7.0	Economic activity (agriculture) — % of total activity	2.1
Technical/vocational enrolment as % of total enrolment in secondary school	32	Economic activity (industry) — % of total activity	19.9
Adult literacy (%)	—	Economic activity (services) — % of total activity	77.7
Boys not in primary school (%)	1	GDP per person employed (US\$)	51,303
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.65
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	4.5
Private enrolment in primary school (% of primary)	10.1	Labour force with tertiary education (%)	33.4
Private enrolment in secondary school (% of secondary)	19.4	Number of patent applications (per 1,000 people)	0.2495
PIRLS ⁶	542	Hiring and firing practices ¹	3.35
PISA math scores ⁶	494	Retirement age, male	65
PISA reading scores ⁶	497	Retirement age, female	65
PISA science scores ⁶	495	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	504	Total employed (1,000s)	4,546
TIMSS 4th grade science ⁶	533	Total unemployed (1,000s)	417
TIMSS 8th grade math ⁶	484	Unemployment for 12 months or more as a % of total unemployment	17.3
TIMSS 8th grade science ⁶	509	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	72.2
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	2
Public spending on health (% of GDP)	9.4	Global Talent Index (rank/60)	7
Business impact of heart disease ¹	4.96	Quality of Labour Force (rank/60)	5
Business impact of cancer ¹	4.90	Talent Environment (rank/60)	22
Business impact of mental illness ¹	5.44	IQ measure ⁹	98.6
Business impact of diabetes ¹	5.33		
Business impact of chronic respiratory disease ¹	5.73		
Business impact of HIV/AIDS ¹	6.55		
Business impact of tuberculosis ¹	6.72		
Business impact of malaria ¹	6.81		

NOTES

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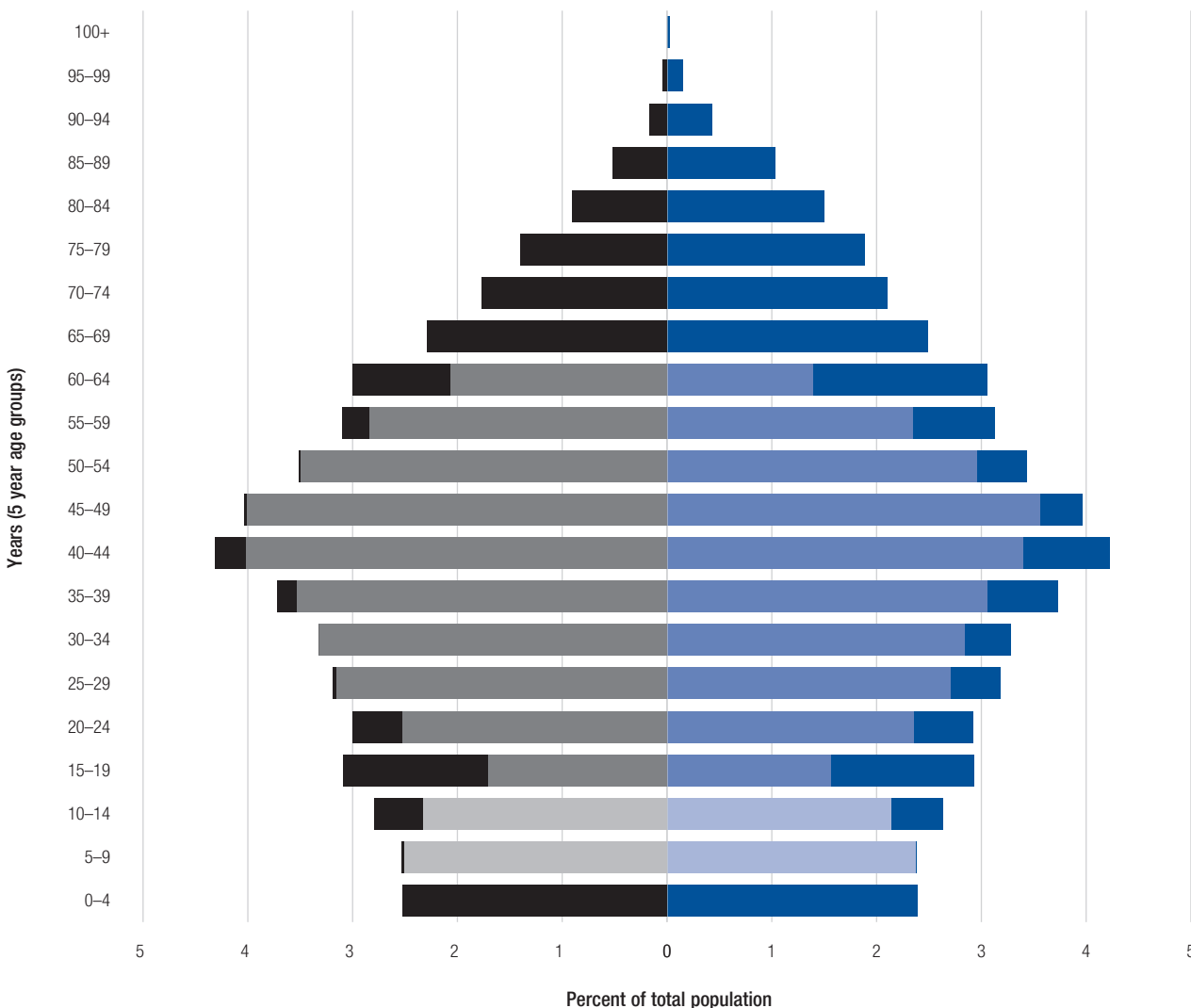
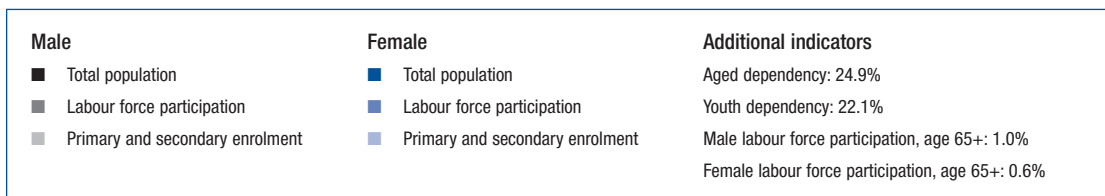
Switzerland

	Rank/122	Score
Human Capital Index 2013	1	1.455
Pillar 1: Education	4	1.313
Pillar 2: Health and wellness	1	0.977
Pillar 3: Workforce and employment	1	1.736
Pillar 4: Enabling environment	2	1.793

Key Indicators

Total population (1,000s)	7,830.5
Median age of population	42
GDP per capita PPP (constant 2005, international \$)	39,344
GDP growth (annual %)	1.0

Education and workforce distribution

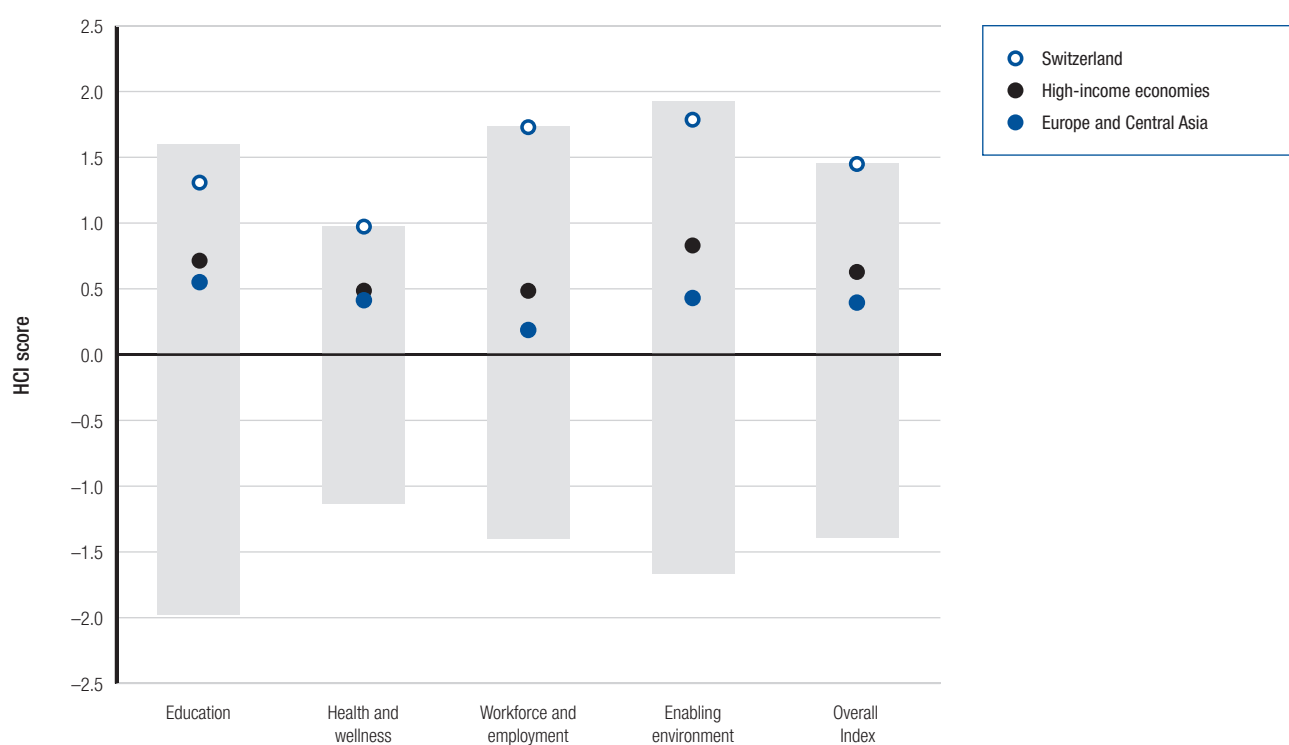


Switzerland

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	26.3	33.0
Professionals	12.1	
Technicians and associate professionals	14.1	
Secondary requirements	30.7	57.3
Clerks	7.2	
Service workers and shop and market sales workers	8.8	
Skilled agricultural and fishery workers	2.6	
Craft and related trade workers	9.2	
Plant and machine operators and assemblers	2.9	
Primary requirements	3.7	n/a
Elementary occupations	3.7	
Various	5.1	
Legislators, senior officials and managers	4.3	
Unclassified	0.7	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Switzerland

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	11	0.729	100	58	100
Secondary enrolment rate (%)	46	0.440	82	16	100
Tertiary enrolment ratio (%)	40	0.615	57	1	103
Education gender gap ²	64	0.427	0.991	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	11	1.429	6.11	1.64	6.64
Quality of the education system ¹	1	2.440	5.98	1.99	5.98
Quality of primary schools ¹	5	1.871	5.97	1.97	6.82
Quality of math & science education ¹	5	1.843	5.80	1.88	6.29
Quality of management schools ¹	1	2.146	6.09	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	11	1.215	95	2	100
Tertiary education attainment (% population age 25+)	11	1.290	33	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	0.787	4	2	98
Life expectancy	1	1.271	83	50	83
Survival gender gap ²	58	0.242	0.974	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	3	0.831	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	3	1.391	8.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	36	0.384	14.9	1.1	42.8
Business impact of non-communicable diseases ¹	15	1.124	4.99	2.74	5.87
Business impact of communicable diseases ¹	13	1.081	6.55	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	8	1.253	4	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	2	2.016	6.56	1.78	6.75
Healthcare accessibility ¹	2	1.680	6.72	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	10	1.310	82.0	43.4	90.6
Labour force participation rate, age 65+ (%)	87	-0.766	9.8	1.6	91.2
Economic participation gender gap ²	25	0.919	0.752	0.310	0.839
Unemployment rate (%)	22	0.810	4.5	0.3	32.0
Youth unemployment rate (%)	10	1.173	7.2	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	1	2.558	6.08	1.48	6.08
Country capacity to retain talent ¹	3	2.366	5.82	1.81	5.97
Ease of finding skilled employees ¹	32	0.716	4.48	2.13	5.69
Pay related to productivity ¹	2	2.157	5.24	2.37	5.25
Capacity for innovation ¹	1	2.683	5.84	2.31	5.84
Index of Economic Complexity ³	3	1.955	1.97	-1.96	2.37
Firm level technology absorption ¹	3	1.827	6.12	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	1	3.520	1.242	0.000	1.242
Median age of the working population	8	1.424	41	28	42
<i>Training</i>					
Staff training ¹	1	2.383	5.57	2.51	5.57
Training services ¹	1	2.739	6.47	2.67	6.47

Switzerland

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	25	0.716	131	17	191
Internet users (per 100 people)	10	1.476	85	1	95
Quality of domestic transport ¹	1	2.346	6.51	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	4	1.948	5.28	2.33	5.49
Business and university R&D collaboration ¹	1	2.298	5.84	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	26	1.008	28	1	180
Social safety net protection ¹	4	2.197	6.17	2.10	6.26
Intellectual property protection and property rights ¹	3	1.977	6.11	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	2	2.172	6.35	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	22.1	Freedom in the World ⁸	1
Aged dependency ratio (%)	24.9	Democracy Index (rank/165)	7
Fertility rate (births per woman)	1.5	Population living in urban area (%)	73.8
Sex ratio at birth (female/male)	0.94	Gini Index (income) ⁵	33.7
Population below age 20 (%)	20.9	Accessibility of digital content ¹	6.37
Population above age 60 (%)	22.8	Extent of virtual social networks use ¹	6.19
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.4	Economic activity (agriculture) — % of total activity	3.4
Technical/vocational enrolment as % of total enrolment in secondary school	34	Economic activity (industry) — % of total activity	21.1
Adult literacy (%)	—	Economic activity (services) — % of total activity	71.2
Boys not in primary school (%)	1	GDP per person employed (US\$)	41,937
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	6.05
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	9.6
Private enrolment in primary school (% of primary)	4.8	Labour force with tertiary education (%)	33.0
Private enrolment in secondary school (% of secondary)	9.7	Number of patent applications (per 1,000 people)	0.2609
PIRLS ⁶	—	Hiring and firing practices ¹	5.63
PISA math scores ⁶	534	Retirement age, male	65
PISA reading scores ⁶	501	Retirement age, female	64
PISA science scores ⁶	517	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	4,281
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	204
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	32.8
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	59.6
<i>Health</i>		Unemployment for 12 months or more (1,000s)	66.7
Prevalence of visual impairment (%)	0.9	Global Innovation Index (rank/142)	1
Public spending on health (% of GDP)	10.9	Global Talent Index (rank/60)	9
Business impact of heart disease ¹	4.77	Quality of Labour Force (rank/60)	6
Business impact of cancer ¹	4.73	Talent Environment (rank/60)	4
Business impact of mental illness ¹	4.59	IQ measure ⁹	99.1
Business impact of diabetes ¹	5.23		
Business impact of chronic respiratory disease ¹	5.61		
Business impact of HIV/AIDS ¹	6.24		
Business impact of tuberculosis ¹	6.64		
Business impact of malaria ¹	6.77		

NOTES

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Tanzania

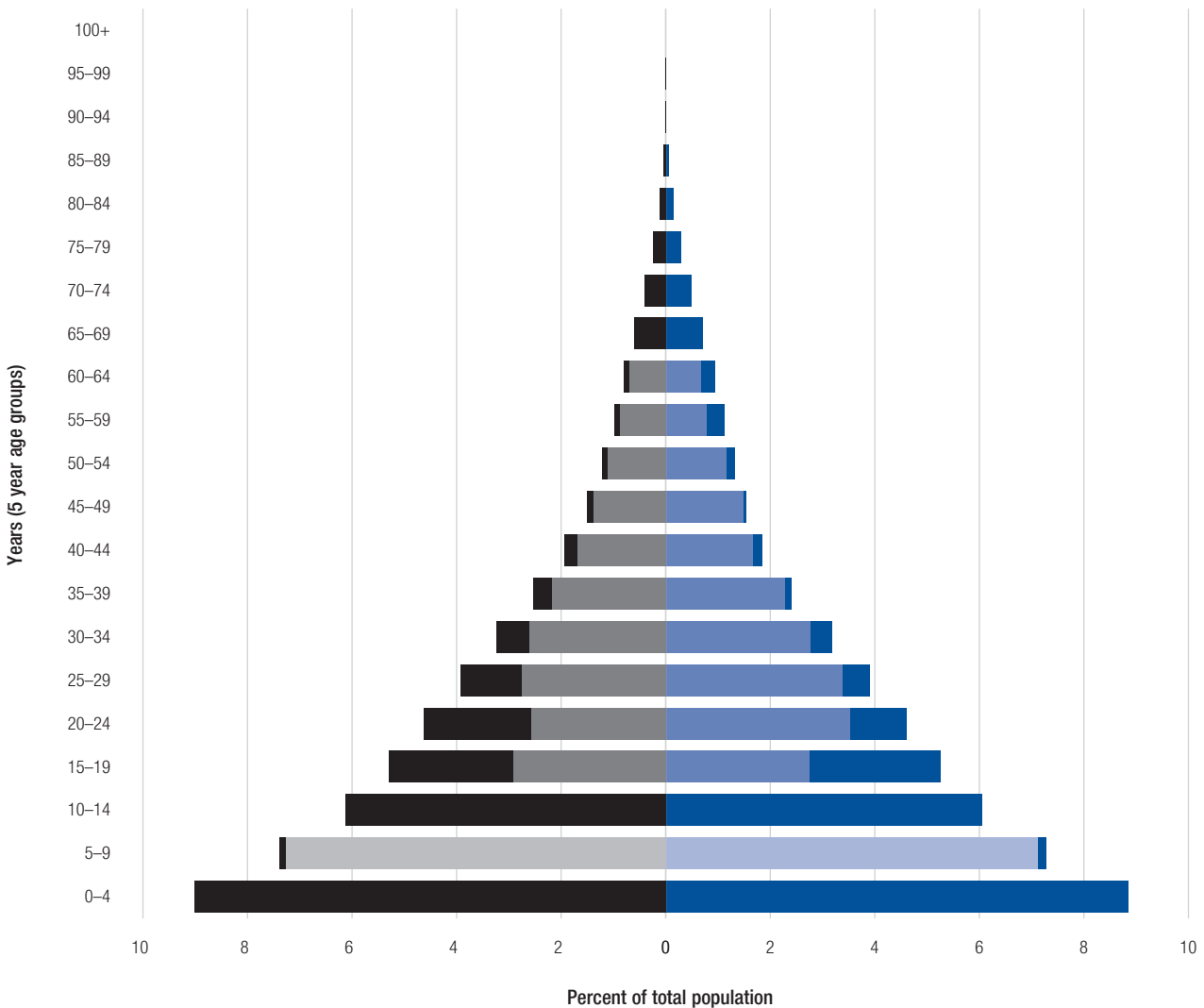
	Rank/122	Score
Human Capital Index 2013	104	-0.680
Pillar 1: Education	100	-0.870
Pillar 2: Health and wellness	117	-0.957
Pillar 3: Workforce and employment	58	-0.087
Pillar 4: Enabling environment	103	-0.805

Key Indicators

Total population (1,000s)	44,973.3
Median age of population	17
GDP per capita PPP (constant 2005, international \$)	1,380
GDP growth (annual %)	6.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 6.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 86.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.4%
		Female labour force participation, age 65+: 1.2%

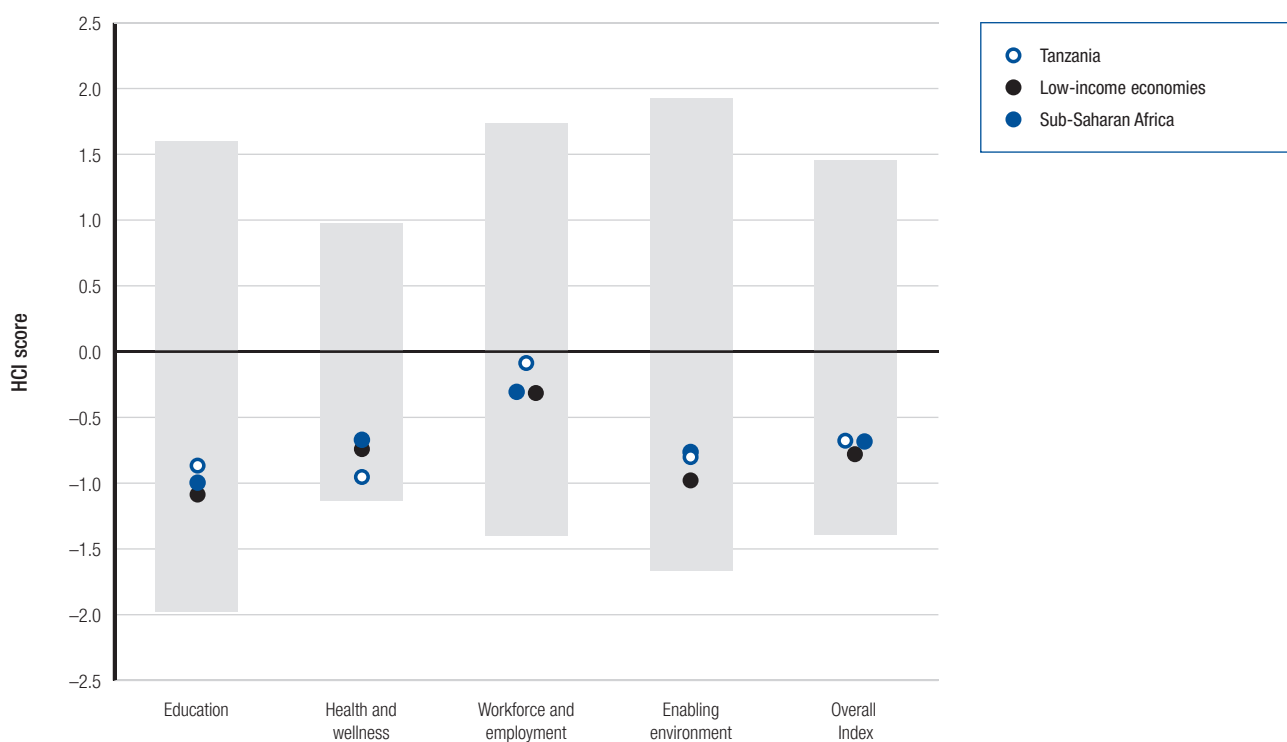


Tanzania

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	0.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	42.9
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Tanzania

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	36	-0.574	98	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	113	-1.393	4	1	103
Education gender gap ²	96	-0.282	0.937	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	103	-1.016	3.05	1.64	6.64
Quality of the education system ¹	84	-0.613	3.25	1.99	5.98
Quality of primary schools ¹	110	-1.351	2.47	1.97	6.82
Quality of math & science education ¹	114	-1.639	2.47	1.88	6.29
Quality of management schools ¹	111	-1.239	3.26	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	103	-1.053	45	2	98
Life expectancy	109	-1.646	59	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	62	-0.956	23.7	1.2	36.5
Unhealthy life years (% of life expectancy)	118	-1.513	24	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	92	-0.788	36.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	17	-1.386	5.4	1.1	42.8
Business impact of non-communicable diseases ¹	69	-0.172	4.40	2.74	5.87
Business impact of communicable diseases ¹	118	-2.019	3.47	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	90	-0.660	16	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	120	-2.641	32.7	31.1	100.0
Healthcare quality ¹	109	-1.077	2.80	1.78	6.75
Healthcare accessibility ¹	109	-1.219	3.17	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	1	2.189	90.6	43.4	90.6
Labour force participation rate, age 65+ (%)	3	2.195	67.2	1.6	91.2
Economic participation gender gap ²	54	-0.220	0.669	0.310	0.839
Unemployment rate (%)	19	-0.848	4.3	0.3	32.0
Youth unemployment rate (%)	14	-1.008	8.8	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	73	-0.288	3.14	1.48	6.08
Country capacity to retain talent ¹	66	-0.250	3.29	1.81	5.97
Ease of finding skilled employees ¹	75	-0.289	3.78	2.13	5.69
Pay related to productivity ¹	99	-0.826	3.42	2.37	5.25
Capacity for innovation ¹	88	-0.647	3.19	2.31	5.84
Index of Economic Complexity ³	88	-0.827	-0.68	-1.96	2.37
Firm level technology absorption ¹	111	-1.241	3.93	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	97	-0.617	0.003	0.000	1.242
Median age of the working population	112	-1.337	29	28	42
<i>Training</i>					
Staff training ¹	81	-0.497	3.73	2.51	5.57
Training services ¹	104	-1.038	3.48	2.67	6.47

Tanzania

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	113	-1.516	56	17	191
Internet users (per 100 people)	101	-1.137	12	1	95
Quality of domestic transport ¹	91	-0.657	3.90	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	80	-0.528	3.52	2.33	5.49
Business and university R&D collaboration ¹	64	-0.298	3.51	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	100	-1.048	134	1	180
Social safety net protection ¹	70	-0.383	3.37	2.10	6.26
Intellectual property protection and property rights ¹	82	-0.562	3.52	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	109	-1.119	3.38	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	86.2	Freedom in the World ⁸	3
Aged dependency ratio (%)	6.0	Democracy Index (rank/165)	81
Fertility rate (births per woman)	5.6	Population living in urban area (%)	27.2
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	37.6
Population below age 20 (%)	55.4	Accessibility of digital content ¹	3.63
Population above age 60 (%)	4.9	Extent of virtual social networks use ¹	4.38
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.2	Economic activity (agriculture) — % of total activity	—
Technical/vocational enrolment as % of total enrolment in secondary school	11	Economic activity (industry) — % of total activity	—
Adult literacy (%)	67.8	Economic activity (services) — % of total activity	—
Boys not in primary school (%)	2	GDP per person employed (US\$)	1,702
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	3.85
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.472	Emigration rate of the tertiary educated (%)	12.1
Private enrolment in primary school (% of primary)	2.8	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	—	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	—	Hiring and firing practices ¹	3.99
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	3,467
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	17,945
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	892
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	4.7	Global Innovation Index (rank/142)	123
Public spending on health (% of GDP)	7.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.17	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.30	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.86	IQ measure ⁹	73.8
Business impact of diabetes ¹	4.04		
Business impact of chronic respiratory disease ¹	4.64		
Business impact of HIV/AIDS ¹	3.66		
Business impact of tuberculosis ¹	4.05		
Business impact of malaria ¹	2.71		

NOTES

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Thailand

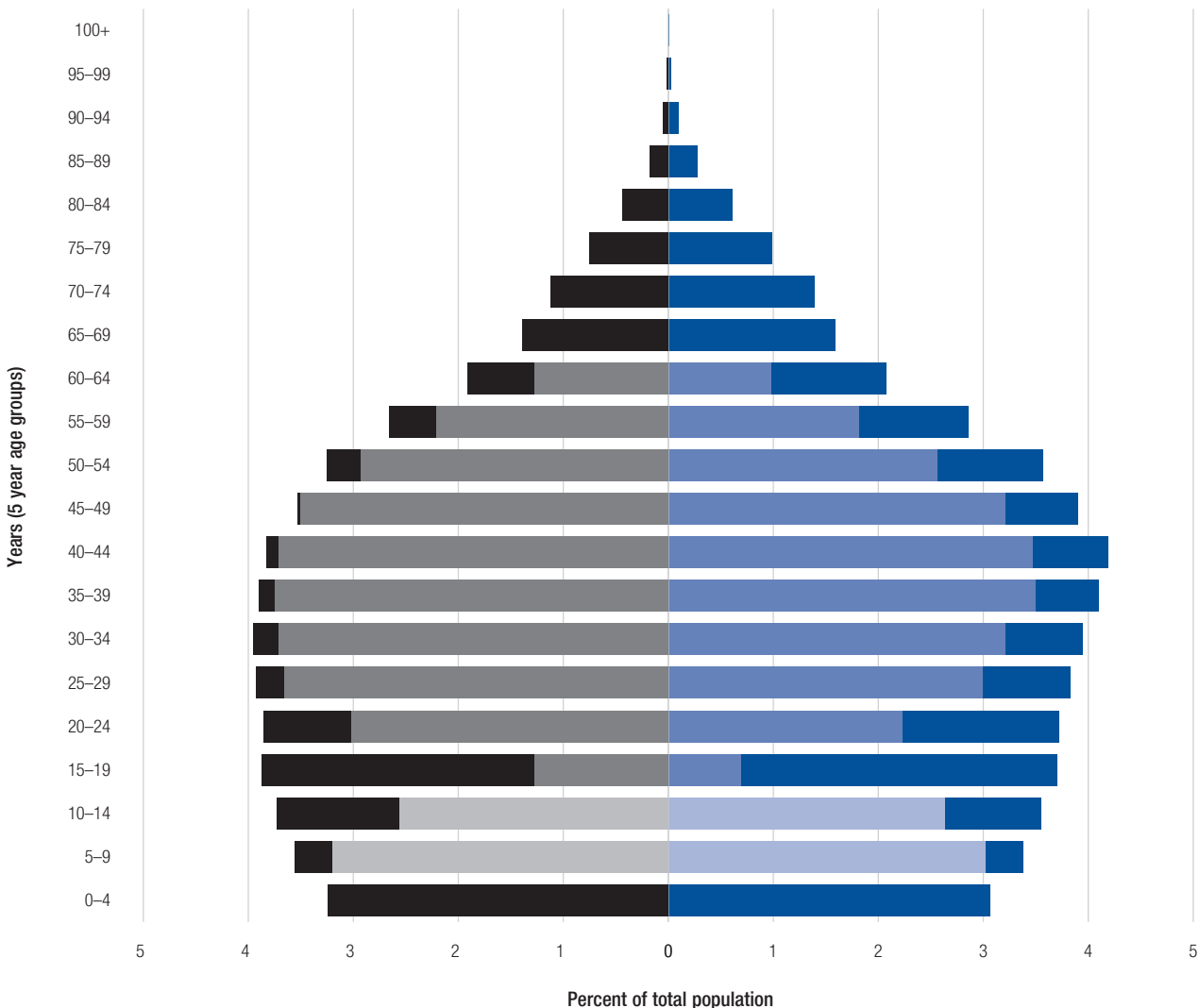
	Rank/122	Score
Human Capital Index 2013	44	0.158
Pillar 1: Education	79	-0.242
Pillar 2: Health and wellness	40	0.281
Pillar 3: Workforce and employment	27	0.482
Pillar 4: Enabling environment	48	0.112

Key Indicators

Total population (1,000s)	66,402.3
Median age of population	35
GDP per capita PPP (constant 2005, international \$)	8,459
GDP growth (annual %)	6.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 12.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 26.9%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.3%
		Female labour force participation, age 65+: 0.9%

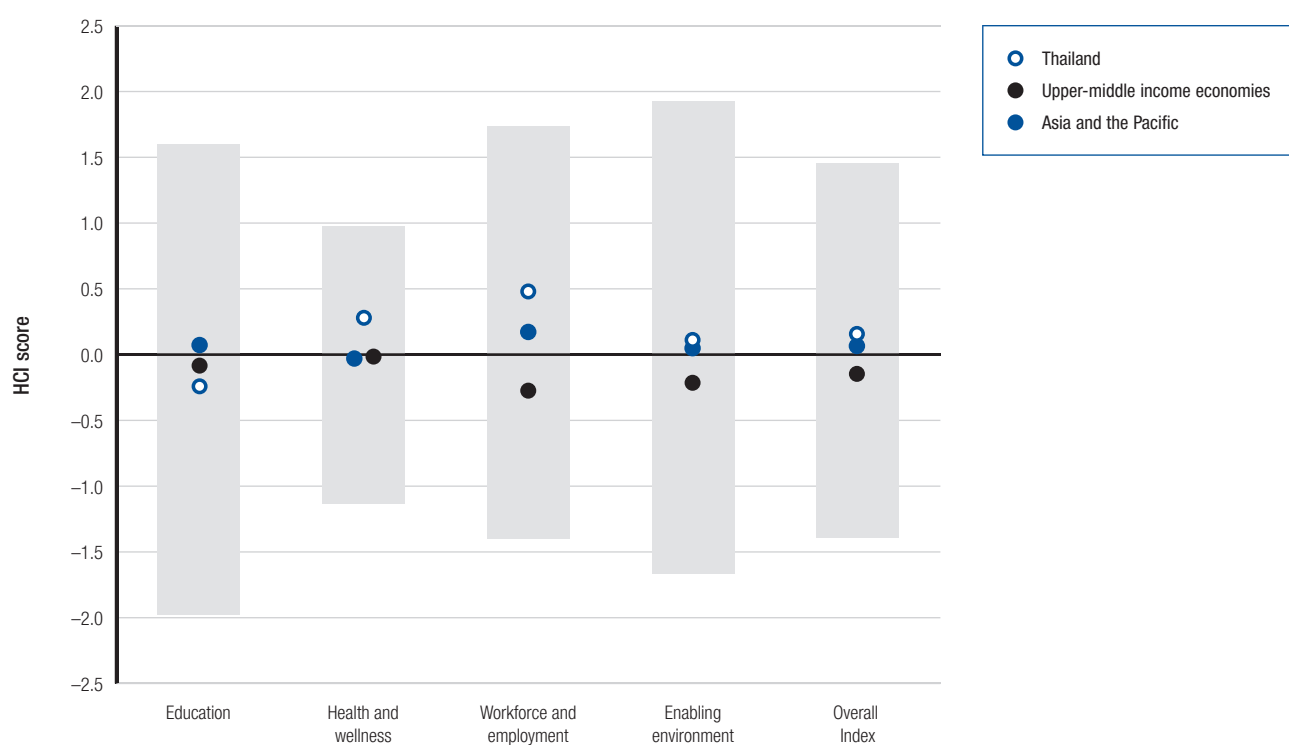


Thailand

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	5.7	12.8
Professionals	2.9	
Technicians and associate professionals	2.9	
Secondary requirements	55.2	19.4
Clerks	2.7	
Service workers and shop and market sales workers	11.6	
Skilled agricultural and fishery workers	27.8	
Craft and related trade workers	7.9	
Plant and machine operators and assemblers	5.4	
Primary requirements	7.7	18.9
Elementary occupations	7.7	
Various	1.9	
Legislators, senior officials and managers	1.9	
Unclassified	0.1	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Thailand

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	94	-0.437	90	58	100
Secondary enrolment rate (%)	67	-0.036	71	16	100
Tertiary enrolment ratio (%)	47	-0.223	46	1	103
Education gender gap ²	71	-0.400	0.989	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	59	-0.063	4.40	1.64	6.64
Quality of the education system ¹	66	-0.255	3.57	1.99	5.98
Quality of primary schools ¹	71	-0.274	3.64	1.97	6.82
Quality of math & science education ¹	70	-0.060	3.98	1.88	6.29
Quality of management schools ¹	45	-0.244	4.50	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	61	-1.060	51	5	100
Secondary education attainment (% population age 25+)	74	-1.161	32	2	100
Tertiary education attainment (% population age 25+)	58	-0.553	13	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	52	-0.473	11	2	98
Life expectancy	59	-0.177	74	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	29	-0.582	10.2	1.2	36.5
Unhealthy life years (% of life expectancy)	90	-0.264	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	71	-0.190	29.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	30	-1.059	8.5	1.1	42.8
Business impact of non-communicable diseases ¹	101	-0.826	4.11	2.74	5.87
Business impact of communicable diseases ¹	80	-0.236	5.24	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	13	-1.067	17	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	58	-0.528	94.4	31.1	100.0
Healthcare quality ¹	45	-0.222	4.38	1.78	6.75
Healthcare accessibility ¹	51	-0.128	4.82	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	27	-0.809	77.1	43.4	90.6
Labour force participation rate, age 65+ (%)	40	-0.224	29.0	1.6	91.2
Economic participation gender gap ²	44	-0.471	0.699	0.310	0.839
Unemployment rate (%)	2	-1.470	1.0	0.3	32.0
Youth unemployment rate (%)	5	-1.471	4.3	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	26	-0.655	4.11	1.48	6.08
Country capacity to retain talent ¹	25	-0.820	4.33	1.81	5.97
Ease of finding skilled employees ¹	71	-0.244	3.82	2.13	5.69
Pay related to productivity ¹	26	-0.782	4.40	2.37	5.25
Capacity for innovation ¹	76	-0.432	3.36	2.31	5.84
Index of Economic Complexity ³	28	-0.740	0.81	-1.96	2.37
Firm level technology absorption ¹	47	-0.283	5.02	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	63	-0.530	0.030	0.000	1.242
Median age of the working population	39	-0.839	38	28	42
<i>Training</i>					
Staff training ¹	44	-0.305	4.24	2.51	5.57
Training services ¹	59	-0.045	4.34	2.67	6.47

Thailand

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	53	0.134	112	17	191
Internet users (per 100 people)	86	-0.719	24	1	95
Quality of domestic transport ¹	66	-0.174	4.32	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	30	0.627	4.34	2.33	5.49
Business and university R&D collaboration ¹	46	0.156	3.92	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	16	1.202	18	1	180
Social safety net protection ¹	46	0.095	3.89	2.10	6.26
Intellectual property protection and property rights ¹	77	-0.474	3.61	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	49	0.159	4.53	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	26.9	Freedom in the World ⁸	4
Aged dependency ratio (%)	12.4	Democracy Index (rank/165)	58
Fertility rate (births per woman)	1.5	Population living in urban area (%)	34.5
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	39.4
Population below age 20 (%)	26.5	Accessibility of digital content ¹	4.85
Population above age 60 (%)	12.9	Extent of virtual social networks use ¹	5.91
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.8	Economic activity (agriculture) — % of total activity	38.7
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	20.7
Adult literacy (%)	93.5	Economic activity (services) — % of total activity	40.7
Boys not in primary school (%)	10	GDP per person employed (US\$)	16,311
Girls not in primary school (%)	11	Cooperation in labour-employer relations ¹	4.78
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	2.2
Private enrolment in primary school (% of primary)	18.4	Labour force with tertiary education (%)	16.8
Private enrolment in secondary school (% of secondary)	16.4	Number of patent applications (per 1,000 people)	0.0591
PIRLS ⁶	—	Hiring and firing practices ¹	4.35
PISA math scores ⁶	419	Retirement age, male	55
PISA reading scores ⁶	421	Retirement age, female	55
PISA science scores ⁶	425	Number of informal sector workers (1,000s)	9,642
TIMSS 4th grade math ⁶	458	Total employed (1,000s)	38,037
TIMSS 4th grade science ⁶	472	Total unemployed (1,000s)	402
TIMSS 8th grade math ⁶	427	Unemployment for 12 months or more as a % of total unemployment	7.5
TIMSS 8th grade science ⁶	451	Total youth not in education or employment (1,000s)	73.2
<i>Health</i>		Unemployment for 12 months or more (1,000s)	30.1
Prevalence of visual impairment (%)	3.3	Global Innovation Index (rank/142)	57
Public spending on health (% of GDP)	4.1	Global Talent Index (rank/60)	46
Business impact of heart disease ¹	4.04	Quality of Labour Force (rank/60)	41
Business impact of cancer ¹	3.80	Talent Environment (rank/60)	43
Business impact of mental illness ¹	4.24	IQ measure ⁹	90.1
Business impact of diabetes ¹	4.20		
Business impact of chronic respiratory disease ¹	4.26		
Business impact of HIV/AIDS ¹	4.84		
Business impact of tuberculosis ¹	5.14		
Business impact of malaria ¹	5.75		

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Trinidad and Tobago

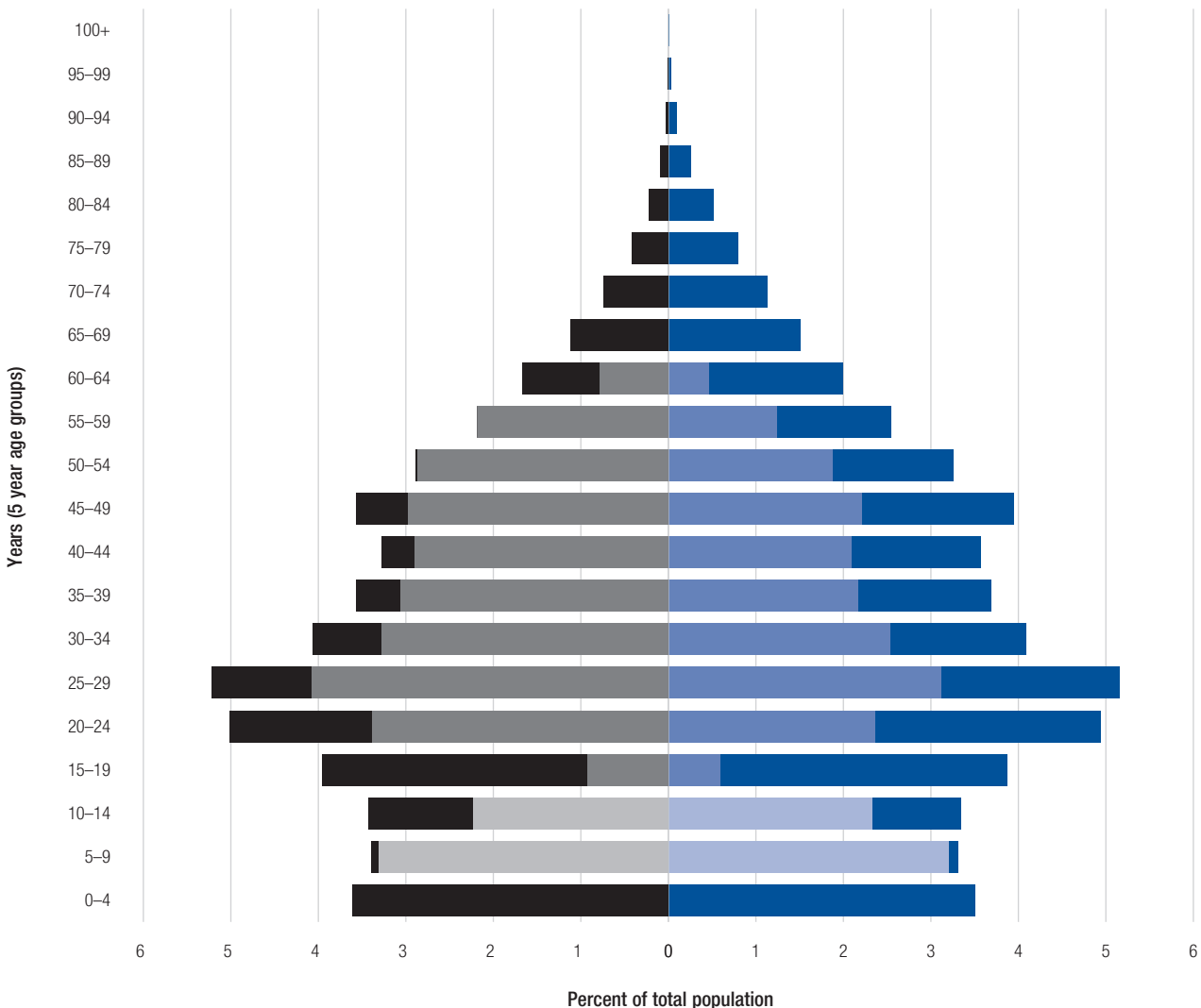
	Rank/122	Score
Human Capital Index 2013	76	-0.233
Pillar 1: Education	53	0.164
Pillar 2: Health and wellness	121	-1.043
Pillar 3: Workforce and employment	53	-0.008
Pillar 4: Enabling environment	56	-0.047

Key Indicators

Total population (1,000s)	1,328.1
Median age of population	32
GDP per capita PPP (constant 2005, international \$)	22,966
GDP growth (annual %)	1.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 11.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 29.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.4%

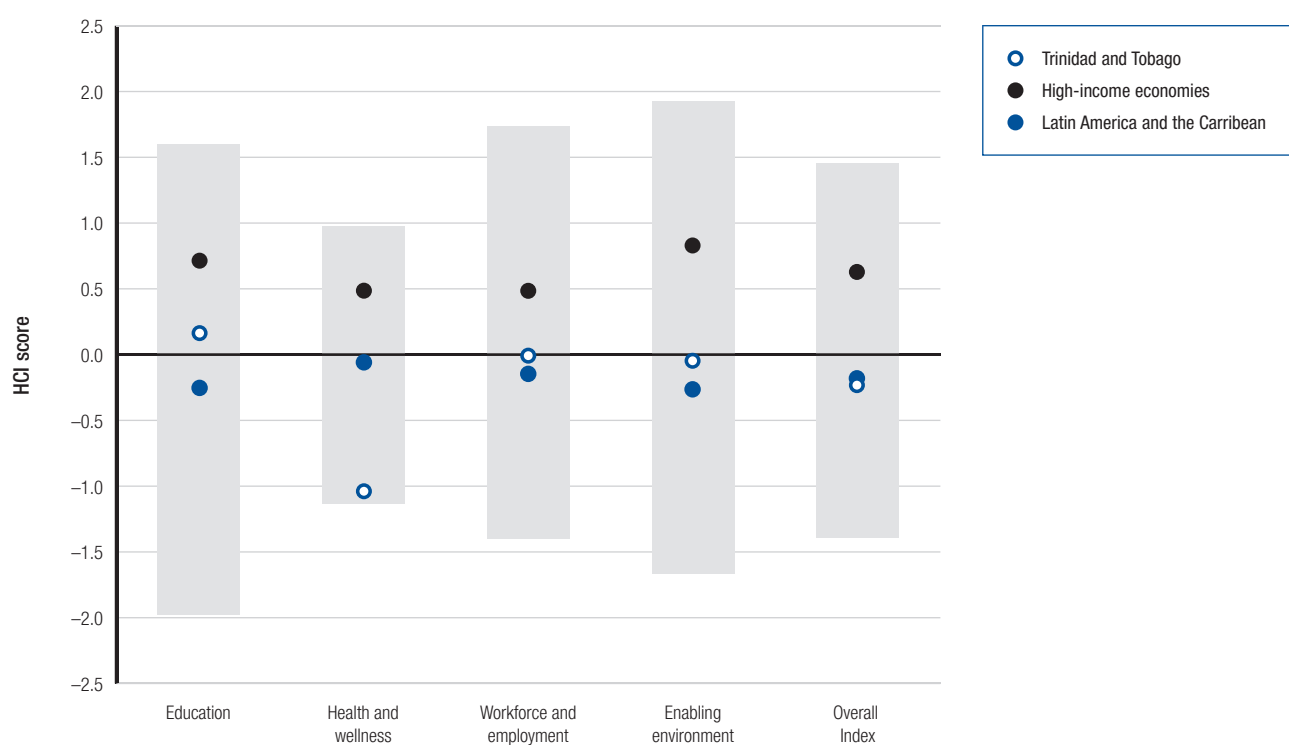


Trinidad and Tobago

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.4	9.6
Professionals	2.3	
Technicians and associate professionals	7.0	
Secondary requirements	32.8	15.6
Clerks	7.4	
Service workers and shop and market sales workers	8.6	
Skilled agricultural and fishery workers	1.3	
Craft and related trade workers	9.9	
Plant and machine operators and assemblers	5.5	
Primary requirements	12.6	34.8
Elementary occupations	12.6	
Various	4.7	
Legislators, senior officials and managers	4.7	
Unclassified	0.0	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Trinidad and Tobago

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	49	-0.474	97	58	100
Secondary enrolment rate (%)	72	-0.206	68	16	100
Tertiary enrolment ratio (%)	95	-1.104	12	1	103
Education gender gap ²	48	-0.472	0.994	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	52	-0.207	4.58	1.64	6.64
Quality of the education system ¹	37	-0.438	4.19	1.99	5.98
Quality of primary schools ¹	39	-0.628	4.62	1.97	6.82
Quality of math & science education ¹	31	-0.640	4.65	1.88	6.29
Quality of management schools ¹	32	-0.687	4.87	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	24	-0.721	94	5	100
Secondary education attainment (% population age 25+)	46	-0.140	59	2	100
Tertiary education attainment (% population age 25+)	68	-0.849	10	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	86	-0.156	25	2	98
Life expectancy	82	-0.187	71	50	83
Survival gender gap ²	111	-1.706	0.952	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	122	-8.578	66	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	71	-0.190	29.0	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	110	-1.210	30.0	1.1	42.8
Business impact of non-communicable diseases ¹	115	-1.366	3.87	2.74	5.87
Business impact of communicable diseases ¹	79	-0.228	5.25	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	26	-0.602	23	8	69
Depression (% of respondents) ⁷	85	-0.500	15	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	61	-0.454	93.0	31.1	100.0
Healthcare quality ¹	81	-0.654	3.31	1.78	6.75
Healthcare accessibility ¹	49	-0.166	4.87	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	52	-0.226	71.4	43.4	90.6
Labour force participation rate, age 65+ (%)	92	-0.833	8.5	1.6	91.2
Economic participation gender gap ²	42	-0.490	0.701	0.310	0.839
Unemployment rate (%)	35	-0.542	5.9	0.3	32.0
Youth unemployment rate (%)	22	-0.833	10.5	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	27	-0.643	4.10	1.48	6.08
Country capacity to retain talent ¹	63	-0.133	3.40	1.81	5.97
Ease of finding skilled employees ¹	33	-0.706	4.47	2.13	5.69
Pay related to productivity ¹	104	-1.013	3.30	2.37	5.25
Capacity for innovation ¹	108	-0.990	2.92	2.31	5.84
Index of Economic Complexity ³	71	-0.467	-0.34	-1.96	2.37
Firm level technology absorption ¹	66	-0.186	4.68	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	61	-0.509	0.036	0.000	1.242
Median age of the working population	52	-0.275	36	28	42
<i>Training</i>					
Staff training ¹	53	-0.099	4.11	2.51	5.57
Training services ¹	45	-0.184	4.45	2.67	6.47

Trinidad and Tobago

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	21	0.840	136	17	191
Internet users (per 100 people)	44	0.405	55	1	95
Quality of domestic transport ¹	75	-0.334	4.18	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	79	-0.521	3.52	2.33	5.49
Business and university R&D collaboration ¹	90	-0.626	3.22	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	56	0.213	69	1	180
Social safety net protection ¹	65	-0.221	3.54	2.10	6.26
Intellectual property protection and property rights ¹	70	-0.338	3.75	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	48	0.160	4.53	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	29.2	<i>Society</i>	
Aged dependency ratio (%)	11.7	Freedom in the World ⁸	2
Fertility rate (births per woman)	1.8	Democracy Index (rank/165)	48
Sex ratio at birth (female/male)	0.97	Population living in urban area (%)	14.0
Population below age 20 (%)	28.2	Gini Index (income) ⁵	40.3
Population above age 60 (%)	12.4	Accessibility of digital content ¹	5.27
<i>Education</i>			
Public spending on education (% of GDP)	4.2	Extent of virtual social networks use ¹	5.81
Technical/vocational enrolment as % of total enrolment in secondary school	1	<i>Workforce</i>	
Adult literacy (%)	98.8	Economic activity (agriculture) — % of total activity	3.8
Boys not in primary school (%)	2	Economic activity (industry) — % of total activity	32.2
Girls not in primary school (%)	3	Economic activity (services) — % of total activity	63.8
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.012	GDP per person employed (US\$)	50,599
Private enrolment in primary school (% of primary)	72.1	Cooperation in labour-employer relations ¹	3.49
Private enrolment in secondary school (% of secondary)	27.0	Emigration rate of the tertiary educated (%)	78.9
PIRLS ⁶	471	Labour force with tertiary education (%)	11.1
PISA math scores ⁶	414	Number of patent applications (per 1,000 people)	0.2116
PISA reading scores ⁶	416	Hiring and firing practices ¹	3.98
PISA science scores ⁶	410	Retirement age, male	—
TIMSS 4th grade math ⁶	—	Retirement age, female	—
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	582
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	37
<i>Health</i>			
Prevalence of visual impairment (%)	2.6	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	5.7	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	3.56	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	3.72	Global Innovation Index (rank/142)	81
Business impact of mental illness ¹	4.61	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	3.32	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.14	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	4.37	IQ measure ⁹	86.7
Business impact of tuberculosis ¹	5.46		
Business impact of malaria ¹	5.91		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

- Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)
- Data on a 0- to 1-scale (0 = worst score, 1 = best score)
- Data from -1.960 (worst score) to 2.367 (best score)
- Rank number on a list of 185 countries
- Index on a scale of 0 (perfect inequality) to 100 (perfect equality)
- International test scores
- Perception survey data. Percentage of yes responses.
- Score (1 = best, 7 = worst)
- Reported in relation to UK score (100)

Tunisia

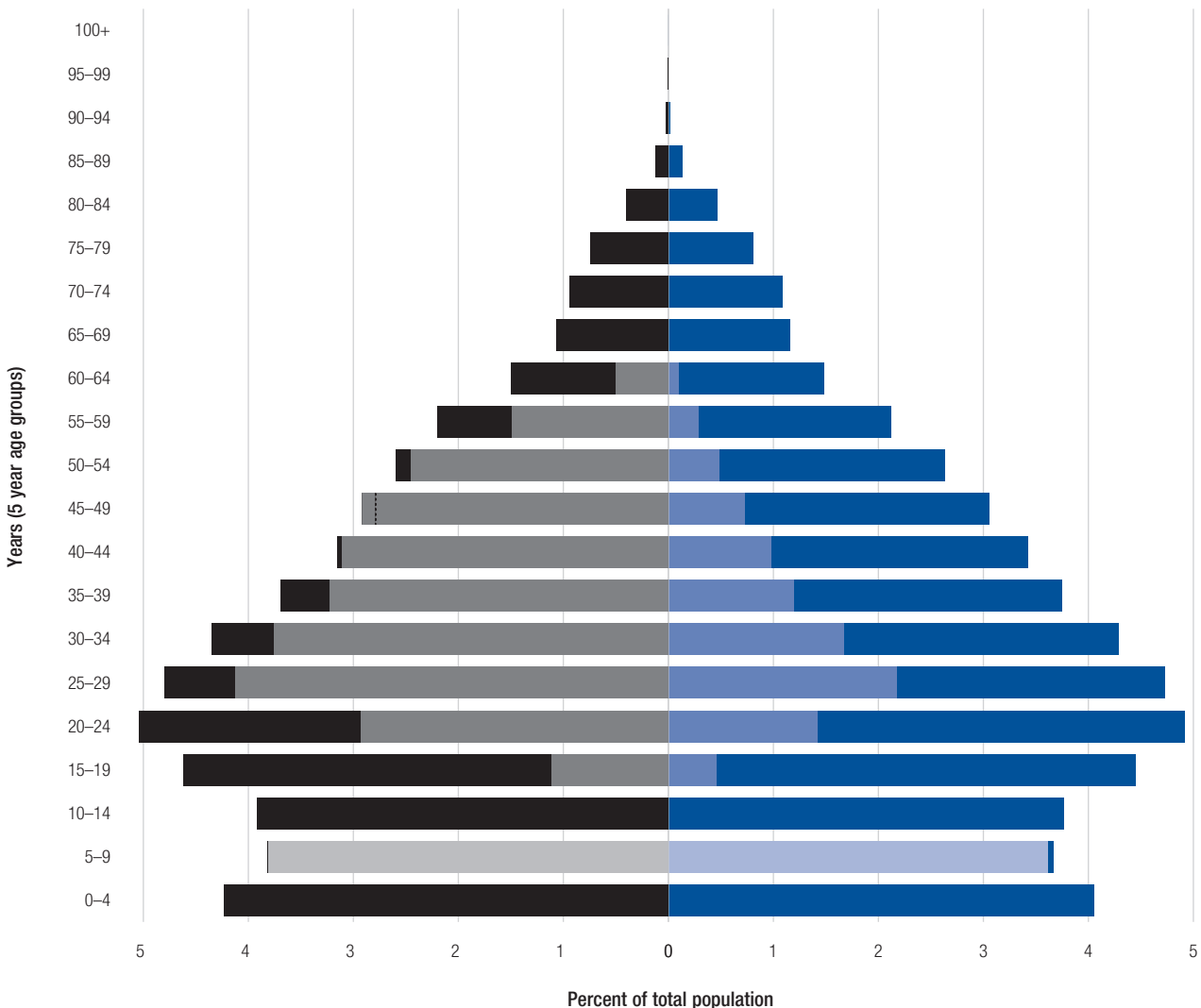
	Rank/122	Score
Human Capital Index 2013	67	-0.165
Pillar 1: Education	70	-0.099
Pillar 2: Health and wellness	46	0.173
Pillar 3: Workforce and employment	101	-0.499
Pillar 4: Enabling environment	66	-0.236

Key Indicators

Total population (1,000s)	10,631.8
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	8,442
GDP growth (annual %)	3.6

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 10.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 33.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.7%
		Female labour force participation, age 65+: 0.1%

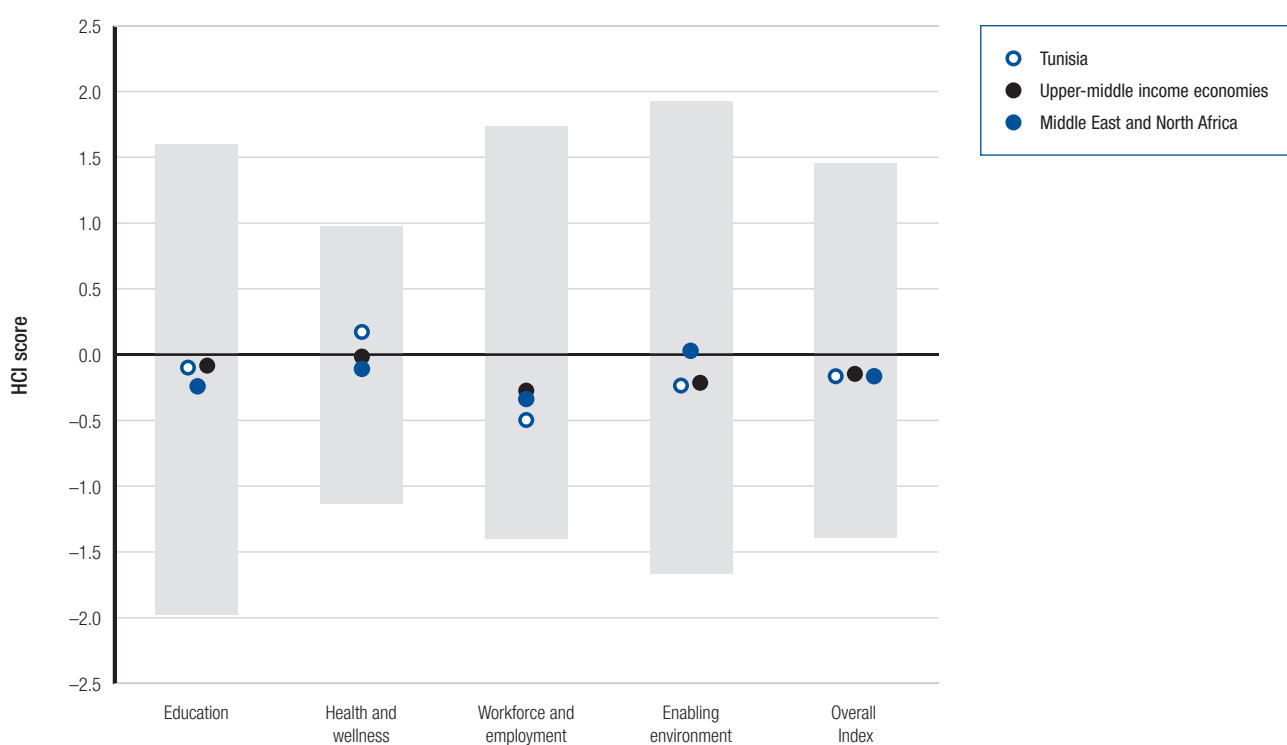


Tunisia

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	12.5
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	26.8
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Tunisia

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	17	0.714	99	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	62	-0.132	37	1	103
Education gender gap ²	—	—	—	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	83	-0.504	3.69	1.64	6.64
Quality of the education system ¹	57	-0.155	3.66	1.99	5.98
Quality of primary schools ¹	61	-0.072	3.86	1.97	6.82
Quality of math & science education ¹	26	0.713	4.72	1.88	6.29
Quality of management schools ¹	58	0.017	4.31	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	69	-0.894	39	2	100
Tertiary education attainment (% population age 25+)	60	-0.583	12	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	64	-0.338	14	2	98
Life expectancy	42	0.420	76	50	83
Survival gender gap ²	—	—	—	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	13	1.037	6.2	1.2	36.5
Unhealthy life years (% of life expectancy)	54	-0.245	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	50	-0.447	20.9	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	84	-0.555	23.8	1.1	42.8
Business impact of non-communicable diseases ¹	37	0.473	4.69	2.74	5.87
Business impact of communicable diseases ¹	55	-0.359	5.83	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	112	-1.646	52	8	69
Depression (% of respondents) ⁷	75	-0.182	13	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	60	-0.465	93.2	31.1	100.0
Healthcare quality ¹	38	0.613	4.86	1.78	6.75
Healthcare accessibility ¹	47	0.233	4.95	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	115	-1.890	50.7	43.4	90.6
Labour force participation rate, age 65+ (%)	70	-0.539	14.2	1.6	91.2
Economic participation gender gap ²	—	—	—	0.310	0.839
Unemployment rate (%)	91	-0.823	13.0	0.3	32.0
Youth unemployment rate (%)	93	-1.244	30.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	82	-0.596	2.82	1.48	6.08
Country capacity to retain talent ¹	64	-0.160	3.38	1.81	5.97
Ease of finding skilled employees ¹	28	0.759	4.51	2.13	5.69
Pay related to productivity ¹	92	-0.679	3.51	2.37	5.25
Capacity for innovation ¹	86	-0.611	3.22	2.31	5.84
Index of Economic Complexity ³	43	0.173	0.27	-1.96	2.37
Firm level technology absorption ¹	62	-0.173	4.69	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	38	-0.299	0.099	0.000	1.242
Median age of the working population	66	-0.216	34	28	42
<i>Training</i>					
Staff training ¹	96	-0.725	3.58	2.51	5.57
Training services ¹	78	-0.462	3.94	2.67	6.47

Tunisia

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	44	0.290	117	17	191
Internet users (per 100 people)	65	-0.169	39	1	95
Quality of domestic transport ¹	101	-0.848	3.73	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	67	-0.279	3.69	2.33	5.49
Business and university R&D collaboration ¹	98	-0.815	3.05	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	46	0.581	50	1	180
Social safety net protection ¹	64	-0.208	3.56	2.10	6.26
Intellectual property protection and property rights ¹	71	-0.361	3.72	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	68	-0.318	4.10	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	33.8	Freedom in the World ⁸	3
Aged dependency ratio (%)	10.0	Democracy Index (rank/165)	90
Fertility rate (births per woman)	2.1	Population living in urban area (%)	66.5
Sex ratio at birth (female/male)	0.93	Gini Index (income) ⁵	36.1
Population below age 20 (%)	32.6	Accessibility of digital content ¹	4.32
Population above age 60 (%)	9.9	Extent of virtual social networks use ¹	6.00
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.2	Economic activity (agriculture) — % of total activity	17.7
Technical/vocational enrolment as % of total enrolment in secondary school	14	Economic activity (industry) — % of total activity	33.0
Adult literacy (%)	79.1	Economic activity (services) — % of total activity	49.3
Boys not in primary school (%)	—	GDP per person employed (US\$)	17,151
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	3.83
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	12.6
Private enrolment in primary school (% of primary)	2.4	Labour force with tertiary education (%)	7.1
Private enrolment in secondary school (% of secondary)	4.8	Number of patent applications (per 1,000 people)	0.0318
PIRLS ⁶	—	Hiring and firing practices ¹	3.47
PISA math scores ⁶	371	Retirement age, male	—
PISA reading scores ⁶	404	Retirement age, female	—
PISA science scores ⁶	401	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	359	Total employed (1,000s)	3,277
TIMSS 4th grade science ⁶	346	Total unemployed (1,000s)	492
TIMSS 8th grade math ⁶	425	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	439	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.5	Global Innovation Index (rank/142)	70
Public spending on health (% of GDP)	6.2	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.58	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.67	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.96	IQ measure ⁹	84.9
Business impact of diabetes ¹	4.48		
Business impact of chronic respiratory disease ¹	4.77		
Business impact of HIV/AIDS ¹	5.80		
Business impact of tuberculosis ¹	5.77		
Business impact of malaria ¹	5.94		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Turkey

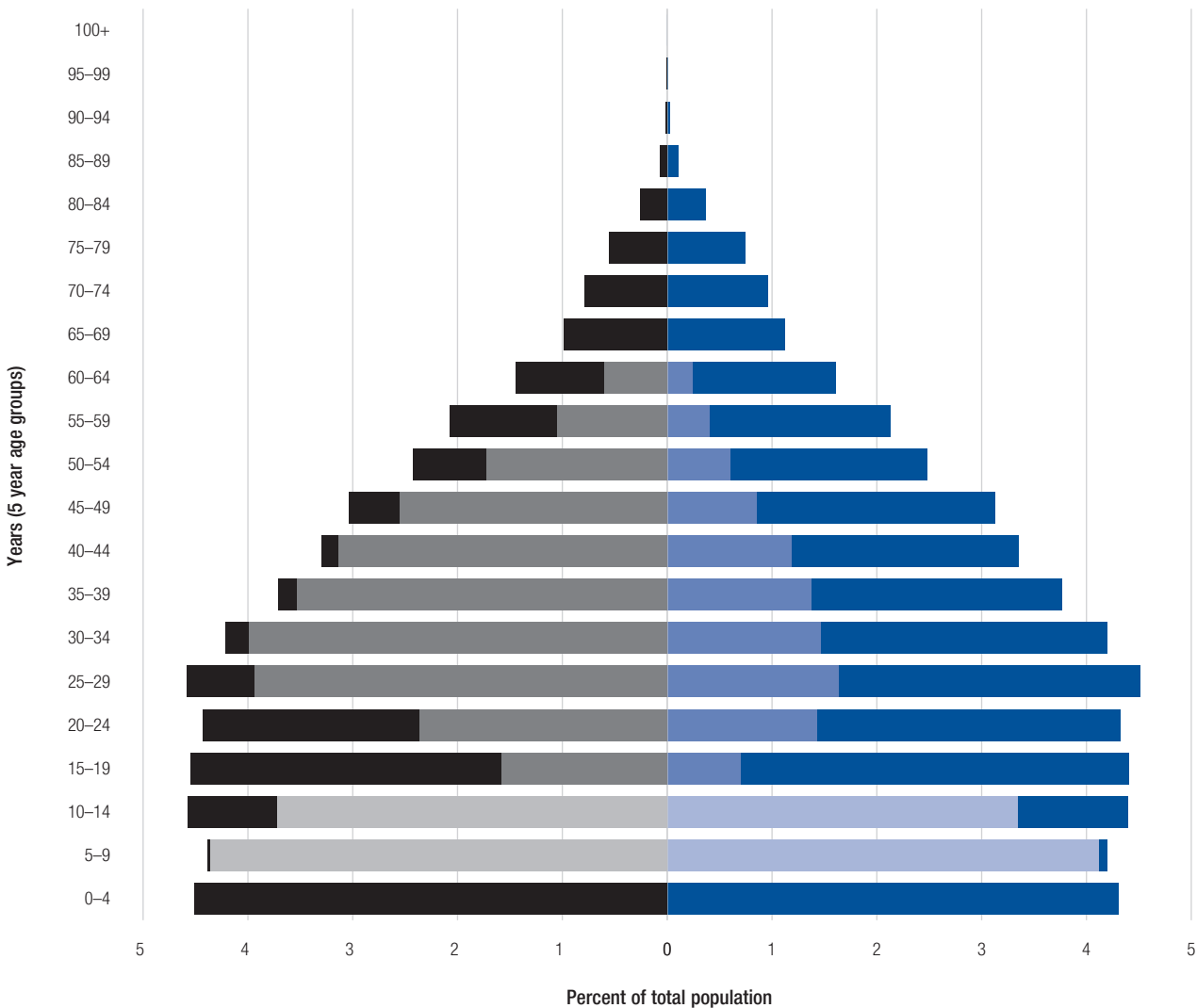
	Rank/122	Score
Human Capital Index 2013	60	-0.065
Pillar 1: Education	77	-0.220
Pillar 2: Health and wellness	51	0.117
Pillar 3: Workforce and employment	83	-0.337
Pillar 4: Enabling environment	45	0.181

Key Indicators

Total population (1,000s)	72,137.6
Median age of population	28
GDP per capita PPP (constant 2005, international \$)	13,737
GDP growth (annual %)	2.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 10.6%
■ Labour force participation	■ Labour force participation	Youth dependency: 40.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.6%
		Female labour force participation, age 65+: 0.2%

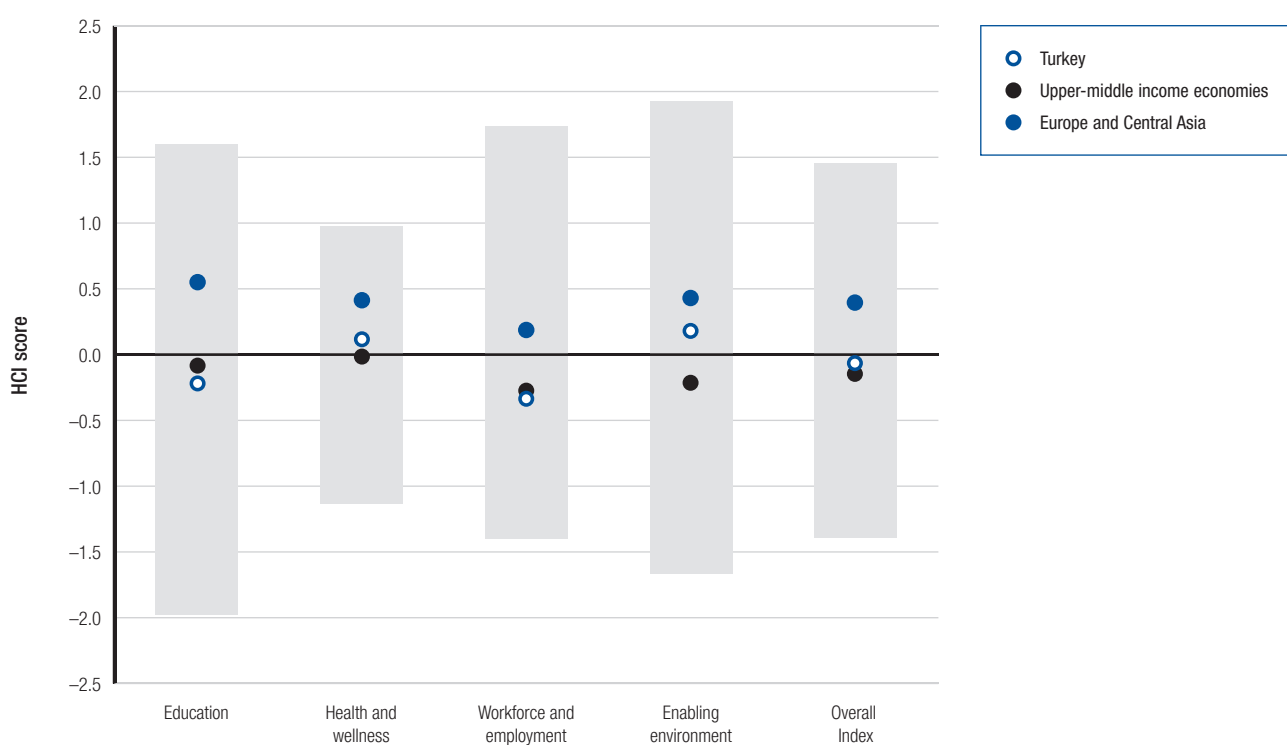


Turkey

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	5.4	10.1
Professionals	2.5	
Technicians and associate professionals	2.9	
Secondary requirements	25.3	24.3
Clerks	2.7	
Service workers and shop and market sales workers	4.8	
Skilled agricultural and fishery workers	7.8	
Craft and related trade workers	5.7	
Plant and machine operators and assemblers	4.3	
Primary requirements	5.9	43.7
Elementary occupations	5.9	
Various	3.5	
Legislators, senior officials and managers	3.5	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Turkey

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	29	-0.656	99	58	100
Secondary enrolment rate (%)	55	-0.286	79	16	100
Tertiary enrolment ratio (%)	41	-0.565	55	1	103
Education gender gap ²	98	-0.384	0.930	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	57	-0.103	4.45	1.64	6.64
Quality of the education system ¹	78	-0.434	3.41	1.99	5.98
Quality of primary schools ¹	76	-0.440	3.46	1.97	6.82
Quality of math & science education ¹	85	-0.541	3.52	1.88	6.29
Quality of management schools ¹	88	-0.641	3.76	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	41	-0.061	78	5	100
Secondary education attainment (% population age 25+)	71	-1.075	34	2	100
Tertiary education attainment (% population age 25+)	67	-0.797	10	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	56	-0.428	12	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	53	-0.397	0.976	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	20	-0.792	8.4	1.2	36.5
Unhealthy life years (% of life expectancy)	54	-0.245	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	65	-0.064	27.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	108	-1.136	29.3	1.1	42.8
Business impact of non-communicable diseases ¹	62	-0.055	4.51	2.74	5.87
Business impact of communicable diseases ¹	19	-1.009	6.48	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	103	-1.103	45	8	69
Depression (% of respondents) ⁷	75	-0.182	13	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	53	-0.577	95.4	31.1	100.0
Healthcare quality ¹	55	-0.003	4.11	1.78	6.75
Healthcare accessibility ¹	48	-0.194	4.90	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	111	-1.676	52.8	43.4	90.6
Labour force participation rate, age 65+ (%)	79	-0.648	12.1	1.6	91.2
Economic participation gender gap ²	113	-1.949	0.414	0.310	0.839
Unemployment rate (%)	88	-0.604	11.9	0.3	32.0
Youth unemployment rate (%)	66	-0.318	21.7	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	72	-0.246	3.19	1.48	6.08
Country capacity to retain talent ¹	68	-0.271	3.27	1.81	5.97
Ease of finding skilled employees ¹	86	-0.594	3.57	2.13	5.69
Pay related to productivity ¹	55	-0.229	4.06	2.37	5.25
Capacity for innovation ¹	41	-0.100	3.78	2.31	5.84
Index of Economic Complexity ³	39	-0.325	0.42	-1.96	2.37
Firm level technology absorption ¹	34	-0.740	5.34	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	36	-0.243	0.116	0.000	1.242
Median age of the working population	62	-0.158	34	28	42
<i>Training</i>					
Staff training ¹	56	-0.005	4.05	2.51	5.57
Training services ¹	65	-0.092	4.23	2.67	6.47

Turkey

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	90	-0.540	89	17	191
Internet users (per 100 people)	62	-0.062	42	1	95
Quality of domestic transport ¹	28	0.742	5.11	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	27	0.740	4.42	2.33	5.49
Business and university R&D collaboration ¹	47	0.088	3.86	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	58	0.174	71	1	180
Social safety net protection ¹	39	0.415	4.23	2.10	6.26
Intellectual property protection and property rights ¹	50	0.052	4.14	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	56	0.017	4.40	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	40.3	Freedom in the World ⁸	3
Aged dependency ratio (%)	10.6	Democracy Index (rank/165)	88
Fertility rate (births per woman)	2.2	Population living in urban area (%)	72.3
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	40.0
Population below age 20 (%)	35.4	Accessibility of digital content ¹	5.27
Population above age 60 (%)	10.1	Extent of virtual social networks use ¹	5.84
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.9	Economic activity (agriculture) — % of total activity	24.2
Technical/vocational enrolment as % of total enrolment in secondary school	22	Economic activity (industry) — % of total activity	26.5
Adult literacy (%)	94.1	Economic activity (services) — % of total activity	49.4
Boys not in primary school (%)	2	GDP per person employed (US\$)	29,274
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	4.17
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.139	Emigration rate of the tertiary educated (%)	5.8
Private enrolment in primary school (% of primary)	0.8	Labour force with tertiary education (%)	16.8
Private enrolment in secondary school (% of secondary)	—	Number of patent applications (per 1,000 people)	0.0570
PIRLS ⁶	—	Hiring and firing practices ¹	4.11
PISA math scores ⁶	445	Retirement age, male	60
PISA reading scores ⁶	464	Retirement age, female	58
PISA science scores ⁶	454	Number of informal sector workers (1,000s)	4,903
TIMSS 4th grade math ⁶	469	Total employed (1,000s)	22,594
TIMSS 4th grade science ⁶	463	Total unemployed (1,000s)	3,046
TIMSS 8th grade math ⁶	452	Unemployment for 12 months or more as a % of total unemployment	28.6
TIMSS 8th grade science ⁶	483	Total youth not in education or employment (1,000s)	3,728.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	872.0
Prevalence of visual impairment (%)	4.0	Global Innovation Index (rank/142)	68
Public spending on health (% of GDP)	6.7	Global Talent Index (rank/60)	48
Business impact of heart disease ¹	4.26	Quality of Labour Force (rank/60)	45
Business impact of cancer ¹	3.50	Talent Environment (rank/60)	41
Business impact of mental illness ¹	5.60	IQ measure ⁹	89.1
Business impact of diabetes ¹	4.35		
Business impact of chronic respiratory disease ¹	4.82		
Business impact of HIV/AIDS ¹	6.52		
Business impact of tuberculosis ¹	6.42		
Business impact of malaria ¹	6.50		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Uganda

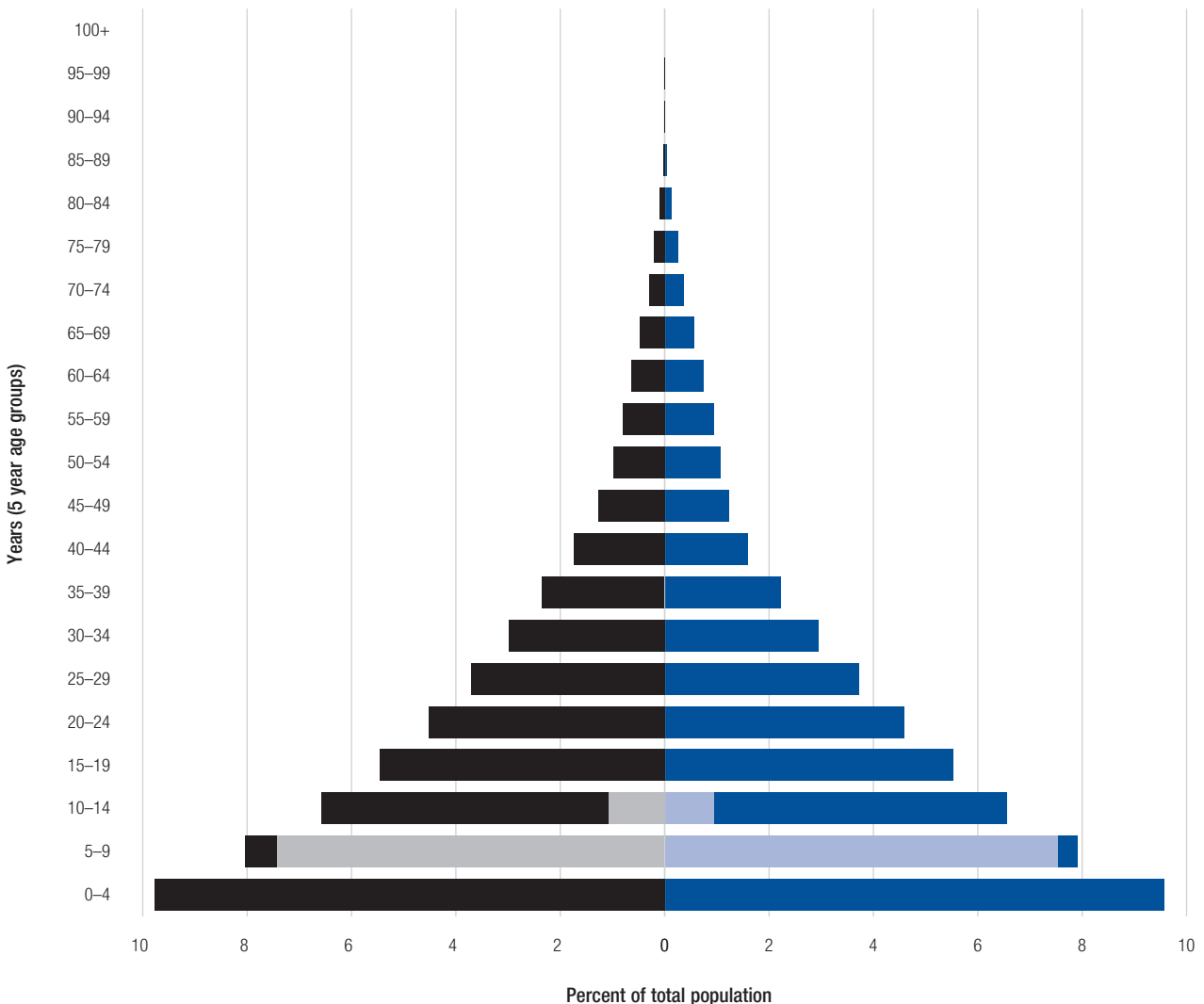
	Rank/122	Score
Human Capital Index 2013	106	-0.727
Pillar 1: Education	108	-1.036
Pillar 2: Health and wellness	118	-0.959
Pillar 3: Workforce and employment	65	-0.147
Pillar 4: Enabling environment	99	-0.767

Key Indicators

Total population (1,000s)	33,987.2
Median age of population	16
GDP per capita PPP (constant 2005, international \$)	1,165
GDP growth (annual %)	3.4

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 5.0%
■ Labour force participation	■ Labour force participation	Youth dependency: 100.3%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

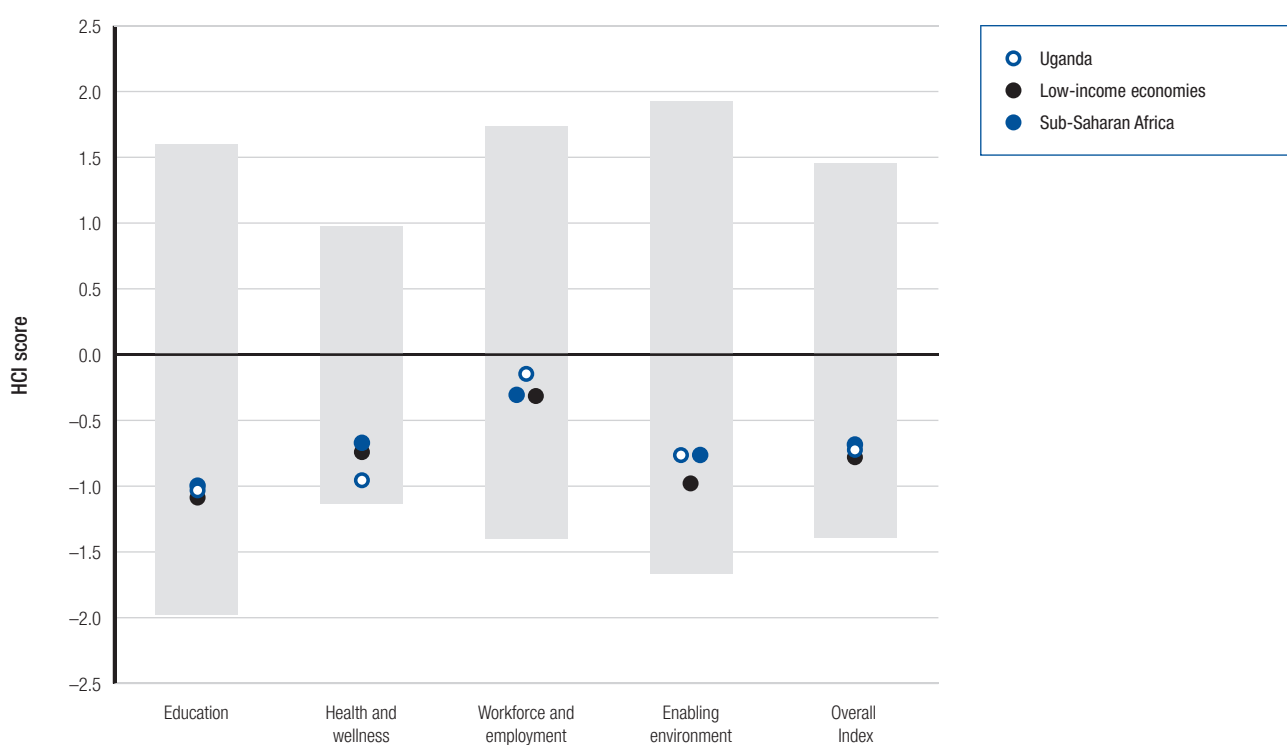


Uganda

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	2.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	20.6
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	2.6
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Uganda

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	77	-0.057	94	58	100
Secondary enrolment rate (%)	101	-2.475	16	16	100
Tertiary enrolment ratio (%)	100	-1.194	9	1	103
Education gender gap ²	101	-0.701	0.906	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	105	-1.136	2.90	1.64	6.64
Quality of the education system ¹	69	-0.334	3.50	1.99	5.98
Quality of primary schools ¹	102	-0.955	2.90	1.97	6.82
Quality of math & science education ¹	101	-1.001	3.08	1.88	6.29
Quality of management schools ¹	86	-0.605	3.79	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	65	-1.346	44	5	100
Secondary education attainment (% population age 25+)	75	-1.290	29	2	100
Tertiary education attainment (% population age 25+)	80	-1.451	3	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	111	-1.637	58	2	98
Life expectancy	114	-2.011	56	50	83
Survival gender gap ²	1	0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	60	-0.819	22.5	1.2	36.5
Unhealthy life years (% of life expectancy)	120	-1.725	25	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	111	-1.393	44.3	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	11	1.471	4.6	1.1	42.8
Business impact of non-communicable diseases ¹	100	-0.825	4.11	2.74	5.87
Business impact of communicable diseases ¹	117	-1.985	3.50	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	64	-0.173	33	8	69
Depression (% of respondents) ⁷	103	-1.456	21	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	105	-1.500	54.9	31.1	100.0
Healthcare quality ¹	115	-1.219	2.62	1.78	6.75
Healthcare accessibility ¹	95	-0.902	3.56	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	19	0.952	78.5	43.4	90.6
Labour force participation rate, age 65+ (%)	4	2.134	66.0	1.6	91.2
Economic participation gender gap ²	33	-0.667	0.722	0.310	0.839
Unemployment rate (%)	5	1.058	3.2	0.3	32.0
Youth unemployment rate (%)	7	1.358	5.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	79	-0.462	2.96	1.48	6.08
Country capacity to retain talent ¹	98	-0.893	2.67	1.81	5.97
Ease of finding skilled employees ¹	61	-0.091	3.92	2.13	5.69
Pay related to productivity ¹	107	-1.108	3.25	2.37	5.25
Capacity for innovation ¹	95	-0.720	3.13	2.31	5.84
Index of Economic Complexity ³	80	-0.669	-0.53	-1.96	2.37
Firm level technology absorption ¹	101	-0.997	4.10	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	93	-0.614	0.004	0.000	1.242
Median age of the working population	120	-1.591	28	28	42
<i>Training</i>					
Staff training ¹	99	-0.783	3.54	2.51	5.57
Training services ¹	87	-0.600	3.83	2.67	6.47

Uganda

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	115	-1.726	48	17	191
Internet users (per 100 people)	100	-1.101	13	1	95
Quality of domestic transport ¹	77	-0.363	4.15	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	94	-0.708	3.39	2.33	5.49
Business and university R&D collaboration ¹	53	-0.060	3.73	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	89	-0.777	120	1	180
Social safety net protection ¹	88	-0.720	3.00	2.10	6.26
Intellectual property protection and property rights ¹	94	-0.836	3.24	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	82	-0.609	3.84	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	100.3	Freedom in the World ⁸	5
Aged dependency ratio (%)	5.0	Democracy Index (rank/165)	94
Fertility rate (births per woman)	6.4	Population living in urban area (%)	16.0
Sex ratio at birth (female/male)	0.97	Gini Index (income) ⁵	44.3
Population below age 20 (%)	59.9	Accessibility of digital content ¹	3.65
Population above age 60 (%)	3.7	Extent of virtual social networks use ¹	4.25
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.3	Economic activity (agriculture) — % of total activity	65.6
Technical/vocational enrolment as % of total enrolment in secondary school	7	Economic activity (industry) — % of total activity	6.0
Adult literacy (%)	73.2	Economic activity (services) — % of total activity	28.4
Boys not in primary school (%)	7	GDP per person employed (US\$)	2,673
Girls not in primary school (%)	5	Cooperation in labour-employer relations ¹	4.10
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.250	Emigration rate of the tertiary educated (%)	36.0
Private enrolment in primary school (% of primary)	13.1	Labour force with tertiary education (%)	2.4
Private enrolment in secondary school (% of secondary)	44.6	Number of patent applications (per 1,000 people)	0.0002
PIRLS ⁶	—	Hiring and firing practices ¹	5.05
PISA math scores ⁶	—	Retirement age, male	—
PISA reading scores ⁶	—	Retirement age, female	—
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	2,597
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	9,260
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	346
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	387.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	—
Prevalence of visual impairment (%)	3.5	Global Innovation Index (rank/142)	89
Public spending on health (% of GDP)	9.5	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.04	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	3.74	Talent Environment (rank/60)	—
Business impact of mental illness ¹	4.41	IQ measure ⁹	72.4
Business impact of diabetes ¹	3.97		
Business impact of chronic respiratory disease ¹	4.40		
Business impact of HIV/AIDS ¹	3.14		
Business impact of tuberculosis ¹	4.25		
Business impact of malaria ¹	3.12		

NOTES

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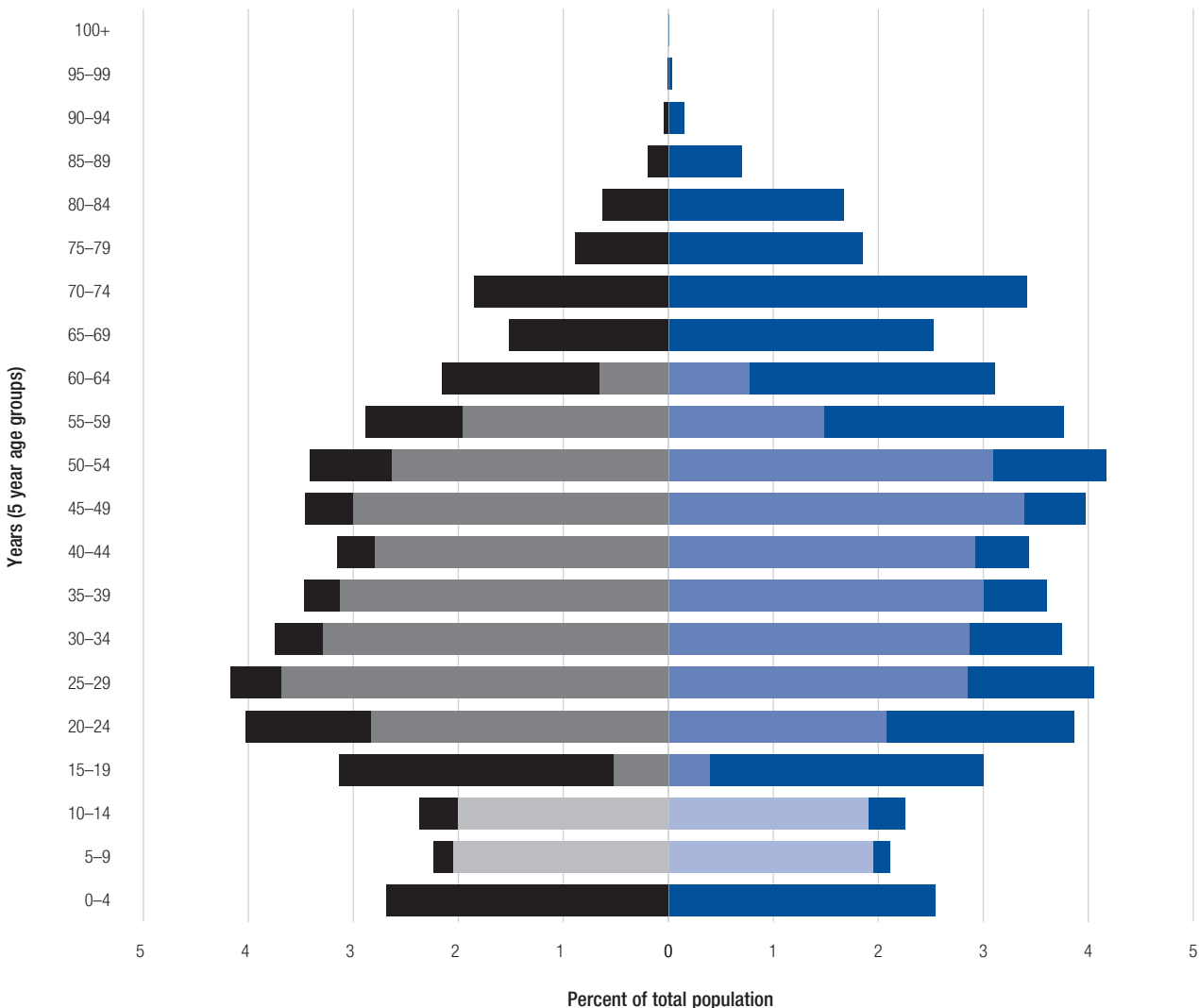
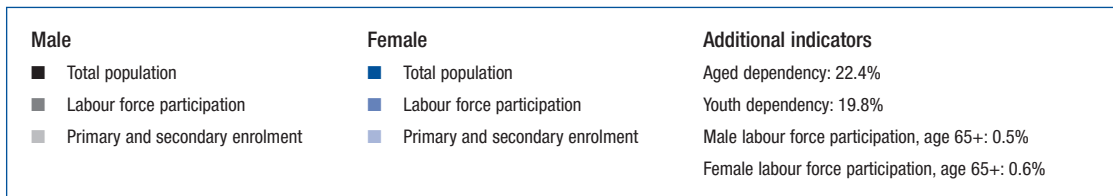
Ukraine

	Rank/122	Score
Human Capital Index 2013	63	-0.124
Pillar 1: Education	45	0.316
Pillar 2: Health and wellness	55	0.078
Pillar 3: Workforce and employment	67	-0.166
Pillar 4: Enabling environment	96	-0.725

Key Indicators

Total population (1,000s)	46,050.2
Median age of population	39
GDP per capita PPP (constant 2005, international \$)	6,394
GDP growth (annual %)	0.2

Education and workforce distribution

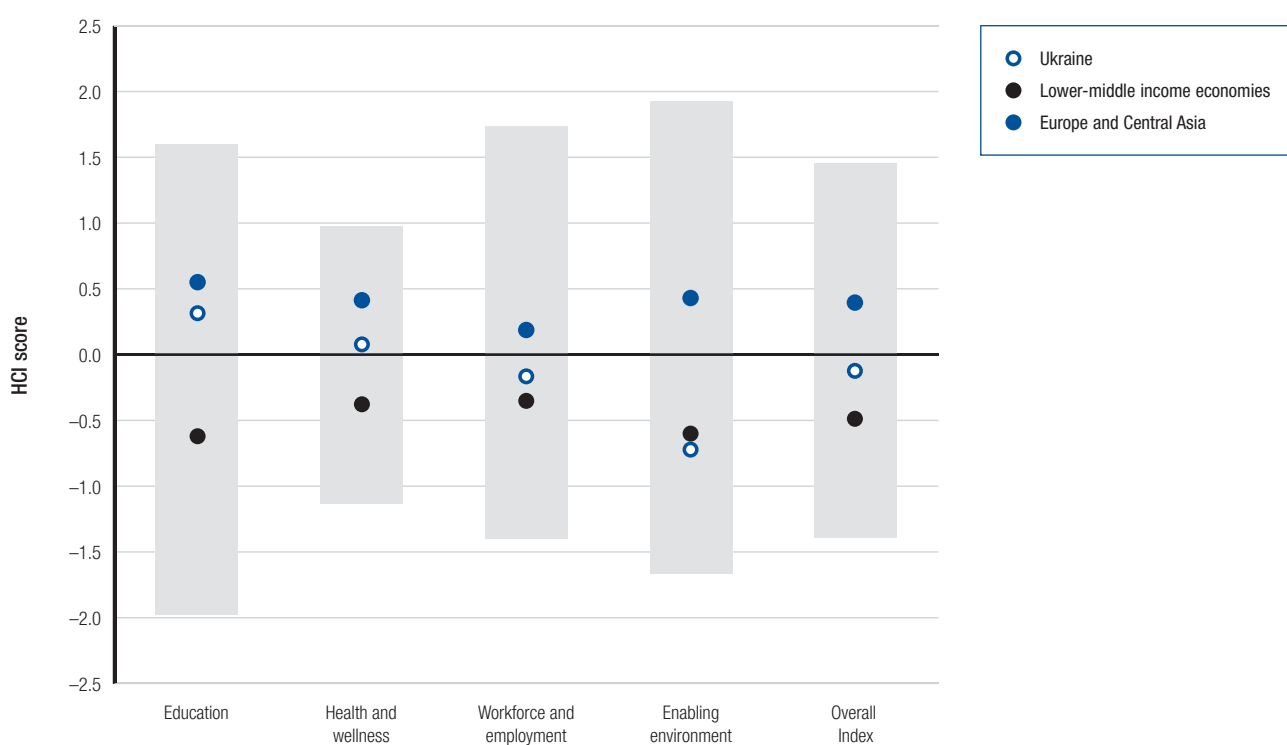


Ukraine

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	38.0
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	8.6
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Ukraine

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	85	-0.149	92	58	100
Secondary enrolment rate (%)	41	-0.538	85	16	100
Tertiary enrolment ratio (%)	8	1.564	82	1	103
Education gender gap ²	20	-0.545	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	62	-0.033	4.28	1.64	6.64
Quality of the education system ¹	67	-0.278	3.55	1.99	5.98
Quality of primary schools ¹	31	-0.711	4.71	1.97	6.82
Quality of math & science education ¹	24	-0.776	4.78	1.88	6.29
Quality of management schools ¹	101	-0.832	3.60	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	82	-0.187	71	50	83
Survival gender gap ²	28	-0.714	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	85	-0.143	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	46	-0.549	19.6	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	62	-0.165	20.1	1.1	42.8
Business impact of non-communicable diseases ¹	68	-0.170	4.40	2.74	5.87
Business impact of communicable diseases ¹	66	-0.219	5.69	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	7	1.300	14	8	69
Depression (% of respondents) ⁷	90	-0.660	16	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	49	-0.609	96.0	31.1	100.0
Healthcare quality ¹	94	-0.892	3.02	1.78	6.75
Healthcare accessibility ¹	86	-0.729	3.77	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	76	-0.203	67.2	43.4	90.6
Labour force participation rate, age 65+ (%)	53	-0.147	21.8	1.6	91.2
Economic participation gender gap ²	30	-0.692	0.725	0.310	0.839
Unemployment rate (%)	63	-0.122	8.1	0.3	32.0
Youth unemployment rate (%)	46	-0.381	14.9	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	110	-1.267	2.13	1.48	6.08
Country capacity to retain talent ¹	117	-1.571	2.01	1.81	5.97
Ease of finding skilled employees ¹	57	-0.004	3.98	2.13	5.69
Pay related to productivity ¹	22	-0.949	4.50	2.37	5.25
Capacity for innovation ¹	87	-0.625	3.21	2.31	5.84
Index of Economic Complexity ³	38	-0.463	0.55	-1.96	2.37
Firm level technology absorption ¹	85	-0.665	4.34	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	60	-0.509	0.036	0.000	1.242
Median age of the working population	34	0.902	39	28	42
<i>Training</i>					
Staff training ¹	88	-0.593	3.66	2.51	5.57
Training services ¹	84	-0.574	3.85	2.67	6.47

Ukraine

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	39	0.468	123	17	191
Internet users (per 100 people)	80	-0.473	31	1	95
Quality of domestic transport ¹	42	0.370	4.79	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	115	-1.431	2.87	2.33	5.49
Business and university R&D collaboration ¹	67	-0.380	3.44	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	102	-1.106	137	1	180
Social safety net protection ¹	92	-0.773	2.94	2.10	6.26
Intellectual property protection and property rights ¹	120	-1.551	2.50	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	120	-1.646	2.90	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	19.8	<i>Society</i>	
Aged dependency ratio (%)	22.4	Freedom in the World ⁸	4
Fertility rate (births per woman)	1.4	Democracy Index (rank/165)	80
Sex ratio at birth (female/male)	0.93	Population living in urban area (%)	69.1
Population below age 20 (%)	20.0	Gini Index (income) ⁵	25.6
Population above age 60 (%)	20.1	Accessibility of digital content ¹	5.53
<i>Education</i>			
Public spending on education (% of GDP)	5.3	Extent of virtual social networks use ¹	5.32
Technical/vocational enrolment as % of total enrolment in secondary school	9	<i>Workforce</i>	
Adult literacy (%)	99.7	Economic activity (agriculture) — % of total activity	15.8
Boys not in primary school (%)	8	Economic activity (industry) — % of total activity	23.4
Girls not in primary school (%)	7	Economic activity (services) — % of total activity	60.7
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.006	GDP per person employed (US\$)	10,098
Private enrolment in primary school (% of primary)	0.5	Cooperation in labour-employer relations ¹	3.73
Private enrolment in secondary school (% of secondary)	0.4	Emigration rate of the tertiary educated (%)	4.3
PIRLS ⁶	—	Labour force with tertiary education (%)	—
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.1141
PISA reading scores ⁶	—	Hiring and firing practices ¹	4.34
PISA science scores ⁶	—	Retirement age, male	60
TIMSS 4th grade math ⁶	—	Retirement age, female	56
TIMSS 4th grade science ⁶	—	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	479	Total employed (1,000s)	20,266
TIMSS 8th grade science ⁶	501	Total unemployed (1,000s)	1,786
<i>Health</i>			
Prevalence of visual impairment (%)	1.8	Unemployment for 12 months or more as a % of total unemployment	22.6
Public spending on health (% of GDP)	7.2	Total youth not in education or employment (1,000s)	1,152.7
Business impact of heart disease ¹	3.87	Unemployment for 12 months or more (1,000s)	403.4
Business impact of cancer ¹	4.54	Global Innovation Index (rank/142)	71
Business impact of mental illness ¹	5.15	Global Talent Index (rank/60)	43
Business impact of diabetes ¹	4.66	Quality of Labour Force (rank/60)	48
Business impact of chronic respiratory disease ¹	3.80	Talent Environment (rank/60)	48
Business impact of HIV/AIDS ¹	5.48	IQ measure ⁹	94.3
Business impact of tuberculosis ¹	5.31		
Business impact of malaria ¹	6.29		

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6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

United Arab Emirates

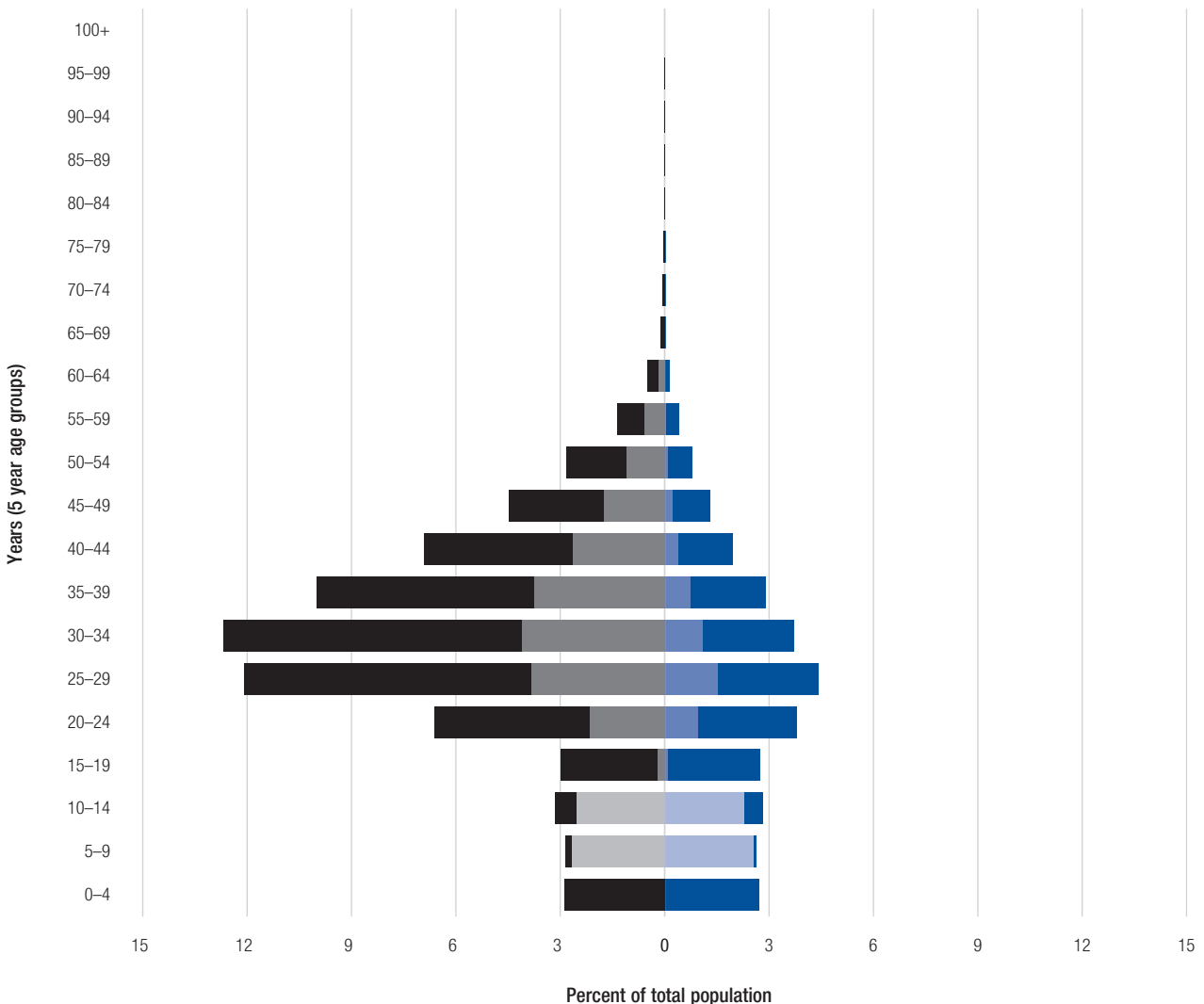
	Rank/122	Score
Human Capital Index 2013	24	0.610
Pillar 1: Education	29	0.626
Pillar 2: Health and wellness	70	-0.032
Pillar 3: Workforce and employment	24	0.527
Pillar 4: Enabling environment	12	1.320

Key Indicators

Total population (1,000s)	8,441.5
Median age of population	28
GDP per capita PPP (constant 2005, international \$)	37,392
GDP growth (annual %)	4.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 0.4%
■ Labour force participation	■ Labour force participation	Youth dependency: 16.2%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.1%
		Female labour force participation, age 65+: n/a

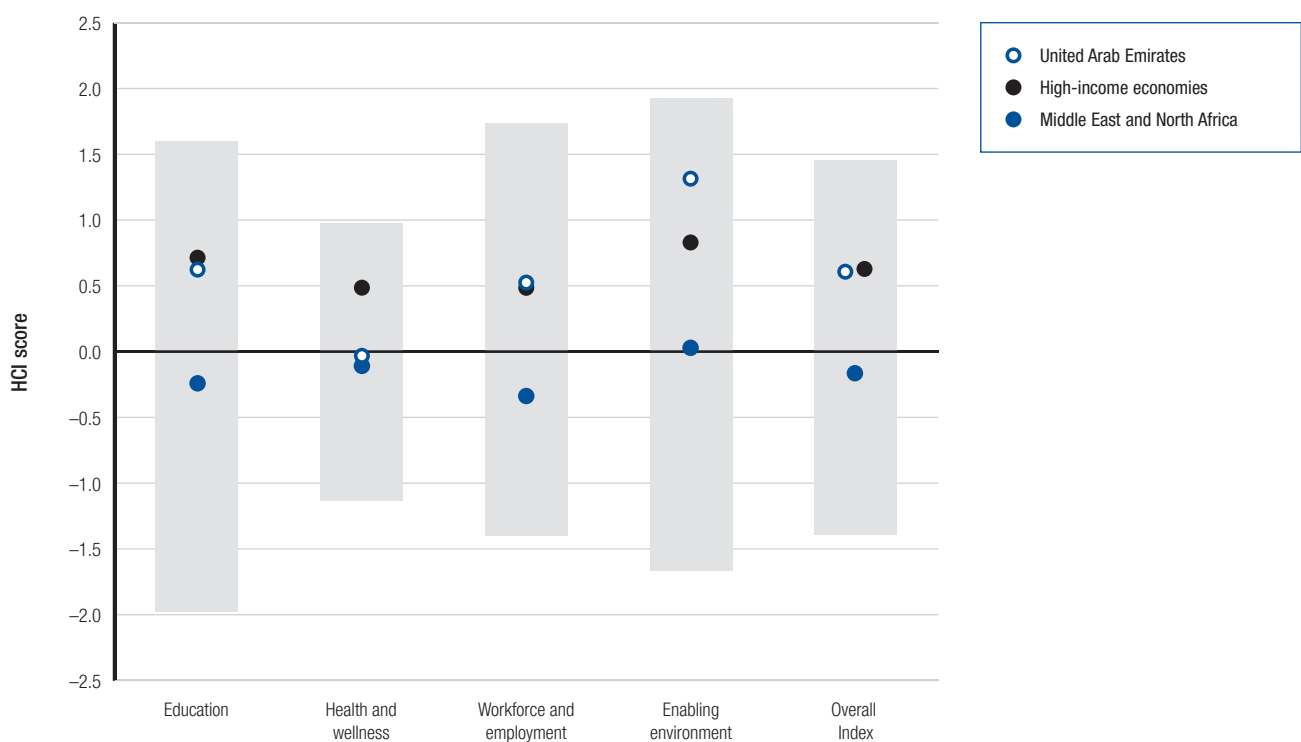


United Arab Emirates

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	7.3	18.0
Professionals	3.6	
Technicians and associate professionals	3.7	
Secondary requirements	13.1	40.1
Clerks	1.6	
Service workers and shop and market sales workers	6.2	
Skilled agricultural and fishery workers	0.6	
Craft and related trade workers	2.6	
Plant and machine operators and assemblers	2.2	
Primary requirements	2.4	11.8
Elementary occupations	2.4	
Various	2.6	
Legislators, senior officials and managers	1.9	
Unclassified	0.1	
Armed forces	0.6	

Spread of scores (by pillar and overall)



United Arab Emirates

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	70	-0.259	96	58	100
Secondary enrolment rate (%)	52	-0.381	81	16	100
Tertiary enrolment ratio (%)	—	—	—	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	19	1.221	5.85	1.64	6.64
Quality of the education system ¹	15	1.445	5.09	1.99	5.98
Quality of primary schools ¹	16	1.125	5.16	1.97	6.82
Quality of math & science education ¹	15	1.142	5.13	1.88	6.29
Quality of management schools ¹	27	-0.950	5.09	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	46	-0.093	74	5	100
Secondary education attainment (% population age 25+)	44	-0.013	63	2	100
Tertiary education attainment (% population age 25+)	43	-0.084	18	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	35	-0.697	6	2	98
Life expectancy	42	-0.420	76	50	83
Survival gender gap ²	98	-0.865	0.961	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	20	-0.683	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	122	-2.298	55.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	118	-1.600	33.7	1.1	42.8
Business impact of non-communicable diseases ¹	29	-0.675	4.78	2.74	5.87
Business impact of communicable diseases ¹	50	-0.459	5.93	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	79	-0.405	36	8	69
Depression (% of respondents) ⁷	97	-0.978	18	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	39	-0.754	98.8	31.1	100.0
Healthcare quality ¹	24	1.130	5.49	1.78	6.75
Healthcare accessibility ¹	33	-0.914	5.78	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	15	1.044	79.4	43.4	90.6
Labour force participation rate, age 65+ (%)	66	-0.441	16.1	1.6	91.2
Economic participation gender gap ²	106	-1.430	0.475	0.310	0.839
Unemployment rate (%)	18	-0.873	4.2	0.3	32.0
Youth unemployment rate (%)	30	-0.669	12.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	—	—	—	1.48	6.08
Country capacity to retain talent ¹	6	2.040	5.51	1.81	5.97
Ease of finding skilled employees ¹	—	—	—	2.13	5.69
Pay related to productivity ¹	5	1.746	4.99	2.37	5.25
Capacity for innovation ¹	35	-0.331	3.97	2.31	5.84
Index of Economic Complexity ³	62	-0.254	-0.13	-1.96	2.37
Firm level technology absorption ¹	4	1.769	6.08	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	58	-0.501	0.038	0.000	1.242
Median age of the working population	105	-1.210	30	28	42
<i>Training</i>					
Staff training ¹	13	1.426	4.96	2.51	5.57
Training services ¹	16	1.318	5.35	2.67	6.47

United Arab Emirates

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	13	1.221	149	17	191
Internet users (per 100 people)	31	0.934	70	1	95
Quality of domestic transport ¹	5	1.925	6.15	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	2	2.191	5.45	2.33	5.49
Business and university R&D collaboration ¹	22	1.124	4.79	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	24	1.046	26	1	180
Social safety net protection ¹	34	0.548	4.38	2.10	6.26
Intellectual property protection and property rights ¹	19	1.249	5.37	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	11	1.645	5.87	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	16.2	Freedom in the World ⁸	6
Aged dependency ratio (%)	0.4	Democracy Index (rank/165)	149
Fertility rate (births per woman)	2.0	Population living in urban area (%)	84.6
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	—
Population below age 20 (%)	21.1	Accessibility of digital content ¹	6.13
Population above age 60 (%)	0.7	Extent of virtual social networks use ¹	6.35
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	1.1	Economic activity (agriculture) — % of total activity	4.2
Technical/vocational enrolment as % of total enrolment in secondary school	1	Economic activity (industry) — % of total activity	24.3
Adult literacy (%)	90.0	Economic activity (services) — % of total activity	71.2
Boys not in primary school (%)	6	GDP per person employed (US\$)	15,332
Girls not in primary school (%)	2	Cooperation in labour-employer relations ¹	5.24
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	0.7
Private enrolment in primary school (% of primary)	71.7	Labour force with tertiary education (%)	16.6
Private enrolment in secondary school (% of secondary)	57.6	Number of patent applications (per 1,000 people)	—
PIRLS ⁶	439	Hiring and firing practices ¹	4.66
PISA math scores ⁶	453	Retirement age, male	60
PISA reading scores ⁶	459	Retirement age, female	55-60
PISA science scores ⁶	466	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	434	Total employed (1,000s)	1,846
TIMSS 4th grade science ⁶	428	Total unemployed (1,000s)	77
TIMSS 8th grade math ⁶	456	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	465	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	
Prevalence of visual impairment (%)	2.3	Global Innovation Index (rank/142)	38
Public spending on health (% of GDP)	3.3	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.61	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.78	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.40	IQ measure ⁹	86.9
Business impact of diabetes ¹	4.41		
Business impact of chronic respiratory disease ¹	4.72		
Business impact of HIV/AIDS ¹	5.93		
Business impact of tuberculosis ¹	5.75		
Business impact of malaria ¹	6.13		

NOTES

In the sections for Pillar 1, Pillar 2, Pillar 3 and Pillar 4, values under Country Value, Sample Minimum and Sample Maximum refer to underlying data for each variable. For further details and explanations, please refer to the section "How to Read the Country Profiles".

1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

United Kingdom

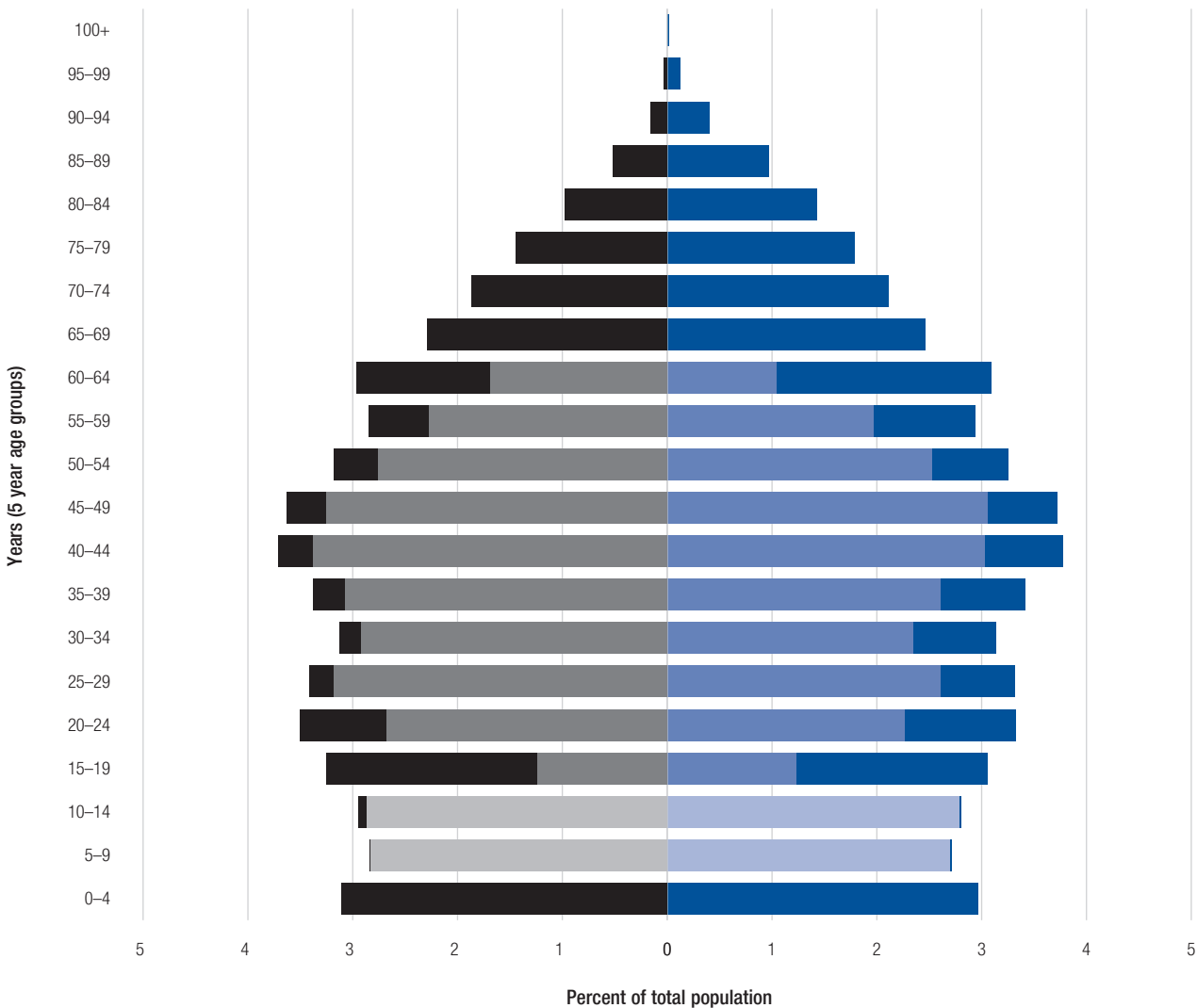
Rank/122 Score

Human Capital Index 2013	Rank	Score
Pillar 1: Education	10	1.031
Pillar 2: Health and wellness	17	0.682
Pillar 3: Workforce and employment	10	1.072
Pillar 4: Enabling environment	7	1.384

Key Indicators	Value
Total population (1,000s)	62,066.4
Median age of population	40
GDP per capita PPP (constant 2005, international \$)	32,723
GDP growth (annual %)	0.3

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 25.2%
■ Labour force participation	■ Labour force participation	Youth dependency: 26.7%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 0.8%
		Female labour force participation, age 65+: 0.6%

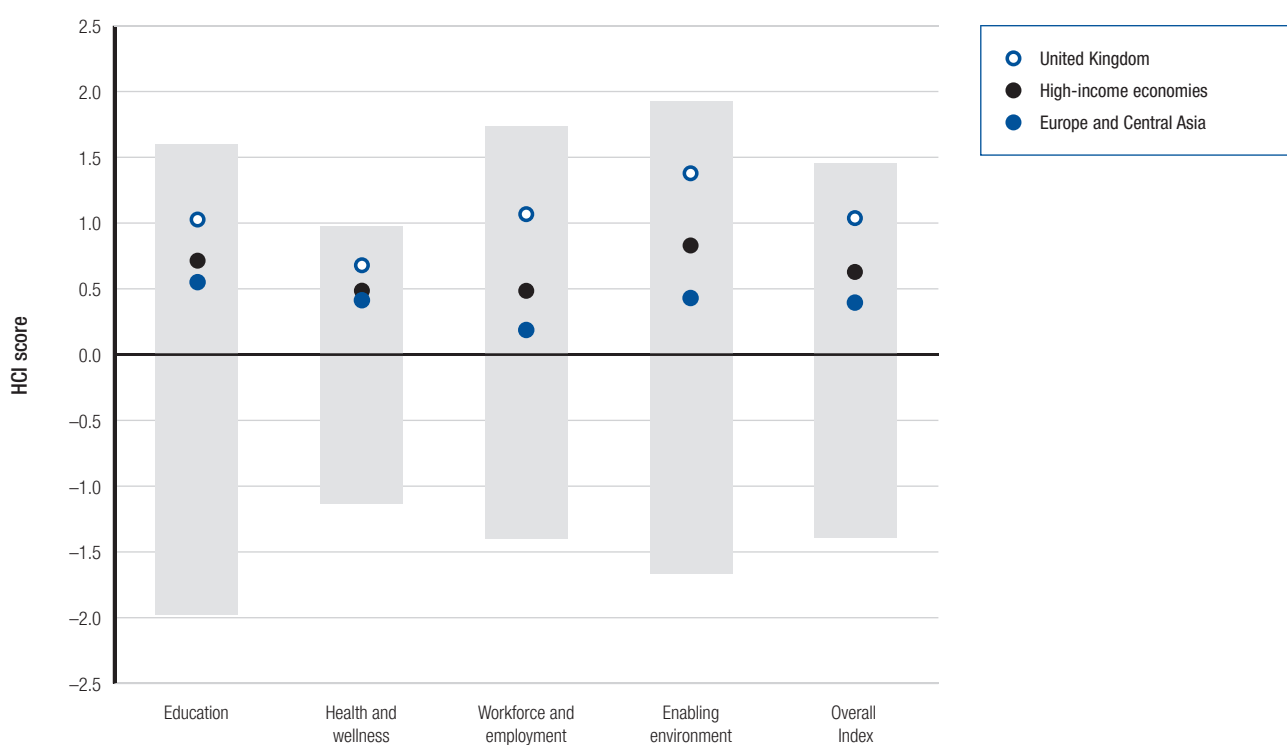


United Kingdom

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	15.3	33.7
Professionals	7.4	
Technicians and associate professionals	7.9	
Secondary requirements	26.2	66.0
Clerks	6.7	
Service workers and shop and market sales workers	8.8	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	6.4	
Plant and machine operators and assemblers	4.2	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	8.9	
Legislators, senior officials and managers	8.5	
Unclassified	0.2	
Armed forces	0.3	

Spread of scores (by pillar and overall)



United Kingdom

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	8	0.749	100	58	100
Secondary enrolment rate (%)	4	1.140	98	16	100
Tertiary enrolment ratio (%)	32	0.730	60	1	103
Education gender gap ²	23	0.539	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	8	1.469	6.16	1.64	6.64
Quality of the education system ¹	25	0.919	4.62	1.99	5.98
Quality of primary schools ¹	26	0.876	4.89	1.97	6.82
Quality of math & science education ¹	45	0.347	4.37	1.88	6.29
Quality of management schools ¹	3	1.907	5.89	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	6	0.956	100	5	100
Secondary education attainment (% population age 25+)	2	1.384	100	2	100
Tertiary education attainment (% population age 25+)	9	1.351	34	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	19	0.787	4	2	98
Life expectancy	24	0.907	80	50	83
Survival gender gap ²	83	-0.106	0.970	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	—	—	—	1.2	36.5
Unhealthy life years (% of life expectancy)	15	0.771	10	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	9	1.265	10.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	95	-0.672	24.9	1.1	42.8
Business impact of non-communicable diseases ¹	26	0.831	4.85	2.74	5.87
Business impact of communicable diseases ¹	17	1.025	6.50	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	53	-0.018	31	8	69
Depression (% of respondents) ⁷	39	0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	1	0.815	100.0	31.1	100.0
Healthcare quality ¹	23	1.169	5.53	1.78	6.75
Healthcare accessibility ¹	5	1.633	6.66	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	31	0.614	75.2	43.4	90.6
Labour force participation rate, age 65+ (%)	91	-0.828	8.6	1.6	91.2
Economic participation gender gap ²	29	0.737	0.730	0.310	0.839
Unemployment rate (%)	59	-0.179	7.8	0.3	32.0
Youth unemployment rate (%)	59	-0.051	19.1	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	4	2.319	5.83	1.48	6.08
Country capacity to retain talent ¹	12	1.527	5.01	1.81	5.97
Ease of finding skilled employees ¹	25	0.893	4.60	2.13	5.69
Pay related to productivity ¹	9	1.433	4.80	2.37	5.25
Capacity for innovation ¹	8	1.823	5.15	2.31	5.84
Index of Economic Complexity ³	9	1.548	1.58	-1.96	2.37
Firm level technology absorption ¹	21	1.174	5.65	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	12	1.843	0.740	0.000	1.242
Median age of the working population	18	1.221	40	28	42
<i>Training</i>					
Staff training ¹	20	1.065	4.73	2.51	5.57
Training services ¹	9	1.656	5.61	2.67	6.47

United Kingdom

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	27	0.696	131	17	191
Internet users (per 100 people)	14	1.362	82	1	95
Quality of domestic transport ¹	21	0.948	5.29	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	11	1.637	5.06	2.33	5.49
Business and university R&D collaboration ¹	5	2.007	5.58	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	6	1.415	7	1	180
Social safety net protection ¹	17	1.308	5.20	2.10	6.26
Intellectual property protection and property rights ¹	4	1.873	6.00	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	23	1.207	5.48	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	26.7	Freedom in the World ⁸	1
Aged dependency ratio (%)	25.2	Democracy Index (rank/165)	16
Fertility rate (births per woman)	1.9	Population living in urban area (%)	79.8
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	36.0
Population below age 20 (%)	23.8	Accessibility of digital content ¹	6.43
Population above age 60 (%)	22.7	Extent of virtual social networks use ¹	6.63
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	5.6	Economic activity (agriculture) — % of total activity	1.2
Technical/vocational enrolment as % of total enrolment in secondary school	13	Economic activity (industry) — % of total activity	19.1
Adult literacy (%)	—	Economic activity (services) — % of total activity	79.0
Boys not in primary school (%)	2	GDP per person employed (US\$)	47,884
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	5.04
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	17.1
Private enrolment in primary school (% of primary)	5.0	Labour force with tertiary education (%)	36.7
Private enrolment in secondary school (% of secondary)	29.3	Number of patent applications (per 1,000 people)	0.3586
PIRLS ⁶	—	Hiring and firing practices ¹	4.47
PISA math scores ⁶	492	Retirement age, male	65
PISA reading scores ⁶	494	Retirement age, female	60
PISA science scores ⁶	514	Number of informal sector workers (1,000s)	—
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	28,918
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	2,434
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	32.7
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	1,050.0
<i>Health</i>		Unemployment for 12 months or more (1,000s)	796.4
Prevalence of visual impairment (%)	1.2	Global Innovation Index (rank/142)	3
Public spending on health (% of GDP)	9.3	Global Talent Index (rank/60)	12
Business impact of heart disease ¹	4.65	Quality of Labour Force (rank/60)	18
Business impact of cancer ¹	4.62	Talent Environment (rank/60)	5
Business impact of mental illness ¹	4.93	IQ measure ⁹	99.1
Business impact of diabetes ¹	4.93		
Business impact of chronic respiratory disease ¹	5.14		
Business impact of HIV/AIDS ¹	6.23		
Business impact of tuberculosis ¹	6.48		
Business impact of malaria ¹	6.77		

NOTES

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4 Rank number on a list of 185 countries

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7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

United States

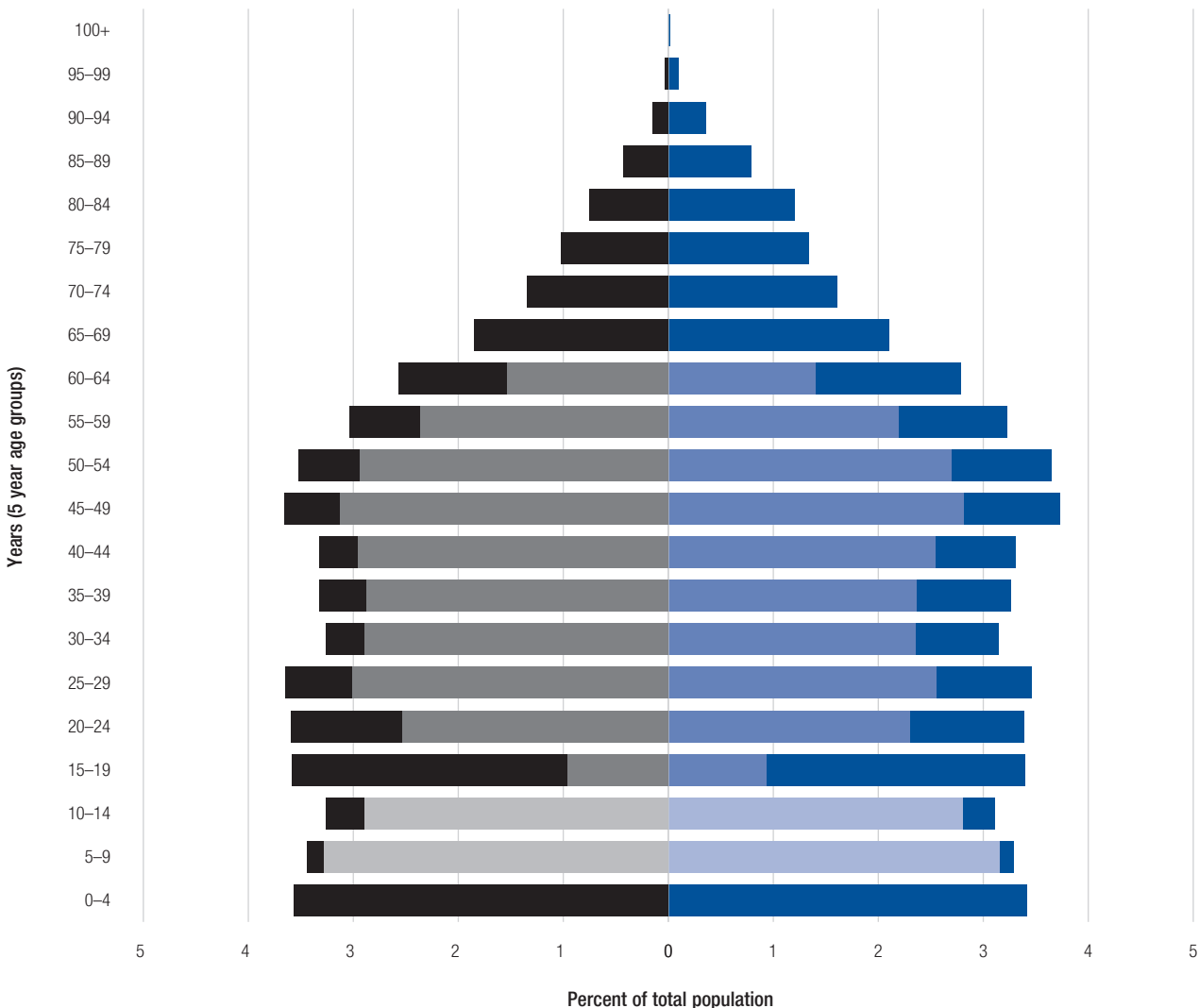
	Rank/122	Score
Human Capital Index 2013	16	0.920
Pillar 1: Education	11	1.027
Pillar 2: Health and wellness	43	0.239
Pillar 3: Workforce and employment	4	1.235
Pillar 4: Enabling environment	16	1.181

Key Indicators

Total population (1,000s)	312,247.1
Median age of population	37
GDP per capita PPP (constant 2005, international \$)	43,063
GDP growth (annual %)	2.2

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 19.5%
■ Labour force participation	■ Labour force participation	Youth dependency: 29.6%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.2%
		Female labour force participation, age 65+: 1.0%

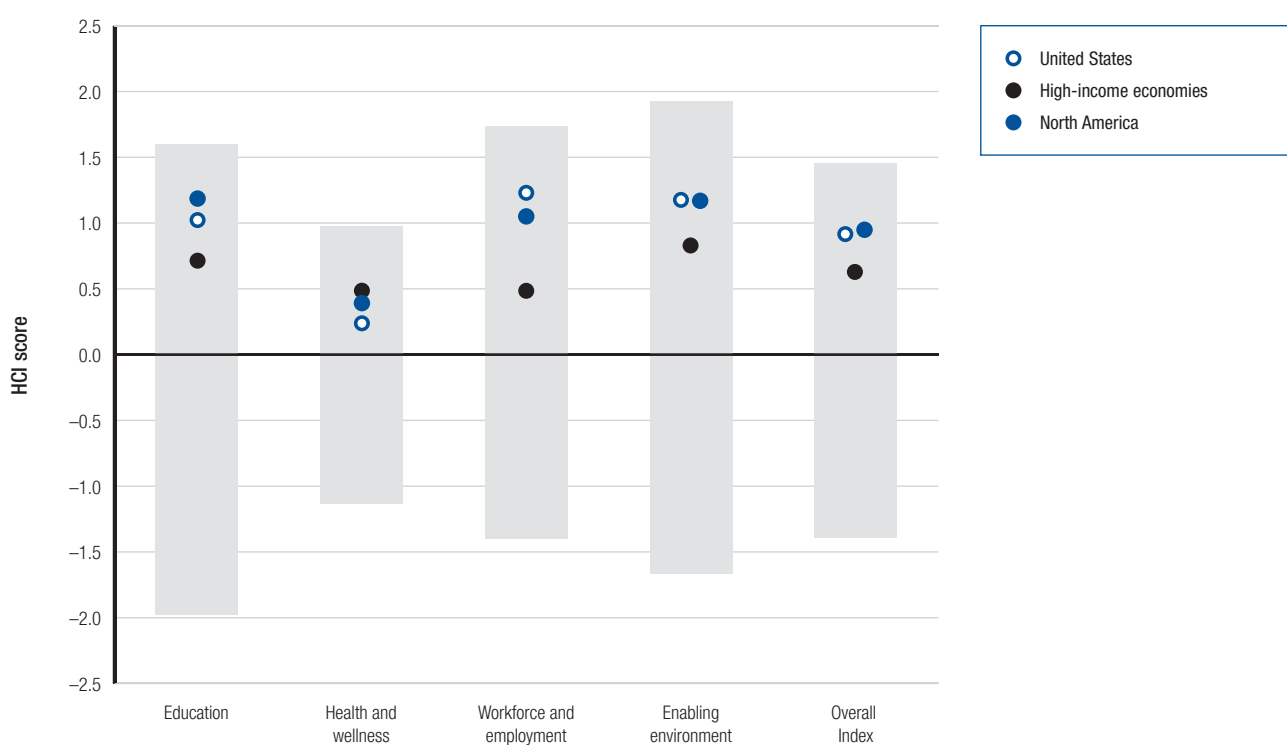


United States

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	39.1
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	25.9	n/a
Clerks	8.1	
Service workers and shop and market sales workers	17.4	
Skilled agricultural and fishery workers	0.4	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	3.9
Elementary occupations	n/a	
Various	9.4	
Legislators, senior officials and managers	9.1	
Unclassified	0.3	
Armed forces	n/a	

Spread of scores (by pillar and overall)



United States

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	66	-0.279	96	58	100
Secondary enrolment rate (%)	26	-0.750	89	16	100
Tertiary enrolment ratio (%)	3	-2.062	95	1	103
Education gender gap ²	1	-0.548	1.000	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	15	-1.301	5.95	1.64	6.64
Quality of the education system ¹	24	-0.930	4.63	1.99	5.98
Quality of primary schools ¹	33	-0.683	4.68	1.97	6.82
Quality of math & science education ¹	44	-0.389	4.41	1.88	6.29
Quality of management schools ¹	12	-1.428	5.49	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	10	-0.910	99	5	100
Secondary education attainment (% population age 25+)	12	-1.195	95	2	100
Tertiary education attainment (% population age 25+)	3	-1.847	39	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	35	-0.697	6	2	98
Life expectancy	30	-0.785	79	50	83
Survival gender gap ²	27	-0.719	0.979	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	3	-1.487	2.3	1.2	36.5
Unhealthy life years (% of life expectancy)	34	-0.539	11	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	35	-0.872	15.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	112	-1.400	31.8	1.1	42.8
Business impact of non-communicable diseases ¹	112	-1.276	3.91	2.74	5.87
Business impact of communicable diseases ¹	65	-0.248	5.72	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	106	-1.258	47	8	69
Depression (% of respondents) ⁷	65	-0.022	12	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	35	-0.783	99.4	31.1	100.0
Healthcare quality ¹	29	-1.001	5.33	1.78	6.75
Healthcare accessibility ¹	50	-0.165	4.86	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	49	-0.359	72.7	43.4	90.6
Labour force participation rate, age 65+ (%)	62	-0.379	17.3	1.6	91.2
Economic participation gender gap ²	6	-1.449	0.814	0.310	0.839
Unemployment rate (%)	76	-0.164	9.6	0.3	32.0
Youth unemployment rate (%)	57	-0.021	18.4	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	5	-2.232	5.74	1.48	6.08
Country capacity to retain talent ¹	4	-2.220	5.68	1.81	5.97
Ease of finding skilled employees ¹	17	-1.228	4.84	2.13	5.69
Pay related to productivity ¹	10	-1.425	4.79	2.37	5.25
Capacity for innovation ¹	5	-2.394	5.61	2.31	5.84
Index of Economic Complexity ³	13	-1.426	1.47	-1.96	2.37
Firm level technology absorption ¹	9	-1.651	5.99	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	14	-1.635	0.678	0.000	1.242
Median age of the working population	25	-1.114	40	28	42
<i>Training</i>					
Staff training ¹	12	-1.432	4.96	2.51	5.57
Training services ¹	8	-1.726	5.67	2.67	6.47

United States

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	88	-0.422	93	17	191
Internet users (per 100 people)	20	1.215	78	1	95
Quality of domestic transport ¹	17	1.141	5.46	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	5	1.883	5.23	2.33	5.49
Business and university R&D collaboration ¹	3	2.187	5.74	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	3	1.473	4	1	180
Social safety net protection ¹	27	0.755	4.60	2.10	6.26
Intellectual property protection and property rights ¹	24	1.064	5.18	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	17	1.330	5.59	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	29.6	<i>Society</i>	
Aged dependency ratio (%)	19.5	Freedom in the World ⁸	1
Fertility rate (births per woman)	2.1	Democracy Index (rank/165)	21
Sex ratio at birth (female/male)	0.95	Population living in urban area (%)	82.6
Population below age 20 (%)	26.9	Gini Index (income) ⁵	40.8
Population above age 60 (%)	18.5	Accessibility of digital content ¹	6.17
<i>Education</i>			
Public spending on education (% of GDP)	5.6	Extent of virtual social networks use ¹	6.39
Technical/vocational enrolment as % of total enrolment in secondary school	—	<i>Workforce</i>	
Adult literacy (%)	—	Economic activity (agriculture) — % of total activity	1.6
Boys not in primary school (%)	5	Economic activity (industry) — % of total activity	16.7
Girls not in primary school (%)	4	Economic activity (services) — % of total activity	81.2
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	GDP per person employed (US\$)	68,156
Private enrolment in primary school (% of primary)	8.9	Cooperation in labour-employer relations ¹	4.66
Private enrolment in secondary school (% of secondary)	8.4	Emigration rate of the tertiary educated (%)	0.5
PIRLS ⁶	556	Labour force with tertiary education (%)	35.7
PISA math scores ⁶	487	Number of patent applications (per 1,000 people)	1.6128
PISA reading scores ⁶	500	Hiring and firing practices ¹	4.92
PISA science scores ⁶	502	Retirement age, male	66
TIMSS 4th grade math ⁶	541	Retirement age, female	66
TIMSS 4th grade science ⁶	544	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	509	Total employed (1,000s)	139,064
TIMSS 8th grade science ⁶	525	Total unemployed (1,000s)	14,825
<i>Health</i>			
Prevalence of visual impairment (%)	0.6	Unemployment for 12 months or more as a % of total unemployment	29.0
Public spending on health (% of GDP)	17.9	Total youth not in education or employment (1,000s)	6,693.0
Business impact of heart disease ¹	3.74	Unemployment for 12 months or more (1,000s)	4,298.0
Business impact of cancer ¹	3.69	Global Innovation Index (rank/142)	5
Business impact of mental illness ¹	4.19	Global Talent Index (rank/60)	1
Business impact of diabetes ¹	3.68	Quality of Labour Force (rank/60)	4
Business impact of chronic respiratory disease ¹	4.23	Talent Environment (rank/60)	1
Business impact of HIV/AIDS ¹	5.14	IQ measure ⁹	97.7
Business impact of tuberculosis ¹	5.81		
Business impact of malaria ¹	6.22		

NOTES

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3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Uruguay

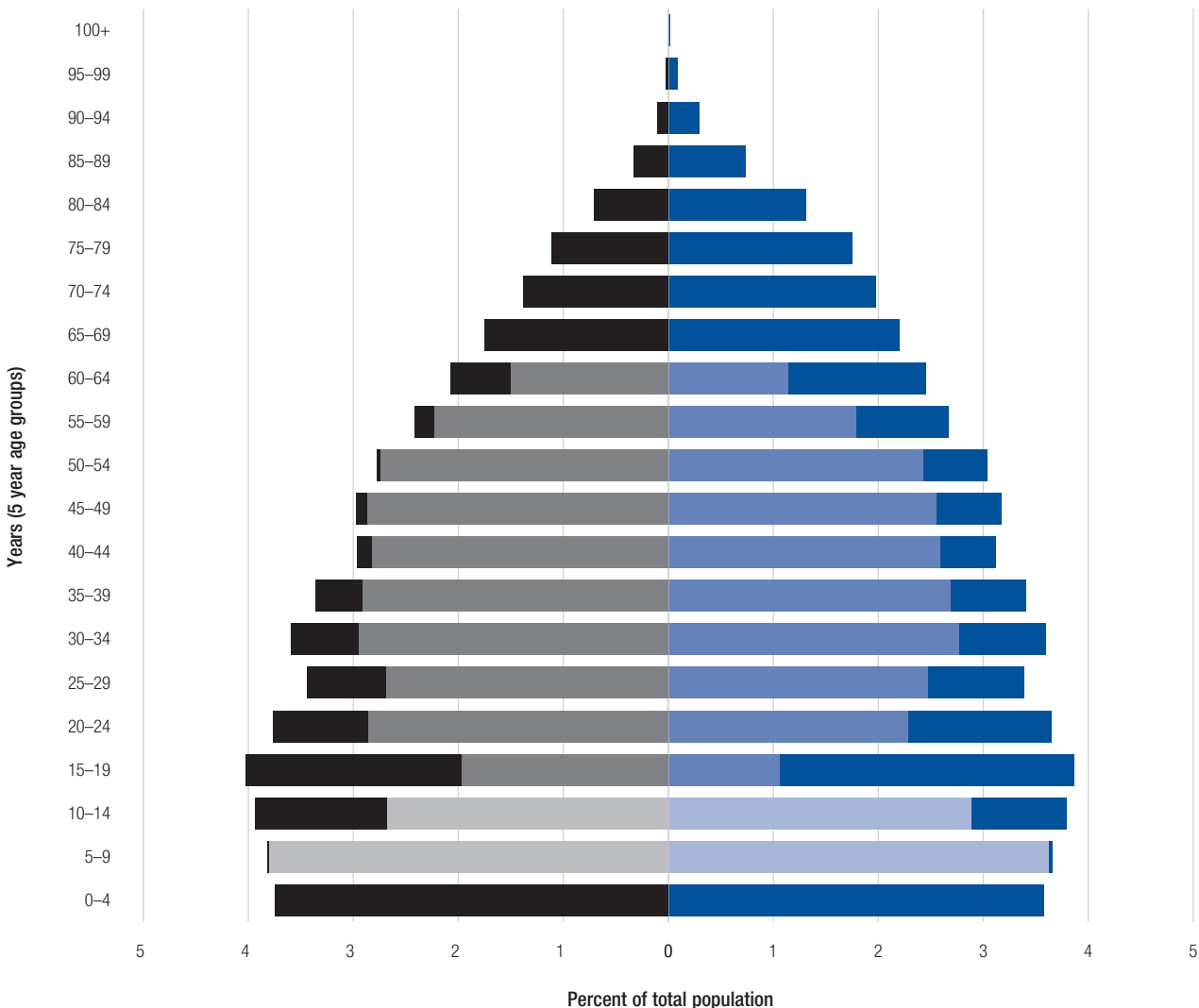
	Rank/122	Score
Human Capital Index 2013	48	0.096
Pillar 1: Education	67	-0.037
Pillar 2: Health and wellness	21	0.543
Pillar 3: Workforce and employment	84	-0.340
Pillar 4: Enabling environment	44	0.219

Key Indicators

Total population (1,000s)	3,372.0
Median age of population	34
GDP per capita PPP (constant 2005, international \$)	13,821
GDP growth (annual %)	3.9

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 21.8%
■ Labour force participation	■ Labour force participation	Youth dependency: 35.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.5%
		Female labour force participation, age 65+: 0.9%

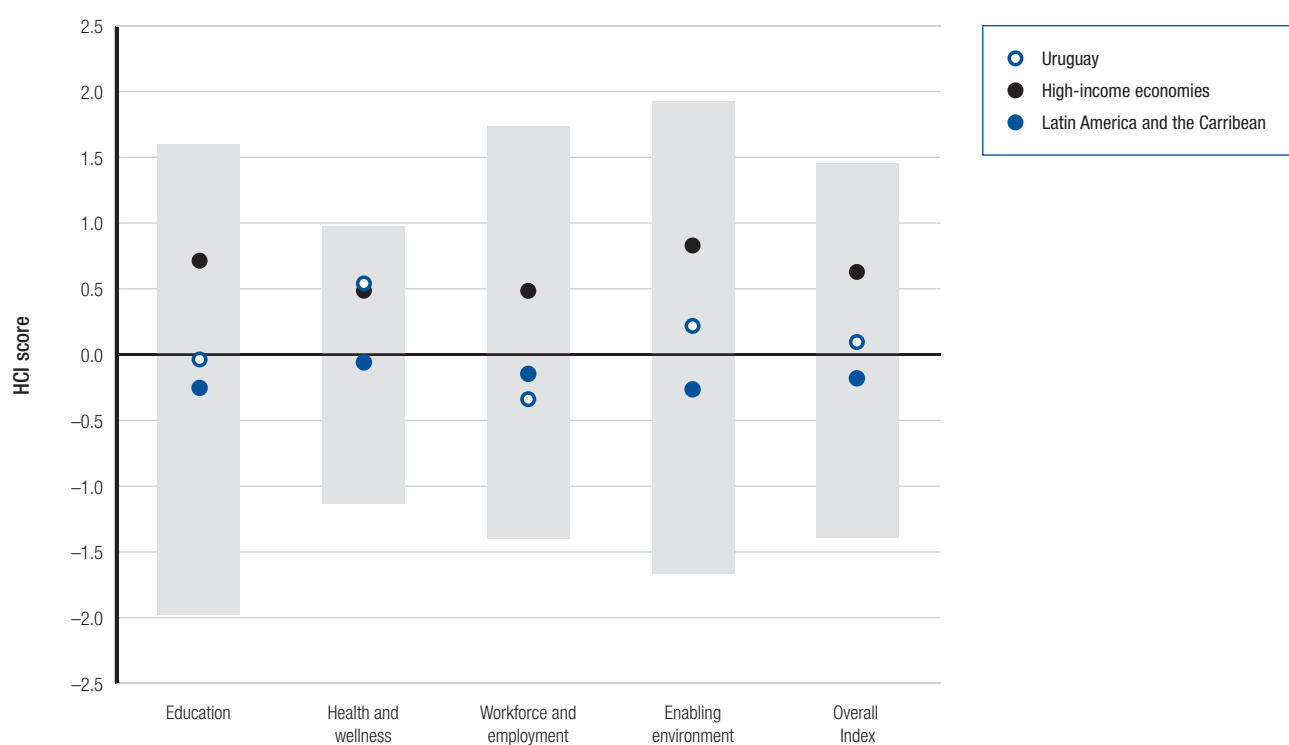


Uruguay

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	9.1	9.4
Professionals	5.4	
Technicians and associate professionals	3.6	
Secondary requirements	32.5	34.8
Clerks	7.3	
Service workers and shop and market sales workers	8.9	
Skilled agricultural and fishery workers	3.2	
Craft and related trade workers	8.8	
Plant and machine operators and assemblers	4.3	
Primary requirements	15.8	36.1
Elementary occupations	15.8	
Various	5.0	
Legislators, senior officials and managers	3.4	
Unclassified	1.1	
Armed forces	0.5	

Spread of scores (by pillar and overall)



Uruguay

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	5	0.764	100	58	100
Secondary enrolment rate (%)	66	-0.009	72	16	100
Tertiary enrolment ratio (%)	28	-0.861	63	1	103
Education gender gap ²	35	-0.505	0.997	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	17	1.293	5.94	1.64	6.64
Quality of the education system ¹	102	-0.904	2.99	1.99	5.98
Quality of primary schools ¹	89	-0.642	3.24	1.97	6.82
Quality of math & science education ¹	105	-1.158	2.93	1.88	6.29
Quality of management schools ¹	69	-0.151	4.17	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	35	-0.370	86	5	100
Secondary education attainment (% population age 25+)	58	-0.509	49	2	100
Tertiary education attainment (% population age 25+)	69	-0.863	9	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	45	-0.563	9	2	98
Life expectancy	38	-0.542	77	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	21	-0.781	8.5	1.2	36.5
Unhealthy life years (% of life expectancy)	48	-0.274	13	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	26	1.013	13.7	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	83	-0.534	23.6	1.1	42.8
Business impact of non-communicable diseases ¹	24	-0.886	4.88	2.74	5.87
Business impact of communicable diseases ¹	16	1.033	6.50	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	49	-0.137	29	8	69
Depression (% of respondents) ⁷	39	-0.456	9	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	34	-0.785	99.4	31.1	100.0
Healthcare quality ¹	56	-0.035	4.07	1.78	6.75
Healthcare accessibility ¹	32	-0.951	5.82	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	30	-0.676	75.8	43.4	90.6
Labour force participation rate, age 65+ (%)	61	-0.369	17.5	1.6	91.2
Economic participation gender gap ²	59	-0.141	0.660	0.310	0.839
Unemployment rate (%)	40	-0.370	6.8	0.3	32.0
Youth unemployment rate (%)	60	-0.143	20.0	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	90	-0.791	2.62	1.48	6.08
Country capacity to retain talent ¹	67	-0.251	3.29	1.81	5.97
Ease of finding skilled employees ¹	98	-1.017	3.28	2.13	5.69
Pay related to productivity ¹	122	-2.542	2.37	2.37	5.25
Capacity for innovation ¹	77	-0.433	3.36	2.31	5.84
Index of Economic Complexity ³	52	-0.026	0.08	-1.96	2.37
Firm level technology absorption ¹	80	-0.552	4.42	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	45	-0.384	0.073	0.000	1.242
Median age of the working population	48	-0.467	37	28	42
<i>Training</i>					
Staff training ¹	78	-0.442	3.76	2.51	5.57
Training services ¹	66	-0.142	4.19	2.67	6.47

Uruguay

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	17	0.990	141	17	191
Internet users (per 100 people)	48	0.270	51	1	95
Quality of domestic transport ¹	58	0.063	4.52	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	86	-0.608	3.46	2.33	5.49
Business and university R&D collaboration ¹	57	-0.204	3.60	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	71	-0.175	89	1	180
Social safety net protection ¹	23	0.953	4.82	2.10	6.26
Intellectual property protection and property rights ¹	39	0.375	4.47	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	37	0.311	4.67	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	35.4	Freedom in the World ⁸	1
Aged dependency ratio (%)	21.8	Democracy Index (rank/165)	18
Fertility rate (births per woman)	2.1	Population living in urban area (%)	92.6
Sex ratio at birth (female/male)	0.96	Gini Index (income) ⁵	45.3
Population below age 20 (%)	30.4	Accessibility of digital content ¹	5.50
Population above age 60 (%)	18.4	Extent of virtual social networks use ¹	5.83
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	2.9	Economic activity (agriculture) — % of total activity	10.7
Technical/vocational enrolment as % of total enrolment in secondary school	15	Economic activity (industry) — % of total activity	21.1
Adult literacy (%)	98.1	Economic activity (services) — % of total activity	68.1
Boys not in primary school (%)	1	GDP per person employed (US\$)	25,016
Girls not in primary school (%)	1	Cooperation in labour-employer relations ¹	3.34
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	—	Emigration rate of the tertiary educated (%)	9.0
Private enrolment in primary school (% of primary)	16.1	Labour force with tertiary education (%)	18.7
Private enrolment in secondary school (% of secondary)	14.5	Number of patent applications (per 1,000 people)	0.2037
PIRLS ⁶	—	Hiring and firing practices ¹	2.88
PISA math scores ⁶	427	Retirement age, male	—
PISA reading scores ⁶	426	Retirement age, female	—
PISA science scores ⁶	427	Number of informal sector workers (1,000s)	572
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	1,562
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	114
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	0.7
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	117.4
<i>Health</i>		Unemployment for 12 months or more (1,000s)	0.8
Prevalence of visual impairment (%)	2.6	Global Innovation Index (rank/142)	52
Public spending on health (% of GDP)	8.0	Global Talent Index (rank/60)	—
Business impact of heart disease ¹	4.34	Quality of Labour Force (rank/60)	—
Business impact of cancer ¹	4.37	Talent Environment (rank/60)	—
Business impact of mental illness ¹	5.37	IQ measure ⁹	90.8
Business impact of diabetes ¹	5.07		
Business impact of chronic respiratory disease ¹	5.24		
Business impact of HIV/AIDS ¹	6.15		
Business impact of tuberculosis ¹	6.57		
Business impact of malaria ¹	6.78		

NOTES

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8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Venezuela

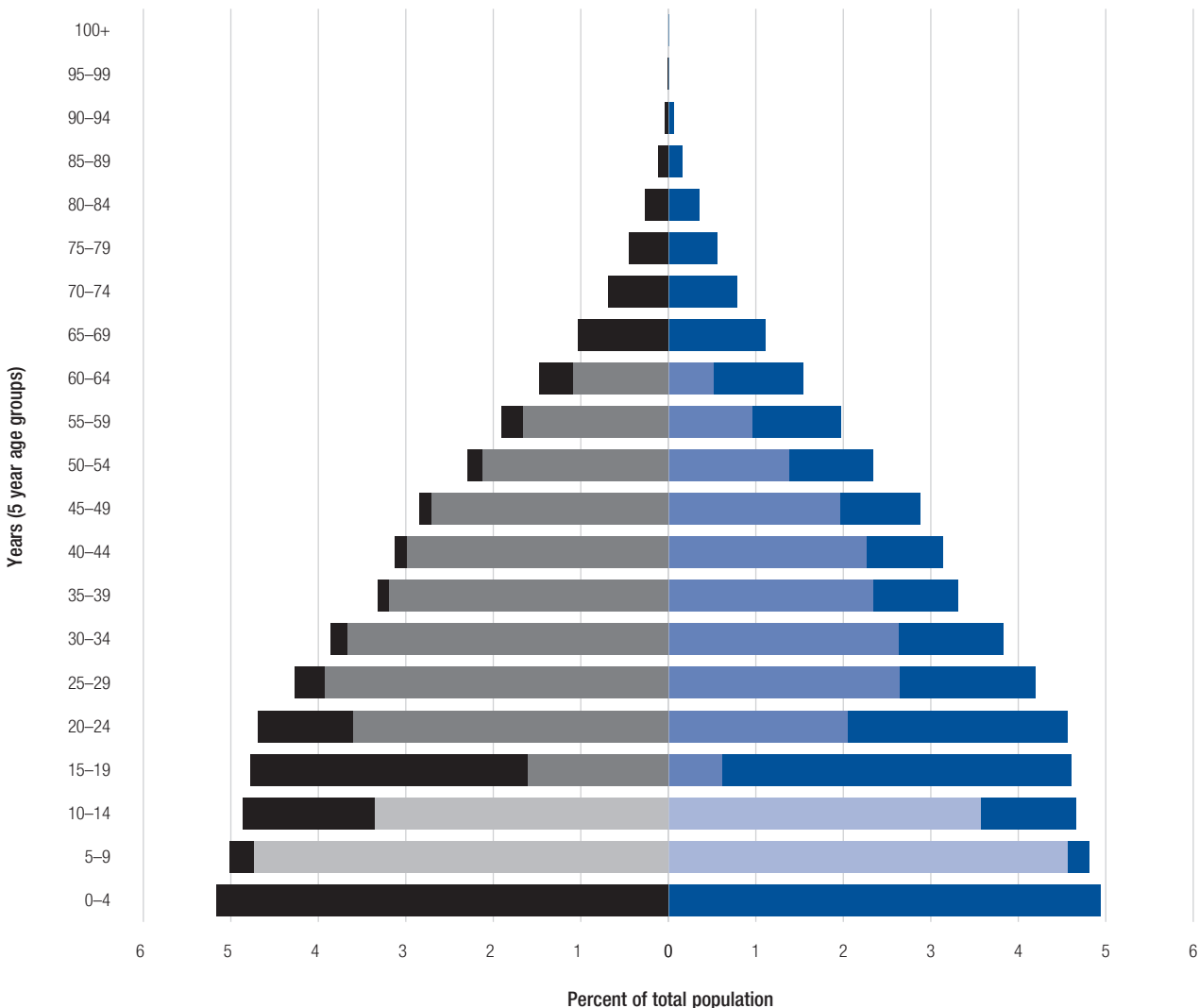
	Rank/122	Score
Human Capital Index 2013	101	-0.564
Pillar 1: Education	75	-0.194
Pillar 2: Health and wellness	74	-0.068
Pillar 3: Workforce and employment	114	-0.746
Pillar 4: Enabling environment	120	-1.250

Key Indicators

Total population (1,000s)	29,043.3
Median age of population	26
GDP per capita PPP (constant 2005, international \$)	11,613
GDP growth (annual %)	5.5

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 8.7%
■ Labour force participation	■ Labour force participation	Youth dependency: 45.4%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: 1.0%
		Female labour force participation, age 65+: 0.4%

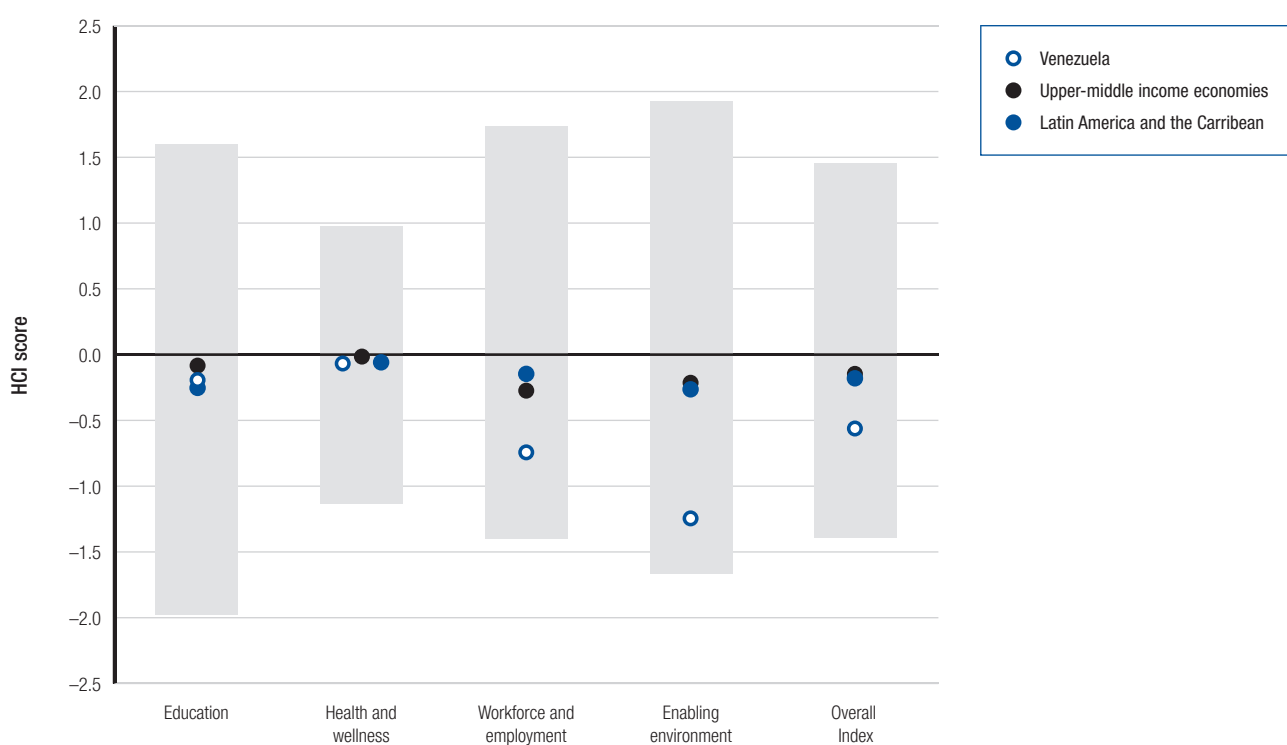


Venezuela

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	15.9
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	37.8
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	28.9
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Venezuela

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	73	-0.167	95	58	100
Secondary enrolment rate (%)	64	-0.022	73	16	100
Tertiary enrolment ratio (%)	11	-1.428	78	1	103
Education gender gap ²	24	-0.534	0.999	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	92	-0.736	3.40	1.64	6.64
Quality of the education system ¹	108	-1.206	2.72	1.99	5.98
Quality of primary schools ¹	97	-0.919	2.94	1.97	6.82
Quality of math & science education ¹	104	-1.148	2.94	1.88	6.29
Quality of management schools ¹	66	-0.091	4.22	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	39	-0.245	83	5	100
Secondary education attainment (% population age 25+)	54	-0.352	54	2	100
Tertiary education attainment (% population age 25+)	51	-0.271	16	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	57	-0.383	13	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	1	-0.751	0.980	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	30	-0.570	10.3	1.2	36.5
Unhealthy life years (% of life expectancy)	39	-0.438	12	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	77	-0.300	30.4	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	111	-1.294	30.8	1.1	42.8
Business impact of non-communicable diseases ¹	104	-0.906	4.07	2.74	5.87
Business impact of communicable diseases ¹	78	-0.215	5.26	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	33	-0.370	26	8	69
Depression (% of respondents) ⁷	18	-0.775	7	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	63	-0.410	92.1	31.1	100.0
Healthcare quality ¹	100	-0.972	2.92	1.78	6.75
Healthcare accessibility ¹	112	-1.262	3.12	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	66	-0.001	69.2	43.4	90.6
Labour force participation rate, age 65+ (%)	45	-0.142	27.4	1.6	91.2
Economic participation gender gap ²	74	-0.149	0.626	0.310	0.839
Unemployment rate (%)	69	-0.046	8.5	0.3	32.0
Youth unemployment rate (%)	35	-0.515	13.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	119	-1.898	1.48	1.48	6.08
Country capacity to retain talent ¹	122	-1.780	1.81	1.81	5.97
Ease of finding skilled employees ¹	93	-0.822	3.42	2.13	5.69
Pay related to productivity ¹	117	-1.874	2.78	2.37	5.25
Capacity for innovation ¹	110	-1.079	2.85	2.31	5.84
Index of Economic Complexity ³	100	-1.313	-1.14	-1.96	2.37
Firm level technology absorption ¹	103	-1.007	4.10	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	79	-0.587	0.012	0.000	1.242
Median age of the working population	71	-0.312	33	28	42
<i>Training</i>					
Staff training ¹	91	-0.630	3.64	2.51	5.57
Training services ¹	108	-1.183	3.37	2.67	6.47

Venezuela

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	81	-0.273	98	17	191
Internet users (per 100 people)	64	-0.129	40	1	95
Quality of domestic transport ¹	119	-1.861	2.85	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	120	-1.727	2.66	2.33	5.49
Business and university R&D collaboration ¹	71	-0.447	3.38	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	122	-1.940	180	1	180
Social safety net protection ¹	107	-1.105	2.58	2.10	6.26
Intellectual property protection and property rights ¹	122	-2.412	1.62	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	114	-1.353	3.17	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	45.4	Freedom in the World ⁸	5
Aged dependency ratio (%)	8.7	Democracy Index (rank/165)	95
Fertility rate (births per woman)	2.5	Population living in urban area (%)	93.7
Sex ratio at birth (female/male)	0.95	Gini Index (income) ⁵	44.8
Population below age 20 (%)	38.9	Accessibility of digital content ¹	4.54
Population above age 60 (%)	8.6	Extent of virtual social networks use ¹	5.84
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	3.6	Economic activity (agriculture) — % of total activity	8.0
Technical/vocational enrolment as % of total enrolment in secondary school	5	Economic activity (industry) — % of total activity	21.8
Adult literacy (%)	95.5	Economic activity (services) — % of total activity	69.9
Boys not in primary school (%)	5	GDP per person employed (US\$)	28,015
Girls not in primary school (%)	5	Cooperation in labour-employer relations ¹	2.97
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.190	Emigration rate of the tertiary educated (%)	3.8
Private enrolment in primary school (% of primary)	17.5	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	28.4	Number of patent applications (per 1,000 people)	0.0550
PIRLS ⁶	—	Hiring and firing practices ¹	1.68
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	55
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	5,131
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	12,141
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	1,132
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	25.6
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	1,025.3
<i>Health</i>		Unemployment for 12 months or more (1,000s)	289.7
Prevalence of visual impairment (%)	3.0	Global Innovation Index (rank/142)	114
Public spending on health (% of GDP)	5.2	Global Talent Index (rank/60)	39
Business impact of heart disease ¹	3.82	Quality of Labour Force (rank/60)	47
Business impact of cancer ¹	3.71	Talent Environment (rank/60)	60
Business impact of mental illness ¹	4.64	IQ measure ⁹	83.3
Business impact of diabetes ¹	4.08		
Business impact of chronic respiratory disease ¹	4.12		
Business impact of HIV/AIDS ¹	4.98		
Business impact of tuberculosis ¹	5.36		
Business impact of malaria ¹	5.45		

NOTES

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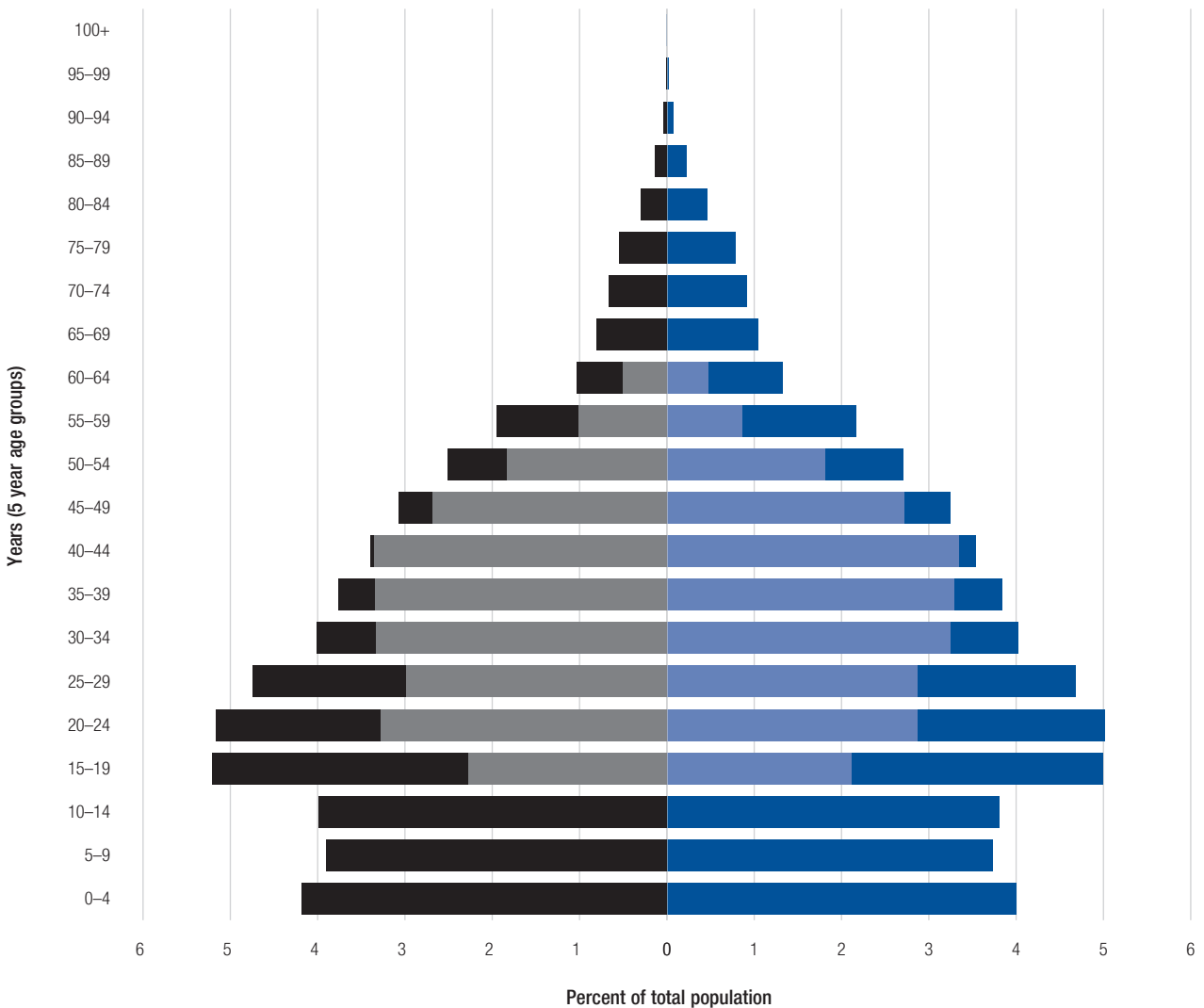
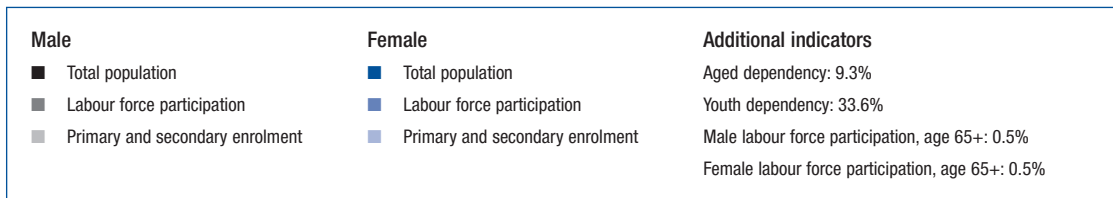
Vietnam

	Rank/122	Score
Human Capital Index 2013	70	-0.202
Pillar 1: Education	73	-0.176
Pillar 2: Health and wellness	88	-0.291
Pillar 3: Workforce and employment	57	-0.040
Pillar 4: Enabling environment	73	-0.302

Key Indicators

Total population (1,000s)	89,047.4
Median age of population	29
GDP per capita PPP (constant 2005, international \$)	3,133
GDP growth (annual %)	5.0

Education and workforce distribution

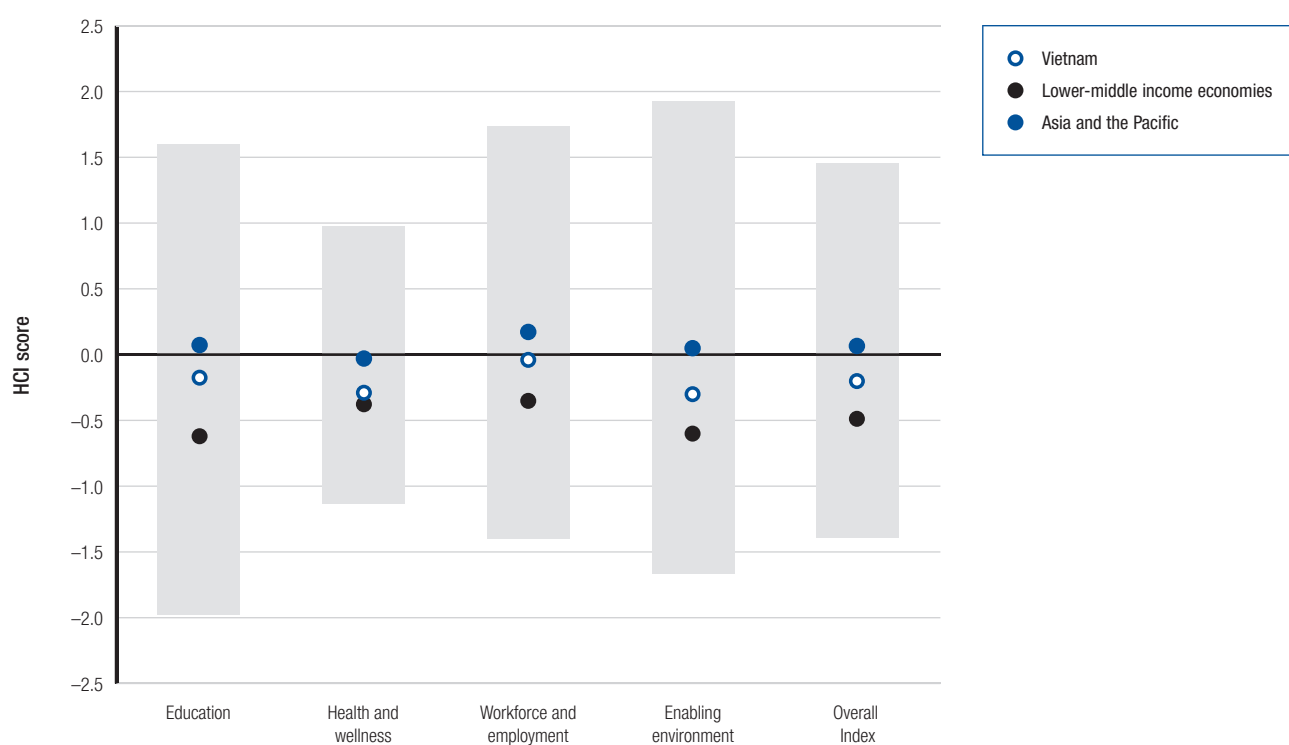


Vietnam

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Vietnam

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	16	0.714	99	58	100
Secondary enrolment rate (%)	—	—	—	16	100
Tertiary enrolment ratio (%)	79	-0.615	24	1	103
Education gender gap ²	88	-0.130	0.968	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	37	-0.582	5.05	1.64	6.64
Quality of the education system ¹	81	-0.457	3.39	1.99	5.98
Quality of primary schools ¹	81	-0.504	3.39	1.97	6.82
Quality of math & science education ¹	74	-0.092	3.95	1.88	6.29
Quality of management schools ¹	109	-1.167	3.32	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	71	-0.203	17	2	98
Life expectancy	51	-0.299	75	50	83
Survival gender gap ²	113	-2.364	0.944	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	56	-0.546	20.1	1.2	36.5
Unhealthy life years (% of life expectancy)	73	-0.006	15	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	54	-0.298	22.8	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	3	1.787	1.6	1.1	42.8
Business impact of non-communicable diseases ¹	113	-1.285	3.90	2.74	5.87
Business impact of communicable diseases ¹	97	-1.027	4.46	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	24	-0.680	22	8	69
Depression (% of respondents) ⁷	79	-0.341	14	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	77	-0.060	85.3	31.1	100.0
Healthcare quality ¹	96	-0.907	3.00	1.78	6.75
Healthcare accessibility ¹	97	-0.920	3.54	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	11	1.228	81.2	43.4	90.6
Labour force participation rate, age 65+ (%)	44	-0.147	27.5	1.6	91.2
Economic participation gender gap ²	39	-0.561	0.710	0.310	0.839
Unemployment rate (%)	24	-0.781	4.7	0.3	32.0
Youth unemployment rate (%)	6	1.440	4.6	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	55	-0.058	3.50	1.48	6.08
Country capacity to retain talent ¹	80	-0.519	3.03	1.81	5.97
Ease of finding skilled employees ¹	90	-0.664	3.52	2.13	5.69
Pay related to productivity ¹	13	1.226	4.67	2.37	5.25
Capacity for innovation ¹	75	-0.415	3.37	2.31	5.84
Index of Economic Complexity ³	63	-0.336	-0.21	-1.96	2.37
Firm level technology absorption ¹	116	-1.471	3.76	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	95	-0.616	0.004	0.000	1.242
Median age of the working population	69	-0.295	34	28	42
<i>Training</i>					
Staff training ¹	84	-0.521	3.71	2.51	5.57
Training services ¹	109	-1.238	3.33	2.67	6.47

Vietnam

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	15	1.068	143	17	191
Internet users (per 100 people)	73	-0.313	35	1	95
Quality of domestic transport ¹	99	-0.832	3.74	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	61	-0.012	3.88	2.33	5.49
Business and university R&D collaboration ¹	76	-0.497	3.34	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	76	-0.369	99	1	180
Social safety net protection ¹	58	-0.139	3.63	2.10	6.26
Intellectual property protection and property rights ¹	99	-0.886	3.18	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	93	-0.740	3.72	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>		<i>Society</i>	
Child dependency ratio (%)	33.6	Freedom in the World ⁸	7
Aged dependency ratio (%)	9.3	Democracy Index (rank/165)	144
Fertility rate (births per woman)	1.9	Population living in urban area (%)	31.7
Sex ratio at birth (female/male)	0.89	Gini Index (income) ⁵	35.6
Population below age 20 (%)	33.6	Accessibility of digital content ¹	5.28
Population above age 60 (%)	8.9	Extent of virtual social networks use ¹	5.10
<i>Education</i>		<i>Workforce</i>	
Public spending on education (% of GDP)	6.6	Economic activity (agriculture) — % of total activity	48.4
Technical/vocational enrolment as % of total enrolment in secondary school	—	Economic activity (industry) — % of total activity	21.3
Adult literacy (%)	93.4	Economic activity (services) — % of total activity	30.3
Boys not in primary school (%)	—	GDP per person employed (US\$)	6,110
Girls not in primary school (%)	—	Cooperation in labour-employer relations ¹	4.38
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.130	Emigration rate of the tertiary educated (%)	27.0
Private enrolment in primary school (% of primary)	0.5	Labour force with tertiary education (%)	—
Private enrolment in secondary school (% of secondary)	—	Number of patent applications (per 1,000 people)	0.0400
PIRLS ⁶	—	Hiring and firing practices ¹	3.90
PISA math scores ⁶	—	Retirement age, male	60
PISA reading scores ⁶	—	Retirement age, female	55
PISA science scores ⁶	—	Number of informal sector workers (1,000s)	17,172
TIMSS 4th grade math ⁶	—	Total employed (1,000s)	44,916
TIMSS 4th grade science ⁶	—	Total unemployed (1,000s)	926
TIMSS 8th grade math ⁶	—	Unemployment for 12 months or more as a % of total unemployment	—
TIMSS 8th grade science ⁶	—	Total youth not in education or employment (1,000s)	—
<i>Health</i>		Unemployment for 12 months or more (1,000s)	
Prevalence of visual impairment (%)	4.1	Global Innovation Index (rank/142)	76
Public spending on health (% of GDP)	6.8	Global Talent Index (rank/60)	52
Business impact of heart disease ¹	3.56	Quality of Labour Force (rank/60)	56
Business impact of cancer ¹	3.80	Talent Environment (rank/60)	53
Business impact of mental illness ¹	4.43	IQ measure ⁹	94.0
Business impact of diabetes ¹	3.91		
Business impact of chronic respiratory disease ¹	3.82		
Business impact of HIV/AIDS ¹	4.45		
Business impact of tuberculosis ¹	4.28		
Business impact of malaria ¹	4.65		

NOTES

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1 Survey data responses on a 1- to 7-scale (1 = worst score, 7 = best score)

2 Data on a 0- to 1-scale (0 = worst score, 1 = best score)

3 Data from -1.960 (worst score) to 2.367 (best score)

4 Rank number on a list of 185 countries

5 Index on a scale of 0 (perfect inequality) to 100 (perfect equality)

6 International test scores

7 Perception survey data. Percentage of yes responses.

8 Score (1 = best, 7 = worst)

9 Reported in relation to UK score (100)

Yemen

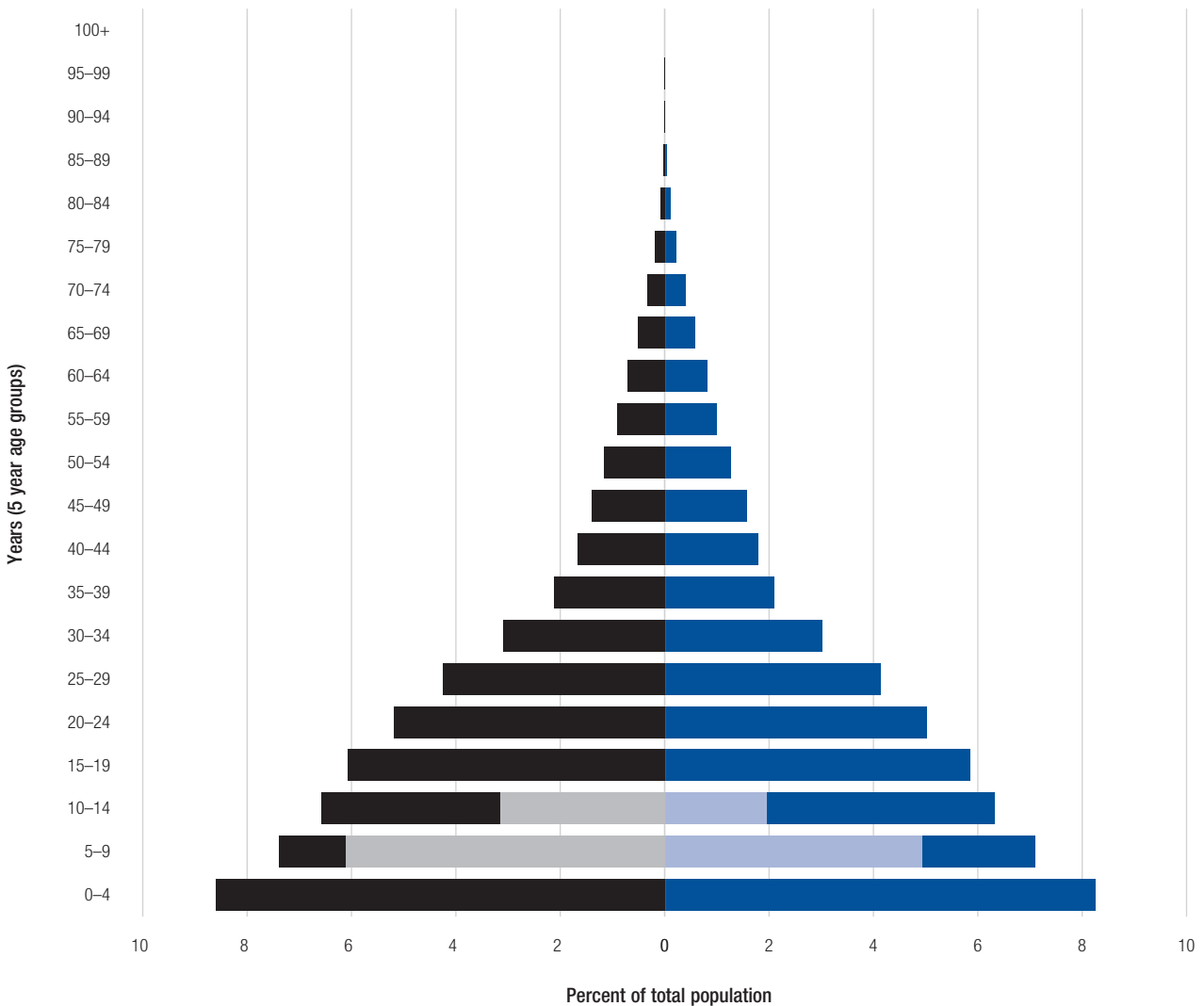
	Rank/122	Score
Human Capital Index 2013	122	-1.395
Pillar 1: Education	122	-1.972
Pillar 2: Health and wellness	122	-1.134
Pillar 3: Workforce and employment	120	-1.320
Pillar 4: Enabling environment	116	-1.153

Key Indicators

Total population (1,000s)	22,763.0
Median age of population	18
GDP per capita PPP (constant 2005, international \$)	2,145
GDP growth (annual %)	0.1

Education and workforce distribution

Male	Female	Additional indicators
■ Total population	■ Total population	Aged dependency: 4.9%
■ Labour force participation	■ Labour force participation	Youth dependency: 75.8%
■ Primary and secondary enrolment	■ Primary and secondary enrolment	Male labour force participation, age 65+: n/a
		Female labour force participation, age 65+: n/a

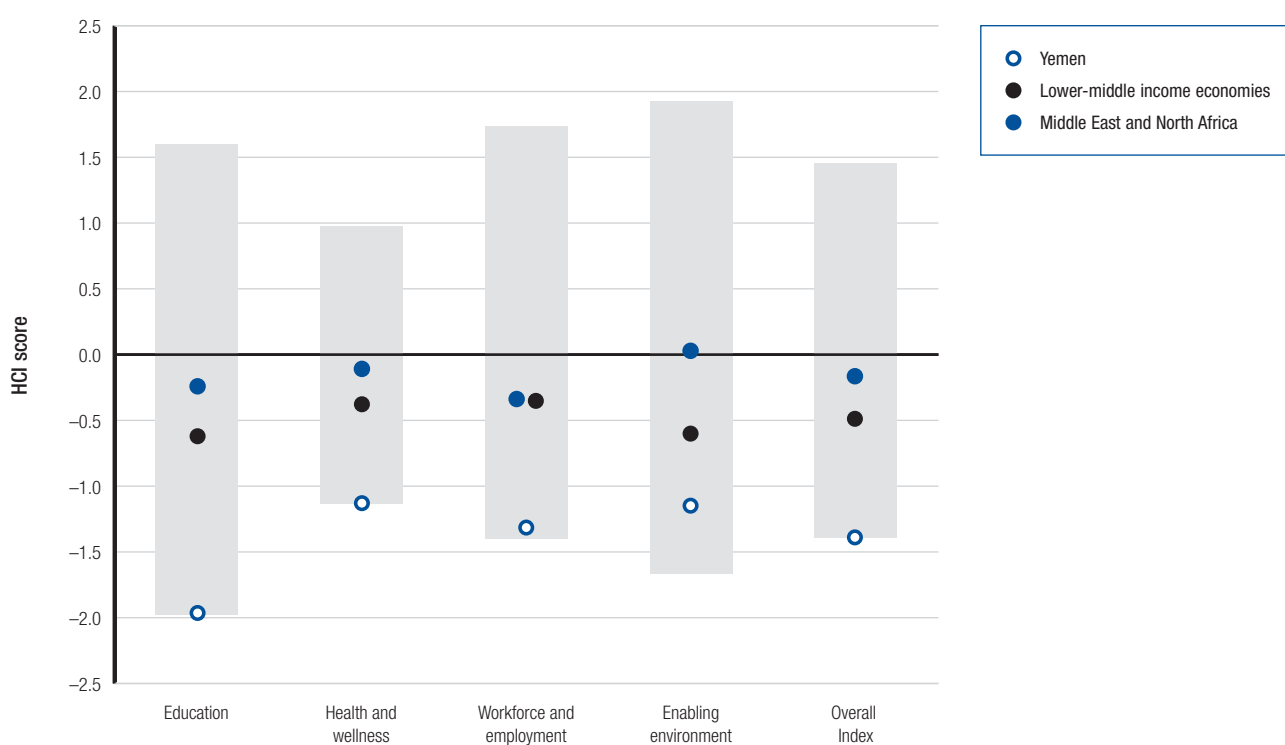


Yemen

Employment types, educational requirements and educational attainment

	Percent of population in employment type	Educational attainment (%)
Tertiary requirements	n/a	n/a
Professionals	n/a	
Technicians and associate professionals	n/a	
Secondary requirements	n/a	n/a
Clerks	n/a	
Service workers and shop and market sales workers	n/a	
Skilled agricultural and fishery workers	n/a	
Craft and related trade workers	n/a	
Plant and machine operators and assemblers	n/a	
Primary requirements	n/a	n/a
Elementary occupations	n/a	
Various	n/a	
Legislators, senior officials and managers	n/a	
Unclassified	n/a	
Armed forces	n/a	

Spread of scores (by pillar and overall)



Yemen

Pillar 1: Education

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Access</i>					
Primary enrolment rate (%)	108	-2.008	76	58	100
Secondary enrolment rate (%)	88	-1.424	40	16	100
Tertiary enrolment ratio (%)	99	-1.155	10	1	103
Education gender gap ²	117	-3.638	0.684	0.645	1.000
<i>Quality</i>					
Internet access in schools ¹	121	-2.070	1.73	1.64	6.64
Quality of the education system ¹	122	-2.023	1.99	1.99	5.98
Quality of primary schools ¹	121	-1.793	1.99	1.97	6.82
Quality of math & science education ¹	118	-1.869	2.25	1.88	6.29
Quality of management schools ¹	118	-1.765	2.82	2.29	6.09
<i>Attainment</i>					
Primary education attainment (% population age 25+)	—	—	—	5	100
Secondary education attainment (% population age 25+)	—	—	—	2	100
Tertiary education attainment (% population age 25+)	—	—	—	0	44

Pillar 2: Health and Wellness

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Survival</i>					
Infant mortality (per 1,000 live births)	110	-1.592	57	2	98
Life expectancy	104	-1.038	64	50	83
Survival gender gap ²	72	0.151	0.973	0.920	0.980
<i>Health</i>					
Stunting and wasting (% in children under 5)	79	-2.408	36.5	1.2	36.5
Unhealthy life years (% of life expectancy)	86	-0.165	16	8	66
Deaths under 60 from non-communicable diseases (% of all NCD deaths)	107	-1.330	43.5	7.3	55.8
Obesity (% of adults with BMI ≥ 30)	43	-0.194	16.7	1.1	42.8
Business impact of non-communicable diseases ¹	77	-0.321	4.34	2.74	5.87
Business impact of communicable diseases ¹	86	-0.427	5.05	3.13	6.90
<i>Well-being</i>					
Stress (% of respondents) ⁷	33	-0.370	26	8	69
Depression (% of respondents) ⁷	115	-4.006	37	2	37
<i>Services</i>					
Water, sanitation and hygiene (% with access)	106	-1.553	53.9	31.1	100.0
Healthcare quality ¹	122	-1.913	1.78	1.78	6.75
Healthcare accessibility ¹	122	-1.842	2.41	2.41	6.75

Pillar 3: Workforce and Employment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Participation</i>					
Labour force participation rate, age 15-64 (%)	116	-1.993	49.7	43.4	90.6
Labour force participation rate, age 65+ (%)	66	-0.441	16.1	1.6	91.2
Economic participation gender gap ²	116	-2.556	0.342	0.310	0.839
Unemployment rate (%)	96	-1.196	15.0	0.3	32.0
Youth unemployment rate (%)	—	—	—	1.6	48.2
<i>Talent</i>					
Country capacity to attract talent ¹	107	-1.230	2.17	1.48	6.08
Country capacity to retain talent ¹	116	-1.502	2.08	1.81	5.97
Ease of finding skilled employees ¹	111	-1.433	2.99	2.13	5.69
Pay related to productivity ¹	81	-0.453	3.65	2.37	5.25
Capacity for innovation ¹	120	-1.412	2.58	2.31	5.84
Index of Economic Complexity ³	98	-1.248	-1.08	-1.96	2.37
Firm level technology absorption ¹	104	-1.037	4.08	3.17	6.23
Scientific and technical journal articles (per 1,000 people)	117	-0.625	0.001	0.000	1.242
Median age of the working population	122	-1.649	28	28	42
<i>Training</i>					
Staff training ¹	104	-1.147	3.31	2.51	5.57
Training services ¹	121	-1.882	2.82	2.67	6.47

Yemen

Pillar 4: Enabling Environment

	Rank/122	Z-Score	Country Value	Sample Minimum	Sample Maximum
<i>Infrastructure</i>					
Mobile users (per 100 people)	116	-1.765	47	17	191
Internet users (per 100 people)	97	-1.033	15	1	95
Quality of domestic transport ¹	78	-0.377	4.14	2.08	6.51
<i>Collaboration</i>					
State of cluster development ¹	117	-1.509	2.82	2.33	5.49
Business and university R&D collaboration ¹	121	-1.859	2.12	2.11	5.84
<i>Legal framework</i>					
Doing Business Index ⁴	87	-0.738	118	1	180
Social safety net protection ¹	78	-0.579	3.15	2.10	6.26
Intellectual property protection and property rights ¹	114	-1.262	2.80	1.62	6.31
<i>Social mobility</i>					
Social mobility ¹	112	-1.255	3.26	2.78	6.36

Additional indicators

	Value		Value
<i>Demographics</i>			
Child dependency ratio (%)	75.8	<i>Society</i>	
Aged dependency ratio (%)	4.9	Freedom in the World ⁸	6
Fertility rate (births per woman)	4.9	Democracy Index (rank/165)	140
Sex ratio at birth (female/male)	0.95	Population living in urban area (%)	32.9
Population below age 20 (%)	54.5	Gini Index (income) ⁵	37.7
Population above age 60 (%)	4.5	Accessibility of digital content ¹	3.83
<i>Education</i>			
Public spending on education (% of GDP)	5.2	Extent of virtual social networks use ¹	4.63
Technical/vocational enrolment as % of total enrolment in secondary school	1	<i>Workforce</i>	
Adult literacy (%)	65.3	Economic activity (agriculture) — % of total activity	—
Boys not in primary school (%)	17	Economic activity (industry) — % of total activity	—
Girls not in primary school (%)	30	Economic activity (services) — % of total activity	—
Education poverty (% of children age 17-22 with less than 2-4 years schooling)	0.522	GDP per person employed (US\$)	11,195
Private enrolment in primary school (% of primary)	4.8	Cooperation in labour-employer relations ¹	4.16
Private enrolment in secondary school (% of secondary)	4.1	Emigration rate of the tertiary educated (%)	6.0
PIRLS ⁶	—	Labour force with tertiary education (%)	14.4
PISA math scores ⁶	—	Number of patent applications (per 1,000 people)	0.0019
PISA reading scores ⁶	—	Hiring and firing practices ¹	3.95
PISA science scores ⁶	—	Retirement age, male	—
TIMSS 4th grade math ⁶	248	Retirement age, female	—
TIMSS 4th grade science ⁶	209	Number of informal sector workers (1,000s)	—
TIMSS 8th grade math ⁶	—	Total employed (1,000s)	1,099
TIMSS 8th grade science ⁶	—	Total unemployed (1,000s)	794
<i>Health</i>			
Prevalence of visual impairment (%)	7.9	Unemployment for 12 months or more as a % of total unemployment	—
Public spending on health (% of GDP)	5.5	Total youth not in education or employment (1,000s)	—
Business impact of heart disease ¹	4.28	Unemployment for 12 months or more (1,000s)	—
Business impact of cancer ¹	4.40	Global Innovation Index (rank/142)	142
Business impact of mental illness ¹	4.62	Global Talent Index (rank/60)	—
Business impact of diabetes ¹	4.02	Quality of Labour Force (rank/60)	—
Business impact of chronic respiratory disease ¹	4.37	Talent Environment (rank/60)	—
Business impact of HIV/AIDS ¹	5.53	IQ measure ⁹	80.4
Business impact of tuberculosis ¹	5.02		
Business impact of malaria ¹	4.61		

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7 Perception survey data. Percentage of yes responses.

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